

# School Improvement Plan

## Douglas Elementary School

2022-2023



***“Decisions are made in the best interest of our students.”***

**Anthony P. DiFonso, Principal**

**Matthew Aronian, Dean**

**Laura St. Pierre, Secretary**

## Douglas Public Schools Mission Statement

The Douglas Public Schools offer diverse learning experiences that meet the academic, social, physical, and emotional needs of all students. We provide a safe, supportive, and challenging learning environment in which students may achieve academic success and personal growth. Decisions are made in the best interest of our students.

*-Approved by District-Wide Faculty and School Committee Vote – Sept. 2006*

## Core Values

The Douglas Public Schools offer diverse learning experiences that meet the academic, social, physical, and emotional needs of all students. We provide a safe, supportive, and challenging learning environment in which students may achieve academic success and personal growth.

**Student Learning Goal: Academic Excellence**

Objective	Action Steps	Strategies/Resources	Timeline
<ul style="list-style-type: none"> <li>● All students will achieve success through the use of academic, social, and emotional skills such as critical thinking, cooperative learning, problem solving, and creativity. Students will be able to think through complex problems in diverse and innovative ways, apply them to real life situations, and work toward becoming lifelong learners.</li> <li>● Review and revise curriculum across all grade levels to ensure it is accurate and meeting the needs of students.</li> <li>● Continue to implement our literacy initiative across all grade levels.</li> <li>● Explore the process of PLTW at DES.</li> <li>● Support and foster conducive learning environments that support</li> </ul>	<ul style="list-style-type: none"> <li>● Provide effective and timely supervision and evaluation in alignment with state regulations.</li> <li>● An analysis will be done to make certain that the curriculum and assessments in each grade/subject area are aligned with the State Frameworks.</li> <li>● Review, provide professional development, and demonstrate progress towards the implementation of a Multi-Tiered System of Support (MTSS). Data will be used in order to identify the academic, social, and emotional needs of students. DES will strengthen tier one instruction to better meet the needs of all students.</li> <li>● DES will identify, using data, at minimum two areas in which student performance can improve.</li> </ul>	<ul style="list-style-type: none"> <li>● STRATEGIES: Administration and grade level teams at DES, using STAR data and classroom benchmark assessments, will identify, at minimum, two areas in which student performance can improve. In teams, a strategy will be developed in order to reduce the gaps and/or deficiencies. We will look to identify what professional development is needed in order to help faculty and staff better meet the needs of students. A comprehensive plan will then be developed for each identified area.</li> <li>● RESOURCES: The following resources are needed in order to meet this goal: time, data, financial, support, MCAS data relative to math scores,</li> </ul>	<ul style="list-style-type: none"> <li>● Areas of need will be identified by mid-September and an action plan will be established by the end of September. Baseline data will be collected no later than mid-October. Progress update will occur in January and a final analysis will occur in June.</li> </ul>

all learners (co-teaching, remediation, Title 1, etc.).

- Use data to drive instructional practices
- Focus on the 10 key practices included in DESE's look-fors.
- Integrate key practices into classroom observations.
- Douglas Elementary School will develop and nurture a culture in which staff members are reflective about their practice and use student data, current research, best practices and theory to continuously adapt instruction and achieve improved results. The Principal will model for educators how to be continually reflective about their practice and support educators as often as is feasible and appropriate to collaborate in teams around the effectiveness of a wide range of tasks related to instructional practice and student learning, including but not limited to implementing standards-based units and well-

In teams, a strategy will be developed in order to reduce the gaps and/or deficiencies. Schools will identify what professional development is needed in order to help faculty and staff better meet the needs of students. A comprehensive plan will then be developed for each identified area.

STAR growth data from 2021-22.

- DES, in conjunction with the Douglas Public Schools, will provide professional development to teaching staff to strengthen instruction as a means to improve student achievement. DES will identify, at minimum, two areas in which there are gaps and/or deficiencies in achievement and develop a plan to reduce these gaps/deficiencies by an identified percentage by the end of the school year.

structured lessons, examining student work, and analyzing student performance and behavior. Educators will be empowered to use data, research, and best practices to adapt instruction to achieve improved results.

- *From the beginning of the year (BOY) to end of the year (EOY), 50% of grade two students will achieve a growth percentage of at least 50% on their STAR assessment.*
- *From the beginning of the year (BOY) to end of the year (EOY), 60% of grade three students will achieve a growth percentage of at least 50% on their STAR assessment.*
- *From the beginning of the year (BOY) to end of the year (EOY), 70% of grade four students will achieve a growth percentage of at least 50% on their STAR assessment.*

- *From the beginning of the year (BOY) to end of the year (EOY), 80% of grade three students will achieve a growth percentage of at least 50% on their NWEA assessment.*

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## Professional Practice Goal: Well-Being of All

Objective	Action Steps	Strategies/Resources	Timeline
<ul style="list-style-type: none"> <li>DES students, faculty, and staff will be provided with the tools and resources to understand the importance of mental and physical health in order to maintain a balanced mind and body. Each Douglas Tiger will demonstrate a commitment to implementing strategies to overcome difficulties and actively meet their potential.</li> </ul>	<ul style="list-style-type: none"> <li>Promote the learning and growth of all students and the success of all staff by ensuring a safe, efficient, and effective learning environment, using resources to implement appropriate curriculum, staffing, and scheduling by following the CASEL Competencies (Self-Awareness, Self-Management, Social Awareness, Relationship Skills, and Responsible Decision Making).</li> <li>Expand after school opportunities for students.</li> <li>Create and promote school climate building activities for students and staff.</li> <li>Foster an environment that is supportive of diversity, promotes equity, and is inclusive of all.</li> <li>Continue to expand upon morning meeting, homeroom, and advisory to support the social emotional learning of students.</li> <li>Establish a baseline for what</li> </ul>	<ul style="list-style-type: none"> <li><b>RESOURCES:</b> The following resources are needed in order to meet this goal: time, communication, school and district support.</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>

it looks like to be safe in school.

- Continue our After School Enrichment program.



**School Improvement Goal: Community Partnerships**

<b>Objective</b>	<b>Action Steps</b>	<b>Strategies/Resources</b>	<b>Timeline</b>
<ul style="list-style-type: none"> <li>• DES students, faculty, staff, parents, businesses, and the townspeople will collaborate to foster the ongoing relationships that enhance engagement within our community.</li> </ul>	<ul style="list-style-type: none"> <li>• Create new opportunities for involvement that specifically work to engage families that aren't already connected</li> <li>• Increase family and community presence in our schools both during and outside of the school day</li> <li>• Provide consistent and meaningful two-way communication with families about student progress.</li> <li>• Ensure families have easy access to the resources they need to support their children.</li> <li>• Build a sense of community pride within the Town of Douglas about the school system.</li> <li>• Hold weekly office hours for staff.</li> <li>• Hold weekly office hours for families.</li> <li>• Invite families to our monthly community meetings.</li> <li>• Maintain social media sites for enhanced communication</li> </ul>	<ul style="list-style-type: none"> <li>• RESOURCES: The following resources are needed in order to meet this goal: time, communication, school and district support.</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>

with families, namely Facebook, Instagram, and Twitter.

- Develop more opportunities in which to involve families in the school itself (volunteering, lunch with your student).
- Conduct a career day, utilizing families, community partners, and staff relationships.
- Hold monthly school council meetings.