

Glenwood Elementary School Improvement Plan (SIP)

School:	Glenwood Elementary	Plan Duration (Years):	1-3 years
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Goal Description			
Goal Number:	1/5	Goal Title:	Effective Instruction
Rationale for Goal:	If educators implement evidence-based, high- quality instructional practices focused on technology and critical thinking, creativity and collaboration, and systematically measure, analyze and act upon student learning data, then all students will be challenged to grow as individuals and global citizens.		

Goal Details and Performance Indicators	
Strategic Plan Alignment [Domain & Strategic Objective]	3B. Systematically measure analyze and act upon student learning data. 4B. Systems, structures and protocols are in place and used to guide collaborative discussion to improve implementation of the curriculum and instructional practices
Strategic Initiative(s)	Staff will continue to be trained to examine and evaluate student work to plan and adjust instruction and evaluate student learning and instructional practices, develop assessments with a common understanding of mastery level learning outcomes.
Final Outcomes [S.M.A.R.T. Goal(s)]	By the end of the 2018-2019 school year 100% of leadership teams, and grade level teams will be analyzing student learning data to inform instruction and developing assessments that demonstrate student’s mastery level learning outcomes.
Interim Outcomes	By the end of the 2016-2017 school year grade level and leadership teams will become proficient in evaluating student learning data.

Implementation Benchmarks (Years 1-3)		
Action	Supports/Resources	Timeline/Frequency

Glenwood Elementary School Improvement Plan (SIP)

Teacher leaders will continue to work with grade level teams to develop the process of analyzing data.	Scheduled time to meet in grade level and leadership teams	ongoing
Leadership teams will continue to lead Glenwood in curriculum and technology	Time to meet	ongoing
Teachers will analyze various sources of student learning data to identify patterns, strengths and weaknesses in instructional practice, using data to inform instruction.		yearly
Teachers will develop assessments based on data to evaluate instructional programs and student growth.		ongoing

School:	Glenwood Elementary School	Plan Duration (Years):	3 years
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Goal Description			
Goal Number:	2/5	Goal Title:	Writing Curriculum that is aligned across grade levels.
Rationale for Goal:	If educators implement an aligned curriculum that articulates common, well-defined learning outcomes with a focus on depth of understanding and critical thinking then students will be prepared for the next level of learning.		

Goal Details and Performance Indicators	
Strategic Plan Alignment [Domain & Strategic Objective]	2A and 3A Develop a consistently implemented and vertically aligned 3-5 Writing Curriculum and implement evidence-based high-quality instructional practices focused on critical thinking, creativity and collaboration.
Strategic Initiative(s)	Develop a dynamic and clearly articulated 3-5 curriculum with a focus on vertical alignment that engages in ongoing, focused discussion and collaborative reflection on the effectiveness of instructional practices.

Glenwood Elementary School Improvement Plan (SIP)

Final Outcomes [S.M.A.R.T. Goal(s)]	Teachers will research, pilot and implement writing programs that place a focus on responding to text, writing narratives to develop real or imagined experiences or events using effective techniques, writing in the content area, and revising and editing that is vertically aligned and utilizes technology to produce and publish writing across grades 3-5 and have a decided on writing program by 2018-2019 school year.
Interim Outcomes	Teachers will pilot a variety of programs that are assessed using MCAS scores on open response questions throughout the 2016-2017 school year.

Implementation Benchmarks (Years 1-3)		
Action	Supports/Resources	Timeline/Frequency
1. Support will be provided to give teachers the opportunity to meet weekly for thirty minutes in cross grade level teams to discuss writing across grade levels.	Paraprofessionals will be scheduled to cover for teachers to allow meeting times	ongoing
2. Teachers in grade 3 will pilot Empowering Writers Revising and Editing to assess its effect on student writing. Assessment of success of the program will be determined by October of 2017 using open response MCAS scores and assessing student growth percentiles from year to year.	Empowering Writers revising and Editing	2016-2017 school year
Teachers will meet in grade level data meetings weekly to unpack ELA MCAS scores, assess effectiveness of current writing programs and make decisions as to priority standards and curriculum that can be piloted to address weaknesses discovered.	Schedule time to meet MCAS scores disaggregate and aggregate	2016-2017 school year
Continued implementation of Powerful Writing Strategies For All Students across all grade levels and to measure its effectiveness through MCAS open response scores in October 2017 watching for at least a 1 point increase in students open responses.	Powerful Writing Strategies Book MCAS scores Time to meet PD training to continue implementation	2016-2017 school year

Glenwood Elementary School Improvement Plan (SIP)

School:	Glenwood Elementary	Plan Duration (Years):	1-3 years
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Goal Description			
Goal Number:	3/5	Goal Title:	Effective Instruction utilizing technology.
Rationale for Goal:	If educators implement evidence-based, high- quality instructional practices focused on technology and critical thinking, creativity and collaboration, and systematically measure, analyze and act upon student learning data, then all students will be challenged to grow as individuals and global citizens.		

