

Ralph D. Butler Elementary School 2025-2026



AVON PUBLIC SCHOOLS SCHOOL IMPROVEMENT PLAN
RALPH D. BUTLER ELEMENTARY
SY 2025-2026

Mission of Butler School Advisory Council

The mission of the Butler School Advisory Council is to assist the principal in identifying the educational needs of our students, reviewing our school's annual budget and formulating and monitoring the School Improvement Plan. Additionally, we will create an environment where all stakeholders feel safe and supported in their growth. These areas are continually monitored and improved. The council meetings for 2024-2025 are scheduled for the following dates from 3:00-4:00.

2025-2026 Meeting Dates:

October
November
December
January
February
March
April
May

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School Improvement Plan School Advisory Council Members:

1) Tenille Brennan	Principal	Signature: _____
2) Kim Bothwell	Assistant Principal	Signature: _____
3) Lauren DaSilva	Teacher	Signature: _____
4) Maria Mahabir	Parent	Signature: _____
5) Elizabeth Leifheit	Parent	Signature: _____
6) Nancy Gjelsvik	Community Member	Signature: _____

School Improvement Plan Purpose: School Improvement Plans, as described by the legislation, are created to contain some or all of the following elements:

1. An assessment of: - The impact of class size on student performance - Student-to-teacher ratios - Ratios of students to other supportive adult resources
2. A scheduled plan for reducing class size, if deemed necessary
3. Professional development for the school's staff and allocation of any professional development funds in the school budget
4. Enhance of parental involvement in the life of the school
5. School safety and discipline
6. Establishment of a school environment characterized by tolerance and respect for all groups
7. Extra-curricular activities
8. Means for meeting, within the regular education programs at the school, the diverse learning needs of as many children as possible, including children with special needs currently assigned to separate programs
9. Any further subjects the principal, in consultation with the school council, shall consider appropriate

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Data Charts

Selected Populations 2022-2025

Selected Populations	2024-25 % of School	2023-24 % of School	2022-23 % of School
First Language not English	22.4	23.5	20.2
English Language Learner	14.9	16.7	17.3
Low-income	44.3	45.7	42.9
Students with Disabilities	22.0	17.9	20.9
High Needs	62.6	60.5	63.8

Enrollment 2022-2025

By Race	2024-25 % of School	2023-24 % of School	2022-23 % of School
Black or African American	39.2	32.4	33.9
Asian	4.2	4.0	3.1
Hispanic or Latino	15.4	14.2	13.8
Native American	0.5	0.3	0.0
White	34.4	41.4	41.6
Multi Race, Non-Hispanic or Latino	6.1	7.7	7.7

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Class Size 2022-2025

Grade	Class Size 2024-25	Class Size 2023-24	Class Size 2022-23
Pre K	20	17	23
Kindergarten	47	45	48
1	46	54	50
2	56	49	49
3	53	52	48
4	53	50	53
5	48	57	59
6	0	0	62

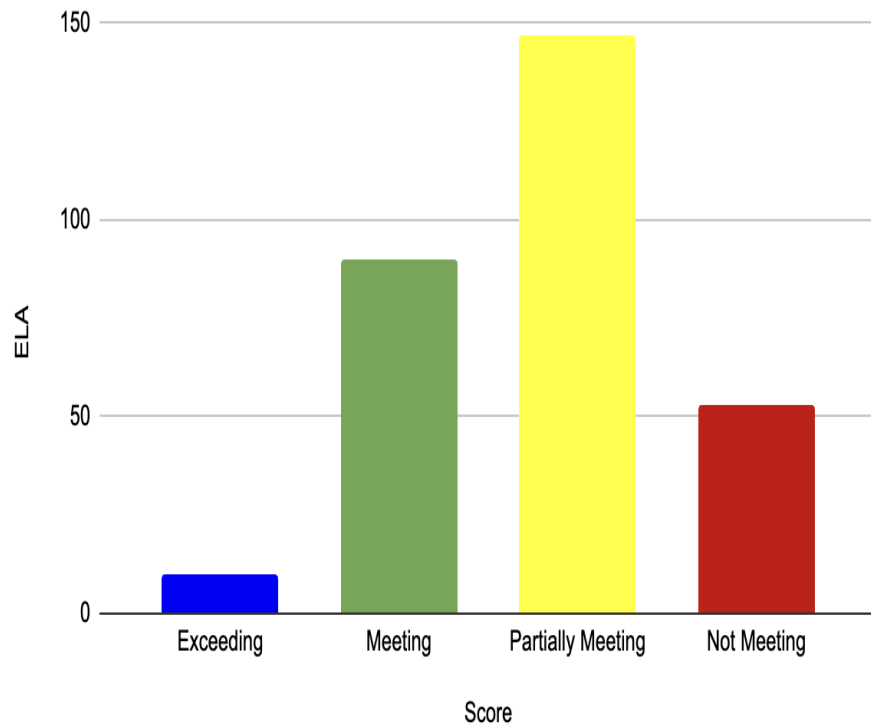
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2025 MCAS Data

