

2015-16 Site Progress Report and 2016-17 Site Improvement Plan Bridgewater Elementary School

Site Vision Statement:

We believe the best way to achieve our mission is to work as a professional learning community.

We will:

- Work together to achieve building goals.
- Research and implement best practice for improving student achievement.
- Monitor each student's progress; and
- Reinforce social skills and respect for all.

Site Statement of Collective Commitments:

To achieve the vision of Bridgewater Elementary School, we commit to:

- Provide an inviting school environment for students – an environment with clear expectations, consistent consequences, and specific academic goals.
- Understand and use methods of assessment to monitor progress and inform instruction.
- Engage in meaningful staff development to enhance professional skills.
- Involve parents and the community in the education of our children so that as a team, we work together to increase student achievement by modeling the qualities and characteristics we hope to instill.

Site Improvement Team Members:

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Reviewed by Staff: Signature _____ (Signed by Hope Langston) Date _____ 11/20/16

Final Approval by
Site Improvement Team: Signature _____ (Signed by Nancy Antoine) Date _____ 11/20/16

Final Approval by
Superintendent: Signature _____ (Signed by Matthew Hillmann) Date _____ 11/21/16

Bridgewater Elementary School

Site Improvement Objective: # 1

Site Improvement Objective: All students will demonstrate growth towards grade level proficiency or above in reading and math as measured by the MCA in grades 3-5, MAP in grades 1-2 and the Northfield Kindergarten Benchmarks for kindergarten students.

New/Continuing Objective: Continuing **Length of Objective:** 3 years **Which Year:** 2nd year

District or DEPAC Strategy/Strategies Supported:

- **Strategic Plan Quality Education** - We will hire and retain highly qualified educators and provide them with ongoing support and training to deliver high quality instruction that meets the unique needs of all learners.
- **Strategic Plan Communications/Partnerships** - We will build and strengthen bridges of open communication that engage staff, students, families and communities as effective partners in education.
- **Strategic Plan Curricular Outcomes** - We will implement a consistent, comprehensive and challenging set of curricular outcomes that reach and engage all learners.
- **Strategic Plan Diversity** - We will implement plans and practices that foster full participation by all learners and that address issues that include, but are not limited to, race, gender, culture, religion, sexual orientation, language, disabilities and socio-economic factors.
- **DEPAC 2015-16 Assessment** - The District will partner with community agencies that serve students by providing meaningful data support emphasizing key transitions young people make on the “cradle to career” continuum.
- **DEPAC 2015-16 Assessment** - Every Professional Learning Community will have a comprehensive formative assessment framework.
- **DEPAC 2015-16 Teaching and Learning** - Northfield Public Schools will develop continuous, accurate, and separate measurement of each student’s progress toward academic mastery, work habits, and behavior standards.
- **DEPAC 2015-16 Teaching and Learning** - Staff will foster meaningful classroom relationships by increasing awareness of diversity and developing instruction that addresses multiple learning styles and promotes engagement. Leadership will create structures that support this effort.
- **DEPAC 2015-16 Student Services** - Northfield Public Schools will continue the implementation of the Multi-Tiered Systems of Support (MTSS) for academic and behavioral interventions.
- **DEPAC 2015-16 Student Services** - Northfield Public Schools will foster school connectedness amongst students, families, and staff, promoting mutual respect and responsibility in order to enhance engagement.

Measurable Evidence of Need:

- Spring 2015 and Fall 2015 MCA and MAP results indicated the need for continued improvement to ensure acceleration for all students in the areas of reading and math.
- Current Data:
 - The following percentage of students 1-5 met their individual growth target on the Fall 2015 MAP measuring growth from fall 2014 to fall 2015: 55.11% in Math and 57.5% in Reading.

Grade	Measure		13/14 Results	14/15 Results
1	Meet Fall to Spring MAP Growth Target	Reading Math	39.4% 54.8%	68.8% 61.2%
2	Meet Fall to Spring MAP Growth Target	Reading Math	64.6% 51.9%	64.6% 64.6%
3	MCA Proficiency	Reading Math	56.2% 67.6%	65.5% 77%
4	MCA Proficiency	Reading Math	66.3% 87.1%	70.4% 84.3%
5	MCA Proficiency	Reading Math	86.7% 64.4%	81.1% 75.5%

Student SMART Achievement Goal:

80% of our students K-5 will demonstrate mastery of literacy and math standards as indicated by a score of 80% or higher on the quarterly common assessments in reading and math.

2015-16 Action Plan Completion Details:

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	Common Assessment Development	√		Teachers completed this during PLC time
2	Identify and support the growth of students in each subgroup	√		PLC and PST weekly and biweekly meetings
3	EL Training for Staff	√		Scheduled during Building Staff Development Meeting.
4	Ensure LEP students receive services while testing is done.	√		Student's schedules adjusted during testing to ensure services were met.
5	Common assessment data collection	√		Completed during PLC and reflected in shared folder.
6	Teacher coaching/mentorship	√		Instructional coach held monthly meetings with newer staff and offered assistance throughout the year.

