

Lincoln School



SCHOOL IMPROVEMENT PLAN 2015-2016

October 8, 2015

School Council Members

Lara Anthony - 5-8 Parent
John Lynch- 5-8 Parent
Audrey Kalmus- K-4 Parent
Heather Veague - K-4 Parent
Scot Dexter - K-4 Teacher
Claudia FoxTree/Jaime Moody 5-8 Teacher
Gina Halsted - Community Member
Sarah Collmer - Principal K-4
Sharon Hobbs - Principal 5-8

Assessment of School Strengths and Areas of Focus: The Spring 2015 Community Survey, results and 2015-2016 District Strategic Plan, and faculty input guide our assessment of the school's strengths and areas of focus for this school year. The survey indicated a clear appreciation for the hard working, dedicated teachers and staff whose communication with families was identified as a strength. Families feel their children are safe in school, engaged in their learning, and like coming to school. The Community Survey also identified some areas for focus. Families are seeking opportunities for advanced learning, and many are interested in developing a stronger sense of community at the Lincoln School.

This school improvement plan includes a goal to develop consistent expectations and responses for behavior, including social-emotional learning. Overall, behavior is quite good and there are many social-emotional learning opportunities throughout the building. However, the goal is to have consistency so students know how to be successful!

The District Strategic Plan this year includes professional development that is designed to refine and enhance teachers' skill in providing rich small group reading instruction and differentiated learning opportunities for students. To continue the district professional development at the building, so that learning can be applied, practiced, and specifically tailored for students, time will be given at faculty meetings and within team meetings. This frames the second goal of our school improvement plan.

The final goal addresses our desire to develop a stronger K-8 learning community through special event(s) in which student interest, skills and achievements are celebrated.

Strategic Objectives			
Educator Growth	Curriculum	Instruction	Assessment and Data
Educators demonstrate continual growth and professional collaboration built on a shared vision of effective teaching.	Curriculum is engaging, provides appropriate cognitive demand and supports the academic, creative, social, and emotional development of all students.	Instruction is student centered and focused on the engagement, achievement, and development of all learners	Assessments and data are used in purposeful, meaningful ways to effectively promote and monitor growth.

School Based Goals:

1. To create/develop consistent behavior expectations and responses that allow for focused engagement, achievement, and development of all learners
2. To support teachers as they use collaborative practices to create innovative learning opportunities for students
3. To establish a meaningful K-8 community connection.

School Based Action Plan

District Strategic Objective: Instruction is student centered and focused on the engagement, achievement, and development of all learners.

1. **To create behavior expectations that allow for focused engagement, achievement, and development of all learners**

Activities	Outputs; Measures	Resources	Individuals Involved	Timeframe
Perform an audit of current behaviors of concern and discipline practices	Data from audit	Faculty meeting time	Teachers, Principals	Fall 2015
Provide professional development about PBIS* during faculty meetings: <ul style="list-style-type: none"> • Schoolwide Expectations & Language • Interventions and Supports for at-risk and high-risk behaviors 	Exit Slips on content, and questions	PBIS materials	Teachers, Principals	December 2015

Activities	Outputs; Measures	Resources	Individuals Involved	Timeframe
Determine consistent language and practices for behavior instruction and response to unexpected behaviors	Continuum of behavior interventions and supports, K-8 with developmental consideration, student survey results indicate fewer students worrying about behavior management in the classroom	Responsive Classroom, Developmental Design for Middle School, Positive Behavior Intervention System	Teachers, Principals	May 2016
Ongoing communication with students and families.	Newsletter updates, principal's coffees		School Council	June 2016

**PBIS stands for Positive Behavior Interventions and Supports. This is a framework for instruction and support for behavioral learning that uses a continuum of evidence-based interventions to achieve academically and behaviorally important outcomes for all students.*

District Strategic Objective: Educators demonstrate continual growth and professional collaboration built on a shared vision of effective teaching.

2. To support teachers as they use collaborative practices to create innovative learning opportunities for students

Activities	Outputs; Measures	Resources	Individuals Involved	Timeframe
Planning content for follow up sessions	Goals and agendas	Module goals and content (Small Group Reading, Collaborative Practices, and Differentiated Instruction materials)	Curriculum Specialists, Principals, Assistant Superintendent	Three session modules throughout the year Follow up for two to three sessions during and after the modules
Follow up sessions connected to professional development modules	Observation of faculty teams carrying out collaborative practices will be documented by principals i.e. agendas and minutes from Team meetings and Common Planning Time Faculty will share the outcomes (results) of their collaborative work with their principals.	Curriculum Specialists, Patricia Kinsella	Teachers, curriculum specialists, Principals	School Year

Activities	Outputs; Measures	Resources	Individuals Involved	Timeframe
Empowering teacher leaders	<p>Department, team, and faculty meeting agendas, when compared with those from last year, will reflect an increased focus on student and professional learning</p> <p>Administrator observations of participant leadership during department and team meetings will reflect an increased focus on learning</p> <p>Participants will use protocols, with evidence that the protocols selected match the needs and skills of the group at that moment.</p>	SRI workshop for teacher leaders and administrators	Team leaders, curriculum leaders, Principals	Three dates in September and October
Activating Teacher Leadership	Number of teachers in leadership roles increases	Activating Teacher Leadership workshop for principals	Principals	October 29

District Strategic Objective: Curriculum is engaging, provides appropriate cognitive demand and supports the academic, creative, social, and emotional development of all students.

