

QFS School Improvement Plan 2022 - 2023

School: Quaker Farms School

District 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:

District Metrics:

1. Increase attendance and decrease tardies by at least 10% in each school using 2021-22 as the baseline.
2. Increase mastery level for students in k-8 by at least 5% on iReady assessments in the spring of 2022, using fall 2021 as the baseline for grades 1-8 and winter for kindergarten.

School Goals to Achieve District Goal One:

School Goal(s)	Achievable Metrics	Action Items	Timeline	Person Responsible
<p>Improve attendance and tardiness for the 2022 -2023 school year.</p> <p>The number of students chronically absent will decrease from 26 to 23 by the end of the 2022-2023 school year.</p>	<p>Increase attendance and decrease tardies by at least 10% in each school using 2021–2022 as the baseline; view PowerSchool reports.</p>	<p>Meet monthly as an attendance team.</p> <p>Parent phone calls/meetings as needed.</p> <p>Share attendance policy and procedures with families.</p> <p>School nurse making daily phone calls/robocalls,</p> <p>Create consistent attendance codes throughout the district.</p>	<p>Throughout the 2022-2023 school year</p>	<p>Attendance Team Principal Clerk School Nurse Social Worker</p>
<p>Increase student performance on the iReady Assessment in both reading and mathematics.</p>	<p>Increase mastery level for students in K-8 by at least 5% on iReady assessments in the Spring of 2022, using fall 2021 as the baseline for grades 1-8 and winter for KDG.</p>	<p>Consistent approach to pacing in all grade levels; review/update ELA and Mathematics pacing guides.</p> <p>Continued professional learning on high impact instructional strategies. Data team/grade level</p>	<p>Throughout the 2022-2023 school year</p>	<p>Principal Teachers Math Coach Reading Specialist Early Intervention Tutors</p>

		meetings. Develop a consistent Iready benchmark schedule. Develop a consistent Iready approach to personalized pathway use and direct lesson use.		
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iReady				
	Reading 2021-2022 (% Mastery)	2022-2023 Goal (% Mastery)	Math 2021-2022 (% Mastery)	2022-2023 Goal (% Mastery)
KDG				
1st	19	24	13	18
2nd	39	44	21	26

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
- Review/Revise/Follow appropriate pacing guides to ensure that the demands of the curriculum are being met
- Collaborate with Early Intervention tutors, reading specialist, math coach to meet the individual needs of specific students
- Integrate iReady instructional components into daily lessons and/or homework

District Goal Two:

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

District Metrics:

1. Completed K-12 attributes of the graduate rubrics.
2. Development of new curriculum review cycle and completion of 2022-23 identified goals determined by the BOE Curriculum Committee.
3. 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(s)	Achievable Metrics	Action Items	Timeline	Person Responsible
Students will access a high quality curriculum and resources to improve instruction and achievement.	Completed K-2 attributes of a graduate rubrics.	<p>Staff will participate in professional learning regarding the attributes of the graduate.</p> <p>Staff will take part in a series of 3 instructional rounds with a focus on the attributes of a graduate.</p> <p>Staff and grade level meetings will take place monthly to establish and define grade-level appropriate global learning targets.</p>	Throughout the 2022-2023 school year.	<p>Director of CIA with committee</p> <p>Grade Level Teams K-2</p>
Participate in the development and implementation of a new curriculum review cycle related to student achievement and standards.	District wide created curriculum review cycle.	Staff will meet with the curriculum committee.	Throughout the 2022-2023 school year.	<p>Director of CIA</p> <p>Curriculum Committee</p>
QFS will refine all aspects of the SRBI Process to ensure appropriate access and efficient delivery of tiered	Implementation of the practice outlined in the revised SRBI Manual.	Staff will take part in professional learning on the new updated manual, process, and forms in PowerSchool.	Throughout the 2022-2023 school year.	<ul style="list-style-type: none"> ● Principal ● SRBI Team ● All Teachers ● Early Intervention Tutors

services.	<p>Utilization of the revised SRBI forms now housed in PowerSchool.</p> <p>Implement and maintain the data related to monitoring student growth and achievement.</p>	<p>Implement a coherent school-wide schedule to ensure efficient/effective delivery of services.</p> <p>SRBI Team meets weekly to review student progress and each student's SRBI eligibility.</p> <p>Utilize PowersSchool to house all SRBI related data</p>		
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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 into classroom instruction
- Utilize new SRBI manual, processes and forms to address specific needs of students (behaviorally, academically and social emotionally)

District 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.

