

Sherman Elementary 2023-2024 School Improvement Plan



Goal: In 2 years we will reduce the number of office referrals for reckless behavior incidents to 105 or fewer.

Strategy: What will we focus on to achieve our goal-our commitments?	Actions: To do list: things we need to do to implement our strategies (Lead with a verb)	Success Criteria: What are we expecting to see and hear from the leadership team and teachers?	Progress/Outcomes What evidence will we use to monitor student progress?	Professional Development: What will you teach to support effective strategy implementation?
Common clear understanding of behavior by staff Behavior data tracking and use Building relationships at Sherman (staff, student) Pre-teaching schoolwide expectations using MTSS-B lessons in all classrooms for all settings Use of positive and descriptive feedback Staff/Sherman non negotiables	Finalize Classroom behavior flowchart Implement Check In/Check Outs (Counselor/Social Worker/PAC) Set up mentor/mentee (Counselor/Social Worker) Review Code of Conduct with staff and students Train staff and students Shark Reinforcement schoolwide plan Review and revise with staff	Staff positive feedback (4:1) Staff writing fewer office referrals More reteaching opportunities Staff verbally communicates important takeaways from Code of Conduct	Less student office referrals Students are able to locate Student Handbook/Code of Conduct on ipad More students participating in Shark Positive Celebrations Students and staff can state MTSS-B expectations in all areas (4 B's) Students model/demonstrate expected behaviors in all areas	Code of Conduct/Referral Writing Positive Reinforcement training and practice At Risk/SEL student success strategies

Goal: The percentage of students at or above grade level reading norm will increase by 5% by Spring 2024

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Teachers backwards plan for assessments Scaffolding lessons Data driven interventions -Literacy in a Flash -Small Groups	Review Module/Weekly/Student Work at Grade Level Meetings Create and Review Lesson plan components with teachers Create best practices and ideas for interventions to be used Calendar out grade level assessments for planning purposes Use and review data for individual students Use EL best practices in whole group/small group	Grade level meetings focused on Student Achievement (assessments, work, lesson planning) Grade Level Mtg Agendas and notes Use of scaffolding (EL) activities in reading instruction in all classrooms Intervention documentation in student data binder Yearly calendar in teacher lesson plan/student binder Quarterly review of student data	Student Map data Technology Student Results (Lexia, Amira, IRead) monthly HMH Weekly and Module Assessments	High Expectations for All training (district) Learning Framework (district) Peer Observations and Coaching Teacher/Student Goal Setting Scaffolding and Intervention best practices and processes Understanding and using data (tracking and outcomes)

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Goal: Sherman Staff will show a 3% increase in perception of the school as a positive place (68%) and a 3% increase of having trust and acceptance among themselves (76%).

Strategy: What will we focus on to achieve our goal-our commitments?	Actions: To do list: things we need to do to implement our strategies (Lead with a verb)	Success Criteria: What are we expecting to see and hear from the leadership team and teachers?	Progress/Outcomes What evidence will we use to monitor student progress?	Professional Development: What will you teach to support effective strategy implementation?
Various means of communication Collaboration activities at staff meetings (Teacher PD) Morning greetings All Staff Book Study Staff climate/culture input	Create Weekly Note, Daily Good News Email, Monthly Smore Create and implement teachers sharing and presenting strategy strengths at PD Meetings Standing at classroom and school doors with different greeting ideas Visibility and Supervision where children are present Read and summarize chapters “Atomic Habits” & “The Joyful Teacher” by grade levels Recognizing staff for positive actions and going above and beyond. Implement quarterly staff check ins forms Create courtesy committee roles and responsibilities Notetaking/video staff meetings	Staff knowing about and talking about events and important information for Sherman Teachers complete strengths & strategies, calendar of teacher presenting at monthly meetings, coaching visits based on teacher strengths Classroom teachers at hallway doors in the morning. Staff being present where students are and promoting a welcoming environment to begin school (smiles, conversations, etc.) Staff creating chapter presentations to share out with all others at meetings Staff attitudes and actions are positive. Little to no drama within staff member team. Open and honest conversations between staff. Staff actions towards each other are building each other up and setting example for students watching.	Student survey Teacher attitude and actions	SEL and Regulation strategies for students and adults MTSS-B teaching and management strategies

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Goal: Sherman will reduce the percent of students who are moderate and chronically absent by 3% from 30.2% to 27.2%

Strategy: What will we focus on to achieve our goal-our commitments?	Actions: To do list: things we need to do to implement our strategies (Lead with a verb)	Success Criteria: What are we expecting to see and hear from the leadership team and teachers?	Progress/Outcomes What evidence will we use to monitor student progress?	Professional Development: What will you teach to support effective strategy implementation?
<p>Family contacts weekly for high chronic absence students</p> <p>Daily recording of students attendance and recognition for 10, 20, 30, perfect days of being present</p> <p>Shoutouts to classes with best attendance weekly</p>	<p>Hold bi-weekly Attendance meetings with key staff—creating student contact lists for key staff to follow up with</p> <p>Record and recognize students when reach daily milestones on day and in announcements and in school newsletter</p> <p>Completing attendance charts outside classrooms--Rewarding classes for best weekly attendance</p> <p>Analyze intersection of attendance data and achievement results</p>	<p>Students attendance improves daily</p> <p>Student recognition</p> <p>Class recognition and rewards as earned</p>	<p>Attendance Dashboard</p> <p>Infinite Campus Student Attendance Records</p>	