

**High Plain Elementary School
School Improvement Plan
2013-2014**

SIP Goal	High Academic Achievement for All: Curriculum and Instruction
APS Strategic Plan - Goal 1	APS Students will develop the “habits of mind” that underlie critical and creative thinking, effective communication, collaborative problem solving, and responsible citizenship needed to thrive in an increasingly complex and evolving global society.
MERA Goal 1 MERA Goal 3	Student Performance Results School Climate Conducive to High Expectations and Performance Professional development plan to meet the school’s goals
Data Sources	Teacher-developed classroom assessments Grade level common assessments MCAS

Action Plan - Improvement Strategies	Person(s) Responsible for Implementation	Timeline	Outcomes & Measurement	Resources Needed
Support Alignment of MA Math frameworks to APS curriculum utilizing central office leadership. Support the curriculum as needed. Provide enrichment activities.	-Central Office Administration -School Administration, -Math Department head -Teachers -Learning Specialist	2013-2014	-Current program is evaluated and recommendations made for improvement. -Analyze MCAS results	-MCAS data -Andover Common Assessments -Funding to support supplemental materials -District Wide meeting
Continue development of six traits of writing strategies Introduce the Units of Study	-Central Office Administration -School Administration -Teachers -Learning Specialist -ELA Council	2013-2014	-Analyze writing prompt -Analyze MCAS data -Analyze grade level data and student progress	Purchase Units of Study -District Wide Meetings
Continue to support reading comprehension activities through use of differentiated strategies <ul style="list-style-type: none"> - Daily 5 - Balanced Literacy - Fountas and Pinnell 	-Central Office Administration -School Administration -Teachers -Learning Specialist -Reading Specialist -ELA Council	2013-2014	-Analyze MCAS data -Analyze DRA 2 -Analyze grade level data and student progress -Stamina for independence increased, evidence of strategies implemented	-Purchase Daily 5 books -Online subscription to Daily Café -District Wide Meetings -Funding to support supplemental materials

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SIP Goal	High Achievement for All: Class Size
APS Strategic Plan - Goal 1	APS Students will develop the “habits of mind” that underlie critical and creative thinking, effective communication, collaborative problem solving, and responsible citizenship needed to thrive in an increasingly complex and evolving global society.
MERA Goal 2	An assessment of student/teacher ratios.
Data Sources	-Number of classrooms at each grade level -Number of students per class -Student growth trends in each grade over school year

Action Plan - Improvement Strategies	Person(s) Responsible for Implementation	Timeline	Outcomes & Measurement	Resources Needed
Ongoing monitoring of classroom teacher to student ratios	School Administration	2013-2014	Monthly classroom teacher to student ration in comparison to school committee policy.	-Class size data -number of classrooms per grade level
Request additional Support personnel when class size exceeds school committee policy	-Superintendent -School Administration	2013-2014	-appropriate class size and student teacher ratios.	-funding for staff -funding for furniture -funding for curriculum

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SIP Goal	High Achievement for All: RTI
APS Strategic Plan - Goal 1	APS Students will develop the “habits of mind” that underlie critical and creative thinking, effective communication, collaborative problem solving, and responsible citizenship needed to thrive in an increasingly complex and evolving global society.
MERA Goal 1	Student Performance Results School Climate Conducive to High Expectations and Performance:
MERA Goal 7	Extra curricular activities and academic support
MERA Goal 8	Continue meeting diverse learning needs through differentiated instruction.
Data Sources	Foundations unit assessments DIBELS assessments Great Leap Fluency reading and math Teacher-developed classroom assessments Grade level District assessments Developmental Reading Assessments MCAS

