

# School Continuous Improvement Plan

## Maie Bartlett Heard School: 2015 - 2016 School Year

**GOAL:** [Improve Student Achievement](#)

The aggregate of Maie Heard Elementary students' data will show an increase from 65% to 75% passing in Reading and 46% to 56% passing in Mathematics; Reclassification rate of English Language Learners will increase from 36% to 38%, and students' attendance rates will improve from 95% to 97%, by June 2015 based on AzMERIT, AZELLA, and District Attendance records respectively.

<p><b>STRATEGY 1:</b>  <a href="#">Professional Learning Community</a>            Elements of Professional Community: Build capacity to support on-site leaders to lead data and collaborative meetings.</p>	<p><b>ACTION 1:</b> <a href="#">Professional Learning Communities</a>            Provide opportunities to develop a deeper understanding of the Elements of a Professional Community by participating in an academic focus, shared responsibility for student learning, collaborative culture, effective teaching practices ongoing assessment and feedback as well as subject related PD.</p> <p><b>ACTION 2:</b> <a href="#">Collaborative Team Meetings</a>            Collaborative teams meet on Wednesdays, a job-embedded time-frame, and with their respective grade-levels, district, school, or principal during which data is analyzed and instructional planning occurs.</p> <p><b>ACTION 3:</b> <a href="#">Collaborative Team Meeting and Reform Model</a>            Collaborative team meetings will participate in implementing Heard's Reform Model by reviewing data analysis (Galileo, State tests, AZELLA, Benchmark Assessment Levels, AIMSWeb, teacher assessments, student work, and teacher observations).</p> <p><b>ACTION 4:</b> <a href="#">Collaborative Teams Meet Regularly</a>            Collaborative teams meet regularly. They will focus their time on discussing student performance and teaching practices based on the LOI rubrics. They will maximize their time through "working agreements" also known as norms.</p> <p><b>ACTION 5:</b> <a href="#">Collaborative Team Meetings Reflection</a>            During collaborative team meetings, teachers will reflect on their own refinements based on their Learning Observation Instrument (LOI) feedback. Reflect on personal and school LOI data during collaborative team meetings.</p>
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<p><b>STRATEGY 2:</b>  <a href="#">Strengthen Instruction for Students</a>            Strengthen Teacher Instructional Strategies and curriculum design</p>	<p><b>ACTION 1:</b> <a href="#">Guaranteed and Viable ELA Curriculum</a>            Create a guaranteed and viable curriculum for ELA standards. Collaborative teams will prioritize standards into the following categories: endurance, readiness, leverage, and teacher input.</p> <p><b>ACTION 2:</b> <a href="#">Learning Observation Instrument (LOI)</a>            Use the Learning Observation Instrument data to improve teacher instruction to support teacher and student growth.</p>
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	<p><b>ACTION 3:</b> <a href="#">ELA/Instructional Coach</a> Staff an ELA/Instructional Coach to provide job embedded professional development to support the LOI the before, during, and after school.</p> <p><b>ACTION 4:</b> <a href="#">Staff PM Kindergarten</a> Staff PM kindergarten classrooms. The opportunity to provide full day kindergarten teachers to focus on literacy instruction and language based on scientifically research (SBR) best practices.</p> <p><b>ACTION 5:</b> <a href="#">Instructional Assistants to Support Interventions</a> Instructional Assistants to work with students to support in literacy, language development, math, science, Imagine Learning, Mobius math, Raz-kids, and character instruction.</p> <p><b>ACTION 6:</b> <a href="#">Small Group Instruction</a> Meet biweekly on Small Group Instruction and use walkthroughs and AIMS Web PM to guide our data discussions</p> <p><b>ACTION 7:</b> <a href="#">4-8 Math Cohort</a> Create a 4-8 Math Cohort of teachers to meet on Wednesdays to ensure integration between intervention programs and regular classroom standards- based curriculum by reviewing student performance, classroom walk-through findings/patterns, and lesson plans (focus question, learner engagement, end-of-lesson assessment)</p>
