

## SCHOOL CONTINUOUS IMPROVEMENT PLAN

### **Burk Elementary School**

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#### **GOAL School Leadership**

Strong school leadership will be demonstrated by the principal in ongoing on-site and off site activities that support increased student achievement for all learners.

#### **STRATEGY Implementation of Leadership Teams.**

Burk Elementary principal and teachers will exhibit strong leadership in PLC meetings and monthly team leader meetings to promote a positive cooperative environment for school achievement.

#### ***ACTION STEP* Weekly PLC Meetings**

Teachers will meet weekly to discuss data and growth of all of students based on common assessments. Teachers will implement lessons to meet achievement goals of all students. Teachers will meet within Grade Level Teams and within Content Specific Teams across grade levels. (Math, ELA, Science/SS)

#### ***ACTION STEP* Principal and Team Leaders**

Principal will collaborate with teachers on an ongoing basis to focus on promoting high achievement expectations for all students.

#### **STRATEGY Teacher and Principal Evaluation System**

Burk Elementary uses the teacher and principal evaluation system to drive its professional learning opportunities.

#### ***ACTION STEP* Teacher evaluation**

Principal will conduct walk-throughs and formal evaluations for each teacher throughout the year. Principal will conference with each teacher in order to address his or her strengths and areas of improvement.

#### ***ACTION STEP* Needs Assessment**

Burk Elementary staff will complete an annual needs assessment survey. The results of this survey will be used to drive professional learning opportunities.

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**GOAL Strengthen instruction for all students**

Burk Elementary will ensure that all students receive strong instruction that is differentiated to meet the individual students needs by May 23, 2017.

**STRATEGY Whole school reform-MTSS model**

The MTSS process is implemented at Burk Elementary.

***ACTION STEP* MTSS - Reading**

All students complete a benchmark Dibels assessment in reading three times a year. MTSS team analyzes data to determine what tier each student falls into.

***ACTION STEP* Progress Monitoring**

Students who are at risk will be progress monitored bi-monthly by classroom teacher or reading specialist.

**STRATEGY Instruction by HQ teachers**

Burk Elementary only hires highly qualified teachers and instructional aides.

***ACTION STEP* Ongoing Professional Development**

Teachers and Staff at Burk Elementary will attend ongoing professional development provided on campus and through the district.

***ACTION STEP* Collaborative Team (PLCs)**

PLC teams will work together to plan as a unified team to utilize the strengths of each teacher ensuring the students are receiving the best possible instructional practices.

**STRATEGY Equitable distribution of effective teachers**

Burk Elementary Principal will ensure all teachers are highly effective in instruction and management of classrooms.

***ACTION STEP* Classroom walk-throughs**

The principal will ensure high quality of teacher effectiveness by using classroom walk-throughs and observations.

***ACTION STEP* Coaching**

Teachers are offered instructional coaching by site-based reading and district-based math coaches.

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**STRATEGY Communicate standard learning goals**

Teachers will communicate daily/within each subject; the standard based learning goals with students.

**ACTION STEP Communicate**

Teacher will post learning goals in student friendly language per lesson daily basis.

**ACTION STEP Discuss**

Teachers and students will discuss and reference learning goals throughout each lesson.

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**GOAL Intervention program for struggling students**

Burk Elementary implements intervention for all students based on formative and summative assessments.

**STRATEGY Scientifically Based Research Programs (SBR)**

Burk Elementary implements the use of SBR programs.

***ACTION STEP* Math-Intervention**

Struggling students are serviced by a math intervention specialist using intensive small group instruction and individualized instruction through the SuccessMaker program. SuccessMaker is an SBR program.

***ACTION STEP* Reflex Math**

Reflex Math is an SBR math fact fluency program that has been secured by a grant through February 2017 for all students.

***ACTION STEP* Reading Intervention**

Students who are serviced by the reading intervention specialist will use Reading Plus and Lexia, which are both SBR programs that offer individualized instruction. They also receive intensive small group instruction with the reading specialist who implements the use of SBR strategies and programs.