Action Plan - Improvement Strategies	Person(s) Responsible for Implementation	Timeline	Outcomes & Measurement	Resources Needed
Implement the Response to Intervention Model Establish specific interventions for each RTI Tier and provide training for staff	-School Administration -Teachers -Learning Specialist -Reading Specialist -RTI Team	2013-2014	-Successful implementation of interventions with measurable growth	--Professional Development time -Purchase of materials
Implement Universal Screening Process using the Dynamic Indicators of Basic Literacy Skills (DIBELS) <ul style="list-style-type: none"> - Train Reading Support Staff and classroom teachers on the use of DIBELS - Develop procedure to screen and progress monitor 	-School Administration -Teachers -Learning Specialist -Reading Specialist -RTI Team	2013-2014	-Successful screenings and progress monitoring -	-Professional Development time -Purchase of materials

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Provide ongoing support for students struggling and performing below grade level.	-School Administration -Teachers -Learning Specialist -Reading Specialist -RTI Team	2013-2014	Successful interventions with measurable growth	- Curriculum materials
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SIP Goal	Technology Supported Learning: technology
APS Strategic Plan Goal 2-	APS students will be immersed in interactive, technology-rich classrooms that support instruction and student learning to prepare them for a society dominated by digital communication.
MERA Goal 1 MERA Goal 3 MERA Goal 8	Student Performance Results School Climate Conducive to High Expectations and Performance: Professional development plan to meet the school's goal Means for meeting diverse learning needs
Data Sources	Devices available in school for student use Training hours available for staff Staff Development

Action Plan - Improvement Strategies	Person(s) Responsible for Implementation	Timeline	Outcomes & Measurement	Resources Needed
Expand Technology Integration and use of student devices/software	-School Administration, -Teachers -Learning Specialist -Media Specialist -Digital Learning Specialist	2013-2014	-Create a system to sign out ipad lab -Increase technology in classroom setting	-Devices -Software/Apps -Tech support -training
Update and expand school and class web pages	-School Administration, -Teachers -Learning Specialist -Media Specialist -Digital Learning Specialist	2013-2014	-Increase use of Website to promote school activities and programs	
Professional development for teachers to develop knowledge and skills to utilize technology	-School Administration, -Teachers -Learning Specialist -Media Specialist -Digital Learning Specialist	2013-2014	-PD offering in school house -PD offerings in District	--Funding for PD

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SIP Goal	Teaching and Leading
APS Strategic Plan Goal 3-	All recruitment, staff development, and evaluation strategies will result in the retention of high-quality teachers, support staff, and school leaders to support educational and administrative goals.
MERA Goal 1 MERA Goal 2 MERA Goal 3 MERA Goal 5	The climate is conducive to high expectations and performances An assessment of student/teacher ratios Professional development to meet the school's needs Health, Safety and discipline
Data Sources	Mentor/Mentee Program Staffing Needs

Action Plan - Improvement Strategies	Person(s) Responsible for Implementation	Timeline	Outcomes & Measurement	Resources Needed
Implement the educator evaluation system	-School Administration, -Teachers	2013-2014	-Highly qualified members on staff	-- Software Training -Educator Eval Rubrics -Professional Development
Hire Staff as necessary	-School Administration,	2013-2014	-Highly qualified members on staff	
Support the APS Mentor/Mentee Program	-School Administration, -Teachers	2013-2014	Highly qualified members on staff	

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SIP Goal	Communication, Planning, Partnerships
APS Strategic Plan Goal 4-	Develop communication systems, strategies and partnerships with parents, the community, and town officials to build shared expectations, understanding, and trust about the school system to support the APS vision, mission and goals.
MERA Goal 4 MERA Goal 5 MERA Goal 6	Enhancement of parental involvement Health, Safety and discipline Welcoming school environment characterized by tolerance and respect
Data Sources	Web site Email System – Alert Now Attendance at events Parent volunteers PTO

Action Plan - Improvement Strategies	Person(s) Responsible for Implementation	Timeline	Outcomes & Measurement	Resources Needed
Parent Informational Meetings	-School Administration -Teachers -Social Workers -Learning specialist -Nurse -All school personal	2013-2014	Increased parental involvement and stronger home/school partnership.	
Establish avenues for communicating effectively with families	-School Administration, -All school personnel	2013-2014	-Weekly principal newsletters/updates -School Website updates -PTO updates -Individual Communications	