



Kelly Lane Primary School

Continuous Improvement Plan 2021-2022

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# GRANBY PUBLIC SCHOOLS

## Vision of a Graduate

*All Granby Public Schools students will become resourceful learners and effective communicators who positively contribute at the local, national and global levels.*

<b>Resourceful Learners</b>	<ul style="list-style-type: none"><li>❖ Ask questions and identify problems or challenges</li><li>❖ Identify strategies and methods for personal success</li><li>❖ Explore and connect areas of interest</li><li>❖ Set goals and persist in achieving these goals</li><li>❖ Gather and evaluate a variety of sources and perspectives</li><li>❖ Synthesize information and create solutions</li><li>❖ Solve complex problems by applying approaches from multiple disciplines</li></ul>
<b>Effective Communicators</b>	<ul style="list-style-type: none"><li>❖ Listen closely and respectfully participate in discourse</li><li>❖ Value diverse voices and viewpoints</li><li>❖ Prepare a message for an identified purpose and audience</li><li>❖ Express ideas clearly in a variety of ways</li><li>❖ Support arguments with evidence</li><li>❖ Adapt and adjust thinking based on feedback and new learning</li><li>❖ Use tools and technology flexibly and strategically</li></ul>
<b>Positive Contributors</b>	<ul style="list-style-type: none"><li>❖ Develop meaningful connections with others</li><li>❖ Collaborate for a common goal</li><li>❖ Exhibit compassion and empathy</li><li>❖ Make healthy and responsible decisions</li><li>❖ Use personal talents and knowledge to contribute to society</li><li>❖ Demonstrate civic responsibility</li><li>❖ Understand that actions have impact on the local community, the country and our global society</li></ul>

## Board Goal #1: Student Learning and Achievement

**Improve student achievement, academic performance, and opportunity at all grade levels and for all ability levels and decrease achievement gaps on the path to college and career readiness.**

### Kelly Lane Goal:

1.1 Achievement Goal - Increase reading and math achievement scores based on fall assessment data on Dynamic Indicators of Basic Early Literacy Skills (DIBELS) (K-2) and STAR (Grade 2) scores by spring 2022. (Strategic Initiatives 1-D, 1-E)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
Increase students achieving benchmark scores in literacy based on DIBELS in each grade level by May 2022.	Principal, Teachers, Coaches, All Staff	October - May	DIBELS Administration Training/ Progress Monitoring Tools	<b><u>Reading: DIBELS</u></b> Kindergarten: 29%-70% First Grade: 37%-70% Second Grade: 50%-75%
Increase students achieving benchmark scores based on DIBELS Math in kindergarten and first grade by May 2022.	Principal, Teachers, Coaches, All Staff	September, January, May	DIBEL Administration Training/ Progress Monitoring Tools	<b><u>Math: DIBELS</u></b> Kindergarten: 54% to 75% First Grade: 38% to 70%
Increase student's achievement on benchmark scores in second grade on STAR.	Principal, Teachers, Coaches, All Staff	September, January, May	Progress Monitoring Tools	<b><u>Second Grade: STAR</u></b> Reading - 53% to 70% Math - 47% to 75%
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1. Explicitly review whole grade data - discuss opportunities for growth and develop next steps	Teachers, coaches, interventionists	October - May	Data Meetings; intervention schedule	Intervention schedule and progress notes
2. Work with the intervention team to provide push-in support for students with a Tier 1 Support	Interventionists, Coaches	October-May	Intervention Support	Classroom Push in schedule; progress notes
3. Establishing an intervention block for small-group instruction focus	Principal, coaches, teachers	October	Meeting time to train teachers	Classroom Schedules; observations
4. Dedicated professional learning community time for coaches to have achievement and instruction conversations	Principals, teachers, coaches	Weekly Coaching Meetings	Grade Level Meeting Time	Professional Learning Conversations (PLC) agendas and notes for coaching PLC