Which of these steps were especially powerful?

Task 1, 5 and 6 were most powerful for our teachers. They spent time during their PLCs creating common assessments and tracking student progress. The coaching/mentorship provide a safety net and a means of accountability for our newer teachers.

What implications do this year's results have for 2016-17?

We will hire a teacher mentor to assist new teachers. We will also add a staff member to address general education behaviors and assist with behavior interventions.

Bridgewater Elementary School

Site Improvement Objective: # 2

Site Improvement Objective: All students and staff will contribute to a respectful, safe and welcoming environment.

New/Continuing Objective: Continuing Length of Objective: 5 years Which Year: 2nd year

District or DEPAC Strategy/Strategies Supported:

- Strategic Plan Quality Education - We will hire and retain highly qualified educators and provide them with ongoing support and training to deliver high quality instruction that meets the unique needs of all learners.
- Strategic Plan Climate - We will create and strengthen an environment that fosters mutual respect, responsibility and rigor, and ensures the right to physical, emotional and intellectual safety for every person.
- Strategic Plan Communications/Partnerships - We will build and strengthen bridges of open communication that engage staff, students, families and communities as effective partners in education.
- Strategic Plan Diversity - We will implement plans and practices that foster full participation by all learners and that address issues that include, but are not limited to, race, gender, culture, religion, sexual orientation, language, disabilities and socio-economic factors.
- DEPAC 2015-16 Teaching and Learning - Northfield Public Schools will develop continuous, accurate, and separate measurement of each student's progress toward academic mastery, work habits, and behavior standards.
- DEPAC 2015-16 Teaching and Learning - Staff will foster meaningful classroom relationships by increasing awareness of diversity and developing instruction that addresses multiple learning styles and promotes engagement. Leadership will create structures that support this effort.
- DEPAC 2015-16 Student Services - Northfield Public Schools will continue the implementation of the Multi-Tiered Systems of Support (MTSS) for academic and behavioral interventions.
- DEPAC 2015-16 Student Services - Northfield Public Schools will implement integrated systems of practice and services that provide comprehensive supports for social emotional learning and children's mental health.
- DEPAC 2015-16 Student Services - Northfield Public Schools will foster school connectedness amongst students, families, and staff, promoting mutual respect and responsibility in order to enhance engagement.

Measurable Evidence of Need:

- 94% of students received one fix-it plan or less for the school year. 87% of students did not receive a single fix-it plan.
- 96% of parents agreed that their child's social and academic needs are being met at school.

Student SMART Achievement Goal:

- 90% of students will receive no more than one fix-it plan for the school year following the Bridgewater Behavior Guidelines of work, respect, belong and safety.
- In completing the climate survey, 95% of staff will agree that they are supportive of their colleagues.
- In completing the climate survey, 95% of staff will agree that they contribute to a positive climate at Bridgewater.

- In completing the parent survey, 90% of parents will agree that their child's social and academic needs are being met at school.

2015-16 Action Plan Completion Details:

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	Parent Events planned by grade level teams.	√		At least one event per grade level was planned and executed with nearly 100% participation.
2	Kindness Retreat for fourth grade students	√		Held on 10/8/15
3	D.A.R.E. Program for fifth grade students	√		Spring 2016
4	Veterans Day Assembly	√		Held on 11/11/15
5	Bus Driver Appreciation Breakfast	√		Held on 10/23/15
6	Grandparents Day	√		Held on 11/24/15
7	Monitor Fix-It Plans and implement behavioral interventions	√		Fix-It Plans were collected, organized and tabulated. Results were shared with Problem-Solving Team.
8	Volunteer Appreciation	√		Volunteer Appreciation Week—April 11-15, 2016
9	Staff Connections	√		Staff Connection Fridays were planned where licensed staff connected with others before school over coffee or breakfast outside of school.
10	Staff Ed Camps	√		Held on Building Staff Development Days every fifth Wednesday.
11	Continue communication with parents through the use of Skylert	√		Weekly communication with parents through the Friday Update.

Which of these steps were especially powerful?

All of the steps were important for the climate of our building.

What implications do this year's results have for 2016-17?

We will continue these steps since they make a positive difference for our stakeholders.

Bridgewater Elementary School

Site Improvement Objective: #1

Site Improvement Objective: All students will demonstrate growth towards grade level proficiency or above in reading and math as measured by the MCA in grades 3-5, MAP in grades 1-2, and FAST in Kindergarten.