Exceeding Expectations Meeting Expectations Partially Meeting Expectations
Not Meeting Expectations

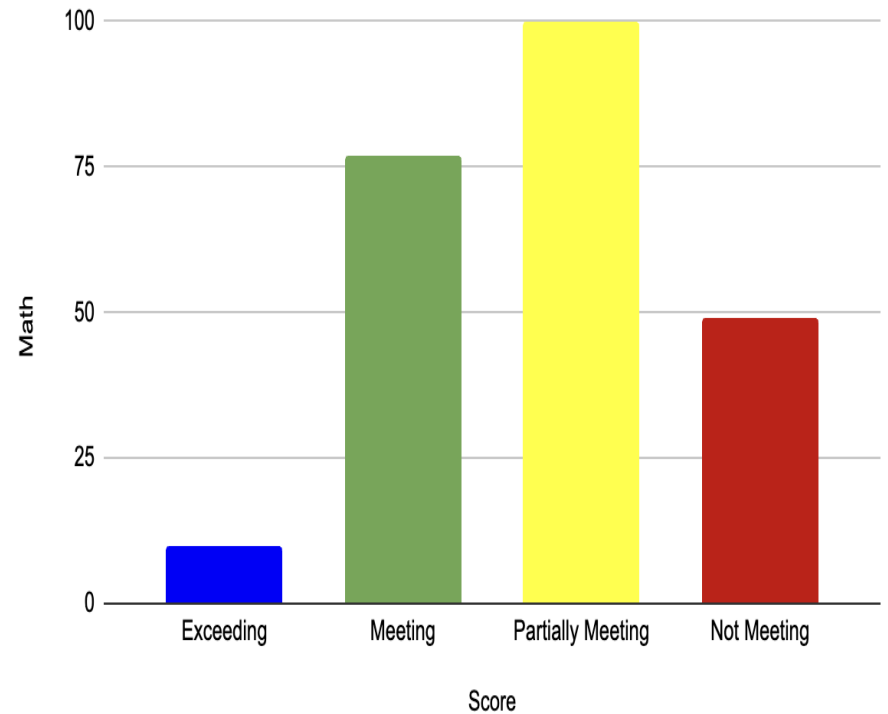
English Language Arts Grades 3-5

2025 MCAS- ELA Grades 3-5



Mathematics Grades 3-5

2025 MCAS- Math Grades 3-5



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Mission

Our mission at the Ralph D. Butler Elementary School is to challenge students to strive for excellence in a safe and supportive environment that recognizes and appreciates each person's uniqueness and ability for success. We value academic achievement and good citizenship, as well as the social, emotional, and physical well-being of all members of the school community.

Vision

The Ralph D. Butler Elementary School will be a place where all students will learn and grow academically as thoughtful and considerate members of the community. The administration will strive to maintain a positive learning environment that is safe, supportive, and appreciative of everyone's differences. Teachers will challenge students academically while helping them to develop and maintain positive attitudes about themselves and learning. Students will be encouraged to give their best effort in all areas and practice self-discipline, respect, and consideration for others. Parents and community members will be welcomed into the school and will collaborate with the staff in order to provide the best possible learning opportunities for our students. The school itself will be well maintained, appealing, and an inviting learning environment where safety and security will prevail.