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<p><b>STRATEGY 3:</b> <a href="#">Intervention Program for Struggling Students</a> Support moderate to high-risk students in areas of academics, behavior, and social needs</p>	<p><b>ACTION 1:</b> <a href="#">Identify Students Needs</a> Identify area of students needs and tier the interventions and students</p> <p><b>ACTION 2:</b> <a href="#">Staff Interventionists</a> Staff math and reading Interventionists.</p> <p><b>ACTION 3:</b> <a href="#">Tutoring Opportunities</a> Provide after school and summer school tutoring opportunities to further enrich or support students</p> <p><b>ACTION 4:</b> <a href="#">Instructional Assistants</a> Staff Instructional Assistants who will work with literacy, math, science, writing, and character instruction</p>
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<p><b>STRATEGY 4:</b> <a href="#">Data Driven Decision Making</a> Utilize data to target students' needs</p>	<p><b>ACTION 1:</b> <a href="#">Scheduled Study Sessions</a> Provide scheduled study sessions to analyze data to determine areas of growth and areas of need from which PD topics are determined. Also, to create scope and sequence and pacing guides based on school data.</p> <p><b>ACTION 2:</b> <a href="#">Systematic Data Collection</a> Systematic assessment and data collection will support data-driven decision making as staff collectively participate in instructional planning based on data results-generating reports, planning and presenting next steps.</p>
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	<p><b>ACTION 3:</b> <a href="#">Attend Community Events</a> Attend and participate in various related community outreach planning...e.g. STEAM family night, AZ SciTech Festival...</p>
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<p><b>STRATEGY 5:</b> <a href="#">English Language Learners Instructional Strategies</a> Support English language learners in language development, and social needs</p>	<p><b>ACTION 1:</b> <a href="#">Strengthen Instruction Through Coaching Support</a> Strengthen instruction for all student by providing coaching support through which Coaches and team leaders will provide job embedded professional development (Verb Tense Study, Language Instruction supported by content) before, during, or after school.</p> <p><b>ACTION 2:</b> <a href="#">Effective Strategies SBR</a> Implement effective strategies SBR Intervention Programs for English language learners as a result of attending SEI/SIOP training.</p> <p><b>ACTION 3:</b> <a href="#">Implement Write-to-Learn</a> Implement Write-to-Learn and Beyond and Thinking Maps to support comprehensible input</p>
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<p><b>STRATEGY 6:</b> <a href="#">Reducing Disciplinary Referrals</a> Promote positive student behaviors and reduce absences and tardiness</p>	<p><b>ACTION 1:</b> <a href="#">Student Prizes</a> Randomly select students with A+ Viking Shield tickets for daily and weekly prize drawings</p> <p><b>ACTION 2:</b> <a href="#">Drop-out Prevention</a> Increase leadership roles among students to support the Mission and Vision of Heard School which is used as a drop-out prevention tool in order to prepare students for H.S.</p> <p><b>ACTION 3:</b> <a href="#">Student-of-the-Month</a> Host Student-of-the-Month and awards assembly for students that support Heard's Mission-BE HEARD.</p> <p><b>ACTION 4:</b> <a href="#">Integrate Programs</a> Coordinate services by integrating programs such as the implementation of Implement Playworks during recess and provide as elective for 15 5th grade students along with Class Game Time with students and respective teacher to continue to build relationships outside of the classroom</p>
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**STRATEGY 7:**  
**STEM Events/Activities**

