

FES SCHOOL IMPROVEMENT PLAN

2018-2019

Stafford County Public Schools Strategic Process
<https://www.staffordschools.net/domain/3686>

Core Values:

Communication Community Excellence Respect Integrity

SCPS Vision:

Stafford County Public Schools is a dynamic, goal-oriented learning community committed to preparing our students for success in further education, work, and citizenship.

SCPS Mission:

Inspire and empower all learners to thrive

SCPS Strategic Process

Goal 1: Student Achievement:

Engage, challenge, and prepare every student for success.

Goal 2: Workforce

Recruit, develop, and retain the highest quality employees.

Goal 3: Resource Stewardship

Establish and maintain efficient, transparent, responsible oversight of resources.

Goal 4: Communication:

Communicate effectively at all levels.

School Improvement Plan

Your School's Core Values/Beliefs:

LEARN with passion, **LEAD** with confidence and **LIVE** with character!

We value learning, excellence, community and integrity.

Student Engagement (Questioning, exploration, justification, risk taking and failing forward)

School Culture/Climate

Parental Involvement

Responsive Classroom

Mindset

Confidence and wonder

Teacher collaboration

Cross Curricular

Task Design

Your School's Vision:

Students, staff, and the community will work together to create a safe environment where students achieve at their highest level through a full commitment to effort based belief.

Your School's Mission:

Falmouth Elementary will provide a caring, accepting, and safe environment to motivate and challenge students to become lifelong learners and responsible citizens.

LEARN with passion * LEAD with confidence * LIVE with character

SCPS C5W Learner Profile

Communication

Collaboration

Critical-Thinking

Creativity

Citizenship

Wellness

School Data Analysis:

Strengths	Challenges
Continually training staff in formal Responsive Classroom (RC)	Time for professional development (time for common planning with SPED/Encore/GenEd)
Dedicated time built into the master schedule to ensure teachers have the opportunity to build relationships with students	Developing instruction to support a stronger foundation in the area of number sense for students in kindergarten through second grade
Opportunities to observe engaging qualities through Learning Walks	Increasing the instructional capacity and providing a foundational knowledge of SCPS initiatives for new staff members
Collaborative efforts focused on student achievement (Collaborative Grade Level Meetings, Meeting w/ Specialists, and Common Planning Time)	Designing Professional Development opportunities which are differentiated to reach all adult learners (C5W, Learning Walks, Task Rubric, Phonics, Guided Math and Integrating Technology)
Data shows minimal fluctuation in student academic achievement as demonstrated in benchmarks and SOL assessments	Ensuring all staff members are actively participating in district-wide initiatives and supporting the strategic plan
Continuity of support and resources through Title I funding	Developing and conducting assessments in a manner in which it enhances teaching and learning and minimizing the impact on instructional time
Parent and Community Involvement	Equipping parents/guardians with the skills necessary to assist in increasing student achievement

School Improvement Process 2018-2019

SCPS Strategic Plan Goal 1: Student Achievement:
Engage, challenge, and prepare every student for success

SCPS Strategic Plan Priority 1.1 Define, develop, implement, and measure effective teaching practices that maximize rigor and engagement for all students in support of C5W

SCPS Strategic Plan Measure 1.1 Students will experience success through engaging and challenging curriculum, and innovative instructional strategies inclusive of critical thinking, creativity, collaboration, communication, citizenship, and wellness.

Goal 1 (1.1):
Students Engagement: During the 2018-2019 school year, all staff will develop and utilize the skills necessary to cultivate, analyze, and design cognitively challenging learning tasks to enhance student achievement.

Reflection on Data to Justify Goal: Exemplar and Pass Advance SOL Rates				
Key Strategies	Person(s) Responsible	Resources (Prof. Learning, materials)	Evidence (Monitoring Metrics)	Timeline
Administration Observation	Principal and Assistant Principal	Powerful Task Rubric for Designing Student Work 6.9.17.pdf PDF	<ol style="list-style-type: none"> 1. Feedback provided to teacher 2. Lesson Plans (Power-Up at least 2xs per 10 days) 3. Engaging Qualities Checklist 	September through May
Licensed Staff will cultivate their understanding of the Powerful Task Rubric	FES Licensed Staff	<p>#Powerful Task Design by Antonetti and Stice</p> <p>*(Lower Gd/Upper Gd) Professional Development Qualities of Engaging Work.pdf PDF</p> <p>Powerful Task Rubric for Designing Student Work 6.9.17.pdf PDF</p>	<ol style="list-style-type: none"> 1. Reflection Questions from text 2. Whole-Group Activities during Instructional Meetings 3. Survey (developed by SLT) 	September through May
Teachers will “Power Up” instruction through analyzing the standards and designing tasks to cross the Rigor Divide	FES Teachers	Lesson Review Protocol Powerful Task Rubric for Designing Student Work 6.9.17.pdf PDF	<ol style="list-style-type: none"> 1. CTNA from Standards 2. Lesson Plans (engagement at least 2xs per 10 days) 3. Engaging Qualities Checklist 	September through May