New/Continuing Objective: Continuing

Length of Objective: 3 years

Which Year: 3rd year

District or DEPAC Strategy/Strategies Supported:

- **Strategic Plan Quality Education** - We will hire and retain highly qualified educators and provide them with ongoing support and training to deliver high quality instruction that meets the unique needs of all learners.
- **Strategic Plan Stewardship** - We will consistently demonstrate good stewardship by analyzing information, prioritizing needs and managing our financial, physical and human resources to support our mission.
- **Strategic Plan Climate** - We will create and strengthen an environment that fosters mutual respect, responsibility and rigor, and ensures the right to physical, emotional and intellectual safety for every person.
- **Strategic Plan Communications/Partnerships** - We will build and strengthen bridges of open communication that engage staff, students, families and communities as effective partners in education.
- **Strategic Plan Curricular Outcomes** - We will implement a consistent, comprehensive and challenging set of curricular outcomes that reach and engage all learners.
- **Strategic Plan Diversity** - We will implement plans and practices that foster full participation by all learners and that address issues that include, but are not limited to, race, gender, culture, religion, sexual orientation, language, disabilities and socio-economic factors.
- **DEPAC 2016-17 Assessment** - To support the ongoing measurement of student growth, Northfield Public Schools will partner with community agencies that serve students by providing meaningful data support emphasizing key transitions young people make on the “cradle to career” continuum.
- **DEPAC 2016-17 Assessment** - To support the ongoing measurement of student growth, Northfield Public Schools will develop a comprehensive formative assessment framework within each Professional Learning Community.
- **DEPAC 2016-17 Teaching and Learning** - To meet specific needs of all learners and improve student achievement, Northfield Public Schools will develop and implement continuous, accurate, and separate measurements of each student’s progress toward academic mastery, work habits, and behavior standards.
- **DEPAC 2016-17 Teaching and Learning** - To meet specific needs of all learners and improve student achievement, Northfield Public Schools will utilize assessment data to guide programmatic and instructional decisions.
- **DEPAC 2016-17 Teaching and Learning** - To meet specific needs of all learners and improve student achievement, Northfield Public Schools will collect and implement best practices, collaborate and share successes, challenges and strategies.
- **DEPAC 2016-17 Student Services** - To ensure student engagement, connectedness and success, Northfield Public Schools will implement and evaluate a multi-tiered system of academic and behavioral interventions.
- **DEPAC 2016-17 Student Services** – To ensure student engagement, connectedness and success, Northfield Public Schools will integrate practices and services for social emotional learning and children’s mental well-being.

Measurable Evidence of Need:

Kdgn: 60% of kindergarten students were low-risk on the Reading FAST assessment, and 62% on the Math FAST in the fall of 2016.

Grade 1: 80% of first graders met their MAP growth target from fall to spring in reading. 81% of first graders met their MAP growth targets from fall to spring in math.

Grade 2: 65% of second graders met their MAP growth target from fall to spring in reading. 51% of second graders met their MAP growth targets from fall to spring in math.

Grade 3: 45.7% of the third grade class were predicted to pass the 2016 Reading MCA. 67% of the third grade class were predicted to pass the 2016 Math MCA. Actually, the pass rate was 66.3% in reading and 81.2% in math!!

Grade 4: 42% of fourth students had positive z-scores on the 2016 Reading MCA. 69% of fourth grade students had a positive z-score on the 2016 Math MCA.

Grade 5: 46% of fifth grade students had positive z-scores on the 2016 Reading MCA. 37% of fifth grade students had a positive z-score on the 2016 Math MCA.

Student SMART Achievement Goal:

K: The number of students in the low-risk category on the spring FAST screener will be 75% in both reading and math.

1: The number of students meeting their fall to spring MAP target growth will remain at 80% or higher in both reading and math.

2: The number of students meeting their fall to spring MAP growth target will be 70% in reading and 60% in math.

3: The percentage of students outperforming the fall MAP predictor of proficiency will be more than 20% in reading and 10% in math.

4: The number of students meeting or exceeding their MCA target score based on prior year scale score will be 60% in reading and 75% in math.

5: The number of students meeting or exceeding their MCA target score based on prior year scale score will be 55% in reading and 55% in math.

