

Glover Elementary School

School Improvement Plan

2026 - 2027



Marblehead Public Schools

Focus Area	Curriculum, Learning, and Instruction
District Strategic Objective	To ensure all classes are fully aligned Horizontally and all students are receiving the same instruction each day and to expand enrichment opportunities for all students. To promote district core values of promoting an inclusive environment by collecting data which will drive all of our PBIS work to create a safe, and nurturing environment.
District Strategic Initiative(s)	• Educators will value collaborating with coaches and make effective changes to instruction as evidenced by formal and informal feedback from educators.. • Classroom visits will show evidence of curriculum and instructional coherence across schools. • Coaches will engage in formal coaching cycles with educators as evidenced by cycle documentation and educator reflections. • Coaches, administrators, and directors will collaborate regularly to support instructional leadership across elementary schools as evidenced by weekly and monthly meetings.
School Based Goal	The Glover School staff will work to enhance classroom instruction through increased enrichment opportunities, increased data collection through assessments and benchmarks.

Improvement Strategies	Action Steps	Who	Timeline	Resources Needed	Status
Goal 1: Develop a collaborative approach where teachers can work vertically and horizontally ensuring all student needs are met. Goal 2: Develop a protocol for staff members to engage in activities and conversations to further build relationships and learning capacity through Wayfinder	Identify MCAS, I-Ready Data and see gaps in the learning to develop a road map. During faculty meetings, staff members will share their learning and progress with colleagues. Staff members will carry over experiences into the classroom.	Teachers Administration	August-June	After School time/Morning meeting time Professional Time Substitute teachers	

Goal 3:Implement Best Practice by working with Coaches ensuring grade level performance and high level of proficiency in math and reading	Teachers and building leaders will work collaboratively to examine WIN data, MCAS data, and unit assessments, to ensure learning for all students.	Administrators Teachers Counselors SpEd Chair	August- June	Professional Development	
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Focus Area	Professional Environment
Strategic Objective	Strengthen adult opportunities to be in a safe, inclusive environment where all stakeholders share their vision and develop perspectives on how best to build a robust, thriving school where everyone feels accepted, included, and can grow together.
Strategic Initiative(s)	Sharing in a safe environment at faculty meetings Creating a partnership with all stakeholders throughout the community Working with families to support student growth Having open and honest dialogue with administration
School Based Goals	To increase overall student social and emotional well being and developing school wide student accountability based around our “new” PBIS initiative.

Improvement Strategies	Action Steps	Who	Timeline	Resources Needed	Status
Provide opportunities for faculty to celebrate all the successes in the classroom and beyond.	Regular use of meetings to connect, celebrate, and share the development as a staff. Further, seek opportunities for guest speakers.	Principal, Sped Coordinator	Aug-June	Professional development	
Monthly Fridays as ways to celebrate staff and adult achievement through increased “PBIS”	Visually and listening to all adults and identifying “above and beyond” performance.	Principal, Teachers, Coaches	August-June	Glover certificates/motivational sayings.	

Focus Area	Leadership, Communication, and Student/Centered
Strategic Objective	Promote an environment of acceptance and that everyone has a voice to be heard and are willing to take risks
Strategic Initiative(s)	Cultivate ways for families to be more actively engaged in promoting student learning and actively engaged in forming a partnership within the Glover Community..
School-Based Goal	The Glover School will enlist volunteers to help create an environment of excellence by reading and doing small projects such as Math and Science enrichment to promote a partnership in which the students will flourish.

Improvement Strategies	Action Steps	Who	Timeline	Resources Needed	Status
Develop a plan to have parents volunteer and offer help for enrichment opportunities and help the running of the classrooms.	Having classroom meetings and setting up times to practice routines and structure An increased student assembly model and having students present. Work with Instructional Coaches to offer training for volunteers in the area of Math and Reading.	Principal, Teachers, Parents	August-June	Time!	
Continue to collaborate to ensure we are offering inclusive practices throughout the school.	Meeting with students and gathering best practice ideas. Teachers forums to discuss bias and to promote a culture of acceptance and to continue to use common language and having expectations based on teacher and student voice.	Teachers, and staff	August-June	Technology Student-led morning announcement time School-Wide Community Meeting time.	

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