Goal Details and Performance Indicators	
Strategic Plan Alignment [Domain & Strategic Objective]	3C. Staff regularly use technology to support student learning, enhance student engagement, and work toward developing innovative instructional practices.
Strategic Initiative(s)	<ul style="list-style-type: none"> ● Ensure that the level of technology and infrastructure is sufficient to meet student instructional needs. ● Support and train staff in integrating technology into the classroom environment that supports and engages students. ● Use technology to prepare students to be successful global citizens.
Final Outcomes [S.M.A.R.T. Goal(s)]	100% of Glenwood students will be exposed to technology on average at least once a week to prepare students to be global citizens, develop critical thinking skills and become 21st century learners over the course of 2016-2017 school year.
Interim Outcomes	100% of students will be exposed to technology on an average of thirty minutes per month over the course of the first two semesters of the 2016-2017 school year.

Glenwood Elementary School Improvement Plan (SIP)

Implementation Benchmarks (Years 1-3)		
Action	Supports/Resources	Timeline/Frequency
1. Continue to evaluate technology needs at Glenwood to ensure there is adequate support for whole classroom instruction in each grade level at least one day per week. We currently have 3 Chrome carts, one for each grade level, a vinyl cutter in the Makerspace, and 3 robots that can be used for coding.	District support for the upgrade of infrastructure and needed technology.	ongoing
2. Use staff meetings and PD days to expose staff to different ways to integrate technology into daily instruction.	training in integrating technology into daily instruction	2016-2017 school year
3. Require each classroom to schedule at least 30 minutes per week in both the Makerspace and the science lab.	Schedule of available time in both rooms	2016-2017 school year
Establish a technology leadership team to research, pilot and share best practices.	recruit teacher leaders	2016-2017 school year

School:	Glenwood	Plan Duration (Years):	1-3 years
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Goal Description			
Goal Number:	4/5	Goal Title:	Implementation of Next Generation Science Standards
Rationale for Goal:	If educators implement evidence-based, high- quality instructional practices focused on technology and critical thinking, creativity and collaboration, and systematically measure, analyze and act upon student learning data, them all students		

Glenwood Elementary School Improvement Plan (SIP)

	will be challenged to grow as individuals and global citizens.
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Goal Details and Performance Indicators	
Strategic Plan Alignment [Domain & Strategic Objective]	3A. Implement evidence-based high-quality instructional practices utilizing the Next Generation Science Standards that focuses on critical thinking, creativity and collaboration.
Strategic Initiative(s)	Instructional staff engage in ongoing, focused discussion and collaborative reflections on the effectiveness of instructional practices
Final Outcomes [S.M.A.R.T. Goal(s)]	Teachers will unpack 2016 MA Science & Technology/Engineering (STE) Standards to develop priority standards for each grade level identifying materials and resources necessary to implement these standards through the 2018- 2019 school year.
Interim Outcomes	Teachers will unpack the 2016 MA Science & Technology/Engineering (STE) Standards and identify materials and resources necessary to implement the standards in the 2016-2017 school year.

Implementation Benchmarks (Years 1-3)		
Action	Supports/Resources	Timeline/Frequency
Teachers will unpack the grade level science standards	Resources relating to the NGSS	2016-2017 school year
Teachers will identify and order materials and resources necessary for implementation	Materials, visit to other schools who have implemented NGSS.	2016-2017 school year
Teachers will pilot lessons using NGSS		2016-2017 school year
Full Implementation of 2016 MA Science & Technology/Engineering (STE) Standards		2018-2019 school year

Glenwood Elementary School Improvement Plan (SIP)

School:	Glenwood Elementary	Plan Duration (Years):	3 years
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Goal Description			
Goal Number:	5/5	Goal Title:	Students' Social Emotional and Health Needs
Rationale for Goal:	If Glenwood supports effective researched-based practices that promote a healthy school climate, builds an understanding of social, emotional and physical health factors affecting learning and works collaboratively with families and community members, then students will be able to utilize their knowledge and skills to maximize their learning potential.		

