

2024-2025 School Improvement Plan *at a glance*

State Report Card

Fails to Meet Expectations

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Nathaniel Hawthorne Elementary School

Grades Served: K3-Grade 5

Principal: Shantee Jude-Williams

6945 N. 41st St.
Milwaukee, WI 53209



School Improvement Focus

Instruction

Professional Learning Communities

Theory of action: If we implement professional learning communities, including data analysis using the ATLAS protocol and small-group instruction, then teachers and staff will deliver effective small-group instruction. As a result, students will have increased time of targeted reading instruction and improve their reading skills as evidenced by aimswebPlus and Star data by the end of the 2024-2025 school year.

Culture and Climate

PBIS

Theory of action: If we implement PBIS, including data analysis of our attendance data using the ATLAS protocol, then teachers and staff will establish better communication with students and families pertaining to attendance expectations and acknowledgments. As a result, students will increase their attendance and be recognized for their improved attendance as evidenced by the attendance reports in data dashboard by the end of the 2024-2025 school year.

School Vision and Values

School Vision

Hawthorne School believes in providing a community where families and staff collaborate to create a safe and nurturing environment through standards-based instruction with academic rigor and support for both academics and behavior.

Four Keys to Success at Hawthorne:

- Families and staff work collaboratively.
- Provide a safe and nurturing environment.
- Provide standards-based instruction with academic rigor.
- Support students both academically and behaviorally.

School Values

Hawthorne is a school where students will become critical thinkers who value teamwork, diversity, and social change in order to become future leaders and positive community members. By 2024, we will achieve the following:

- Create higher-level collaborative partnerships to increase resources that promote greater student outcomes.
- Utilize individualized data-driven decisions by all stakeholders.
- Create learning environments that are collaborative, respectful, equitable, and engaging by using best practices.

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.

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