

**2025-2026
Heim Elementary
School Improvement Plan
through**



BUILDING AND SCHOOL IMPROVEMENT PLAN CHECKLIST
Heim Elementary 2025-2026

Your building SDM plan should contain:

- | | |
|---|---|
| Shared Decision Making Team Mission Statement | Communication plan (PTA newsletter, posting minutes, etc.) |
| Operational Principles | Previous year successes, challenges, concerns and how data was gathered |
| Changes in basic school plan, if any | Identification of building SDM's self-assessment tool used in the spring of each year |
| List of meeting dates and times for the current school year | Team Roster indicating stakeholder group represented, dates and term of signature |

SCHOOL IMPROVEMENT PLAN

Heim Elementary 2025-2026

I. Mission Statement

Heim Elementary is a community of parents, teachers, and students, working as a team to create a nurturing environment of respect, tolerance, and diversity while developing life-long learners. We will provide opportunities for growth and success for each student in order to reach their individual potential while building a character of integrity, honesty, perseverance, and responsibility. We value each child's path to success.

II. Operational Principles

- To make children our top priority
- To be respectful and honest in sharing our opinions
- To honor confidentiality about individual statements
- To communicate consistently and effectively with all stakeholder groups
- Set the agenda together at the end of each meeting
- To be open to new ideas and approaches

III. Changes in Basic School Plan

The School Improvement Plan has changed in response to the Williamsville Central School District's Strategic Plan. The school's primary academic goals are now being addressed through that plan; therefore, our goals for this year focus primarily on effective communication with stakeholders and celebration of student achievements within our building.

IV. Meeting Dates

October 7, 2025	2:25 pm
October 28, 2025	2:25 pm
November 18, 2025	2:25 pm
January 20, 2026	2:25 pm
February 24, 2026	2:25 pm
March 24, 2026	2:25 pm
April 21, 2026	2:25 pm
May 19, 2026	2:25 pm

SCHOOL IMPROVEMENT PLAN

Heim Elementary 2025-2026

V. Communications Plan

- August Faculty Meeting
- Bi-weekly Parent Newsletter
- Principal's Report discussed at PTA Meetings
- Committee, Team, and Faculty Meetings

VI. Summary

Successes

Heim Elementary School's Shared Decision Making Team's Summer Journal initiative continues to be an area of great pride for our team. We are continuing to find ways to expand and improve upon this program. We begin promoting the Summer Journal Initiative in early June via video announcements. The students read excerpts from the previous year's journals and there is a cameo appearance from our mascot, HERO. Later in June, the 4th grade students personally hand out journals to each classroom and congratulate students for completing the school year. This increases enthusiasm for completing the summer journal and returning it in September. Again this year, we are having at least one student from each class talk about or read something from their summer journal on the morning announcements throughout the spring to further increase excitement. We posted our Summer Journals online so that families would still have access to them if the hardcopy was misplaced. Students who completed their Summer Journals this past year were recognized with a certificate that was signed by our Shared Decision Making Team. We also reinstated our school-wide Summer Journal Celebration this year by having some musicians and athletes from Williamsville North High School lead a parade up and down each hallway in the building.

Our monthly Character Education sheets were a success again this year. Each month, we focus on a different character trait and these sheets are sent home for families to complete together. We have received positive feedback from parents about these activities. We are looking to expand our Character Education Program at Heim this year.

Our Student Safety Patrol has continued to make a big impact on our school. The students who participate take great pride in their roles and responsibilities and are truly committed to the team..

Our stakeholder community has repeatedly requested increased communication about critical school events and a desire to learn more about happenings within our building. This critical feedback has been instrumental in our focus to provide increased layers of communication and providing easier access to our families through harnessing the universal access of WITS.

Challenges

Our school continues to see more and more students from diverse backgrounds. We will continue to develop practices that respect and recognize diversity.

The team will continue to look for ways to support and encourage meaningful parent involvement to the extent permitted, and focus on supporting students at all grade levels.

SCHOOL IMPROVEMENT PLAN
Heim Elementary 2025-2026

Concerns

None at this time.

Data Gathering Process

We use teacher and parent input to make decisions.

SHARED DECISION MAKING TEAM ASSESSMENT

Heim Elementary 2025-2026

This assessment is intended as a tool to reflect on your team's functioning, progress, and/or successes. This tool is to be completed in June (of the preceding school year, for inclusion in the SDM plan completed in the fall). Rate each item as a strong (5) or a weak (1) area for your team. You may complete this assessment individually and then discuss your answers as a team.

		5	4	3	2	1
1.	Our SDM Team has established a process insuring that our School Improvement Plan is focused on strengthening student achievement and character development/wellness.	X				
2.	Operational Principles guide our meetings.	X				
3.	Our team has agreed on procedures for holding efficient and effective meetings.	X				
4.	All SDM members have equal opportunities to share creative, innovative ideas.	X				
5.	Each member of our team takes responsibility for doing his/her fair share of work.	X				
6.	We communicate SDM plans and progress with all stakeholder groups.	X				
7.	We collaborate with the entire school community to meet our SDM goals/plans.	X				
8.	We celebrate and publicize our SDM success.		X			
9.	Our team is most proud of: -Our collaboration and incorporation of ideas and events. -Summer Journal and the increased percentage of completion of our student population. -Setting goals for the team and school. -Working well as a team to involve everyone in making decisions and working on projects. -Use of data for student learning and character education. -Create new opportunities to promote our ideas to the students and parents. -Working to improve the school community through academics and character education. -Ability to communicate and stay focused. -Commitment to children.					
10.	One way that we could improve: -Publicize our purpose and successes more frequently -Continue to promote our role to support academics -Plan more events with parent involvement -Maintain ongoing communication with school community -More Heim community involvement with our goals					

**WILLIAMSVILLE SHARED DECISION MAKING
SCHOOL IMPROVEMENT AND PROFESSIONAL DEVELOPMENT PLAN
Heim Elementary 2025-2026**

School Goals:

Heim Elementary School
2025-2026 Shared Decision-Making Team Goals

1. Increase school communication within the Heim Elementary community.
2. To provide schoolwide support for students facing social, emotional, and academic challenges. Additionally, to strengthen our Social-Emotional Learning (SEL) and mindfulness initiatives through ongoing professional development, increased awareness, and the cultivation of stronger, more supportive relationships.
3. School-wide behavior matrix

Heim Elementary will continue to infuse restorative practices and equity-focused efforts into our instructional sequences and administrative responsibilities.

**WILLIAMSVILLE SHARED DECISION MAKING
SCHOOL IMPROVEMENT AND PROFESSIONAL DEVELOPMENT PLAN ROSTER
Heim Elementary 2025-2026**

Stakeholder Group	Name	Dates of Term	Signature
Administrator	Claire Licata-Michael	Permanent	
Administrator	Natalie Davis	Permanent	
Instructional Staff	Lauren Vogel	2024-2027	
Instructional Staff	Kayla Hillman	2025-2026	
Instructional Staff	Jessica Maliszewski	2025-2028	
Parent	Martha Smith	2025-2025	
Parent	Megan Hill	2025-2025	
Parent	Jesse Jerge	2025-2025	
Support Staff	Jeannette Mussolini	2025-2027	