Goal Details and Performance Indicators	
Strategic Plan Alignment [Domain & Strategic Objective]	5A. Build an understanding of social, emotional and physical health as factors affecting learning.
Strategic Initiative(s)	Identify effective research based practices that promote student health by developing a system of support, educating staff regarding social, emotional and physical elements that impact learning.
Final Outcomes [S.M.A.R.T. Goal(s)]	By the end of the 2018-2019 school year a comprehensive plan/curriculum for social/emotional/physical health will be fully developed to all Glenwood students. All necessary training for requisite staff to fully implement the program will be completed as will full protocols for identifying students in need of tier 2 and/ or tier 3 emotional support.
Interim Outcomes	

Implementation Benchmarks (Years 1-3)		
Action	Supports/Resources	Timeline/Frequency

Glenwood Elementary School Improvement Plan (SIP)

<p>Kindness Challenge will be implemented this year. The Kindness challenge is a 15 day challenge that asks for 5000 acts of kindness over the course of two weeks.</p>	<p>Financial support for the speaker</p>	<p>ongoing</p>
<p>Glenwood Pledge will be recited daily by students and staff as part of the morning announcements. A monthly Pledge Award ceremony will be held to celebrate students who demonstrate the ideals of the Glenwood Pledge daily.</p>	<p>Awards for students who earn the award.</p>	<p>ongoing</p>
<p>A disability similarity program will be held with third graders in April to build understanding and tolerance for everyone with and without disabilities.</p>	<p>Financial support</p>	<p>yearly</p>
<p>Weekly classroom meetings will be held following the Steps to Respect Curriculum (a state approved anti-bullying curriculum) to give students the tools to build problem solving skills and become effective communicators.</p>		<p>ongoing</p>
<p>School psych has been trained in DBT, six teachers will attend the DBT training provided by the district in 2016-2017 school year.</p>		<p>2016-2017 school year</p>
<p>Mindfulness will continue to be implemented with teachers by the school psychologist. School psych will visit classrooms monthly demonstrating mindfulness techniques and open the school year with a teacher training in mindfulness.</p>		<p>2018-2019</p>

Glenwood Elementary Annual School Action Plan

School:	Glenwood
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School Improvement Plan Goal			
Goal Number:	1/5	Goal Title:	Effective Instruction

Goal Details and Performance Indicators	
Final Outcomes (S.M.A.R.T. Goal(s)) and Progress	By the end of the 2018-2019 school year 100% of leadership teams, and grade level teams will be analyzing student learning data to inform instruction and developing assessments that demonstrate student’s mastery level learning outcomes.
Interim Outcomes and Progress	By the end of the 2016-2017 school year grade level and leadership teams will become proficient in evaluating student learning data.

Impact Benchmarks (Year 1)			
Action	Responsibility	Supports/Resources	Timeline
Schedule and attend weekly grade level meetings	Karen Cappucci Matthew Gauvin	Time in the schedule	Ongoing
Meet weekly with all grade level teams to analyze data from MCAS.	Karen, Matt Grade Level teams	MCAS reports for both aggregate and disaggregate scores.	December
Meet weekly with grade level teams to discuss next steps especially in the area of ELA.	Karen, Matt, Grade level teams.	Time to visit other schools and discuss what is working. Review of curriculum , needs and materials	December
Meet weekly with grade level teams to discuss current curriculum assessments and development of priority	Karen , Matt Grade level teams		

Glenwood Elementary Annual School Action Plan

assessments.			
Use of technology in assessments.			

Goal Assessment and Next Steps
All grade level teams will have developed and implemented assessments and curriculum to address achievement gaps in math and ELA.

School: Glenwood

School Improvement Plan Goal			
Goal Number:	2/5	Goal Title:	Writing Curriculum that is aligned across grade levels.

Goal Details and Performance Indicators	
Final Outcomes (S.M.A.R.T. Goal(s)) and Progress	Teachers will research, pilot and implement writing programs that place a focus on responding to text, writing narratives to develop real or imagined experiences or events using effective techniques, writing in the content area, and revising and editing that is vertically aligned and utilizes technology to produce and publish writing across grades 3-5 and have a decided on writing program by 2018-2019 school year.
Interim Outcomes and Progress	Teachers will pilot a variety of programs that are assessed using MCAS scores on open response questions throughout the 2016-2017 school year.

Impact Benchmarks (Year 1)			
Action	Responsibility	Supports/Resources	Timeline

Glenwood Elementary Annual School Action Plan

1. Support will be provided to give teachers the opportunity to meet weekly for thirty minutes in cross grade level teams to discuss writing across grade levels.	Karen, Matt	Aide support for meetings	Ongoing
2. Teachers will meet in grade level meetings weekly to unpack ELA MCAS scores, assess effectiveness of current writing programs and make decisions as to priority standards.	Karen, Matt, grade level teams	MCAS reports on aggregate and disaggregate scores	Ongoing
3. Teachers in grade 3 will pilot Empowering Writers Revising and Editing to assess its effect on student writing. Assessment of success of program will be determined by October of 2017 using open response MCAS scores.	Third Grade team	Empowering writers program for grade 3	October 2017
4. Continued implementation of Powerful Writing Strategies For All Students across all grade levels and to measure its effectiveness through MCAS open response scores. in October 2017	Karen, Matt	Materials to continue implementation. Support from the district.	October 2017

Goal Assessment and Next Steps

MCAS scores for Open Response questions and teacher created assessments will be analyzed to assess Empowering Writers and PWSFAS

School:	Glenwood
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School Improvement Plan Goal

Glenwood Elementary Annual School Action Plan

Goal Number:	3/5	Goal Title:	Technology
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Goal Details and Performance Indicators	
Final Outcomes (S.M.A.R.T. Goal(s)) and Progress	100% of Glenwood students will be exposed to technology on average at least once a week to prepare students to be global citizens, develop critical thinking skills and become 21st century learners over the course of 2016-2017 school year.
Interim Outcomes and Progress	100% of students will be exposed to technology on an average of thirty minutes per month over the 2016-2017 school year.

