

# **JOSEPH L. MULREADY SCHOOL**



**SCHOOL IMPROVEMENT PLAN  
2019 - 2020**

Delivering World-Class Education Today for the Global Leaders of Tomorrow	<p><b>Strategic Objective: # 1 High Quality Instructional Practices</b>                  Build capacity at all District levels to ensure that every educator and administrator are utilizing high-leverage practices to support outstanding teaching and learning experiences for ALL students, every day.</p>
	<p><b>Goal # 1: Establish a high functioning building level Instructional Leadership Team with a measurable school-wide instructional focus.</b></p>
	<p><b>Activities: <i>(Steps to be taken to implement plan)</i></b></p>
	<ul style="list-style-type: none"> <li>• Meet two times per month as an ILT with the goal of looking at school-wide data to inform next steps.</li> <li>• Disseminate and retrieve feedback from all stakeholders within the building on a regular basis.</li> <li>• Create School Improvement Plan that matches the District Improvement Plan</li> <li>• Grade levels and specialty areas will each decide on a complex task</li> <li>• Create a targeted professional development plan building expertise in selected evidence-based practices.</li> <li>• Create an internal accountability system to assess learning/growth concerning the complex tasks.</li> <li>• Create at least one school-wide internal assessment for a SMARTe goal.</li> <li>• Announce school-wide instructional focus to parents</li> </ul>
	<p><b>Early Evidence of Change: <i>(how will you know if your actions are producing the desired change in practice?)</i></b></p>
	<ul style="list-style-type: none"> <li>• ILT agenda and meeting notes</li> <li>• Staff participation on and off team</li> <li>• Identified school improvement plan with instructional school-wide instructional focus</li> <li>• Professional Development opportunity</li> <li>• Complex Tasks in each grade level and in specialty areas</li> <li>• Buy-in for an internal accountability system that all stakeholders will use</li> </ul>
	<p><b>Short- Term Outcomes: <i>(how will you know if the change in practice is impacting student performance measures?)</i></b></p>
	<ul style="list-style-type: none"> <li>• From Winter to Spring, school wide-focus identified in learning walks, agendas, etc. in at least 50% of experiences</li> <li>• Professional development needs identified</li> <li>• Internal accountability system (SMARTe goal) created by June, 2020.</li> </ul>
	<p><b>Final Outcomes <i>(annual targets for student performance outcomes)</i></b></p>
	<ul style="list-style-type: none"> <li>• All stakeholders will Identify, learn and begin to use effective evidence-based instructional practices to meet the needs of each student.</li> <li>• Each grade level and specialty area will have identified a complex task and corresponding assessment</li> <li>• Parents will share in the identification of complex tasks, habits of mind, and internal assessments that will show growth in their children.</li> </ul>

Delivering World-Class Education Today for the Global Leaders of Tomorrow	<p><b>Strategic Objective: #2 Educating the Whole Child</b> Provide rigorous, inclusive academic and social emotional learning experiences to ensure ALL students succeed academically.</p>
	<p><b>Goal # 2:</b> <b>Analyze 3<sup>rd</sup> grade MCAS scores and target instruction towards the needs of the children in NM in order to raise their scores on the 4<sup>th</sup> grade MCAS.</b></p>
	<p><b>Activities: (Steps to be taken to implement plan)</b></p> <ul style="list-style-type: none"> <li>Analyze MCAS scores and identify students in the PM category</li> <li>Analyze areas in Math and ELA where students scored poorly</li> <li>Prepare spreadsheets depicting the information</li> <li>Design targeted instruction for those in the Not Meeting category in order to move them towards or into the Meeting category.</li> <li>Institute targeted instruction for those in the Not Meeting category in order to move them forward towards or in the “meeting” category.</li> </ul>
	<p><b>Early Evidence of Change: (how will you know if your actions are producing the desired change in practice?)</b></p> <ul style="list-style-type: none"> <li>Meet with 4th grade teachers and SPED teacher, Math Specialist, Reading Specialist, and Instructional Coach to analyze the data.</li> <li>Designing of targeted instruction for students</li> </ul>
	<p><b>Short- Term Outcomes: (how will you know if the change in practice is impacting student performance measures?)</b></p> <ul style="list-style-type: none"> <li>Institute targeted instruction</li> <li>Monitor growth of students in remediated areas and collect data</li> </ul>
	<p><b>Final Outcomes (annual targets for student performance outcomes)</b></p> <ul style="list-style-type: none"> <li>Targeted instruction will be designed and implemented this year and used in future years</li> <li>Data will show student growth</li> <li>Students will improve upon their MCAS scores</li> </ul>