District Metrics:

1. 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.
2. Complete three rounds of “instructional rounds” and engage faculty in professional conversations and protocols on data collected through instructional rounds.
3. 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(s)	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.	Admin will complete all goal setting by October 15th. Admin will complete all mid year meetings by Feb 15th. Admin will complete all end of year meetings by June 1st. Admin will complete all evaluations as described in the new evaluation framework.	Throughout the 2022-2023 school year.	Administration
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.	Admin will create a schedule of instructional rounds. Admin will lead staff in professional learning in instructional rounds.	Throughout the 2022-2023 school year.	Administration Teachers

<p>Facilitators of meetings will use “Google Team Drive” as a tool to house all “Agendas of Learning” used throughout the school year.</p>	<p>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.</p>	<p>Utilize the new template for all meetings.</p> <p>Admin will share “Agendas of Learning” template with faculty senate member.</p>	<p>Throughout the 2022-2023 school year.</p>	<p>Administration</p>
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Bank Potential Administrator, Teacher, or Staff goals that can be used to support the above school goals.

- Actively participate in instructional rounds including professional development and collaboration between colleagues.
- Creation and utilization of “Agendas of Learning” for all meetings throughout the school year
- Complete and follow all necessary observations and evaluations within the given timeframe following all appropriate processes and completion of required forms.

District 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.

District Metrics:

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

School Goals to Achieve District Goal Five:

School Goal(s)	Achievable Metrics	Action Items	Timeline	Person Responsible
QFS will communicate effectively with staff, parents and the community.	Contribute information to the development of a district wide brochure Weekly/Monthly Newsletters Email communications pertaining to important information	Meet with district level team to provide pictures and information pertaining to QFS QFS Weekly Newsletter will be sent out every Friday NewsletterUpdate from classroom teachers will be sent out monthly Principal will keep an “open door” policy allowing for opportunities for feedback and collaboration with staff, students and families.	Multiple dates/times throughout the school year.	Principal District Wide Team Classroom Teachers
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.	Continue with community outreach projects within the school and community... Halloween Parade Toys for Tots CCMC Pajama Day Thanksgiving Food Drive Festival of Trees Oxford Tree Lighting Breast Cancer Awareness Fundraisers for families in need	Multiple dates/times throughout the school year.	All Staff 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 communities
- Provide parents with opportunities to take part in their child's education
- Provide communication to families on what is taking place in school/classroom

School Specific Goal:

Goal - To build a positive school climate while promoting STAR behavior - Show Kindness, Try Your Best, Act Safely, and Respect Others

School Metrics:

1. Analyze the number of incidents that pertain to STAR behavior through the collection of “Major Referral Forms”
2. Analyze the number of classroom and whole school STAR rewards are given out.
3. Implementation of monthly assemblies focusing on a specific character trait while recognizing STAR student behaviors.

School Goals:

School Goal(s)	Achievable Metrics	Action Items	Timeline	Person Responsible
To build a positive school climate while promoting STAR behavior - Show Kindness, Try Your Best, Act Safely, Respect Others	Analyze the number of incidents that pertain to STAR behavior through the collection of “Major Referral Forms”. Monthly Assemblies. The number of classroom and whole school STAR parties.	Revisit and Revise School Wide Staff Charter. Create Classroom Charters. Create a monthly character education theme along with monthly character education/STAR assemblies where parents are invited. Implement the “Look For the Good Project” - 2 week Gratitude Campaign. Continue RULER approach. Continue PBIS - STAR.	Throughout the 2022-2023 school year.	All staff

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

- Utilize RULER to promote STAR behavior - Show Kindness, Try Your Best, Act Safely, and Respect Others
- Participate monthly in each character education theme through classroom lessons and activities as well as monthly assemblies