

GOES School Improvement Plan 2022 - 2023 - Draft

School: Great Oak Elementary

Goal One:

Through the implementation and continued use of systemic, aligned, and coherent systems, the district will improve the academic performance for students as measured by the following metrics:

Metrics:

- A. Increase attendance and decrease tardiness by at least 10% using 2021-22 as the baseline.
- B. Increase proficiency rate in ELA and Math by 5% for students in Grades 3-5 on the Spring of 2023 state assessment, using Spring of 2022 as the baseline.
- C. Decrease the number of students below grade level in ELA and Math by at least 5% for students in Grades 3-5 on the Spring of 2023 state assessment, using Spring of 2022 as the baseline.
- D. Increase mastery level for students in grade 3-5 by at least 5% on iReady assessments in the Spring of 2023, using the Spring of 2022 as the baseline.

School Goals to Achieve District Goal One:

School Goal 1A	Achievable Metrics	Action Items	Timeline	Person Responsible
The number of students chronically absent will decrease from 24 to 17 or less by the end of the 2022-2023 school year.	Increase attendance and decrease absences and tardiness by at least 10% using 2021-22 as the baseline.	<ul style="list-style-type: none"> ● Convene <i>Attendance Committee</i> on a regular basis and streamline practices. ● Create consistent <i>Attendance Codes</i> across schools for absence reasons. ● Share <i>Attendance Policy</i> and procedures with families. ● <i>Work proactively with families</i> who are consistently Absent/Tardy. ● Daily <i>Parent Communication</i> as needed. 	2022-2023	<ul style="list-style-type: none"> ● Attendance Committee ● Principal ● Nurse ● Social Worker ● Clerk

School Goals to Achieve District Goal One:

School Goal 1B	Achievable Metrics	Action Items	Timeline	Person Responsible
<p>Students in grades 3 - 5 will demonstrate a 5% increase in the number of students performing at/above mastery on SBAC Reading and Math Assessments in the Spring of 2023 using the Spring of 2022 results as the baseline (see table below).</p>	<p>See table below</p>	<ul style="list-style-type: none"> ● Follow and revise <i>Grade Level Pacing Guides</i> and <i>Assessment Calendars</i> to ensure that all curriculum is being delivered and assessed. ● Supplement the <i>workshop model</i> with explicit instruction on specific skills that students struggle with when presented on the <i>SBAC, i-Ready</i>, and/or <i>End of Unit Assessments</i>. ● Revise End of Unit Assessments to align vocabulary, rigor, and format to <i>SBAC Reading & Math Assessments</i>. ● Use staff, grade level, data team meetings to determine strategies for differentiating instruction for high, middle, and low achievers. ● Early Intervention and Special Education teams will discuss each student, identify deficit skills, and develop a plan to move each child along a learning progression. ● Utilize and integrate <i>SBAC Interim and iReady Standards Mastery Assessments</i> as progress monitoring and instructional tools. 	<p>2022-2023</p>	<ul style="list-style-type: none"> ● Principal ● Teachers ● Math Coach ● Reading Specialist ● Early Intervention Tutors

School Goal 1C	Achievable Metrics	Action Items	Timeline	Person Responsible
Students in grades 3 - 5 will demonstrate a 5% decrease in the number of students performing below grade level on SBAC Reading and Math Assessments in the Spring of 2023 using the Spring of 2022 results as the baseline (see table below).	See table below	See Action Items for Goal 1A.	2022-2023	<ul style="list-style-type: none"> • Principal • Teachers • Math Coach • Reading Specialist • Early Intervention Tutors

SBAC Achievement by Grade Level											
Proficiency (% At/Above Goal)						Below Proficiency (% Below Goal)					
	Reading 2021-2022	Reading 2022-2023 Goal		Math 2021-2022	Math 2022-2023 Goal		Reading 2021-2022	Reading 2022-2023 Goal		Math 2021-2022	Math 2022-2023 Goal
3	56	61		56	61	3	44	39		44	38
4	61	66		66	71	4	39	34		34	29
5	77	82		58	63	5	23	18		42	37

SBAC Reading Growth by Cohorts from Previous Year								
	Reading 2020-2021	Reading 2021-2022	Reading % Proficiency increase		% Students at/above Growth Rate 2021-2022	% Students at/above Growth Rate 2022-2023 Goal		Average % of Growth Target Achieved 2021-2022
Grade 4	57	61	4		47	52		71
Grade 5	58	77	19		62	67		83

