

**Hamilton Elementary School  
Building Improvement Plan  
2025-2026**



## **Building Vision**

We believe that the most promising strategy for achieving the mission of Hamilton Elementary School is to develop our capacity to function as a Professional Learning Community (PLC).

WE envision a school in which a committed staff:

- Unites to establish a common purpose and clear goals that focus on a high level of learning for both students and staff

- Uses research-based methods/materials for instruction, participates in professional development opportunities, and networks with other learning institutions

WE envision a school in which a committed staff:

- Uses the Missouri Learning Standards to guide instruction and assessment using school-wide resources and current instructional strategies

- Maintains a high level of expectations which encourages academic growth for themselves and others

WE envision a school in which a committed staff:

- Utilizes Positive Behavior Support (PBS) structures to instill Respect, Responsibility, and Self-Control in order to increase learning opportunities

- Allows children to practice making decisions in a safe environment

WE envision a school in which a committed staff:

- Utilizes a three-tiered Response to Intervention (RtI) model which encourages and provides support for academic and behavioral success

- Monitors performance through data collected from formal and informal assessments concerning academics and behavior

WE envision a school in which a committed staff:

- Communicates openly with parents, community, and other staff members

- Creates opportunities to build trusting relationships

## **Building Mission**

The Hamilton Elementary School provides a safe, positive environment fostering high levels of learning.

## Table of Contents

Introductory Information	Page #
Planning Process	2
Team Members	3
Building Strengths	3
Building Improvements	3

SMART Goals	Page #
By the beginning of the 2026-2027 school year, all elementary classrooms will be utilizing a common reading time with their co-teachers, title teacher, and special education teacher to improve literacy skills through leveled intervention groups. Student gains will be measured by iReady beginning, middle, and end of year benchmarking.	3
By the end of the 2025-2026 school year, teachers will increase positive phone calls home to parents from once a quarter (minimum) to twice a month.	4
HES Staff will utilize PBIS to encourage 100% of students in the classroom to follow all expectations in all locations of the building by the end of the 2025-2026 school year.	5

Appendices	Page #
DESE	6

Description of Planning Process
Select staff members from Hamilton Elementary School met with Principal Ashley Ford to discuss strengths and weaknesses from the previous school year. This team was able to identify specific goals needed and a positive approach to reach each goal.

Team Members	
Mrs. Ashley Ford	Principal
Mrs. Deanna Wiederholt	Counselor
Mrs. Kelli Claypool	Title
Mrs. Lauren Henry	Title
Mrs. Tara Murray	1st Grade Teacher
Miss Kari Youtsey	3rd Grade Teacher

As part of the initial, large group meeting, we reviewed our building's data which included: MAP results, student attendance, past APRs, and district family demographics which included locale of our parents' employment, annual average salary, and primary care givers identity (grandparents, parents, divorced parent, etc.) Using the data, each domain group then brainstormed district strengths and areas for improvement. These were shared out and compiled for each group to consider as they wrote goals. The generated lists follow:

Building Strengths	<ul style="list-style-type: none"> <li>-HES hosts many parent involvement opportunities.</li> <li>-2024-2025 MAP scores in grades 3, 4, and 5 were all about the State average in all tested areas.</li> <li>-We have a strong group of regular education teachers.</li> <li>-Title teachers are very experienced in Reading Success Plans.</li> <li>-Most teachers have completed at least one year of LETRS training.</li> </ul>
Areas for Improvement	<ul style="list-style-type: none"> <li>-A large percentage of our students are Free and Reduced.</li> <li>-There has been frequent turnover in the special education department.</li> <li>-Keeping paraprofessionals is a struggle.</li> </ul>

