

**Glen Haven Elementary School
2016-2017 School Improvement Plan**

Student and Stakeholder Focus	Leadership	Performance Results
<p>As a result of root cause analysis, it was revealed that students will engage in rigorous close reading, evidence based writing, and rigorous math tasks with multiple entry points to meet the needs of our Special Education and Hispanic students.</p>	<p><u>Vision</u> To have a culture of high academic achievement and positive social emotional learning for all students in an engaging and collaborative learning environment to prepare students for college and career.</p> <p><u>Mission</u></p> <ul style="list-style-type: none">• To engage in on-going professional development to foster high academic achievement for all students.• To promote a positive social emotional learning environment through the enacted Glen Haven Eagle's Code of Conduct, SOAR (S-Successful, O-Organized, A-Always Safe, R-Respectful).• To foster a culture of respect among students, parents, staff, and community members, to achieve a true collaborative learning environment.• To develop students' critical thinking and academic success skills to prepare them for college and career. <p>To lead for equity, our leadership team will</p> <ul style="list-style-type: none">• Participate in a book study to empower school leadership to facilitate courageous conversations about race and ensure equitable classroom practices amongst their colleagues. <p>To confront/address racial inequalities we will</p> <ul style="list-style-type: none">• Monitor the achievement gap in reading and math at the grade level and classroom level. These data analyses will facilitate conversations about race, personal biases, equitable classroom practices, and culturally responsive teaching strategies.	<p>Please see attached.</p>

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<p style="text-align: center;">Faculty and Staff Focus</p> <p>As a result of root cause analysis, professional learning will be provided in order to meet specific student's needs:</p> <ul style="list-style-type: none"> • All teachers will collaboratively plan learning experiences that include peer evaluation of student work, student generated rubrics, student led discussions, high quality focus questions, as well as student generated high quality questions. • All teachers will participate in and reflect on peer observations. • All teachers will engage students in writing across the curriculum including rigorous math tasks, evidence based writing tasks, and genre writing. • All teachers will engage in professional learning regarding culturally responsive teaching and equitable practices. • All teachers will participate in collaborative planning in order to utilize best practices 	<p><u>Reading Goal</u></p> <ul style="list-style-type: none"> • All students will be provided with ES opportunities in reading and writing tasks. • All students and all subgroups at Glen Haven Elementary School in: <ul style="list-style-type: none"> ○ Kindergarten will make a gain of 7 reading levels on mClass reading assessment by the completion of the 2016-2017 school year. ○ Grade 1 will meet the following growth targets on mClass reading assessment by the completion of the 2016-2017 school year. <ul style="list-style-type: none"> ■ Level 6 and Below - will grow 12 reading levels ■ Between a level 7 and 12 - will grow 10 reading levels ■ Level 13 and Above - will grow 5 reading levels ○ Grade 2 will meet the following growth targets on mClass reading assessment by the completion of the 2016-2017 school year. <ul style="list-style-type: none"> ■ Level 10 or Below - will grow 11 reading levels ■ Between level 11 and 15 - will grow 8 reading levels ■ Between level 16 and M - will grow 6 reading levels ■ Level N and Above - will grow 4 reading level ○ Grade 3 will meet the following growth targets on MAP-R by the completion of the 2016-2017 school year. <ul style="list-style-type: none"> ■ BGL - will grow 12 points ■ OGL - will grow 10 points ■ AGL - will grow 8 points ○ Grade 4 will meet the following growth targets on MAP-R by the completion of the 2016-2017 school year. <ul style="list-style-type: none"> ■ BGL - will grow 12 points ■ OGL - will grow 10 points ■ AGL - will grow 6 points 	<p style="text-align: center;">Measurement, Analysis, and Knowledge Management</p> <ul style="list-style-type: none"> • Formal and Informal classroom observations. • Conducting learning walks. • Collection of staff and student voice data. • Student work analyses. • Data analyses.

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identified during book study, creating formative assessment tasks, as well as analyzing student work and data.

