

Cole School Improvement Plan 2026-2027

District Goals: Teaching and Learning: Create rigorous and relevant learning experiences that support student development and prepare students for their future.

Cole School Goal #1: Continue to build a school community grounded in professionalism, consistency, and meaningful family and community partnership.

Action Step	Responsible Person(s)	Resources Needed	Timeline	Status
1. Establish clear, consistent norms between staff and families and share them with families at the start of the year and at key school meetings. Create a visual flowchart outlining how families should direct questions (classroom teacher first, then appropriate staff).	☐ Principal ☐ Asst. Principal ☐ BLT Reps. ☐ Teachers	☐ Staff meeting time ☐ Aspen and Google ☐ Communication Norms Document ☐ Family Flowchart for Communications	☐ September 2026-June 2027	
2. Identify consistent dates and communication protocols for parent/teacher conferences twice per year. Ensure all staff adhere to the established conference schedule	☐ Principal ☐ Asst. Principal ☐ Teachers	☐ Staff meeting time ☐ Conference letter ☐ Conference sign ups ☐ District calendar	☐ October 2026 and April 2027	
3. Explore returning to a parents only Curriculum Night and Family Open House to better meet the needs of both audiences.	☐ Principal ☐ Asst. Principal ☐ BLT Reps. ☐ Teachers	☐ Staff Meeting Time	☐ Fall 2026	
4. Develop and implement a parent volunteer and chaperone training program to support consistent expectations for family involvement.	☐ Asst. Principal ☐ Reading and Math Coordinator ☐ BLT Reps.	☐ Time for trainings ☐ Training Materials	☐ Fall 2026	

5. Develop clear expectations and a template for teacher substitute plans to ensure continuity of instruction and building routines.	☐ Principal ☐ Asst. Principal ☐ Teachers.	☐ Substitute Plan Template ☐ Staff Meeting Time	☐ Fall 2026	
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District Goal: Safety, Belonging, and Well-Being: Provide a safe and inclusive environment to support social, emotional, and personal growth

Cole School Goal #2: Staff will engage in structured and meaningful learning experiences during scheduled meeting time to build collective capacity and strengthen consistent in behavior support practices schoolwide.

Action Step	Responsible Person(s)	Resources Needed	Timeline	Status
1. Read The Behavior Code by Jessica Minahan as a staff during fall staff meetings to build shared language and understanding around behavior support.				
1. Continue staff learning in winter and spring by reading Lost at School by Ross Greene as a staff book group, exploring Collaborative Problem Solving.	☐ Principal ☐ Asst. Principal ☐ School Counselor ☐ School Psychologist ☐ District Behaviorist ☐ District Social Worker ☐ Teachers	☐ Staff meeting time ☐ Book group copies	☐ January 2026-June 2027	
2. Offer trauma-informed training and open office hours with the District	☐ District Social Worker	☐ Office hours with identified staff	☐ September 2026-June 2027	

Social Worker and Behaviorist to provide staff with accessible, just-in-time support for students with challenging behaviors.	☐ District Behaviorist ☐ School Counselor ☐ School Psychologist	☐ Google Meet		
3. Plan purposeful and staff-driven staff meetings that build trust, efficiency, and shared ownership of school goals. Balance professional learning with collaborative planning time.	☐ Principal ☐ Asst. Principal ☐ School Counselor ☐ School Psychologist ☐ Teachers	☐ Staff meeting time ☐ Meeting agendas	☐ September 2026-June 2026	
4. Audit current behavior referral practices and develop a progressive discipline flowchart that clearly outlines levels of tiered behavioral support.	☐ Principal ☐ Asst. Principal ☐ School counselor ☐ School Psychologist ☐ Teachers	☐ Staff meeting time ☐ Flowchart ☐ Referral data	☐ September 2026-June 2027	
5. Dedicate a portion of data meeting time to discussing how to best support students with emotional or behavioral needs, using data to inform decisions.	☐ Principal ☐ Asst. Principal ☐ School counselor ☐ School Psychologist ☐ Teachers	☐ Data meeting time ☐ Student behavior data	☐ September 2026-June 2027	
6. During the first week of school, explicitly teach building-wide expected behaviors in classrooms, the cafeteria, and hallways to increase pride in the school community and establish consistent routines from the start.	☐ Principal ☐ Asst. Principal ☐ Teachers ☐ All Staff	☐ Behavior expectations materials ☐ Staff meeting time ☐ Rotation schedule for teaching expected behaviors	☐ September 2026	

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Safety, Belonging, and Well-Being: Provide a safe and inclusive environment to support social, emotional, and personal growth.

Cole School Goal #3: Reduce unnecessary screen time use, create enrichment opportunities that celebrate creativity and sustainability, and establish a consistent vertical alignment process across grade levels that supports curriculum coherence.

Action Step	Responsible Person(s)	Resources Needed	Timeline	Status
1. Establish school-wide screen time guidelines for intentional screen use in classrooms.	☐ Principal ☐ Asst. Principal ☐ Teachers	☐ Screen time audit data ☐ Meeting time ☐ Screen Guidelines	☐ September 2026-June 2027	
2. Explore parent book group opportunities around topics of digital wellness (such as Digital Delusion or similar titles) to strengthen the home-school connection around screen use.	☐ Principal ☐ Asst. Principal ☐ Teachers	☐ Book selection ☐ Communication to families	☐ Winter 2026-2027	
3. Consider including conversations in the classroom that build understanding of sustainability and environmental awareness (alternatives to costumes for projects, reusing materials for projects, etc).	☐ Principal ☐ Teachers	☐ Meeting time to share ideas ☐ Communication to families	☐ Fall 2026	
4. Establish regular vertical alignment meeting times at least two meetings per subject during the year.	☐ Principal ☐ Asst. Principal ☐ Teachers	☐ Meeting time ☐ Master schedule ☐ Sub coverage	☐ September 2026-June 2027	
5. Identify and protect opportunities for grade-level team collaboration throughout the school year.	☐ Principal ☐ Asst. Principal ☐ Teachers ☐ BLT Reps.	☐ District Calendar ☐ Staff Meeting Time	☐ September 2026-June 2027	