Avon Public Schools Core Values

- All students bring a unique set of strengths to the classroom and are capable of achieving academic success
- High-performance standards encourage reflection and growth, preparing students for success in a global society
- Engaging and relevant instruction allows students to develop to their full potential academically, socially, and emotionally
- Education is a shared responsibility where students, teachers, families, and the community work together to create a welcoming student-centered environment
- A commitment to diversity, equity, and inclusion is the responsibility of all members of the school community

Theory of Action

If we.....
 develop a clear and consistent curriculum
 actively address the social-emotional growth of students
 strengthen relationships with Butler families and the greater community
 ensure the Butler school is a welcoming environment for all students

Then students will.....
 be successful, thoughtful, and considerate members of the community

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Strategic Objective 1: Teaching and Learning					
District Initiative 1.2: Examine and adjust master schedules and structured learning time to integrate high functioning professional teams in order to analyze data, plan, support, and implement programming.					
School Initiative 1.1: Create and implement grade level schedules and structured learning time to integrate high functioning professional teams in order to analyze data, plan, support, and implement programming.					
Action Steps	Timeline	Persons Responsible	Resources needed	Progress (How will it be monitored)	Success Measures
What steps must be taken to implement our strategy?	What will be the timeline for strategy?	Who will be responsible for the initiative?	What specific supports are needed to implement the action steps?	How will the strategy be monitored for effectiveness?	What will be the impact that the strategy has on behavior, knowledge and skills?
Provide class schedules that include specified Common Planning Times and grade level Intervention Blocks.	25-26 SY	Building Administration and Scheduling Committee	Scheduling Committee Meetings Teacher input and feedback	Building Administrator Walk Throughs Teacher surveys Classroom Observations Data meetings	Equitable time on learning and experiences Improved student performance/increased student achievement
Provide a template for Common Planning Times that maximizes the use of data to best inform instruction	25-26 SY	Building Administration	Created or adjusted template	Principal and AP will attend grade level CPT Regular data sharing at RTI meetings	Common planning times will allow for data based instruction at all levels. Teachers will see measurable student growth

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Strategic Objective 1: Teaching and Learning

District Initiative 1.4: Ensure that teaching practices across classrooms focus on effective, student centered, deeper learning experiences. Provide professional development for school leaders to support this work. Conduct regular learning walks to observe and reflect on classroom practice. Consistently provide teachers actionable feedback to improve the quality of instruction.

School Initiative 1.2: Ensure that teaching practices across classrooms focus on effective, student centered, deeper learning experiences. Provide professional development for educators to support this work. Conduct regular building level learning walks to observe and reflect on classroom practice.

Action Steps	Timeline	Persons Responsible	Resources needed	Progress (How will it be monitored)	Success Measures
What steps must be taken to implement our strategy?	What will be the timeline for strategy?	Who will be responsible for the initiative?	What specific supports are needed to implement the action steps?	How will the strategy be monitored for effectiveness?	What will be the impact that the strategy has on behavior, knowledge and skills?
Create and implement a team of Math Champions to facilitate Professional Development opportunities and target needed growth of mathematical instruction	25-26 SY	District and Building Curriculum Coordinator Building Administration Math Champions Classroom Teachers	Provided PD for Math Champions Use of staff meeting and PD time for presentations by Math Champions Use of Common Planning Times for data review Regular meetings with District and Building based Curriculum Coordinator	Building Administrator Walk Throughs Meetings with Math Champions Teacher surveys Classroom Observations	Engaging math lessons Better mathematical understanding and engagement in activities Continued growth on classroom assessments
Pilot the Investigating History Curriculum in grades 3-5 using Professional Development opportunities	25-26 SY	District Curriculum Coordinator Building Administration Classroom Teachers	Access to Investigating History curriculum and company based PD	District and Administrator Walk Throughs Teacher feedback Classroom Observations	Continued growth on classroom assessments Increased engagement in activities and increased understanding of content area
Use of the following 3 Essential Questions in order to enhance Tier I instruction across all grade levels. 1. What are we doing?	25-26 SY	District and Building Administration Faculty and Staff Students	Posters in common areas and classrooms Use of questions to guide all that we do with faculty and students	District and Administrator Walk Throughs Teacher feedback Classroom Observations	Improved Tier I Instruction Enhanced focus on effectiveness and success

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2. Why are we doing it? 3. How do we know we are doing it well?					
Calibrate observation practices across building administration in order to provide teachers consistent and actionable feedback to improve the quality of instruction.	25-26 SY	Building Administration	Building Administrator Walk Throughs and collaboration	Building Administrator Walk Throughs	Equitable feedback to promote educator growth and improved instruction

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Strategic Objective 2: Safe and Supportive Schools

District Initiative 2.1: Create and sustain a districtwide culture that supports the individual efforts and unique strengths of all students and staff, fostering a strong sense of belonging, connection, and mutual respect.

School Initiative 2.1: Create and sustain a building-wide culture that supports the individual efforts and unique strengths of all students and staff, fostering a sense of belonging, connection, and mutual respect.