		Engaging Qualities checklist.pdf PDF Qualities of Engaging Work.pdf PDF Professional Development		
Teachers will participate in learning walks	FES Teachers	C5W Protocol for Learning Walks Schedule created by administration to support time	All teachers have completed 3 learning walks per quarter within different grade levels.	Quarterly
Quarterly Progress toward Goal (including assessments/data indicators)				
<ul style="list-style-type: none"> ● Administrators are continuing to monitor the level of engagement achieved in lessons. ● Staff will complete the text #Powerful Task Design in February 2019. ● Teachers are focusing on “unpacking” standards so there is a better understanding of the standards for each objective. ● Lesson plans serve as indicators of a more focused approach to teaching the SOLs. Additionally, grade levels target which lessons need to be “powered up” and cross the rigor divide. ● There has been less of a focus on learning walks. We are researching the idea of a “showcase” approach. 				
End of Year Summary of Goal (including assessments/data indicators)				
<ul style="list-style-type: none"> ● In SY 2019-2020, administrators will incorporate a Google fillable form which includes the Engaging Qualities Checklist and provides an opportunity for immediate feedback following an observation. ● In SY 2019-2020, a focus will be placed on the Math SOLs which were unpacked this school year and the support offered through the Stepping Stones resources to enhance the SOLs. ● We will be using a “showcase” approach for SY 2019-2020 which provide more of a structured approach to crossing the rigor divide. 				

SCPS Strategic Plan Goal 2: Student Achievement:
Engage, challenge, and prepare every student for success

SCPS Strategic Plan Priority 2.1 Close gaps in student achievement.

SCPS Strategic Plan Measure 2:1 Achievement gaps will be closed for all reporting categories utilizing data-driven instructional strategies and practices.

Goal 2 (2.1): Instructional: We will improve student performance in the areas of language arts and mathematics through small-group instruction which targets students performing in Tier 1 and Tier 2.				
Reflection on Data to Justify Goal: SubGroup Data				
Key Strategies	Person(s) Responsible	Resources (Prof. Learning, materials)	Evidence (Monitoring Metrics)	Timeline
Clarify and pace essential standards of learning objectives through performing CTNA	Grade Levels Coaches Administrators	#Powerful Task Design text Resources from T&L Summit	45-Day Plans provided for each quarter Mastery Objectives	Quarterly
Individual and Small Group Reading Instruction based upon Benchmark Assessments	Grade Level Teachers	CSA (Ongoing Quick Checks) ORRs (Grades 2-5)	Quick Checks: 3-4 weeks *or more often for instructional use ORRs Tier 1: Every 4 weeks Tier 2: Every 3 weeks Tier 3: Every 2 weeks	Staggered Schedule Depending on Tier
Individual and Small Group Math Instruction based upon Benchmark Assessments	Grade Level Teachers	AMC (Kg-2nd) MAP Test (3rd-5th)	On-going assessments 3x Per Year	1st, 3rd, and 4th Qtr.
Collaboratively study standards and curriculum guides	Grade Levels Coaches Administrators	Common Grade Level Planning	Include Math Specialists/ITRT on Tuesday Meetings and Reading Specialists on Friday Meetings	Daily/Weekly
RtI Meetings to assess student progress	Grade Levels Coaches Administrators	FCRR - Florida Council for Reading Research	Data Analysis Tiered Student List	Quarterly
Quarterly Progress toward Goal (including assessments/data indicators)				

- Teachers are focusing on “unpacking” standards so there is a better understanding of the standards for each objective.
- Lesson plans serve as indicators of a more focused approach to teaching the SOLs. Additionally, grade levels target which lessons need to be “powered up” and cross the rigor divide.
- Both reading and math coaches have been focusing on increase the rigor of curricular stations and ensuring there is purpose for each activity being completed.
- All teachers have incorporated both small group guided reading and guided math into their schedules.
- The two reading specialists, along with support staff, have implemented the small group intervention program RISE. Thus far they have observed great growth in students who have participated.
- Benchmark assessments are given within the testing time frame and data is analyzed to determine next steps.
- Grade Level RtI meetings were held in December and individual data meetings were held in February.

**End of Year Summary of Goal
(including assessments/data indicators)**

- In SY 2019-2020, we will focus on the creation of Common Assessments through IA for 3rd-5th grade. Additionally, we see a need to increase the testing stamina of 3rd graders, as well as incorporating testing taking skills at the beginning of the school year.
- In SY 2019-2020, we will continue with the RISE program to target Tier 2 readers. Additionally, Tier 2 students will receive support from pull-out groups in the area of math.
- Despite the possibility of adding sections, importance will be placed on creating an overall schedule with common planning time embedded.