Promote STEAM/STEM,  
SCI-Tech festival,  
afterschool clubs

**ACTION 1:** [Collaboration with Science Foundation](#)

Continue collaboration and participation with JPMorgan/Science Foundation Arizona and Arizona STEM clubs pilot program.

**ACTION 2:** [Collaboration with Local Educational Agencies](#)

Continue collaboration efforts with IBM, and other local educational agencies to support STEAM/STEM culture.

**ACTION 3:** [Participate in STEAM/STEM](#)

Team members will participate in STEAM/STEM, SCI-Tech festival along with club facilitator training events.

**ACTION 4:** [Attend STEAM Opportunities](#)

Continually attend and participate in Professional Development in the areas of STEAM club opportunities.

**ACTION 5:** [STEAM Clubs](#)

Establish a STEAM club in collaboration with the Heard Student Council.

**ACTION 6:** [Society of Hispanic Professional Engineers](#)

Form a chapter with the Member of the Society of Hispanic Professional Engineers to begin networking our Heard students with University students

**ACTION 7:** [AZ Mathematics, Engineering, Science Achievement](#)

Partner with the Arizona Mathematics, Engineering, Science, Achievement (MESA) to get volunteers to tutor our students

**ACTION 8:** [Develop STEAM Clubs](#)

Develop STEAM club chapters...E.g. Robotics Club, Recycle Club, Digital Story Telling Club, Science Experiment Club, Dance Club, Band Club, DJ Club, Spirit Clubs, Public Relations and marketing club.

**ACTION 9:** [Register STEAM/STEM Events](#)

Register various STEAM club chapters to participate and compete in upcoming STEAM club related competitions. E.g. First Lego League Robotics competitions, Arizona Science Olympiad, Chief Science Officers attend summer camp and other conferences and/or meetings

**STRATEGY 8:**  
**Retain Highly Qualified Staff**

Provide a culture and climate to support and retain highly qualified staff.

**ACTION 1:** [Highly Qualified and Effective Teachers](#)

Highly Qualified and effective teachers will be retained/recruited and equitably distributed in order to provide quality instruction.

**ACTION 2:** [Celebrate Teacher Week](#)

Celebrate Teacher Appreciation Week

**ACTION 3:** [Recognize Heard Staff](#)

Recognize and reward Heard staff whose efforts are toward the well-being and safety of our children.

<p><b>STRATEGY 9:</b>  <a href="#">Parent Communication</a>  Parent Involvement and Communication</p>	<p><b>ACTION 1:</b> <a href="#">Staff Parent Engagement Liaison</a>  Staff Parent Engagement Liaison position to support academic and parent nights- "coffee talks" and other family engagement opportunities.</p> <p><b>ACTION 2:</b> <a href="#">Parent Planning/Development</a>  Include parents in the planning/development, implementation, and evaluating of the Continuous Improvement Plan (CIP) and accept support from the LEA/SEA.</p> <p><b>ACTION 3:</b> <a href="#">Parent Night</a>  Host a Kinder Meet the Teacher a day before school begins and host a High School night for Middle School parents (complete application forms, answer questions/concerns) as a means in which to offer a smooth transition between Pre-K-K and 8th grade to H.S.</p> <p><b>ACTION 4:</b> <a href="#">Community Services</a>  Provide dental services, community meetings, community-based counseling, parent classes coordinated by community worker, parent volunteer program, partnership with, after school sports and clubs, catholic charities sustaining partnerships with the refugee populations.</p> <p><b>ACTION 5:</b> <a href="#">Host Academic Night</a>  Host academic nights for K-3 Parents (AIMSWeb, BAS data, teach/play math investigation games). Also support 4-8 parents with understanding Galileo and Az College and Career Ready Standards.</p> <p><b>ACTION 6:</b> <a href="#">Transition Programs</a>  Transition programs Coordinated services transition programs Pre-K to K and 8th grade to H.S. Creating opportunities for 8th graders to transition smoothly into high school through meeting with high school representatives, pre-enrolling, scheduling their classes for high school coursework.</p>
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<p><b>STRATEGY 10:</b>  <a href="#">Technology Capacity</a>  Increase technology capacity</p>	<p><b>ACTION 1:</b> <a href="#">Purchase Computers</a>  Purchase computers and all of its components</p> <p><b>ACTION 2:</b> <a href="#">Purchase Smartboards</a>  Purchase Smartboards to support classroom instruction.</p> <p><b>ACTION 3:</b> <a href="#">Purchase Document Camera</a>  Purchase document cameras to show student work and taking notes.</p> <p><b>ACTION 4:</b> <a href="#">Purchase Poster Maker</a>  Purchase a Poster Maker (enlarger) to enhance anchor charts to support conceptual understanding.</p> <p><b>ACTION 5:</b> <a href="#">Purchase Digital Equipment</a>  Purchase Cameras, Video Camera, Microphone to support language, presentation, and technology development for our students</p> <p><b>ACTION 6:</b> <a href="#">Security System</a>  Security measures for the computer labs</p>
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**STRATEGY 11:**

**Safety of Students and Staff**

Ensure Safety of Students and Staff

**ACTION 1:** [Canopy](#)

Provide a shaded area for the bus students (reduce sun exposure)

**ACTION 2:** [Safety Committee](#)

Elect a Safety Committee (review existing safety plans, and update safety plan as needed)