

# 2024-2025 School Improvement Plan *at a glance*

## State Report Card

Meets Expectations

66.7



## Anna F. Doerfler School

Grades Served: K3-Grade 8  
Principal: Rhode Marquez-Feliciano

3014 W. Scott St.  
Milwaukee, WI 53215



## School Improvement Focus

### Instruction

#### Professional Learning Communities

Theory of action: If we implement professional learning communities, including co-planning, student data reflection, data analysis, and using the data to respond to student needs, then teachers and staff will plan data-informed, standards-aligned lessons with explicit instruction. As a result, students will engage in discourse and use of a variety of mathematical strategies as evidenced by an increase in student proficiency on math classroom assessments based on standards collected every month for every grade by the end of the 2024-2025 school year.

### Culture and Climate

#### PBIS

Theory of action: If we implement PBIS, including explicitly teaching and supporting regulation strategies and conflict resolution and purposefully building community, then teachers and staff will explicitly teach regulation strategies and consistently respond to student behavior by implementing the school-wide PBIS expectations. As a result, students will self-select and utilize the self-regulation strategies as evidenced by student, family, and staff surveys and a decrease in office discipline referrals by the end of the 2024-2025 school year.

## Long-Term Goals

### ACCELERATING LEARNING

1. Schools will demonstrate a 5% increase in the number of students who score *meeting/advanced* in math and English language arts (overall and disaggregated by groups) on the state assessments for each consecutive year from the spring of the previous year to the spring of the current year.
2. Schools will demonstrate a 10% decrease in the number of students who score *developing* in math and English language arts (overall and disaggregated by groups) on the state assessments for each consecutive year from the spring of the previous year to the spring of the current year.

### CULTIVATING EQUITABLE LEARNING ENVIRONMENT

1. Schools will maintain a 95% attendance rate.
2. Schools will have 100% of students regularly attending (90% of the time).
3. Schools will reduce the percentage of Black/African American students receiving behavior referrals (ODRs) by 10% by the end of the school year through the use of equitable practices as part of a multi-tiered system of support.

## School Vision and Values

### School Vision

Milwaukee Public Schools is a diverse district that welcomes all students, preparing them for success in higher education, post-education opportunities, work, and citizenship.

Doerfler is committed to ensuring high levels of academic achievement for all students.

### School Values

Students of Doerfler will be prepared for college and career readiness to positively impact their community and society.

We envision a school community where we can accomplish this through the following:  
Engaging a positive relationship with all stakeholders.

Establishing a professional learning community.

Working in effective collaborative teams.

Identifying Essential Skills and CCSS.

Monitoring student progress.

Providing accelerated learning opportunities to meet grade-level expectations.

### Submit Feedback

Your feedback is important  
and helps us to improve.