- Grade 5 will meet the following growth targets on MAP-R by the completion of the 2016-2017 school year.
 - BGL - will grow 12 points
 - OGL - will grow 8 points
 - AGL - will grow 5 points

Math Goal

- All students will be provided with ES opportunities in math tasks.
- All students and all subgroups at Glen Haven Elementary School in:
 - Kindergarten will meet the following growth targets on MAP-P by the completion of the 2016-2017 school year.
 - BGL - will grow 21 points
 - OGL - will grow 19 points
 - AGL 160 - 167 will grow 8 points
 - AGL 168 or above will grow 5 points
 - Grade 1 will meet the following growth targets on MAP-P by the completion of the 2016-2017 school year.
 - BGL - will grow 18 points
 - OGL - will grow 16 points
 - AGL - will grow 15 points
 - Grade 2 will meet the following growth targets on MAP-P by the completion of the 2016-2017 school year.
 - BGL - will grow 18 points
 - OGL - will grow 15 points
 - AGL - will grow 13 points
 - Grade 3 will meet the following growth targets on MAP-M by the completion of the 2016-2017 school year.
 - BGL - will grow 14 points
 - OGL - will grow 12 points
 - AGL - will grow 8 points
 - Grade 4 will meet the following growth targets on MAP-M by the completion of the 2016-2017 school year.
 - BGL - will grow 12 points
 - OGL - will grow 10 points
 - AGL - will grow 9 points
 - $\frac{4}{5}$ Math Students - 12 points
 - Grade 5 will meet the following growth targets on MAP-M by the completion of the 2016-2017 school year.
 - BGL - will grow 12 points

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- OGL - will grow 10 points
- AGL - will grow 7 points
- 5/6 Math Students - will grow 10 points

All MAP baseline data scores will be based on the Fall percentile rankings. (Below = 59th percentile and below, On = 60th to 79th percentile, and Above = 80th percentile and above)

Cultural Proficiency Goal

- To reduce the achievement gap for Special Education and Hispanic students, staff will examine their core beliefs by engaging in professional learning through the study of Courageous Conversations and Teaching as Leadership.

Process Management

- As a professional learning community, teachers will participate in book studies, student work analyses, data analyses, lesson study and collaborative planning.
- Evaluation of staff development opportunities to ensure quality delivery of the instructional program.
- Reflection on culturally responsive teaching practices to promote equity in achievement.
- Co-planning and co-teaching experiences to move instructional best practices from the early implementation phase to the full implementation phase.

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Performance Results

Grade Level	Fall 15 mClass/MAP-R	Spring 16 mClass/MAP-R	Fall 15 MAP-P/M	Spring 15 MAP-P/M
K	AGL - 3/62 5% OGL - 2/62 3% BGL - 57/62 92%	AGL - 48/69 70% OGL - 13/69 19% BGL - 8/69 11%	AGL - 8/66 12% OGL - 9/66 14% BGL - 49/66 74% *winter	AGL - 23/71 32% OGL - 13/71 18% BGL - 35/71 50%
1	AGL - 1/78 1% OGL - 1/78 1% BGL - 76/78 98%	AGL - 42/90 47% OGL - 11/90 12% BGL - 37/90 41%	AGL - 0/78 0% OGL - 1/78 1% BGL - 77/78 99%	AGL - 16/91 18% OGL - 15/91 16% BGL - 60/91 66%
2	AGL - 6/86 7% OGL - 4/86 5% BGL - 76/86 88%	AGL - 53/91 58% OGL - 11/91 12% BGL - 27/91 30%	AGL - 8/87 9% OGL - 8/87 9% BGL - 71/87 82%	AGL - 48/92 52% OGL - 18/92 20% BGL - 26/92 28%
3	AGL - 11/65 17% OGL - 5/65 8% BGL - 49/65 75%	AGL - 22/68 32% OGL - 21/68 31% BGL - 25/68 37%	AGL - 1/66 2% OGL - 4/66 6% BGL - 61/66 92%	AGL - 23/68 34% OGL - 17/68 26% BGL - 28/68 41%
4	AGL - 11/77 14% OGL - 13/77 17% BGL - 53/77 69%	AGL - 23/79 29% OGL - 25/79 32% BGL - 31/79 39%	AGL - 3/75 4% OGL - 4/75 5% BGL - 68/75 91%	AGL - 20/80 25% OGL - 21/80 26% BGL - 39/80 49%
5	AGL - 8/68 12% OGL - 3/68 4% BGL - 57/68 84%	AGL - 14/69 20% OGL - 22/69 32% BGL - 33/69 48%	AGL - 3/68 4% OGL - 5/68 7% BGL - 60/68 88%	AGL - 10/69 14% OGL - 9/69 13% BGL - 50/69 72%

