

**GALWAY ELEMENTARY SCHOOL
2009-2010 SCHOOL IMPROVEMENT PLAN
CLIMATE**

STUDENT AND STAKEHOLDER FOCUS

In order for students to focus on learning and increase academic achievement we need to focus on building positive peer relationships to decrease the reported teasing and bullying. We need to share responsibility and implement a consistent and proactive approach to address behavior management and discipline.

2008-2009 MCPS student/staff/parent surveys and the number of office referrals, it was found that:

- Approximately 56% of students (3-5) did not feel that students care about each other.
- Approximately 82% of students (3-5) felt that teasing is a problem.
- Approximately 78% of students (3-5) felt that bullying is a problem.
- 14% of office referrals were bus related
- Approximately 54% of school staff report that teasing/bullying is a problem.
- Approximately 36% of parents report that teasing and bullying is a problem.

FACULTY AND STAFF FOCUS

We will provide the following professional development and support to all staff:

- Paws for Peace Program (school-wide positive behavior program)
- Tools for Teaching study group (behavior/class management)
- Promethean/Activote training
- Provide training to IA's on behavior management strategies for lunch and recess
- Provide staff training on Stop and Think Social Skills program
- Provide parent workshop on Stop and Think Social Skills program
- Provide opportunities for peer observations of staff that provide effective and proactive implementation of positive behavior management strategies

LEADERSHIP

Vision: Galway Elementary will empower students to be valued, productive members of a global society.

Mission: The staff, students and parents of Galway Elementary will be contributing members of a learning community that focuses on rigorous and relevant instructional experiences. This will be accomplished through:

- Effective communication with all stakeholders
- Progress monitoring of instructional practices and student performance
- Collaborative planning
- Developing partnerships with families

Galway Pledge: "We pledge to respect one another, to be trustworthy and fair. We will care about each other and be good citizens. Above all else, I will take responsibility for my actions, in a quest to build a better you...and a better me."

STRATEGIC PLANNING

We will work as a professional learning community to facilitate continuous improvement as measured by the following:

- An increase to 90% from 27% the number of staff survey responses
- Increase by 25% the number of parent survey responses
- Increase by 15% the number of students reporting that students care about each other in this school from 57.1% to 72.1%
- Decrease by 20% the number of students reporting that bullying is a problem from 78.9% to 58.9%
- Decrease by 20% the number of students reporting that teasing is a problem from 82.2% to 62.2%
- Decrease the number of office referrals for bus related issues from 14% to 7%

PROCESS MANAGEMENT

- A. Monitor discipline referral data and suspension rate (in and out of school)
- B. Monitor counselor referrals from staff, students and parents
- C. Use Baldrige quality tools and processes to build classroom learning systems to develop positive classroom environments
- D. Learning Skills/Goal class parties or celebrations
- E. Monitor Paws for Peace Program
- F. Implement and monitor Stop & Think Socials Skill program grades Pre-K to 5
- G. Develop behavior intervention plans for students who require intense behavior support
- H. Implement guidance lessons that specifically focus on building positive peer relationships and problem-solving skills
- I. Morning Messages

PERFORMANCE RESULTS

- School Climate Data: Students, Staff and Parents (*see attached*)
- Office Referral Data (*see attached*)
- Bus Referral Data (*see attached*)

MEASUREMENT, ANALYSIS AND KNOWLEDGE MANAGEMENT

We will utilize multiple data points to monitor our progress:

- Quarterly review of School Improvement Plan (Climate), Action Plan and data
- School discipline referral data
- Suspension data (including bus)
- Paws for Peace classroom data
- Paws for Peace surveys
- Stop and Think Social Skills surveys
- School Climate surveys (student, staff and parent)
- Counselor Referrals
- Behavior Intervention Plans

School Climate Data

	2005-2006 Disagree	2006-2007 Disagree	2007-2008 Disagree
Students care about each other in this school.	51.5%	39.7%	47.1%
In this school, students respect others.	58.2%	46.8%	49.3%
My things are safe in this school.	34.6%	36.4%	44%
Students in this school are well-behaved.	68.1%	58.2%	52%
I can work in my classroom without being bothered by other students	57.4%	43.9%	N/A
Students teasing other students in a hurtful way is not a problem in this school.	84.3%	73%	82%

School Year 2008-2009

	Strongly Agree	Agree	Disagree	Strongly Disagree
In this school, students teasing other students is a problem.	*56.9%	*25.3%	8.6%	9.2%
In this school, students bullying other students is a problem.	*60.2%	18.7%	6.4%	14.6%
Students in this school are well-behaved.	8.1%	26.2%	*39.5%	*26.2%
Students care about each other in this school.	16.5%	40.6%	*24.1%	*18.8%
I can work in my classroom without being bothered by other students.	23.1%	27.7%	*37%	*12.1%

Pre-K- Fifth Grade Office Referral Data

Month	Pre-K	Kindergarten	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
September	0	3	0	0	1	7	3	14
October	0	0	3	1	2	1	2	9
November	0	1	1	0	2	7	3	14
December	0	0	1	1	0	4	0	6
January	0	3	0	0	4	2	2	11
February	0	2	0	1	4	2	2	11
March	0	5	2	0	0	8	5	20
April	0	1	1	0	2	6	0	10
May	0	4	0	0	1	4	2	11
June	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	<u>0</u>	<u>19</u>	<u>8</u>	<u>3</u>	<u>16</u>	<u>41</u>	<u>19</u>	<u>106</u>

Bus Referral Data

Fighting	2
Hitting/Kicking	6
Weapon	1
Inappropriate Language	1
Insubordination	3
Bullying	1
Unsafe Behavior	2
	Total 16

*Staff Survey: All staff at Galway Elementary was surveyed: Percentage returned: 27%

**Parent Survey: All families of students attending Galway Elementary were surveyed: Percentage Returned: 4%