SBAC Math Growth by Cohorts from Previous Year								
	Math 2020-2021	Math 2021-2022	Math % Proficiency increase		% Students at/above Growth Rate 2021-2022	% Students at/above Growth Rate 2022-2023 Goal		Average % of Growth Target Achieved 2021-2022
Grade 4	50	66	16		69	74		91
Grade 5	51	58	7		62	67		86

School Goal 1D	Achievable Metrics	Action Items	Timeline	Person Responsible
Students in grades 3 - 5 will demonstrate a 5% increase in the number of students performing at/above mastery and a 5% decrease in the number of students performing grade level on iReady Reading and Math Assessments in the Spring of 2023 using the Spring of 2022 results as the baseline.	See table below	See Action Items for Goal 1A.	2022-2023	<ul style="list-style-type: none"> • Principal • Teachers • Math Coach • Reading Specialist • Early Intervention Tutors

iReady Achievement by Grade Level											
Proficiency (% At/Above Goal)						Below Proficiency (% Below Goal)					
	Reading 2021-2022	Reading 2022-2023 Goal		Math 2021-2022	Math 2022-2023 Goal		Reading 2021-2022	Reading 2022-2023 Goal		Math 2021-2022	Math 2022-2023 Goal
3	81	86		68	73	3	19	14		32	27
4	67	72		75	80	4	33	28		25	20
5	75	80		77	82	5	25	20		23	18

iReady Reading Growth by Current Cohorts						
	Reading 2021-2022	Reading 2022-2023 Goal		% Students at/above Target Growth 2021-2022	% Students at/above Stretch Growth 2021-2022	% Students at/above Stretch Growth 2022-2023 Goal
Grade 3	74	79		64	39	44
Grade 4	81	86		73	50	55
Grade 5	67	73		69	42	47

iReady Math Growth by Current Cohorts					
	Math 2021-2022	Math 2022-2023 Goal	% Students at/above Target Growth 2021-2022	% Students at/above Stretch Growth 2021-2022	% Students at/above Stretch Growth 2022-2023 Goal
Grade 3	66	71	46	8	13
Grade 4	68	73	57	27	32
Grade 5	75	80	68	38	43

Bank Potential Administrator, Teacher, or Staff goals that can be used to support the above school goals.

- ❖ *Actively engage as a member of the attendance committee as a means to support the individual needs of students and their families.*
- ❖ *Utilize SBAC, IABs, and iReady Standards Mastery Assessments as formative assessments to monitor student progress and inform instruction.*
- ❖ *Review/Revise/Follow appropriate pacing guides to ensure that the demands of the curriculum are being met.*
- ❖ *Collaborate with Special Education Staff, Early Intervention Tutors, Reading Specialist, and Math Coach to meet the individual needs of specific students.*
- ❖ *Integrate iReady instructional components into daily lessons and/or homework.*

Goal Two:

Through collaborative work with teachers and administrators, students will have access to high quality curriculum and resources that will improve instruction and student achievement as measured by the following metrics:

Metrics:

- A. Completed K-12 Attributes of the Graduate Rubrics.
- B. Development of new curriculum review cycle and completion of 2022-23 identified goals determined by the BOE Curriculum Committee.
- C. Implementation of an updated SRBI processes K-12 that utilizes PowerSchool for efficient data collection and analysis and process improvement that ensures appropriate access to SRBI services and timely movement in and out of respective tiered services.

School Goals to Achieve District Goal Two:

School Goal 2A	Achievable Metrics	Action Items	Timeline	Person Responsible
GOES Staff will participate in the development of a K - 12 Rubric outlining the Attributes of a Graduate	Grade 3 - 5 Attributes of the Graduate will be developed and presented to the BOE Curriculum Committee for consideration.	<ul style="list-style-type: none"> ● Staff will participate in professional learning regarding the <i>Attributes of the Graduate</i>. ● Staff will take part in <i>Instructional Rounds</i> that will focus on the attributes of the graduate. 	2022 - 2023	<ul style="list-style-type: none"> ● Director of CIA ● OPS Curriculum Committee ● Principal ● Grade Level Teams

