

2024-2025 School Improvement Plan *at a glance*

State Report Card

Fails to Meet Expectations

40.2



Ralph H. Metcalfe School

Grades Served: K4-Grade 8

Principal: Melinda Gladney

3400 W. North Ave.

Milwaukee, WI 53208

Go For The Gold



School Improvement Focus

Instruction

Science-Based Early Literacy Instruction

Theory of action: If we implement science-based early literacy instruction, including data-centered decisions around early literacy foundational skills to develop differentiated lessons and differentiated instruction, then teachers and staff will use student data to plan, sequence, and implement differentiated small-group instruction. As a result, students will be observed engaging in differentiated tasks in groups as evidenced by an increase in reading foundational skills as measured by the district screener and the Metcalfe Foundational Skills Assessment by the end of the 2024-2025 school year.

Culture and Climate

Mentoring

Theory of action: If we implement mentoring, including trusting, listening, encouraging, being reliable, and having fun, then teachers and staff will build relationships with students throughout the day. As a result, students will communicate with staff and students using respectful language, remain on-task, and follow classroom expectations as evidenced by increased attendance by the end of the 2024-2025 school year.

School Vision and Values

School Vision

Metcalfe School envisions empowering scholars with leadership skills to become global citizens by utilizing rigorous, equitable, standards-based instruction, with collaborative discourse, in a supportive social-emotional learning environment to help ensure academic achievement with college, career, and civic readiness for all scholars.

School Values

Metcalfe's golden values:

- Metcalfe is striving to focus on students, teaching, and learning.
- Metcalfe is striving to remove barriers and create opportunities.
- Metcalfe is striving to be approachable and inclusive.
- Metcalfe is striving to be engaging and interactive.
- Metcalfe is striving for accuracy and simplicity.
- Metcalfe is striving to continuously improve.
- Metcalfe is striving to go for the gold.

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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