



Bridgewater, Greenvale Park, Sibley Elementary Schools
School Improvement Plan
2020-2021
Presented to the Board on 8.10.2020

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.

Due to the disruption in education caused by COVID-19, the School Improvement Plan for Northfield Public Schools has been modified to reflect the distance learning experience.

School Improvement Planning Team

2019-20 Distance Learning Data Review and Key Reflections

Distance Learning Metric	Key Reflections
Student Engagement	Engagement was more difficult for students of color. Data in the spring show 43% of students of color demonstrated limited or partial engagement compared with 16% of white students.
Students Assessed at Grade Level	Teacher assessment of grade level performance was done differently due to the distance learning experience. Teachers indicated that 43% of students of color were reading at grade level compared to 75% of white students. In math, teachers indicated that 49% of students of color were performing at grade level in math compared to 80% of white students.
Tools used for Distance Learning-See Saw, Schoology, Zoom	Parents indicated that the different online tools presented a management challenge along with internet connectivity. This information led to us planning technology training for parents to begin the 2020-21 school year.
Distance Learning Student Stories	Key Reflections
Collaborative Family Supports Tailored to Individual Needs	Special Education/Collaboration - Sibley Special Education/Community Partnerships - Bridgewater Student Support Team/Teacher/EL Outreach - Greenvale Park

2020-21 School Improvement Plan Goals, Strategies, and Evaluation

The following goals are written with the intent to measure progress quarterly during the 2020-21 school year. All goals are written to equitably serve every student.

People	
SMART Goal(s)	Quarterly Progress
Family Engagement Goal Elementary will provide positive contacts to students and their families. This year, 100% of students will receive two positive phone calls, emails, or notes from staff members prior to the end of the 4th quarter.	<ul style="list-style-type: none"> • Q1: • Q2: • Q3: • Q4:
Employee Engagement Goal Rounding conversations will be conducted with 100% of our licensed and non-licensed staff by the end of the 3rd quarter.	<ul style="list-style-type: none"> • Q1: • Q2: • Q3: • Q4:
Anti-Racism Goal A list of culturally appropriate resources will be provided to grade level teachers to use with students during Social Emotional Learning time to ensure every child feels represented. Staff and students will address 100% of racist behaviors/comments within one school day, and we will work together to stand up and support others.	<ul style="list-style-type: none"> • Q1: • Q2: • Q3: • Q4:

Learner Outcomes	
SMART Goal(s)	Quarterly Progress
The students in Kindergarten-5th grade will demonstrate an increase in the percentage of students reading fluently based on DIBELS assessments by 5% from fall to spring.	<ul style="list-style-type: none"> • Q1: • Q2: • Q3: • Q4:
<u>Kindergarten Math:</u> For kindergarten, 90% of students will identify 30 random numbers between 1 and 100 correctly by the Spring of 2021. For grades 1-5, 85% of students will score 80% or above on Everyday Math 4 unit assessments.	<ul style="list-style-type: none"> • Q1: • Q2: • Q3: • Q4:
The elementary schools will increase the percentage of students moving from <i>at risk</i> in the fall to <i>not at risk</i> from fall 2020 to spring 2021 using the SAEBRS composite score.	<ul style="list-style-type: none"> • Q1: • Q2: • Q3: • Q4:

Stewardship	
SMART Goal(s)	Quarterly Progress
NHS administration will manage resources in response to instructional models while remaining within allocated building and staffing budgets.	<ul style="list-style-type: none"> • Q1: • Q2: • Q3: • Q4:

Partnerships	
SMART Goal(s)	Quarterly Progress
We will partner with community organizations to ensure 100% of our students and families will have access to their schoolwork in a distance or hybrid learning model.	<ul style="list-style-type: none"> • Q1: • Q2: • Q3: • Q4:
This year, 100% of K-3 teachers will continue their involvement with the Move 5 initiative to increase student proficiency in reading.	<ul style="list-style-type: none"> • Q1: • Q2: • Q3: • Q4:

Summary

Our staff, students and families have had to be extremely flexible during Distance Learning. The upcoming school year will present many unknowns for the learning model used at the elementary level. We are planning to improve our delivery of distance learning and enhance communication with families as we begin the school year. Supporting teachers in developing instructional strategies for students in-person, hybrid and distance learning will help all students learn successfully. No matter what learning modality is employed, equity will be a primary focus.