Delivering World-Class Education Today for the Global Leaders of Tomorrow	<p><b>Strategic Objective: #3 Innovative Educational Practices</b> Ensure ALL students are exposed to and engaged in innovative and challenging academic courses and programs</p>
	<p><b>Goal # 3:</b> <b>Grade level and specialty area teachers will choose and implement increased use of technology into their curriculum.</b></p>
	<p><b>Activities: (Steps to be taken to implement plan)</b></p>
	<ul style="list-style-type: none"> <li>• Pre-teach through technology</li> <li>• Digital Learning Platforms/Portfolios: Seesaw, Class Dojo, Flipgrid, etc.</li> <li>• Google Classroom</li> <li>• Curriculum related apps, websites, and programs</li> <li>• Use of video and audio recordings (reflection and feedback)</li> <li>• Morning Announcements</li> <li>• Videotaped read alouds</li> <li>• Third grade keyboarding skills</li> <li>• Pilot a Grade 4 STEM class</li> </ul>
	<p><b>Early Evidence of Change: (how will you know if your actions are producing the desired change in practice?)</b></p>
	<ul style="list-style-type: none"> <li>• Teacher and student exploration of digital learning platforms.</li> <li>• Teacher exploration of apps, websites, and programs.</li> <li>• Morning announcements</li> <li>• Meet with curriculum coordinator and librarian to begin planning for STEM classes</li> </ul>
	<p><b>Short- Term Outcomes: (how will you know if the change in practice is impacting student performance measures?)</b></p>
	<ul style="list-style-type: none"> <li>• Embedding use of video and audio recordings into lessons, assignments, assessments, and feedback</li> <li>• Use of digital learning platforms by grade level teachers and specialists.</li> <li>• Teacher books on video to promote school themes</li> <li>• Lesson plans for STEM classes</li> </ul>
	<p><b>Final Outcomes (annual targets for student performance outcomes)</b></p>
<ul style="list-style-type: none"> <li>• Embedded use of video and audio recordings into lessons, assignments, assessments, and feedback by teachers and students.</li> <li>• Increased level of student learning and engagement via digital learning platforms.</li> <li>• Increased performance in keyboarding skills in grade 3</li> <li>• Teacher video dispersed to public</li> </ul>	

Delivering World-Class Education Today for the Global Leaders of Tomorrow	<p><b>Strategic Objective: # 4 Climate and Culture</b></p> <p>Develop a culture that promotes equity, eliminates opportunity gaps and empowers students and adults to build strong relationships, psychological safety and mutual accountability. Ensure an environment where children feel empathetic towards others</p>
	<p><b>Goal # 4:</b></p> <p><b>Ensure an environment where ALL are accepted, through the development of understanding and respect for diversity</b></p>
	<p><b>Activities: <i>(Steps to be taken to implement plan)</i></b></p>
	<ul style="list-style-type: none"> <li>• Plan monthly school-wide read-alouds about diversity in any form (cultural, disability, economic, etc)</li> <li>• Organize Multicultural event.</li> <li>• Assemble readers and literature for Disability Awareness Month.</li> <li>• Choosing a culture of the month to highlight through various mediums (greeting/announcement, read-alouds, music, etc.)</li> <li>• Explore possibilities for multicultural assemblies/presentations.</li> <li>• On-line announcements</li> <li>• Hold a Math night</li> <li>• Multi-cultural books read by teachers on-line</li> </ul>
	<p><b>Early Evidence of Change: <i>(how will you know if your actions are producing the desired change in practice?)</i></b></p>
	<ul style="list-style-type: none"> <li>• Identify monthly themes and their corresponding books to highlight diversity and share with staff</li> <li>• Identify readers and order books (disabilities and cultures)</li> <li>• Identify a cultural presentation</li> <li>• Research Portuguese and Spanish language books</li> <li>• Research appropriate games for Math Night, assemble student volunteers, purchase supplies, invite teachers to attend</li> <li>• Make labels to post around school for ELL students</li> </ul>
	<p><b>Short- Term Outcomes: <i>(how will you know if the change in practice is impacting student performance measures?)</i></b></p>
	<ul style="list-style-type: none"> <li>• Readers prepared and books ordered</li> <li>• Book cultural presentation/Teacher on-line read alouds</li> <li>• Make and distribute a monthly calendar</li> <li>• Order Portuguese and Spanish language books</li> <li>• Design brochure for Math Night, develop take-away</li> <li>• Place labels for ELLs around the school and in classrooms</li> </ul>
<p><b>Final Outcomes <i>(annual targets for student performance outcomes)</i></b></p>	
<ul style="list-style-type: none"> <li>• Present monthly school-wide read-alouds about diversity in any form (cultural, disability, economic, etc)</li> <li>• Host a Multicultural event</li> <li>• Host Math Night</li> <li>• Host readers and present literature for Disability Awareness Month.</li> <li>• Highlight a culture of the month to through various mediums (greeting/announcement, read-alouds, music, etc.)</li> <li>• Labels for ELLs around the school and in classrooms</li> </ul>	