***ACTION STEP* Head Sprouts for 1st & 2nd grade readers**

Head Sprouts is a SBR reading program for 1st and 2nd grade.

**STRATEGY Intervention in standard-based general education curriculum**

***ACTION STEP* Math Intervention**

Every grade level has 30 minutes of math intervention built into their daily schedules. Grade level teams will level students according to specific intervention skills based on common assessments and use appropriate standards-based instructional materials for each group.

***ACTION STEP* Reading Intervention**

Every grade level has 30-40 minutes of reading intervention built into their daily schedule. The grade level teams level students and use appropriate standards-based instructional materials for each groups needs. They use specific interventions based on common assessments. They use appropriate standards based instructional materials for each group.

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*ACTION STEP* **MTSS**

Both Reading Specialists and Classroom Teachers to identify and service specific students' needs utilizing a Multi-Tier support system.

*STRATEGY* **Differentiation**

Teacher differentiates instruction during instructional time in core academic subjects to ensure time is maximized and addresses achievement gaps.

*ACTION STEP* **Differentiating**

Use of instructional resources both core and supplemental are aligned to each other and the AZ Career and College Readiness Standards, including ELP standards, in all curricular areas and are current and sufficient in quantity.

*ACTION STEP* **Extended Time**

Additional assistance is provided for low performing students in the classroom, with highly qualified specialists and in after school programs.

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#### GOAL **Data driven-decision making**

Burk Elementary utilizes data to help drive instruction and team decision-making.

#### STRATEGY **Systematic assessments and data collection**

Burk Elementary will administer systematic assessments to students in grades 1-6 to determine areas of strengths and weaknesses in the academic areas of Language Arts and Mathematics.

#### *ACTION STEP* **Testing Coordinator and Grade Level Teams**

Testing Coordinator will ensure that all teachers are aware of ATI benchmark testing dates and complete testing within those dates. Grade level teams will then analyze results of the ATI to determine intervention needs for grade level students.

#### *ACTION STEP* **DIBELS Progress Monitoring**

Students showing needs in Language Arts will be progress monitored every two weeks using the DIBELS program.

#### *ACTION STEP* **ATI**

A comprehensive school level accountability and data management system is in place, which includes formative, interim/benchmark, and summative assessments as provided by ATI.

#### STRATEGY **Job-embedded time for data analysis & planning**

Burk Elementary staff will be provided with weekly time to collaborate as a professional learning community to analyze data, plan instruction, make instructional changes and increase effective instructional practices.

#### *ACTION STEP* **Job-embedded time**

Gilbert Public Schools has adopted an early release schedule. Students are dismissed one hour early on Wednesday to ensure teachers are given time to meet as professional learning communities to analyze data and plan instruction based on student needs.

#### *ACTION STEP* **Data Analysis**

Grade level teams will meet with principals to analyze ATI benchmarks as well as student progress. Teams will create Smart Goals; discuss interventions and how to differentiate instruction.

#### *ACTION STEP* **PLC Teams**

PLC Teams are required to document PLC meeting notes weekly and communicate needs to administration.

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#### **GOAL Coordinated and comprehensive services**

Burk Elementary assesses student and family needs and offers services to meet determined student and family's needs.

#### **STRATEGY Parent and family engagement**

Burk Elementary will effectively engage parents and families to increase and support family involvement.

#### ***ACTION STEP* Parent Communication**

Burk communicates with parents through weekly newsletters, Burk website, marquee, and Infinite Campus Blast (email).

#### ***ACTION STEP* Parent Materials and Resources**

Burk will supply parents with Reading journals and Math manipulatives (Base 10 place value sets, card decks) for lower grades for ongoing learning at home and during summer. Information on resources and programs offered through the District on the Burk and District websites and also, available in front office.

#### ***ACTION STEP* Social Work Services**

The Social Worker will provide social services to at risk students and families. Social Worker assembles school wide data to compile students most at risk. Social Worker will oversee mentoring partnerships between students demonstrating risk and classroom teachers.