3. To establish a meaningful K-8 community learning event.

Activities	Outputs; Measures	Resources	Individuals Involved	Timeframe
Plan and implement an event that involves all K-8 students in a purposeful learning event.	<p>Minutes of meetings</p> <p>Event description including overarching theme and learning outcomes</p> <p>Artifacts/mementos from the event</p>	Knowledge of community	<p>Principals oversee planning and development</p> <p>Input from: Faculty & Staff School Council</p> <p>Support from: Teacher (voluntary) Interested parents</p>	Fall 2015
Meet with development team including principals and teachers	Minutes of meetings	Parents, Teachers	School Council	Fall - Winter 2015
Advertise and have event	<p>Communications, pictures of event</p> <p>Evaluation of event</p>	Unknown	School Community	Winter-Spring 2016



Lincoln School Improvement Plan

School Committee
October 8, 2015

2015-2016 Members

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John Lynch – 5-8 Parent

Audrey Kalmus– K-4 Parent

Heather Veague – K-4 Parent

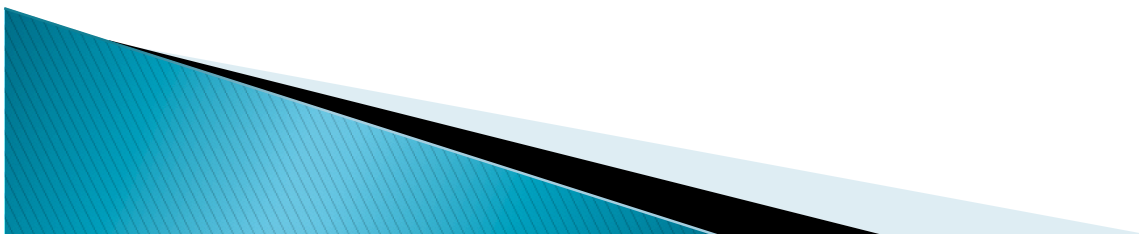
Scot Dexter – K-4 Teacher

Claudia Foxtree/Jaime Moody– 5-8 Teacher

Gina Halsted – Community Member

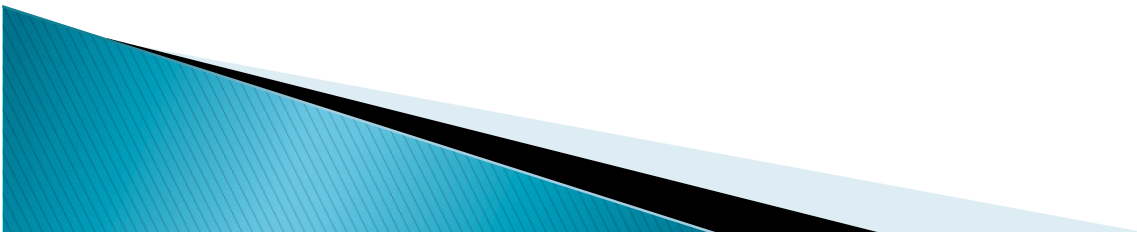
Sarah Collmer– Principal K-4

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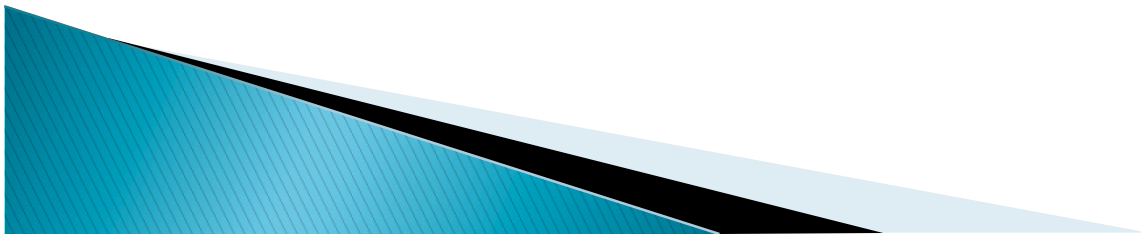
Strengths and Areas of Focus

- ▶ Community Survey
- ▶ Teacher Input
- ▶ 2015–2016 District Strategic Plan



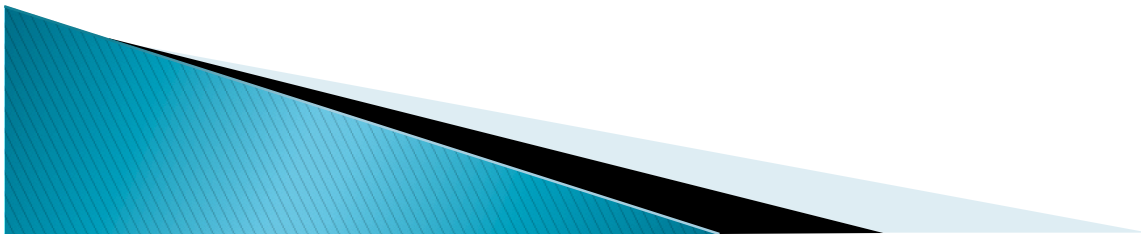
2015–16 School Goals

1. To create behavior expectations that allow focused engagement, achievement, and development of all learners



2015–2016 School Goals

2. To support teachers as they use collaborative practices to create innovative learning opportunities for students.



2015–2016 Goals

3. To establish a meaningful K–8 community learning event.

