



Kelly Lane Primary School

Continuous Improvement Plan 2022-2023

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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:** Ensure all students are supported in achieving proficiency levels or higher on the assessments by monitoring their growth and performance over time. (1D)

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 2023. (Strategic Initiative 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 2023.	Principal, Teachers, Coaches, All Staff	October - May	DIBELS Administration Training/ Progress Monitoring Tools	<b><u>Reading: DIBELS</u></b> Kindergarten 40% - 70% First Grade 58% - 75% Second Grade: 52% - 75%
Increase students achieving benchmark scores based on DIBELS Math in kindergarten and first grade by May 2023.	Principal, Teachers, Coaches, All Staff	September, January, May	DIBEL Administration Training/ Progress Monitoring Tools	<b><u>Kindergarten Numeracy</u></b> 69% - 90%
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>Math : Acadience</u></b> Kindergarten : 72% -90% First Grade: 61%-80% Second Grade- 57% - 75%
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1. PLC agendas and structured discussions focused on curriculum, data, and strategies.	Teachers, coaches, interventionists	October - May	Data Meetings; intervention schedule	<b><u>Second Grade : STAR</u></b> Reading - 41% - 70% Math - 40% - 70%
2. Work with the intervention team to create student goal support for students with a Tier 1	Interventionists, Coaches	Ongoing	Intervention Support	----- Intervention schedule and progress notes
3. Monitor with formative assessments and unit check-ins.	Coaches, teachers	Ongoing	Coaching PLC's	Student Review Meetings
4. Coaching cycles for each teacher to support curriculum and instruction	Principals, teachers, coaches	Ongoing	Meeting time to meet with teachers	Coaching PLC agendas/notes

5. Provide all teaching assistants with professional development regarding instructional strategies.	Interventionists, Coaches	3 times for the 2022-2023 school year	Professional development Time	Classroom Schedules; coaching sign ups  Implementation of small groups with teaching assistants
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**Kelly Lane Goal:** 1.2 Achievement Goal: Align standards, instruction and assessment through professional development and content knowledge. (1B)

Develop a culture 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 Initiative 1-I, 1-J)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Share and create student exemplars and examples when looking at grade-level expectations.	Grade Level Teams	Weekly PLC Meetings	Professional Development time / Budget for additional materials	PLC Notes
2. Use the current benchmark assessments to analyze areas of growth for the grade level and individual classrooms.	Coaches, Grade Level Teams	Bi-Weekly PLC Coaching Meetings	Professional Development Time, budget for additional resources	Fall, Winter, Spring Data Behcnmarks
3. Create grade-level goals based on current data	Coaches, Grade level teams	Ongoing	Time	Grade Level Notes
4. Faculty time is dedicated to data discussions and sharing best practices	Principal	Monthly	Time	Staff Feedback, Survey and Grade Level Notes
5. Continue to build teacher capacity with the Teachers College Workshop Program for reading, writing, and phonics.	Literacy Consultant, Principal, Literacy Coach, and Teachers	5 Training sessions with teachers	Literacy Consultant Resources and guidance	Classroom Walkthroughs
6. Year 1 of Illustrative Math - use resources and CREC consultant to understand and implement new math program.	Math Consultant, /math Coach, Principal,	Professional Development schedule - 5 x a year	Math Consultant Resources and guidance	Math Pacing/Classroom observations

## Board Goal #2: Community Engagement

**Enhance communication and build trusting relationships with all stakeholders.**

**Kelly Lane Goal:** Develop a communication plan which infuses the use of technology to engage families and stakeholders for the purpose of gathering input, providing information, and increasing transparency to support student learning. (2A)

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 Initiative 2-A, 2-E)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Principal events hosted throughout the school year	Principal	3-4 Times per year (once a trimester)	Scheduled Events, budget for family events	Attendance to events, parent feedback
2. Focused Principal Coffee Hours - topics focused around school-based needs - attendance, curriculum, and social-emotional learning..	Principal, CAS Leaders and coaches	3-4 Times per year (once a trimester)	Scheduled Events	Attendance to events, parent feedback
3. Create opportunities for formal and informal communication between home and school - weekly newsletters focused on academics and social-emotional well-being.	Teachers, Principal	Weekly	Provide strategies for proactively engaging with families	Teacher eblasts, newsletters, surveys, and conference sign up
4. Increase regular communication including digital media to share celebrations and success in addition to informational communication.	Teachers, Principal	Weekly	Social Media Platforms	Live Feed schedule, Facebook posts
5. Work with the School Improvement Team to increase participation in school-based events such as.... STEAM Night, Family Coding Night, and other planned events.	School Improvement Team	Ongoing	Meeting Times	Staff feedback, surveys
6. Continue to work collaboratively with Parent Teacher Organization	Principal	Ongoing	Meeting Times	PTO Events