5. Provide all teaching assistants with professional development on small group instructional strategies and data collection strategies.	Interventionists, Coaches	3 times for the 2021-2022 school year	Professional Development time	Implementation of small groups with teaching assistants
6. Continue to build teacher capacity with the Teachers College Workshop Program for reading, writing, and phonics.	Literacy Consultant, Principal, Literacy Coach, and Teachers	Monthly professional development; PLC meetings	Literacy Consultant, meeting times	Curriculum Pacing calendar, classroom walkthroughs, observations, and PLC agenda/notes

**Kelly Lane Goal:**

**1.2 Achievement Goal:** Develop a culture of data in which teachers gather and analyze a variety of data sources to inform instruction for their class as a whole as well as individual students. (Strategic Initiatives 1-I, 1-J)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Data is shared across groups, with scheduled meetings to identify needs.	Principals, Coaches, Interventionists	Fall, Winter, Spring	Data Collection Resources, ESGI (Educational Software for Guiding Instruction), Time	Data Review Documents
2. Explicitly review whole grade data and discuss opportunities for growth	Coaches, Teachers	Ongoing	Meeting Times, Data	Meeting agenda/notes
3. Create schedules to provide time for groups to plan, monitor, and articulate goals	Principal, SIT team, teachers	Ongoing	Data, SIT team monthly meetings	Schedule
4. SIT (School Improvement Team) uses universal data (DIBELS/STAR) to identify trends and communicate information to staff	Principal, SIT Team	Fall, Winter, Spring	Meeting time	Monthly meetings agenda/notes
5. Develop a common understanding of data and use collaborative team time to focus on student data and student work.	Principal, Coaches, Teachers	Ongoing	Coaches Meeting with Principal	Faculty Meetings and PLC meetings
6. Continue to investigate data collection tools	Principal, Coaches	Ongoing	Online data sources	Review of data collection tools

## Board Goal #2: Community Engagement

Enhance communication and build trusting relationships with all stakeholders.

### Kelly Lane Goal:

Kelly Lane will work collaboratively to create an atmosphere of mutual trust and respect to ensure effective communication in schools and enhanced engagement with families. (Strategic Initiatives 2-A, 2-E)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Create opportunities for formal and informal communication between home and school	Teachers, Principal	Weekly and Monthly	Provide strategies for proactively engaging with families	Teacher eblasts, newsletters, surveys, and conference sign up
2. Increase regular communication including digital media to share celebrations and success in addition to informational communication.	Principal	Ongoing	Social Media Platforms	Live Feed schedule, Facebook posts
3. Create opportunities for families to connect with the school through scheduled events and curriculum-based events (Literacy and Math).	Teachers, Principal	Ongoing	Scheduled events	Attendance to events, parent feedback
4. Continue to work collaboratively with Parent Teacher Organization	Principal	Ongoing	PTO meetings/events	PTO Meetings/Events

## Board Goal #3: Safety and Social-Emotional Well-Being

Foster a safe and positive social-emotional environment for everyone.

### Kelly Lane Goal:

Through school-wide SEL alignment, we will create an equitable learning environment that empowers all students to achieve their potential and build a growth mindset for both social and academic relationships. (Strategic Initiatives 3-A, 3-C, 3-D)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Provide all staff with ongoing professional learning opportunities which focus on student social and emotional well-being with a focus on Equity, Learning Environment, and Social-Emotional Learning (SEL) practices.	District/school support staff, administration	October and November Professional Development (PD)	PD resources, planning time, consultancy	Improved strategies, survey responses
2. Create a crosswalk between programs currently in use (Responsive Classroom, Second Step, and School-wide Language)	SIT Team, Principal, and support staff	By June 2022	Time	Crosswalk document
3. Review the Collaborative for Academic, Social, and Emotional Learning (CASEL) framework and embed the goals in school-wide work	SIT Team, Principal, and support staff	Ongoing	GSP resources, meeting time	SEL lessons to support current practices
4. Connect student social-emotional learning to their academic work and establish positive learning habits using growth mindset resources.	SIT Team, teachers	Monthly Staff Meetings	Meeting time, growth mindset resources for elementary	Resources
5. Create recognition opportunities for celebrations and success.	Principal, teachers	Weekly, Monthly	Referral procedures; recognition items	Student and staff referrals



