

**DISTRICT:** HERMITAGE SCHOOL DISTRICT

**SUPERINTENDENT:** DR. TRACY TUCKER

**SCHOOL:** HERMITAGE ELEMENTARY SCHOOL

**PRINCIPAL:** ROSALYNDA ELLIS

**SCHOOL IMPROVEMENT LEADERSHIP TEAM MEMBERS:** ROSALYNDA ELLIS, CHASE ELLIS, KASEY JOHNSTON, TRACIE RICHARD, BRENDA NOLAN, CRISTY CATHEY, RHONDA FERRELL, SUSANNE GRICE

# Hermitage Elementary School School Improvement Plan

2021 – 2022 School Year

**Goal #1: 85% of students will improve understanding and application of literacy skills including reading and writing.**

<b>Plan</b>	<b>Goal/Outcome:</b> All students will improve understanding and application of literacy skills including reading and writing.	
	<b>Evidence-Based Practices:</b> <ol style="list-style-type: none"> <li>1. <a href="#">Implementation of best practices according to the science of reading.</a></li> <li>2. <a href="#">Develop a strong culture of independent reading.</a></li> <li>3. <a href="#">Focus PLC's on student achievement data and the improvement process.</a></li> <li>4. <a href="#">ALA Strand and Rubric for Strand 4: Transforming Teaching and Learning</a></li> <li>5. <i>Leading a High Reliability School</i> by R. Marzano, P. Warrick, C. Rains, and R. DuFour</li> <li>6. <i>The Art and Science of Teaching</i> by R. Marzano</li> <li>7. Classroom Instruction that Works by R. Marzano</li> <li>8. The Five Big Ideas by Lisa Carter</li> <li>9. <i>Focus</i> by M. Schmoker</li> <li>10. <i>Leading with Focus</i> by M. Schmoker</li> <li>11. <a href="#">DESE Arkansas Ready for Learning Resources and Guides</a></li> <li>12. <a href="#">DESE Arkansas Playbook to Address Unfinished Learning</a></li> </ol>	
	<b>Professional Learning:</b> <ol style="list-style-type: none"> <li>1. <a href="#">Science of Reading for Anyone Not Yet Met</a></li> <li>2. Response to Intervention - Interventions and Procedures</li> <li>3. Various Book Studies by Principal and Instructional Facilitators</li> <li>4. Effective Teaching Model PD</li> <li>5. Professional Growth Plans with Individual Goals</li> <li>6. Ready for Learning PD</li> <li>7. MyPerspectives (6th grade literacy curriculum) PD</li> <li>8. Benchmark Workshop (K-5 literacy curriculum) PD</li> <li>9. Curriculum PD (Alignment of standards to assessments and learning opportunities)</li> <li>10. PLC PD</li> <li>11. Classified Staff Behavior Management and Communication</li> </ol>	
<b>Do</b>	<b>Implementation of Literacy Improvements Including Rtl</b>	<b>Timeline</b>
	<a href="#">Science of Reading PD for New Staff (Anyone not met)</a>	June 2021-June 2022
	Building a Schoolwide Independent Reading Culture	September 2020-May 2022
	Purposefully Planned Environments for Reading in Every Literacy Classroom	August 2020-May 2022
	Provide and encourage meaningful family engagement in the education of their child especially in learning to read	August 2021-May 2023