**Board Goal #3: Safety and Social-Emotional Well-Being**  
**Foster a safe and positive social-emotional environment for everyone.**

**Kelly Lane Goal:** Provide all staff with ongoing professional learning opportunities which focus on student social and emotional well-being. (3D)

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 Initiative 3-A, 3-C, 3-D)

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Develop and train a leadership team to administer and use the DESSA Instrument to target SEL Goals.	Principal, DESSA leadership	November PD December Faculty time	Time, DESSA Training resources	DESSA Assessment tools
2. 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.	SIT Team, Principal, and support staff	By June 2023	Time, Great School Partnership Resources	SEL lessons to support current practices
3. Continue to review, revise and create a crosswalk between programs currently in use (Responsive Classroom, Second Step, CASEL and Schoolwide Language)	SIT Team, Principal, and support staff	Ongoing	CASEL	Resources
4. Develop a staff charter that focuses on the well-being of our staff and is linked to school-wide expectations as well as the Learning Environment in correlation with the Effective Elements of Instruction.	SIT Team, teachers	Staff Meetings, SIT Meetings	Time, Staff Survey	Dedicated PD time, staff reflection survey
5. Provide opportunities for staff to reflect on and develop their own social, emotional and cultural competencies.	Principal, Farmington Valley Health Department	January PD March PD May PD	PD Time, Farmington Valley Health Consultant	Student and staff referrals
6. Create recognition opportunities for celebrations and success.	Principal, teachers	Ongoing	Referral procedures; recognition items	



## 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	2022-2023 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	2022-2023 school year	Longitudinal survey of projected enrollement	Observation of appropriate class size and staffing needs
3. Review Kelly Lane structures and staffing to ensure a supportive environment for students and staff based on data.	Principal, Instructional Coaches, CAS Leaders, and Teachers	2022-2023 school year	Current enrollment data	Summary of review discussed with the Superintendent and/or Assistant Superintendent
4. Continue to review and analyze current student achievement data to ensure adequate support are in place.	Coaches, Interventionists	Ongoing	Intervention data and number of students being serviced	Current data, caseloads for intervention teachers

## 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 and structures are in place to support the implementation of the Granby Public Schools Anti-Bias/Anti-Racism Plan. (5A)(5I) (5J)

(Strategic Initiative 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. Recognize and bring awareness to the Cultural Heritage Months identified through Granby Equity Team.	Administration, KL Equity Team	Ongoing	Meeting time	Activities and lessons on culturally responsive teaching
3. In collaboration the Kelly Lane Media Specialist and Kelly Lane Equity/SEL team will identify books to support the GET plan and Cultural Awareness.	Equity Team, Library Media Specialist	October - May	Diverse Book Collection	Curated book collection, distribution schedule
4. Continue to build staff capacity to approach conversations during the academic day.	Principal, Equity Team	Ongoing	PLC and Faculty times designated	Bi-monthly E3 experiences with teams
5. Continue to support diverse artwork and murals throughout the school.	Principal, Art Teacher	Ongoing	Funding, Time	Additional artwork
6. 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
7. Through the Kelly Lane monthly newsletter, include school-based ocused communications	Principal, teachers	Monthly	Newsletter	Montly Newsletter

## 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:** Build employee capacity to collaborate and share accountability for outcomes. (6B)

Ensure alignment with adopted programs by providing ongoing professional development, job-embedded coaching, and feedback from assessment data. (6E)

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
a. Learning Environment: Students collaborate with each other throughout the learning process.	Interventionists, Coaches, Teachers	Ongoing	Professional Development time	Ongoing collaboration
b. Shared Learning Outcomes: Learning outcomes are clear - both long and short-term are posted and shared.	Principal, Literacy Coach, TC Staff Developer	Monthly from September - May	Professional Development time for teachers	Agendas/Notes
3. Build capacity for small group instructional strategies and data collection with all staff	Instructional Coaches, Principal, Teachers	Weekly	Time	Agendas/Notes
4. Embed special education teachers with curriculum development and understanding through the professional development opportunities.	Principal, Special Education Teachers	Ongoing	Professional Development schedule	Attendance at professional development for ELA and Math
5. Support special education teachers with the implementation of CT-SEDS.	Principal, K-5 Special Education Coach, Special Education Teachers	Ongoing	Coaching Opportunities, Time, Professional Development	Weekly Special education team meeting notes
6. Create a committee to begin the process of Preschool curriculum review to align Early Childhood State Standards	PK-5 Sped Coach, Preschool Teachers	All year	Preschool Curriculums, ELC standards, Time	Curriculum Development
		Schedule of dates from consultants		Professional Development dates, agenda and notes

7. Utilize specialized consultants in ELA and Math to support academic conversations and increase teacher capacity in the curriculum.	Principal, Coaches and Consultants		Consultant contract	
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