## Board Goal #4: Budget Development and Fiscal Management

**Practice responsible budget development and management through transparency and maximize available financial resources through a balance of fiscal discipline and innovative educational investments.**

### Kelly Lane Goal:

Continue to create a long-term financial plan which aligns with the vision of the Board of Finance. (Strategic Initiative 4-E)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Work with all stakeholders within Granby Public Schools to ensure an up-to-date Small-Cap Budget that reflects the current needs of the elementary school	Principal, CAS (Content Area Specialists), and Teachers	2021-2022 school year	Time	Submission of 22-23 school-based budget, small caps and plus one budget
2. Monitor class sizes to ensure appropriate learning environments and staffing	Principal	2021-2022 school year		Observation of appropriate class size and staffing needs
3. Review Kelly Lane structures and staffing to ensure a supportive environment for students and staff	Principal, Instructional Coaches, CAS Leaders, and Teachers	2021-2022 school year		Summary of review discussed with the Superintendent and/or Assistant Superintendent

## Board Goal #5: Embracing Diversity

**Adopt and promote strong instructional, curricular and leadership practices that embrace and advance knowledge and acceptance of human diversity and that eliminate bias.**

### Kelly Lane Goal:

Ensure system-wide practices are in place to support the implementation of the Granby Public Schools Anti-Bias/Anti-Racism Plan. (Strategic Initiatives 5-A, 5-B, 5-E, 5-G, 5-H)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Continue to build the Kelly Lane Equity Team network to embed consciousness-building Experiences to Explore Equity (E3s) into meetings and professional learning	Kelly Lane Equity Team	Ongoing	Monthly meeting times	Schedule of meeting times, professional development and E3 activities
2. Continue to build staff capacity to approach conversations during the academic day	Administration, KL Equity Team	Ongoing	Meeting time	Activities and lessons on culturally responsive teaching
3. Kelly Lane Library Media Specialist and Kelly Lane Equity team will collaboratively work to establish and maintain a book distribution network for diverse literature.	Equity Team, Library Media Specialist	October - May	Diverse Book Collection	Curated book collection, distribution schedule
4. Establish a collaboration with the high school art department and high school students to celebrate and create art to celebrate diversity and display on the walls.	Principal, Equity Team	Ongoing	Time, art supplies	Completed murals, art projects displayed in the school
5. Research and share articles to support activities, books to build teacher capacity	Principal	Ongoing	Time	Articles distributed to staff
6. Work with the CREC Early Childhood Liaison to embed diverse read-aloud books and activities with Kindergarten and First Grade students.	Teachers, CREC liaison, Principal	Weekly, every Friday	Dedicated classroom time	
7. Build a budget to support increasing diverse books in each elementary classroom.	Principal, Equity Team, Literacy Coach, TC staff Developer	Ongoing	Diverse Literature Book Lists, Time, Budget	Suggested book list to purchase

## Board Goal #6: Professional Learning

**Develop the instructional skills and strategies of our teaching staff through ongoing, meaningful, and systemic professional learning opportunities.**

### Kelly Lane Goal:

Improve staff capacity to clarify outcomes and use data protocols to inform instruction. (Strategic Initiatives 6-D, 6-E, 6-H, 6-I)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Engage teachers and teams in developing the capacity to use data to inform instructional decisions and interventions	Administration, DLT, GSP Consultant, Coaches	Fall and ongoing	PD, meeting times	Increased teacher capacity, reviews of practice
2. Continue to work with the Great School Partnership (GSP) to align practices focusing on Learning Environment and Shared Outcomes	GSP Consultant, DLT, teachers	October, November, February, March	Great Schools Partnership PD	Professional Development work
3. Build capacity for small group instructional strategies and data collection with all staff	Interventionists, Coaches, Teachers	Ongoing	Professional Development time	Ongoing collaboration
4. Continue collaborative partnership with Teachers College Staff Developer	Principal, Literacy Coach, TC Staff Developer	Monthly from September - May	Professional Development time for teachers	Agendas/Notes
5. Utilize the reading and math coaches for job-embedded curriculum strategies and instructional support.	Instructional Coaches, Principal, Teachers	Weekly	Time	Agendas/Notes