Action Steps	Timeline	Persons Responsible	Resources needed	Progress (How will it be monitored)	Success Measures
What steps must be taken to implement our strategy?	What will be the timeline for strategy?	Who will be responsible for the initiative?	What specific supports are needed to implement the action steps?	How will the strategy be monitored for effectiveness?	What will be the impact that the strategy has on behavior, knowledge and skills?
Implementation of PBIS throughout the school community.	25-26 SY	Building Administration Faculty and staff	Professional Development opportunities Use of staff meeting and PD time for roll out, teaching, exploration	Teacher feedback Student feedback Lower office referrals	Improved school performance, positive social behaviors, increased school belonging, and reduced disciplinary problems

Strategic Objective 2: Safe and Supportive Schools

District Initiative 2.2: Implement an evidence based SEL and anti-bullying curriculum

School Initiative 2.2: Implement an evidence based SEL and anti-bullying curriculum in Grades K-5.

Action Steps	Timeline	Persons Responsible	Resources needed	Progress (How will it be monitored)	Success Measures
What steps must be taken to implement our strategy?	What will be the timeline for strategy?	Who will be responsible for the initiative?	What specific supports are needed to implement the action steps?	How will the strategy be monitored for effectiveness?	What will be the impact that the strategy has on behavior, knowledge and skills?
Introduction and Pilot of the Second Step SEL and Anti-Bullying Curriculum	25-26 SY	Building Administration School Adjustment Counselor SEL Team Classroom Teachers	Second Step Curriculum Second Step Facilitators Use of staff meeting and PD day for roll out, exploration	Building Administrator Walk Throughs Second Step Facilitator visits and feedback Number of office referrals	Improved social-emotional skills such as self-regulation, empathy, and conflict management, leading to improved academic performance, positive social behaviors, increased school belonging, and reduced disciplinary problems

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Strategic Objective 3: Family and Community Engagement					
District Initiative 3.3 Strengthen community connectivity to maximize resources and increase involvement that directly supports student learning and growth.					
School Initiative 3.1: Strengthen community connectivity to maximize resources and increase involvement that directly supports student learning and growth.					
Action Steps	Timeline	Persons Responsible	Resources needed	Progress (How will it be monitored)	Success Measures
What steps must be taken to implement our strategy?	What will be the timeline for strategy?	Who will be responsible for the initiative?	What specific supports are needed to implement the action steps?	How will the strategy be monitored for effectiveness?	What will be the impact that the strategy has on behavior, knowledge and skills?
Build and maintain community relationships with AMHS, the Avon Public Library, Avon Police, and Avon Fire, and Avon community.	25-26 SY	Building Administration	Ongoing communication Invitations for events Shared activities Active presence of administration at events	Tracking of events	Greater attendance at school and community events

Strategic Objective 3: Family and Community Engagement					
District Initiative 3.4: Develop opportunities for family involvement and learning.					
School Initiative 3.2: Develop opportunities for meaningful and sustained family involvement at the elementary level.					
Action Steps	Timeline	Persons Responsible	Resources needed	Progress (How will it be monitored)	Success Measures
What steps must be taken to implement our strategy?	What will be the timeline for strategy?	Who will be responsible for the initiative?	What specific supports are needed to implement the action steps?	How will the strategy be monitored for effectiveness?	What will be the impact that the strategy has on behavior, knowledge and skills?
Create varying opportunities for families to connect with the greater school community. Things such as Career Fairs, Academic Nights, and other school wide events	25-26 SY	Building Administration Faculty and Staff	Communication	Greater variety and attendance at school events	Higher student achievement, better attendance, stronger social-emotional skills, improved behavior, better home-school communication, and stronger school community

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Strategic Objective 4: Operations/ Facilities					
District Initiative 4.1: Streamline and automate processes in order to increase efficiency and effectiveness throughout the district.					
School Initiative 2: Streamline and automate processes in order to increase efficiency, clarity, and effectiveness at Butler.					
Action Steps	Timeline	Persons Responsible	Resources needed	Progress (How will it be monitored)	Success Measures
What steps must be taken to implement our strategy?	What will be the timeline for strategy?	Who will be responsible for the initiative?	What specific supports are needed to implement the action steps?	How will the strategy be monitored for effectiveness?	What will be the impact that the strategy has on behavior, knowledge and skills?
Work with AMHS and Central Office to streamline policies, procedures, and forms.	25-26 SY	District and Building Administration Butler Administrative Assistants	Update computer software to support this process	Streamlined processes	Consistent processes and expectations across the district