Impact Benchmarks (Year 1)			
Action	Responsibility	Supports/Resources	Timeline
1. Continue to evaluate technology needs at Glenwood to ensure there is adequate support for whole classroom instruction in each grade level at least one day per week. We currently have 3 Chrome carts, one for each grade level, a vinyl cutter in the Makerspace, and 3 robots that can be used for coding.	Karen, Matt, Tech	District support for the upgrade of infrastructure and needed technology	Ongoing
Use staff meetings and PD days to expose staff to different ways to integrate technology into daily instruction. National Geographic and Stemsopes will both work with teachers and staff to integrate technology into science.	Karen, Matt	Training in integrating technology into daily instruction	Ongoing
Require each classroom to schedule at least 30 minutes per week in both the Makerspace and the science lab.	Karen, Matt	Schedule of available time in both rooms	Ongoing
Establish a technology leadership team to research, pilot and share best practices.	Karen, Matt	Teacher volunteers Time to meet	2017

Glenwood Elementary Annual School Action Plan

Goal Assessment and Next Steps	
All students will have access to computers weekly during core curricular instruction	

School:	Glenwood
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School Improvement Plan Goal			
Goal Number:	4/5	Goal Title:	Implementation of 2016 Massachusetts Science and Technology/Engineering Frameworks

Goal Details and Performance Indicators	
Final Outcomes (S.M.A.R.T. Goal(s)) and Progress	Teachers will unpack 2016 MA Science & Technology/Engineering (STE) Standards to develop priority standards for each grade level identifying materials and resources necessary to implement these standards through the 2018- 2019 school year.
Interim Outcomes and Progress	Teachers will unpack the 2016 MA Science & Technology/Engineering (STE) Standards and identify materials and resources necessary to implement the standards in the 2016-2017 school year

Impact Benchmarks (Year 1)			
Action	Responsibility	Supports/Resources	Timeline
Teachers will unpack the grade level science standards First staff meeting of the year		Funds for purchase of materials. Copies of Frameworks	2016-2017
Teachers will identify and order materials and resources necessary for implementation	Karen, Matt	Materials, visit to other schools who have implemented NGSS.	2016-2017

Glenwood Elementary Annual School Action Plan

Teachers will pilot lessons using NGSS 3rd grade using National Geographic Fourth and Fifth grade using Stemsscopes		Sign up for a free trial Schedule trainings	2016-2017

Goal Assessment and Next Steps
Full implementation of 2016 Mass. Science and Technology/Engineering Frameworks.

School Improvement Plan Goal			
Goal Number:	5/5	Goal Title:	Students' Social Emotional and Health Needs

Goal Details and Performance Indicators	
Final Outcomes (S.M.A.R.T. Goal(s)) and Progress	By the end of the 2018-2019 school year a comprehensive plan/curriculum for social/emotional/physical health will be fully developed to all Glenwood students. All necessary training for requisite staff to fully implement the program will be completed as will full protocols for identifying students in need of tier 2 and/ or tier 3 emotional support.
Interim Outcomes and Progress	.

Impact Benchmarks (Year 1)			
Action	Responsibility	Supports/Resources	Timeline
Kindness Challenge will be implemented this year. The Kindness challenge is a 15 day challenge that asks for 5000 acts of kindness over the course of two years.		PTO funds to support the program Teacher and student buy in	Ongoing

Glenwood Elementary Annual School Action Plan

Glenwood Pledge will be recited daily by students and staff as part of the morning announcements. A monthly Pledge Award ceremony will be held to celebrate students who demonstrate the ideals of the Glenwood Pledge daily.		Ongoing
A disability similarity program will be held with third graders in April to build understanding and tolerance for everyone with and without disabilities.	PTO funds to support the program Scheduled time to have the program	Ongoing
Weekly classroom meetings will be held following the Steps to Respect Curriculum (a state approved anti-bullying curriculum) to give students the tools to build problem solving skills and become effective communicators.	Teacher buy in Time to meet	2017
School psych has been trained in DBT, six teachers will attend the DBT training provided by the district in 2016-2017 school year.	Substitute Teachers	

Goal Assessment and Next Steps

Consistent monitoring of student social emotional well being at Glenwood.