#### ***ACTION STEP* Parent meetings**

Burk Elementary offers various opportunities to engage in their child's education: Meet The Teacher Night, Curriculum Night, Annual Title One Parent meeting, Title I Parent Reading Night, Title I Parent Math Night, Title I Family Math Night, Parent/Teacher Conferences, 2<sup>nd</sup> Math and Reading Nights and various family social gatherings.

#### **STRATEGY Transition Programs**

Staff and administration of Burk Elementary will guide and educate parents of incoming Kindergarten students regarding the behavior and academic expectations of Kindergarten students at Burk Elementary.

#### ***ACTION STEP* Principal and Parent Meeting**

Burk Elementary Principal will hold an informational meeting for the parents of Kindergarten students and new families to Burk to discuss attendance and educational expectations of students. Through out the year the Principal and staff will continue to meet with families as needs arise.

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***ACTION STEP* Jr. High Transition**

Sixth grade teachers will take their students on a transition trip to visit the Jr. High School at the end of the year. They will also assist students in filling out schedule requests for junior high.

**STRATEGY Integration of programs**

Burk Elementary will ensure school wide programs integrate with all Title One interventions.

***ACTION STEP* Interventions**

Burk Elementary will progress monitor using DIBELS, MTSS, ATI assessments, common assessments, teacher input and ongoing rank order data.

***ACTION STEP* Intervention Specialists and Teachers**

Title One Intervention Specialist and classroom teachers will communicate with one another to provide usable data to ensure that the students are being serviced strategically and are making adequate growth.

***ACTION STEP* Positive School Climate**

High expectations for academic achievement for all students are evident throughout the school environment. On a quarterly basis Burk Elementary will have Bobcat Pride assembly demonstrating exemplary character and a Veterans Day assembly.

***ACTION STEP* Positive Behavior Plan**

School environment is driven by a clear plan for school safety and codes of conduct. (School Safety Committee) (PBIS/ROAR Code of Conduct Plan)(Behavior Health Team)



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**GOAL Plan development, implementation, and evaluation**

Title One committee will develop, implement, and evaluate a Title One plan.

**STRATEGY External technical assistance and LEA support**

Gilbert Public School District offers training and technical support to Burk Elementary.

***ACTION STEP* Teacher Professional Growth**

Burk teachers will attend site-based trainings for professional growth. Trainings will address Best Practices in the area of Reading, Math, Assessment, Classroom Management, Critical Thinking strategies, Response to Text and A+ school application.

***ACTION STEP* External Technical Assistance**

LEA support is provided through external technical assistance such as Math and ELA Coaches.

**STRATEGY SW1 Programs**

Burk Elementary SW1 plan programs include SuccessMaker, Lexia Reading, and Reading Plus.

***ACTION STEP* After School Programs**

Burk Elementary teachers provide various after school programs using Title One funded programs such as, Lexia, Reading Plus, and Success Maker.

***ACTION STEP* Daily Intervention Groups**

Burk Elementary Title One Math Specialists provide daily math interventions using small intensive group instruction and SuccessMaker program. Burk Elementary Title One Reading Specialist provides daily reading interventions using intensive small group instruction and Lexia and Reading Plus programs. These are provided and funded by Title One.

**STRATEGY Schoolwide Title One Planning Committee**

Burk Elementary will appoint a Title One Planning Committee.

***ACTION STEP* Title One Team Meeting**

Monthly and when needed.

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*ACTION STEP* **ALEAT**

The Title One committee will continue to evaluate the program and update the information on ALEAT.

*ACTION STEP* **Annual Review Meeting**

Title One committee will hold an annual review meeting to evaluate the Title One program, plan for any necessary changes, review summative data, and measure goals achieved. They will then be able to implement any changes and improvements for next year's plan.

**STRATEGY** **Annual Evaluations**

Burk Elementary uses various tools to conduct annual evaluations.

*ACTION STEP* **Needs Assessment Survey**

Burk Elementary staff will complete an annual needs assessment survey. The results will be used to evaluate our programs and plan.

*ACTION STEP* **Rank Order**

Title One Specialists will annually evaluate data to rank order students based on district, state and standardized testing. This will determine the students' eligibility for Title One services.