2016-17 Action Plan Details:

Task No.	Task to be Completed	Begin Date	End Date	Assigned to	Resources Reallocated Time/\$/Materials	Monitoring Dates	Monitoring Indicators
1	Adopt EM4	Sept 2106	June 2017	Classroom teachers	EM4 curriculum	On-going	Student assessment results
2	Pilot Full Implementation of Reading Street in grade 4	Sept 2016	June 2017	Grade 4 teachers	Reading Street curriculum	On-going	Student assessment results
3	We are maintaining a system of interventions by classroom teachers and volunteers	Sept 2016	June 2017	Classroom teachers, Problem-Solving Team	Time	Weekly	PST Notes and Interventions
4	Adopt short-cycle goals in PLCs	Sept 2016	June 2017	Teachers	Time	Jan 2017, June 2017	Evidence of Practice
5	STEAM initiatives to encourage innovation and creativity for all students.	Oct 24, 2016	June 2017	STEAM Team	In-kind funds from BBC, time	On-going	Checkout calendar of makerspace carts
6	Teacher coaching/mentorship	Sept 2016	June 2016	Instructional Coaches & Teacher Mentor	Time and Money to pay staff for meeting after contractual hours.	Quarterly	Participation Numbers

Bridgewater Elementary School

Site Improvement Objective: #2

Site Improvement Objective: All students and staff will contribute to a respectful, safe and welcoming environment.

New/Continuing Objective: Continuing

Length of Objective: 5 years

Which Year: 3rd year

District or DEPAC Strategy/Strategies Supported:

- Strategic Plan Quality Education - We will hire and retain highly qualified educators and provide them with ongoing support and training to deliver high quality instruction that meets the unique needs of all learners.
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- DEPAC 2016-17 Assessment - To support the ongoing measurement of student growth, Northfield Public Schools will partner with community agencies that serve students by providing meaningful data support emphasizing key transitions young people make on the “cradle to career” continuum.
- DEPAC 2016-17 Assessment - To support the ongoing measurement of student growth, Northfield Public Schools will develop a comprehensive formative assessment framework within each Professional Learning Community.
- DEPAC 2016-17 Teaching and Learning - To meet specific needs of all learners and improve student achievement, Northfield Public Schools will develop and implement continuous, accurate, and separate measurements of each student’s progress toward academic mastery, work habits, and behavior standards.
- DEPAC 2016-17 Teaching and Learning - To meet specific needs of all learners and improve student achievement, Northfield Public Schools will utilize assessment data to guide programmatic and instructional decisions.
- DEPAC 2016-17 Teaching and Learning - To meet specific needs of all learners and improve student achievement, Northfield Public Schools will collect and implement best practices, collaborate and share successes, challenges and strategies.
- DEPAC 2016-17 Student Services - To ensure student engagement, connectedness and success, Northfield Public Schools will implement and evaluate a multi-tiered system of academic and behavioral interventions.
- DEPAC 2016-17 Student Services – To ensure student engagement, connectedness and success, Northfield Public Schools will integrate practices and services for social emotional learning and children’s mental well-being.

Measurable Evidence of Need:

- 168 fix-it plans were written over the course of the 15-16 school year; this encompasses 77 students=13% of BW students.
- Conference attendance was over 90% by one or both parents.
- Parent survey was given via ThoughtExchange, but did not specifically address the two questions that were in the 15-16 SIP.

Student SMART Achievement Goal:

- 90% of students will receive no more than one fix-it plan for the 16-17 school year following the Bridgewater Behavior Guidelines of work, respect, belong and safety.
- Conference attendance will be above 92% by one or both parents.

2016-17 Action Plan Details:

Task No.	Task to be Completed	Begin Date	End Date	Assigned to	Resources Reallocated Time/\$/Materials	Monitoring Dates	Monitoring Indicators
1	Parent Events planned by grade level teams.	Sept 2016	June 2017	Teachers	Invitations, Food, Time	Discuss at PLC meetings	Percentage of parents attending each event
2	Kindness Retreat for fourth grade students.	10/6/16	10/6/16	Fourth Grade Teachers, Behavior Specialist, Youth Frontiers Staff	In-kind funding from BBC, high school volunteers, teacher time	On-going	Individual Student Behaviors
3	D.A.R.E. Program for fifth grade students	Mar 2017	June 2017	D.A.R.E Officer, Fifth Grade Teachers, Students	In-kind funding from Nfld Police Department, Time in fifth grade schedule	6/5/17	D.A.R.E. graduation
4	Veterans Day Assembly	11/11/16	11/11/16	Staff and Students	Invitations, Posters, Projects and Refreshments for Veterans	11/14/16	Assembly participation by classes and attendance by veterans
5	Bus Driver Appreciation Breakfast	10/28/16	10/28/16	Staff and Students	Food prepared by staff. Cards, performances created by staff and students.	10/28/16	Bus Driver Attendance and feedback
6	Parent Communication via Skylert Friday Updates	August 2016	June 2017	Principal	Skylert program and time	On-going	Parent feedback
7	Initiating PBIS with character trait of the month with monthly drawings.	September 2016	June 2017	Licensed staff	Prizes and time	Monthly	Student feedback
8	Monitor Fix-It Plans and implement behavior interventions via coaching from Behavior Specialist	September 2016	June 2017	SST, Office Generalist and Behavior Specialist	Time, Skyward	Quarterly	Number of fix-it plans and interventions