

# **2019-2020 DuJardin School Improvement Plan**

## **Goal #1 Continuous Improvement**

**HUMANeX Definition: Always seeking bigger and better ways to perform**

- Challenging the status quo to always get better
- Frequent reflection and action in order to grow
- Reflecting on processes and systems to make more efficient or effective adjustments
- You are consistently taking things that exist and making them better; you never settle for good enough

### **What's Going Well**

- Portfolio Model
- Continuous Reflection
- Team Meetings
- Strive for what's best for our students
- District is on the cutting edge of education- this is true, but we need more detail and support, not so much, focus one one thing at a time- a larger scope

### **What Needs to be Improved**

- SBG focus on knowledge/ application/ direction/ time/ resources/ what does it look like in practice
  - OTUS training/ how to use/ time to learn and time do it
  - Cross grade level learning/ what does it look like at each grade level/ research different districts how they use/ modify SBG
- Reading program to improve/revise/how are we teaching best meet our students (team planning)
- PLC team meetings improve on their effectiveness and efficiency -- learn more about and get better at team planning and focus
  - Continuous training on PLC model
- Writing process: students not prepared for next grade level writing demand; need to set grade level expectations
- More productive committees
- Support of continuous improvement
- Meetings are scheduled with a purpose

### **Action Plan for 2019-2020**

- Meetings will be productive & purpose driven
  - Meetings can be cancelled if the agenda is not purposeful or robust
    - Team Leaders will send out notification prior to meeting date
- Implementing Standards Based Grading in all subjects, pilot in ELA at each grade level
- OTUS report card for standards based grading piloted in first, fourth and fifth grades

- Implement “Tell Me Something Good,” #TMSGDJ
- Fountas and Pinnell reflection and communication
- Student led portfolio model – student driven. Expanding on the speaking and listening standards
- Developing and delivering school assemblies that actively involve students and staff; giving back to the surrounding community through service projects.
- 3rd, 4th and 5th grade students surveyed results will focus on improvement areas
- 97.51% of students in third through fifth grades are in the “Dreambox” according to humanex INSIGHTeX Student Engagement Report, October 2019 (highest in District)
- Continue the work that has DuJardin School recognized as an Exemplary school for 2018-2019 (Top 10% in the state)

## Results

- The results of the most recent INSIGHTeX Survey showed that “Continuous Improvement” was ranked as DuJardin’s highest Dimension at a score of 4.51 on a 5-Point Likert scale (with 5 being the highest). DuJardin School will look to improve upon this result on the next INSIGHTeX Survey.

## Goal #2 Relationships

**HUMANeX Definition: A connection based on comfort, commitment, caring & trust**

- Team members feel positively connected to others in the workplace
- Individuals devote time to get to know each other and build supportive relationships
- Team members participate in activities outside of the work together
- Environment of openness and trust exist within and across the district within teams, and between employees and administrators

## What’s Going Well

- Teams and individuals across grade levels have good relationships/ willing to help each other/ people openly share information and work with each other/ people go out of their way to check on each other/ people go out of their way on each other
- Welcoming to new staff
- Band together during serious personal situations

## What Needs to be Improved

- Open and trusting relationship with supervisor
- More supportive relationships across all grades/ in staff
- Examine the culture in specific area/ places/ situations/ times of day
- Equality of treatment amongst staff & students

## Action Plan for 2019–2020

- “Snack and Share” breakfasts held three times per year, in the teacher’s lounge at 8:00 a.m., attended and “facilitated” by all SIP members.

- MATCH.EDU: Very meaningful for teachers to be able to see other teachers! Positive feedback was given about seeing other teachers in their classrooms and different teaching strategies. Not a requirement, but encourage teachers to try once this year, starting second trimester. Facilitate through some type of sign up form allowing teachers to think about an area that they would like to observe.
- “Tell Me Something Good”
- Organizing and attending gatherings among staff outside of the school day
- Monthly staff book club

## **Results**

- The results of the most recent INSIGHTeX Survey showed that “Relationships” was ranked the second lowest Dimension for DuJardin with a score of 3.82 on a 5-Point Likert scale (with 5 being the highest). DuJardin School will look to increase this score on the next INSIGHTeX Survey.

## **Goal #3 Communication**

**HUMANeX Definition: Individuals feel they know what is going on within the district and understand their role expectations.**

- Everyone is “in the know” when necessary
- Individuals are aware of different avenues of communication (team meeting vs. one-on-ones)
- Individuals know each other “preferences for communication”
- You make sure to use the right methods of communication. You feel “in on” everything that is necessary to know in the organization

## **What’s Going Well**

- Weekly update – What’s Happening
- Teacher response time
- Teams open to working with specialists
- Jaguar Journal

## **What Needs to be Improved**

- Communication between admin/teachers: top down/told; allow for input in decision making
- Dates & Times are not respected and kept
- Not consistent message between district/school/team-team/day to day
- Agendas/Note tracking to improve; all school consistent messaging from admin
- Google calendar up to date; change in date/time; notification
- Explicitly set expectations with all staff
- Alignment between admin
- Work on receiving feedback

## **Action Plan for 2019–2020**

- Classroom spotlight included on Morning announcements
- Classroom spotlight included in Jaguar Journal

- PTO minutes shared in a timely fashion
- “Tell Me Something Good” - improves all the levels of communication with students, staff, etc.
  - Fosters more relationships
- Google form created for questions to answered by admin
- SBGR Committee minutes sent out to all staff to update and keep all on the same page also potentially other committees send minutes
- Celebration of HumanX Student results at staff Holiday breakfast
- Admin met with each staff member individually to discuss grade level placement for 2020-2021 school year
- Google Meets on grade level placement for the upcoming school year.

### **Results**

- The results of the most recent INSIGHTeX Survey showed that “Communication” was ranked the lowest Dimension for DuJardin with a score of 3.79 on a 5-Point Likert scale (with 5 being the highest). DuJardin School will look to increase this score on the next INSIGHTeX Survey.

### **Overall Results**

- The most recent INSIGHTeX Survey showed that 97.37% of DuJardin staff were in the “Dreambox” category of Satisfaction and Engagement/Inspiration. Although these results are impressive, DuJardin School will look to improve upon this percentage on the next INSIGHTeX Survey.