



# ***Kelly Lane Primary School***

## ***Continuous Improvement Plan 2023-2024***

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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) 100% of students will make growth in reading and writing.

### 1.1 Achievement Goal

- 80% of students will reach mastery as indicated by the assessment data collected on Dynamic Indicators of Basic Early Literacy Skills (DIBELS)
- 70% of students in Grade 1, 80% of students in Kindergarten and Grade 2 will reach mastery as indicated by Acadience (K-2) and STAR (2nd grade) assessment

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
<b><u>Instructional Support Action Plan</u></b>				
1. Twice weekly Professional Learning Community focused on data and instructional strategies.	Teachers, coaches, school improvement team	All Year	PLC Schedule	PLC Agenda and Notes
2. Refine the structures of Multi-tiered Systems of Support. <ul style="list-style-type: none"> <li>a. Monitor with formative assessments and unit check-ins.</li> <li>b. Developing procedures for data collection for both academic and behavioral tiered support</li> <li>c. Restructured Intervention Cycles</li> </ul>	Early Intervention Specialist, Support Staff, Coaches	Ongoing	Intervention Support Data Meetings; intervention schedule; student data	Intervention schedule and progress notes Student Review Meetings
3. Coaching cycles for each teacher to support curriculum and instruction	Coaches, teachers	2 X a year per teacher	Coaching PLC's	Classroom Schedules; coaching sign-ups
4. Small group-focused instructional focus through WIN time, planned, implemented, and documented	Early Intervention Specialist, teachers	Ongoing	Meeting time to meet with teachers	WIN time schedule; small group documentation; Learning Walk Feedback
5. CARES-focused intervention group (Attendance, Behavior, SEL, Academic)	Principals, teachers, coaches, support staff	Bi-weekly	Student Data	Student Review Meetings, Tiered Intervention Plans
6. Teacher-led professional development on school-based curriculum needs	Teachers, Principal, Coaches,	Monthly, lunch and Learn (4x a year)	Professional development Time	Professional Development Resources

7. Provide all teaching assistants with professional development regarding instructional strategies.	Early Interventionist specialist, Coaches, Principal	Monthly	Schedule of meetings	Implementation of small groups with teaching assistants
8. Engaged in targeted curriculum professional development with IM Math Consultant and Reading Consultant.	Coaches, Principal, Consultants	5 days a year for both reading and math	Consultant Time, Professional Development Time, and Grade level time	Learning Walk Feedback

**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
<b><u>Teacher Support Action Plan</u></b>				
1. Share and create student exemplars and examples when looking at grade-level expectations. Develop success criteria for work 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 SMART 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. Train teacher in using DnA system to house benchmark data and track student growth	Instrucional Coaches	January - June	Team Time, Professional Development	Teachers using the new system

## Board Goal #2: Community Engagement

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

**Kelly Lane Goal:** Develop and maintain a positive, collaborative relationship with all stakeholders at Kelly Lane Primary School. (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. Focused Principal events hosted throughout the school year (Parent conferences, Learning Platforms, Summer Learning, etc.)	Principal, CAS Leaders and coaches	3 times per year (once a trimester)	Scheduled Events, budget for family events	Attendance to events, parent feedback
2. Acknowledge and celebrate student success	Teachers, Administration	Ongoing	PAWsitive Office Referrals, announcements, bulletin board, contact home  Time	Referrals
3. Engage families in learning activities within the school	Teachers, Administration	2 X a year	Provide strategies for proactively engaging with families, social media	Attendance at events
4. Create opportunities for formal and informal communication between home and school - weekly newsletters focused on academics and social-emotional well-being.	Teachers, Principal	Weekly	Meeting Times	Teacher eblasts, newsletters, surveys, and conference sign-up, 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		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 that 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. Analyze DESSA data to target specific competencies.	Principal, DESSA leadership	3 x a year	DESSA administration	DESSA Assessment tools
2. Create cross-grade level CARES groups to support SEL lessons/strategies	SIT Team, Principal, support staff, SEL committee, all staff	January - June	Time and space	SEL lessons to support current practices
3. Monthly school-wide assemblies.				
4. Provide all staff with ongoing professional learning opportunities that focus on student social and emotional well-being with a focus on Equity Social-Emotional Learning (SEL) practices.	Administration	Ongoing	Meeting Time, resources	Resources
5. Provide opportunities for staff to reflect on and develop their own social, emotional, and cultural competencies.	Teachers	Staff Meetings	Time, Staff Survey	Dedicated PD time, staff reflection survey
6. Incorporate purposeful play and soft starts into our daily instruction	Administration, Teachers	Ongoing	Professional Development, Book Study	Teacher Schedules/Completed Book Study
7. Create recognition opportunities for celebrations and success.	Principal. teachers	Ongoing	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 that 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 enrollment	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. Increase Education, Excellence and Equity (E3) experiences during PLC meetings.	Kelly Lane Equity Team / Administration	Monthly	Meeting Time	Activities to support E3 experiences
2. Develop Collaborative Action Groups within the Kelly Lane Equity Team to support equity practices.	Kelly Lane Equity Team / Administration	Monthly	Meeting time	Group action plan
3. Recognize and bring awareness to the Cultural Heritage Months identified through the Granby Equity Team.	Kelly Lane Equity Team / Administration	Monthly	Time/Activities	Resources for teachers
4. Continue to support diverse artwork and murals throughout the school.	Principal	Ongoing	Budget, Resources	Completed art work
5. Build a budget to support increasing diverse books in each elementary classroom.	Principal, teachers	Ongoing	Budget, Books, resources	curated library of books/resources

## 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	Ongoing	PD, meeting times	Increased teacher capacity, observations, review of practice
2. Continue to work with the Great School Partnership (GSP) to align practices focusing on Feedback and Practice.	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. Embed developmentally appropriate SEL lessons aligned to the CASEL framework.	DESSA leadership and SEL Team	Monthly from September - May	Time/Schedule	Scheduled meetings. Agendas/Notes
5. Implement a communication processes for staff to share learning goals and outcomes as well as ongoing communication with families.	Principal, Teachers	Weekly/Monthly	Time	Teacher Communication; Principal Communication
6. Create a committee to begin the process of Preschool curriculum review to align Early Childhood State Standards	Principal, Director of Pupli Services, preschool	2023-2024 School Year	Preschool Curriculums, ELC standards, Time	Agendas
7. Build capacity to support new legislative guidelines around Purposeful Play in classrooms.	Principal, Classroom Teachers	Ongoing	Meetings / PD /Presenters	Instructional Time Scheudule
8. Utilize specialized consultants in ELA and Math to support academic conversations and increase teacher capacity in the curriculum.	Principal, Coaches and Consultants	Schedule of dates from consultants	Consultant contract	Professional Development dates, agenda and notes