



**Spring Creek Elementary
School Improvement Plan
2025-26**

Presented to the Board on 8.25.2025

Purpose

The purpose of the school improvement plan is to share success stories, identify focus areas for the upcoming school year, align efforts, and inspire action toward achieving our strategic plan and vision to prepare **every** student for lifelong success!

School Improvement Plan Highlights and Goals

Highlights		
Highlight No. 1	Benchmark Alignment	Narrative
Bridges Math Implementation: Learning & Support <u>District Data:</u> TNTP Walkthroughs - Instructional Observation <ul style="list-style-type: none">Beginning of the Year Observations showed 64% of instructional observations as strong or good.Middle of the Year Observations showed 80% of instructional observations as strong or good.	<ul style="list-style-type: none">All students are at grade level in reading and mathematics by the end of 3rd and 6th grades.All employees report satisfaction in the workplace.	The Instructional Services Team orchestrated a well-supported implementation of the Bridges Math Curriculum that included professional development, Math Walkthroughs and Math Lab Days. Teacher reflection, observations and guidance from our TNTP consultants made for a successful implementation year. A visible increase in student engagement, conceptual understanding and student discourse was noticed across the district during instructional observations.
Highlight No. 2 Positive School Culture <u>Spring Creek Survey Data:</u> <ul style="list-style-type: none">Our employee engagement survey indicated an increase in Top 2 Box results with an overall average result of 78.92%.Our parent-caregiver satisfaction survey indicated an increase in Top 2 Box results with	<ul style="list-style-type: none">All students are at grade level in reading and mathematics by the end of 3rd and 6th grades.All students exhibit physical, social, and emotional well-being.All employees report satisfaction in the workplace.All parents report satisfaction with their children's educational experience.	Our MTSS School Leadership Team, Site Council and SEL Team worked together to identify some areas of growth around school culture. Suggestions, planning, reflection, research and work around positive school culture and school-wide cohesiveness took place throughout the year. This effort outlined specific plans for implementation during the 2025-26 school year. The employee engagement survey and parent/caregiver survey that was collected later in the year indicated overall growth in this area.

an overall average result of 85.57%.		
Highlight No. 3	<u>Benchmark Alignment</u>	<u>Narrative</u>
Inclusive Playground Planning	<ul style="list-style-type: none"> • All students exhibit physical, social, and emotional well-being. • All employees report satisfaction in the workplace. • All parents report satisfaction with their children's educational experience. 	Multiple stakeholders took part in the playground planning process. Committee members made initial recommendations. PTO meetings were utilized to gather additional feedback. Students voiced preferences through activities in P.E. class. Throughout the process there were multiple versions and three major revisions to the playground equipment and layout. At the core of all discussions and decision-making was our strategic commitment to equity, ensuring that every student has a fair opportunity to reach their full potential. The surface and equipment chosen allows every student access to the physical and social-emotional benefits of engaging in play and interacting with peers. We appreciate the partnership with the PTO that supported this effort.
Highlights		
Goal No. 1	<u>Benchmark Alignment</u>	<u>Action Steps</u>
Student Achievement - Strengthen Tier 1 Instruction <u>District Academic Goal:</u> 80% of students will meet grade level benchmarks in each subject area <u>Spring 2025 - Spring Creek Data for Grades 3-5:</u> MCA Reading (meets or exceeds) = 62.8% MCA Math (meets or exceeds) = 69.0%	<ul style="list-style-type: none"> • All students have a connection with a caring adult beyond their parents as they transition to middle school. • All employees report satisfaction in the workplace. 	<i>In order to increase our student achievement levels to 80%, the following action steps will occur:</i> <ul style="list-style-type: none"> • The MTSS (Multi-Tiered System of Support) District Leadership Team will provide general guidance around trend data to the MTSS School Leadership Team. • The MTSS School Leadership Team will monitor Spring Creek student data and plan for or initiate systemic responses. • Lead Teachers for Math, Literacy and SEL will monitor student data quarterly and plan and communicate appropriate responses. • The Problem Solving Team (PST) will examine, plan and respond to individual student needs through interventions, accommodations and/or other means. • PLC time will engage every teacher in curriculum-based professional development that aims to strengthen Tier 1 instruction and practices in their content area(s). • Every teacher will monitor and analyze student