School Goal 2B	Achievable Metrics	Action Items	Timeline	Person Responsible
GOES Staff will participate in the development of a new curriculum review cycle related to student growth and achievement and state standards	A District-wide Curriculum Review Cycle will be created.	Staff will meet with the Director of Curriculum & Instruction and District-wide Curriculum Committee to participate in the creation of a <i>Curriculum Review Cycle</i>	2022 - 2023	<ul style="list-style-type: none"> • Director of CIA • OPS Curriculum Committee • Grade Level Teams
School Goal 2C	Achievable Metrics	Action Items	Timeline	Person Responsible
GOES will continue to refine all aspects of the SRBI Process to ensure appropriate access and efficient delivery of tiered services.	<ul style="list-style-type: none"> • Implementation of the practice outlined in the revised SRBI Manual • Utilization of the revised SRBI forms now housed in PowerSchool. • Implement and maintain the Data related to monitoring student growth and achievement. 	<ul style="list-style-type: none"> • Implement a coherent <i>school-wide support services schedule</i> to ensure efficient/effective delivery of tiered services. • The <i>SRBI Team</i> will meet monthly to review student progress. • Beginning, middle, and end of year <i>Data Team Meetings</i> will be held to discuss each student's SRBI eligibility. • <i>PowerSchool</i> will be utilized to house all SRBI related data and documentation. 	Throughout the 2022-2023 school year.	<ul style="list-style-type: none"> • Principal • SRBI Team • All Teachers • Early Intervention Tutors

Bank Potential Administrator, Teacher, or Staff goals that can be used to support the above school goals.

- ❖ Create rubrics for the attributes of a graduate with grade level colleagues.
- ❖ *Actively engage in professional learning pertaining to the attributes of a graduate and integrate it into classroom instruction.*
- ❖ *Utilize new SRBI Processes and Forms to address specific needs of students. (behaviorally, academically, socially, and emotionally)*

Goal Three:

Through the implementation of a revised “system of feedback” and evaluation system, curriculum documentation and revisions, and system changes to organizational structures and processes to increase the accountability for instructional leadership and quality of instruction, the district will accomplish the following measures by June 30, 2023.

Metrics:

- A. All district and school staff will complete their evaluation cycle by the last day of school for the 2022-23 school year, except those 12 month staff with a cycle ending in July or August. Those staff members will have their evaluation cycle completed in July or August.
- B. Complete three rounds of “instructional rounds” and engage faculty in professional conversations and protocols on data collected through instructional rounds.
- C. Create and collect in a “Google Team Drive” all “Agendas of Learning” used at Faculty Meetings, Department Meetings, Administrative Meetings, Committee Meetings, and Team Meetings.

School Goals to Achieve District Goal Three:

School Goal 3A	Achievable Metrics	Action Items	Timeline	Person Responsible
School administration will engage all staff in the evaluation and feedback process.	All district and school staff will complete their evaluation cycle by the last day of school for the 2022-23 school year, except those 12 month staff with a cycle ending in July or August. Those staff members will have their evaluation cycle completed in July or August.	<ul style="list-style-type: none"> ● All Goal Setting will be completed by October 15th. ● All Midyear Meetings will be completed by Feb 15th. ● All End-of-Year Meetings will be completed by June 1st. ● All evaluations will be completed as described in the new evaluation framework. 	2022-2023	<ul style="list-style-type: none"> ● Administration ● Teachers
School Goal 3B	Achievable Metrics	Action Items	Timeline	Person Responsible
All certified staff, including administration, will actively engage in the process of “instructional rounds.”	Complete three rounds of “instructional rounds” and engage faculty in professional conversations and protocols on data collected through instructional rounds.	<ul style="list-style-type: none"> ● A schedule for Instructional Rounds will be developed that facilitates each teacher engaging in at least two instructional rounds during the 2022-2023 school year. ● Professional Learning focused on the “why” and “how” of instructional rounds will be provided/facilitated. 	2022-2023	<ul style="list-style-type: none"> ● Administration ● Teachers

School Goal 3C	Achievable Metrics	Action Items	Timeline	Person Responsible
Facilitators of meetings will use “Google Team Drive” as a tool to house all “Agendas of Learning” used throughout the school year.	Create and collect in a “Google Team Drive” all “Agendas of Learning” used at Faculty Meetings, Department Meetings, Administrative Meetings, Committee Meetings, and Team Meetings.	The new <i>Agendas of Learning</i> Template will be utilized for all meetings.	2022-2023	<ul style="list-style-type: none"> ● Administration ● Teachers

Bank Potential Administrator, Teacher, or Staff goals that can be used to support the above school goals.

- ❖ *Complete all evaluation documents and processes in Talent Ed in a timely manner.*
- ❖ *Actively participate in instructional rounds and the professional development around them.*
- ❖ *Actively participate and engage in the aspects of the new agenda format such as timekeeper and note taker.*

Goal Five:

Through the use of efficient and strategic communication tools, internally and externally, the district will be known for providing a quality education for all students and for being a good steward of Oxford resources as measured by the following metrics by June 30, 2023.

Metrics:

- Development of a brochure about the Oxford Public Schools to be shared with local businesses, chamber of commerce, and town organizations.
- Documentation of efforts to develop community partnerships.