Classroom Libraries Updated Using CLSD Grant	August 2020-May 2022
School library updated with books of interest on all levels using CLSD Grant	September 2020-May 2022
Audio Books provided for classrooms for dyslexic students and ELL students	September 2020-May 2022
Utilize iReady Diagnostic Assessment to identify personal learning goals and provide personalized interventions in Reading	September 2020-May 2022
Rtl Professional Development on Interventions and Procedures for an improved process	August 2021
<b>Implementation of Safe/Collaborative</b>	<b>Timeline</b>
Implement a Behavior and Attendance Team for Elementary	August 2021-May 2022
Update communication plans in each classroom to allow for better communication based on survey of Spring 2021	August 2021-October 2021
Additional training for all staff on the process for Rtl (Behavior, Literacy, Math, Social/Emotional)	August 2021
PD for Classified Personnel on Behavior Management and Communication with Students	August 2021
ALL staff members serve on Action Teams and Take Action on the School Improvement Plan	August 2021-May 2022
Action Teams include a DIVERSE set of parents, students, and/or community members when appropriate	August 2021-May 2022
Develop a Hiring Process to help ensure quality staff members and shared beliefs and vision	August 2021-June 2022
Get parents actively and meaningfully engaged in the education of their child by hosting learning events and providing formal opportunities for service and input	August 2021-June 2023
Provide New Teacher Induction Training and New Teacher Support with New Teacher Meetings	August 2021-May 2022
Provide PD on Cultural Responsiveness and Make School-wide Goals on Cultural Responsiveness	August 2021-June 2023
Create Partnerships for School Improvement with People from All Eight Sectors of the Community	August 2021-June 2023
Survey all staff members and use data to make informed decisions	Spring 2022
<b>Implementation of Effective Instruction</b>	<b>Timeline</b>
Continue Tier 2 and Tier 3 Interventions with Reading Specialists and Trained Interventionists	August 2021
Peer to Peer Observations Quarterly to Improve Instruction (Focus area and debriefs)	August 2018-May 2022
Analyze and Adjust the HES Instructional Model for Effective Teaching	August 2021
Provide PD on the Instructional Model and Set Focus Areas as a School (Observations of Focus Areas)	August 2021-May 2022
Continue to Track aggregate classroom walkthrough data and share with staff	August 2019-May 2022

	Review individual teacher's aggregated classroom walkthrough data with teacher	August 2019-May 2022
	Provide actionable feedback from classroom walkthrough data and TESS evaluations	August 2019-May 2022
	Develop individualized professional growth goals	May 2021-September 2021
	Teachers track progress towards their individualized professional growth goals	August 2019-May 2022
	Evaluation Data Conferences held multiple times per year	August 2021-May 2022
	Principal and Instructional Facilitators study the coaching cycle	August 2021-May 2022
	<b>Implementation of Viable Curriculum</b>	<b>Timeline</b>
	Provide PD on new literacy curriculum (Benchmark Workshop and My Perspectives)	May 2021-August 2021
	Review, analyze, and make adjustments on Essential Standards for HES Literacy	May 2021-August 2021
	Review, analyze, and make adjustments on the Pacing Guides for HES Literacy	May 2021-August 2021
	Review, analyze, and make adjustments on Common Assessments for HES Literacy	May 2021-May 2022
	PLC Professional Development to improve the PLC process (Several times throughout year) and set quarter goals for improvement in the PLC process for each team (individualized by team)	August 2021-May 2023
	Implement new literacy curriculum that is based on the Science of Reading in all of the Big Five (Fluency, Vocabulary, Phonological Awareness, Phonics, and Comprehension)	August 2021-May 2022
	Establish common understandings and practices related to feedback, formative assessments, and grading	August 2020-May 2022
	Develop and Implement School-wide Vocabulary Word and Affix Lists by Grade Level and Subject Area	August 2020-May 2022
	Attend State Offered PD on PLC and Curriculum Development via Zoom	May 2021-May 2022
	Collaborate with ERZ on continued development of curriculum	August 2021 - May 2022
<b>Assess</b>	<b>Evaluation (Summative Assessment):</b> <ol style="list-style-type: none"> <li>1. ACT Aspire Results: <ol style="list-style-type: none"> <li>a. 15% of students scoring In Need of Support in Reading will move to Close, Ready, or Exceeding</li> <li>b. 15% of students scoring Close in Reading will move to Ready or Exceeding</li> </ol> </li> <li>2. iReady Results: <ol style="list-style-type: none"> <li>a. 15% of students scoring Tier 3 in Reading will move to Tier 2 or Tier 1</li> <li>b. 15% of students scoring Tier 2 in Reading will move to Tier 1</li> </ol> </li> <li>3. Observational Data: <ol style="list-style-type: none"> <li>a. Observation data will show progress in identified areas;</li> <li>b. Observational data will be collected for the whole school and for individual teachers;</li> </ol> </li> <li>4. Meeting Minutes:</li> </ol>	