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K mClass

Spring	A	AA	H	MU	W	LEP	IEP
% Adv	5 63%	9 69%	19 66%	2 40%	13 93%	26/38 68%	1 33%
% Prof	1 12%	3 23%	8 28%	1 20%	0	8/38 21%	1 33%
% Basic	2 25%	1 8%	2 6%	2 40%	1 7%	4/38 11%	1 33%

1st mClass

Spring	A	AA	H	MU	W	LEP	IEP
% Adv	3 50%	14 44%	19 45%	0	7 64%	20 41%	2 33%
% Prof	1 17%	4 12%	4 10%	0	2 18%	6 12%	1 17%
% Basic	2 33%	14 44%	19 45%	1 100%	2 18%	23 47%	3 50%

2nd mClass

Spring	A	AA	H	I	MU	W	LEP	IEP
% Adv	8 89%	44 88%	12 32%	1 33%	2 100%	15 75%	21 47%	3 50%
% Prof	1 11%	2 4%	6 16%	0	0	2 10%	5 11%	1 17%
% Basic	0	4 8%	19 52%	2 66%	0	3 15%	19 42%	2 33%

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3rd Grade MAP-R

Spring	A	AA	H	I	W	LEP	IEP
% Adv	3 60%	3 25%	6 17%	1 100%	9 60%	6 17%	0
% Prof	2 40%	4 33%	12 34%	0	3 20%	13 37%	1 17%
% Basic	0	5 42%	17 49%	0	3 20%	16 46%	5 83%

4th Grade MAP-R

Spring	A	AA	H	W	LEP	IEP
% Adv	4 45%	7 30%	6 17%	8 73%	9 19%	0
% Prof	3 33%	7 30%	13 36%	2 18%	18 38%	0
% Basic	2 22%	9 40%	17 47%	1 9%	20 43%	4 100%

5th Grade MAP-R

Spring	A	AA	H	W	LEP	IEP
% Adv	4 50%	2 12%	8 21%	0	8 20%	0
% Prof	1 13%	7 41%	12 31%	2 40%	14 35%	2 40%
% Basic	3 37%	8 47%	19 48%	3 60%	18 45%	3 60%

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K MAP-P

Spring	A	AA	H	MU	W	LEP	IEP
% Adv	0	4 31%	5 17%	3 50%	11 79%	5 13%	3 75%
% Prof	6 75%	1 8%	6 20%	0	0	11 28%	1 25%
% Basic	2 25%	8 61%	19 63%	3 50%	3 21%	23 59%	0

1st MAP-P

Spring	A	AA	H	MU	W	LEP	IEP
% Adv	2 33%	4 13%	7 17%	0	3 27%	9 18%	5 83%
% Prof	1 17%	5 16%	6 15%	0	3 27%	8 16%	0
% Basic	3 50%	22 71%	28 68%	1 100%	5 46%	33 66%	1 17%

2nd MAP-P

Spring	A	AA	H	I	MU	W	LEP	IEP
% Adv	9 100%	10 50%	17 45%	1 33%	1 50%	14 70%	21 47%	1 20%
% Prof	0	4 20%	8 21%	0	1 50%	5 25%	7 16%	1 20%
% Basic	0	6 30%	13 34%	2 67%	0	1 5%	17 37%	3 60%

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3rd Grade MAP-M

Spring	A	AA	H	I	W	LEP	IEP
% Adv	2 40%	2 16%	9 26%	1 100%	9 60%	9 26%	0
% Prof	2 40%	3 26%	8 23%	0	4 27%	9 26%	1 17%
% Basic	1 20%	7 58%	18 51%	0	2 13%	17 48%	5 83%

4th Grade MAP-M

Spring	A	AA	H	W	LEP	IEP
% Adv	3 33%	5 22%	6 16%	6 54%	10 21%	0
% Prof	3 33%	5 22%	10 27%	3 27%	15 31%	0
% Basic	3 33%	13 56%	21 57%	2 18%	23 48%	4 100%

5th Grade MAP-M

Spring	A	AA	H	W	LEP	IEP
% Adv	3 38%	1 6%	6 15%	0	6 15%	0
% Prof	2 24%	1 6%	5 13%	1 20%	7 17%	0
% Basic	3 38%	15 88%	28 72%	4 80%	27 68%	5 100%