School Goals to Achieve District Goal Five:

School Goal 1A	Achievable Metrics	Action Items	Timeline	Person Responsible
GOES will communicate effectively with staff, parents and the community.	<ul style="list-style-type: none"> ● Contribute information to the development of a district wide brochure ● Weekly/Monthly Newsletters ● Email communications pertaining to important information 	<ul style="list-style-type: none"> ● Meet with district level team to provide pictures and information pertaining to GOES for the <i>District-wide Brochure</i> ● <i>HAWK Talk</i> Weekly Newsletter will be sent out every Friday ● Principal will keep an <i>“open door” policy</i> 	Throughout the 2022-2023 school year.	<ul style="list-style-type: none"> ● Principal ● All Staff ● Central Office

		allowing for opportunities for feedback and collaboration with staff, students and families.		
School Goal 1B	Achievable Metrics	Action Items	Timeline	Person Responsible
Organize school-wide events to support important local, state, and national causes/charities	Multiple school-wide events will be held and documented that are focused on developing and supporting school and community partnerships.	<ul style="list-style-type: none"> ● Halloween Dress-up ● Toys for Tots ● CCMC Pajama Day ● Breast Cancer Awareness ● Thanksgiving Food Drive ● Festival of Trees ● Oxford Tree Lighting ● GOES Children’s Garden ● Fundraisers for families in need. 	Throughout the 2022-2023 school year.	<ul style="list-style-type: none"> ● All Staff ● Student Council ● Parents ● Students

Bank Potential Administrator, Teacher, or Staff goals that can be used to support the above school goals.

- ❖ *Create opportunities for students to engage with the school and/or Oxford community programs.*
- ❖ *Provide parents with opportunities to take part in their child’s education.*
- ❖ *Provide communication to families regarding what is taking place in school/classroom.*

GOAL 6:

Goal - Through the re-establishment of the HAWKS PBIS Program and continuing to implement the RULER Approach, student social, emotional and behavioral needs will be better met, and school climate and culture will be positively impacted.

Metrics:

- A. Re-establish the HAWKS Program to promote positive and productive behavior - **Have Respect, Act Responsibly, Work Together, Kindness Counts, Safety First.**
- B. Continue to utilize the RULER Approach to promote emotional intelligence and help students develop strategies for dealing with emotional dysregulation.
- C. Hold Monthly Town Meetings to celebrate and promote the character traits of the HAWKS Program.

School Goals:

School Goal 6A	Achievable Metrics	Action Items	Timeline	Person Responsible
Re-establish the HAWKS Program to promote positive and productive behavior - Have Respect Act Responsibly Work Together Kindness Counts Safety First	Track the number of HAWKS Tickets awarded and redeemed for individual students, classrooms, and grade levels to ensure a consistent and equitable approach to distribution of incentives/rewards .	<ul style="list-style-type: none"> ● Promote HAWKS Behavior through the use of classroom instruction/awareness and school-wide assemblies. ● Utilize “HAWKS” Tickets as a token economy for students to receive positive reinforcement for demonstrating positive behavior. ● Organize a school store where students can exchange “Hawks” Tickets for rewards. 	Throughout the 2022-2023 school year.	<ul style="list-style-type: none"> ● Principal ● All Staff
School Goal 6B	Achievable Metrics	Action Items	Timeline	Person Responsible
Continue to utilize the RULER Approach to promote emotional intelligence and help students develop strategies for dealing with emotional dysregulation.	A school-wide support services schedule will be developed to support the social/emotional learning (SEL) of all students and the individual needs of identified students.	<ul style="list-style-type: none"> ● An SEL block will be created for each classroom. ● Pull-out time blocks will be created for counseling services so that core instructional time is not impacted. ● RULER Strategies will be utilized across all environments. 	Throughout the 2022-2023 school year.	<ul style="list-style-type: none"> ● Social Worker ● School Psychologist ● All Staff

School Goal 6C	Achievable Metrics	Action Items	Timeline	Person Responsible
Hold Monthly Town Meetings to celebrate and promote the character traits of the HAWKS Program.	Town Meetings will be held monthly to Celebrate Children and Learning.	Designated components in each Town Meeting will be focused on recognizing students for demonstrating “Hawks” behavior and exemplifying the “Golden Rule”.	Throughout the 2022-2023 school year.	<ul style="list-style-type: none"> ● Principal ● Unified Arts Team ● Reading Specialist ● Math Coach ● All Staff

Bank Potential Administrator, Teacher, or Staff goals that can be used to support the above school goals.

- ❖ *Utilize RULER to promote emotional intelligence and help students develop strategies for dealing with emotional dysregulation.*
- ❖ *Participate in monthly Town Meetings and promote “HAWKS” behaviors on a daily basis across all environments.*