- |  |  |
|--|--|
|  | <p>a. Minutes of meetings will show professional learning on effective teaching, curriculum development, and response to student needs;</p> <ol style="list-style-type: none"><li>5. Collection of Common Assessments in Digital and Hard Copy</li><li>6. Curriculum Documents that Correlate with Written Curriculum and State Standards</li><li>7. Building Leadership Team Score on the Arkansas Leadership Academy's Strand 2 will be an Average of 3.5.</li><li>8. Certified Staff Members Survey on High Reliability Schools Level 2 Indicators 2.1, 2.2, 2.3 will be and Average of 4.</li><li>9. iReady Tier 1 vs. Semester Grades of A or B</li></ol> |
|--|--|

**Goal #2: 85% of students will improve understanding and application of math skills.**

<b>Plan</b>	<b>Goal/Outcome:</b> All students will improve understanding and application of math skills.	
	<b>Evidence-Based Practices:</b> <ol style="list-style-type: none"> <li>1. <a href="#">Implementation of best practices according to the science of reading.</a></li> <li>2. <a href="#">Develop a strong culture of independent reading.</a></li> <li>3. <a href="#">Focus PLC's on student achievement data and the improvement process.</a></li> <li>4. <a href="#">ALA Strand and Rubric for Strand 4: Transforming Teaching and Learning</a></li> <li>5. <i>Leading a High Reliability School</i> by R. Marzano, P. Warrick, C. Rains, and R. DuFour</li> <li>6. <i>The Art and Science of Teaching</i> by R. Marzano</li> <li>7. Classroom Instruction that Works by R. Marzano</li> <li>8. The Five Big Ideas by Lisa Carter</li> <li>9. <i>Focus</i> by M. Schmoker</li> <li>10. <i>Leading with Focus</i> by M. Schmoker</li> <li>11. <a href="#">DESE Arkansas Ready for Learning Resources and Guides</a></li> <li>12. <a href="#">DESE Arkansas Playbook to Address Unfinished Learning</a></li> </ol>	
	<b>Professional Learning:</b> <ol style="list-style-type: none"> <li>1. Response to Intervention - Interventions and Procedures</li> <li>2. CGI PD for K-2</li> <li>3. Illustrative Math PD for 5-6</li> <li>4. Various Book Studies by Principal and Instructional Facilitators</li> <li>5. Effective Teaching Model PD</li> <li>6. Professional Growth Plans with Individual Goals</li> <li>7. Curriculum PD (Alignment of standards to assessments and learning opportunities)</li> <li>8. PLC PD</li> <li>9. Classified Staff Behavior Management and Communication</li> </ol>	
<b>Do</b>	<b>Implementation of Math Improvements Including Rtl</b>	<b>Timeline</b>
	Work closely with cooperative math specialist (curriculum, observations, instruction, PLC's)	August 2020-May 2022
	HES Math Specialist and 5-6 Math Teacher complete Illustrative Math PD	June 2020-May 2022
	CGI Training for all math teachers K-2	July 2021
	Utilize math facts fluency interventions and assessments (Prodigy and Reflex Math) with Rewards System	August 2021-May 2022
	Utilize iReady Diagnostic Assessment to identify personal learning goals and provide personalized interventions in Math	September 2021-May 2022