### Goal 1:

<b>SMART Goal</b> By the beginning of the 2026-2027 school year, all elementary classrooms will be utilizing a common reading time with their co-teachers, title teacher, and special education teacher to improve literacy skills through leveled intervention groups. Student gains will be measured by iReady beginning, middle, and end of year benchmarking.				
<b>Data Points &amp; Rationale</b> During the 2023-2024 school year there was a very large class entering the 2nd grade. Many of these students had reading difficulties that were not due to a learning disability. At that time it was agreed upon that 2nd grade would pilot Common Reading time.				
<b>Funding</b> Local/State/Federal			<b>MSIP Indicator(s)</b> Effective Teaching and Learning (TL)	
<b>Action Steps</b>	<b>Start Date</b>	<b>End Date</b>	<b>Person(s) Responsible</b>	<b>District Plan</b>

2nd grade pilots Common Reading Time	August 2023	May 2024	Mrs. Baker Mrs. Ohlberg Mrs. Cole Miss Jennings Mrs. Henry Mrs. Claypool	Literacy Plan, CSIP
Monitor 2nd grade students benchmark scores at the beginning, middle, and end of the year.	September 2023	May 2024	Mrs. Baker Mrs. Ohlberg Mrs. Cole Miss Jennings Mrs. Henry Mrs. Claypool	
During the 2024-2025 school year, encourage more grade levels to add Common Reading Time to their schedules and monitor their benchmark scores.	August 2024	May 2025	HES Teachers and Principal	
By the beginning of the 2026-2027 school year, all grade levels will be implementing Common Reading Time with leveled intervention groups.	May 2026		HES Teachers and Principal	

## Goal 2:

<b>SMART Goal</b> By the end of the 2025-2026 school year, teachers will increase positive phone calls home to parents from once a quarter (minimum) to twice a month.				
<b>Data Points &amp; Rationale</b> Increasing positive phone calls home from a minimum of once per quarter to twice per month strengthens the partnership between home and school by fostering consistent, proactive communication. When families regularly hear positive feedback about their child, trust is built, and parents are more likely to engage collaboratively with teachers and support learning and behavior at home. At HES we feel phone calls are more personal than emails and/or text messages and hope that this communication helps to promote a positive school climate.				
<b>Funding</b> Local/State/Federal			<b>MSIP Indicator(s)</b> Leadership (L)	
<b>Action Steps</b>	<b>Start Date</b>	<b>End Date</b>	<b>Person(s) Responsible</b>	<b>District Plan</b>
Teachers will log phone calls home, once a month, to parents on a google document.	September 2025	December 2025	HES Teachers	Communications Plan

Teachers will log phone calls home, twice a month, to parents on a google document.	January 2026	May 2026	HES Teachers	
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### Goal 3

<b>SMART Goal</b> HES Staff will utilize PBIS to encourage 100% of students in the classroom to follow all expectations in all locations of the building by the end of the 2025-2026 school year.				
<b>Data Points &amp; Rationale</b> PBIS establishes a consistent and proactive approach to behavior across the entire school environment. When teachers explicitly teach, model, and reinforce expectations, students understand what appropriate behavior looks like not only in the classroom, but also in hallways, cafeterias, restrooms, buses, and common areas. Consistency across locations reduces confusion and eliminates mixed messages, which is especially important for younger students and those who need clear structure to be successful.				
<b>Funding</b> Local/State/Federal			<b>MSIP Indicator(s)</b> Effective Teaching and Learning (TL)	
<b>Action Steps</b>	<b>Start Date</b>	<b>End Date</b>	<b>Person(s) Responsible</b>	<b>District Plan</b>
All staff will be trained on PBIS expectations	August 2025	August 2025	HES Staff	CSIP
Staff will be given refresher PBIS information monthly at faculty meetings.	September 2025	May 2026	HES Staff	
All HES students will participate in PBIS Boot Camp at the beginning of the school year and when returning from Christmas Break.	August 2025	January 2026	HES Staff and Students	

## **MSIP Standards & Indicators**

Missouri's School Improvement Program Standards and Indicators may be found [here](#) on the DESE website.