		<p><i>formative and summative data to determine next steps.</i></p> <ul style="list-style-type: none"> ● <i>Every teacher will reflect on and refine their instructional practices and delivery daily.</i> ● <i>Interventionists will deliver targeted interventions, analyze effectiveness, and adjust accordingly.</i>
Goal No. 2	<u>Benchmark Alignment</u>	Action Steps
<p>Proactive Positive Behavior System</p> <ul style="list-style-type: none"> - Star Celebrations <p><u>Spring Creek Employee Engagement Survey:</u> <i>I see progress being made to create a culture of success for employees across the organization and for those we serve.</i></p>	<ul style="list-style-type: none"> ● All students are at grade level in reading and mathematics by the end of 3rd and 6th grades. ● All students exhibit physical, social, and emotional well-being. 	<p><i>In order to grow a culture of success that supports students and staff, the following action steps will occur:</i></p> <ul style="list-style-type: none"> ● <i>A cohesive school-wide proactive positive behavior system will be implemented around specific key words that aim to introduce, practice and celebrate positive behaviors that support social-emotional well being and academic success.</i> ● <i>Our Positive Behavior Coach will lead monthly STAR Celebrations for each grade level that focus on these key STAR words.</i> ● <i>Staff Meetings will include information, resources and/or activities for teachers to support classroom learning and actions that align.</i> ● <i>The Spring Creek Update newsletter will include information and/or resources for parents and caregivers to support students at home.</i> ● <i>Teachers will continue current practices or implement a Warm Welcome/STAR Send-off each day.</i> ● <i>Schoolwide Meetings will occur three times per year to promote school spirit, build community and celebrate learning.</i> ● <i>The SEL Team, Site Council, MTSS School Leadership Team and students will give feedback for consideration and continuous improvement.</i>
Goal No. 3	<u>Benchmark Alignment</u>	Action Steps
<p>Learning is a High Priority</p> <ul style="list-style-type: none"> - Connect and Communicate <p><u>Spring Creek Parent/Caregiver Satisfaction Survey:</u> <i>I believe that my child's learning is a high priority at this school.</i></p>	<ul style="list-style-type: none"> ● All students are at grade level in reading and mathematics by the end of 3rd and 6th grades. ● All students exhibit physical, social, and emotional well-being. ● All parents report satisfaction with their children's educational experience. 	<p><i>In order to demonstrate and communicate that learning is a high priority at Spring Creek, the following action steps will occur:</i></p> <ul style="list-style-type: none"> ● <i>Teachers will consistently use high impact instructional strategies that engage students.</i> ● <i>Teachers will regularly recap daily learning to help students solidify and communicate their learning experience.</i>

This survey showed that Spring Creek was at a top box score of 41.03%, which is slightly below the district top box percentage of 44.8%. Our aim is to improve this top box score to match or exceed the district top box score.

Data:

Parent/Caregiver Satisfaction Survey

Our Overall top Box percentage is at 43.81%

Our Overall top 2 Box percentage is at 85.57%.

- *A “Learning Spotlight” will be included in the Spring Creek Update newsletter on a weekly basis.*
- *Morning Announcements will include “Learning Highlights” twice per week.*
- *Teachers will include learning highlights or updates in classroom communications to parents and caregivers.*
- *Spring Creek will increase the number of Family Engagement Events that spotlight learning as a high priority.*

Summary

Spring Creek Elementary celebrates the growth and accomplishments of the 2024–25 school year. Teachers embraced the implementation of the Bridges Math curriculum and completed Science of Reading training, fully engaging in professional learning. Building a strong and positive school culture was a central focus, as staff worked together to foster cohesion, inclusion, and shared purpose.

These efforts naturally set the stage for our goals in the year ahead. We will apply the knowledge and experience gained through curriculum implementation, Science of Reading training, and observational feedback to elevate daily instructional practice—moving from a mechanical application toward a more skillful, responsive approach. Reengaging in PLCs will provide a collaborative space for curriculum-based professional development, which is key to continuous improvement. We are also excited to introduce monthly STAR celebrations and emphasize our STAR words to further strengthen school culture, build community and highlight the importance of learning. Together, these goals are designed to foster a cohesive learning environment and positively impact student achievement.