Rtl Professional Development on Interventions and Procedures	August 2020
<b>Implementation of Safe/Collaborative</b>	<b>Timeline</b>
Implement a Behavior and Attendance Team for Elementary	August 2021-May 2022
Update communication plans in each classroom to allow for better communication based on survey of Spring 2021	August 2021-October 2021
Additional training for all staff on the process for Rtl (Behavior, Literacy, Math, Social/Emotional)	August 2021
PD for Classified Personnel on Behavior Management and Communication with Students	August 2021
ALL staff members serve on Action Teams and Take Action on the School Improvement Plan	August 2021-May 2022
Action Teams include a DIVERSE set of parents, students, and/or community members when appropriate	August 2021-May 2022
Develop a Hiring Process to help ensure quality staff members and shared beliefs and vision	August 2021-June 2022
Get parents actively and meaningfully engaged in the education of their child by hosting learning events and providing formal opportunities for service and input	August 2021-June 2023
Provide New Teacher Induction Training and New Teacher Support with New Teacher Meetings	August 2021-May 2022
Provide PD on Cultural Responsiveness and Make School-wide Goals on Cultural Responsiveness	August 2021-June 2023
Create Partnerships for School Improvement with People from All Eight Sectors of the Community	August 2021-June 2023
Survey all staff members and use data to make informed decisions	Spring 2022
<b>Implementation of Effective Instruction</b>	<b>Timeline</b>
Continue Tier 2 and Tier 3 Interventions with Math Specialist and Trained Interventionists	August 2021
Peer to Peer Observations Quarterly to Improve Instruction (Focus area and debriefs)	August 2018-May 2022
Analyze and Adjust the HES Instructional Model for Effective Teaching	August 2021
Continue to Track aggregate classroom walkthrough data and share with staff	August 2019-May 2022
Review individual teacher's aggregated classroom walkthrough data with teacher	August 2019-May 2022
Provide actionable feedback from classroom walkthrough data and TESS evaluations	August 2019-May 2022
Develop individualized professional growth goals	May 2021-September 2021
Teachers track progress towards their individualized professional growth goals	August 2019-May 2022
Evaluation Data Conferences held multiple times per year	August 2021-May 2022
Principal and Instructional Facilitators study the coaching cycle	August 2021-May 2022

<b>Implementation of Viable Curriculum</b>		<b>Timeline</b>
	Review, analyze, and make adjustments on Essential Standards for HES Math	May 2021-August 2021
	Review, analyze, and make adjustments on the Pacing Guides for HES Math	May 2021-August 2021
	Review, analyze, and make adjustments on Common Assessments for HES Math	May 2021-May 2022
	PLC Professional Development to improve the PLC process (Several times throughout year) and set quarter goals for improvement in the PLC process for each team (individualized by team)	August 2021-May 2022
	Establish common understandings and practices related to feedback, formative assessments, and grading	August 2020-May 2022
	Develop and Implement School-wide Vocabulary Word and Affix Lists by Grade Level and Subject Area	August 2020-May 2022
	Attend State Offered PD on PLC and Curriculum Development via Zoom	May 2021-May 2022
	Collaborate with ERZ on continued development of curriculum	August 2021 - May 2022
<b>Assess</b>	<b>Evaluation (Summative Assessment):</b> <ol style="list-style-type: none"> <li>1. ACT Aspire Results: <ol style="list-style-type: none"> <li>a. 15% of students scoring In Need of Support in math will move to Close, Ready, or Exceeding</li> <li>b. 15% of students scoring Close in math will move to Ready or Exceeding</li> </ol> </li> <li>2. iReady Results: <ol style="list-style-type: none"> <li>a. 15% of students scoring Tier 3 in math will move to Tier 2 or Tier 1</li> <li>b. 15% of students scoring Tier 2 in math will move to Tier 1</li> </ol> </li> <li>3. Observational Data: <ol style="list-style-type: none"> <li>a. Observation data will show progress in identified areas;</li> <li>b. Observational data will be collected for the whole school and for individual teachers;</li> </ol> </li> <li>4. Meeting Minutes: <ol style="list-style-type: none"> <li>a. Minutes of meetings will show professional learning on effective teaching, curriculum development, and response to student needs;</li> </ol> </li> <li>5. Collection of Common Assessments in Digital and Hard Copy</li> <li>6. Curriculum Documents that Correlate with Written Curriculum and State Standards</li> <li>7. Building Leadership Team Score on the Arkansas Leadership Academy's Strand 2 will be an Average of 3.5.</li> <li>8. Certified Staff Members Survey on High Reliability Schools Level 2 Indicators 2.1, 2.2, 2.3 will be and Average of 4.</li> <li>9. iReady Tier 1 vs. Semester Grades of A or B</li> </ol>	