

**Purpose**

The purpose of the school improvement planning process is to establish a clear set of shared goals, aligned with the district's strategic plan, that inspire action and align efforts for student growth and achievement.

**2022-23 Key Reflections, Student Stories, and Highlights**

- Key Reflection, Student Story, or Highlight No. 1 - MCA Data Shows Strong Proficiency Rates and Growth for all schools
- Key Reflection, Student Story, or Highlight No. 2 - STAR Math and Reading Success and SEL Screener Implementation (Next Steps for Social Worker, Parent Contacts, Behavior Coaches, Interventions, Fernbrook)
- Key Reflection, Student Story, or Highlight No. 3 - Kindergarten Results Across Demographic Groups and Early Childhood Success

**2023-24 School Improvement Plan Goals and Progress Monitoring**

All goals are written to equitably serve every student. Buildings are required to have a goal(s) for the People (Using employee or parent experience survey results), Learner Outcomes, and Equity strategic commitments every year. Building goals in Communication, Stewardship, and Partnerships are optional each year. Buildings will include actions steps intended to achieve the SMART goal and a plan for monitoring progress over the course of the school year.

| SMART Goals                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                        |                                                             |
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| SMART Goals and Action Steps                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Strategic Commitment Alignment                                                                                                                                                                                                                                                                                                         | Building SMART Goal Progress Monitoring Plan                |
| <p><b>SMART Goal:</b> 80% of students will reach the Star CBM grade level benchmark for fluency quarterly.<br/><a href="#">SIP Goal Chart for K-5</a></p> <p><b>Action Steps:</b></p> <ul style="list-style-type: none"> <li>• Teachers will implement curriculum with pacing guidelines from summer work teams</li> <li>• Interventions (Title 1 and ADSIS) will be provided for students not meeting grade level benchmarks</li> <li>• All three schools have Reading Corps tutors</li> <li>• Guided Phonics - Kindergarten</li> <li>• Bridge2Read Implementation Grades 1-3</li> <li>• 95% Phonics for Grades 4-5</li> <li>• Rocket Math Online for Fact Fluency</li> </ul> | <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Learner Outcomes</li> <li><input type="checkbox"/> Equity</li> <li><input type="checkbox"/> People</li> <li><input type="checkbox"/> Communications</li> <li><input type="checkbox"/> Stewardship</li> <li><input type="checkbox"/> Partnerships</li> </ul> | <p><b>Quarterly CBM results will be monitored.</b></p>      |
| <p><b>SMART Goal:</b> The percentage of families indicating strongly agree, for the statement, “I receive positive notes, phone calls and emails about my child” will increase by 0.1 at each school from 2023 to 2024.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <ul style="list-style-type: none"> <li><input type="checkbox"/> Learner Outcomes</li> <li><input type="checkbox"/> Equity</li> <li><input checked="" type="checkbox"/> People</li> <li><input type="checkbox"/> Communications</li> <li><input type="checkbox"/> Stewardship</li> </ul>                                                | <p><b>Attendance Tracking<br/>Conference Attendance</b></p> |

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| <p><b>Bridgewater: 4.14</b><br/> <b>Greenville Park: 3.73</b><br/> <b>Spring Creek: 3.67</b></p> <p><b>Action Steps:</b></p> <ul style="list-style-type: none"> <li>● <b>Report Cards sent quarterly this year</b></li> <li>● <b>Weekly Newsletters</b></li> <li>● <b>Informal Conversations</b></li> <li>● <b>Formal conferences/IEP meetings and as needed check ins</b></li> <li>● <b>All staff provide positive communication to ensure each student receives feedback during the year</b></li> <li>● <b>Partnering with Community School for family events (breakfast/dinner) to engage parents early on in the school year.</b></li> </ul> | <p><input type="checkbox"/> Partnerships</p>                                                                                                                                                                                                                                      |                                                                                                  |
| <p><b>SMART Goal: Increase staff knowledge about populations we serve in Northfield Public Schools.</b></p> <p><b>Action Steps:</b></p> <ul style="list-style-type: none"> <li>● <b>Virtual Field Trip</b></li> <li>● <b>Panel of Local Residents</b></li> <li>● <b>Family Navigator Resources</b></li> <li>● <b>Follow up questions and reflection activities</b></li> </ul>                                                                                                                                                                                                                                                                    | <p><input type="checkbox"/> Learner Outcomes</p> <p><input checked="" type="checkbox"/> Equity</p> <p><input type="checkbox"/> People</p> <p><input type="checkbox"/> Communications</p> <p><input type="checkbox"/> Stewardship</p> <p><input type="checkbox"/> Partnerships</p> | <p><b>Pre and post-session surveys, session attendance rosters, and session reflections.</b></p> |

**Summary**

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Strong MCA results show growth in specific grade levels. District scores for the elementary schools in reading, math and science exceed state average. More teachers completing the LETRS training and grade levels having quarterly fluency based goals contributed to our success. District work teams and building literacy and math leads have continued to provide leadership for all elementary schools. Increased efforts at the Early Childhood program level resulted in higher levels of Kindergarten readiness this past year. The new SSIS social/emotional screener was successfully implemented in 2022-23 to help connect students to needed supports. Post-pandemic, primary grades are generally performing above national averages and are more consistent with or higher than past historical performance.