

Hardin Elementary
White Hall School District
2023-2024 School Improvement Plan

Our Mission:

- Our mission: *We will ensure learning for every student and strive for all students to succeed academically, socially, and emotionally.*

Our Vision:

We are committed to enabling all students to become successful lifetime learners.

Priority #1 Literacy

Improvement Plan Focus Area: Focus on Essential standards by grade level and address the standards through instruction and interventions.

Building Level Data:

2021-2022 Renaissance Data

Star Early Literacy: District Benchmark-58.1%/Growth-63.1%

Star Reading-Achievement: District Benchmark- 47.9% ; State Benchmark-32.6% /Growth- 61.8%

School-STAR EARLY LITERACY-Achievement 81%(+3.2%)/Growth- 66%(-7.9%)

School-Star Reading-Achievement-63%(-7%);Growth- 69%(+2.6%)

2022-2023 Renaissance Data

Star Early Literacy: District Benchmark-53.5%/Growth-61.7%

Star Reading-Achievement: District Benchmark- 50.5% ; State Benchmark-35.5% /Growth- 61.0%

School-STAR EARLY LITERACY-Achievement 58%(-26%)/Growth- 80%(+14%)

School-Star Reading-Achievement-69%(+3%);Growth- 80%(+8%)

2022 ACT Aspire Data-

English- Achievement: School Avg. 80%(-2% from 2021); District Avg. 71%; State Avg. 64%

Reading-Achievement: School Avg. 54(+7% from 2021)%; District Avg. 42%; State Avg. 39%

2023 ACT Aspire Data-

English- Achievement: School Avg. 81%(+1% from 2022); District Avg. 68%; State Avg. 64%

Reading-Achievement: School Avg. 51%(-3% from 2022)%; District Avg. 51%; State Avg. 39%

**ACT Aspire Achievement/Growth goals of 3% were not met for 2023
()= % goal from previous year.**

Priority Area: *Based on the identified focus area, what issue needs to be addressed to achieve the goal?*

- Continue SoR Approved Interventions for Tier 2 and 3 for all K-5 students.
- Training in SOR for new hires or staffing.
- Update & Continue Assessment Process for all K-5 students
- Align new K-5 Reading Standards for 2023-2024 to Benchmark Workshop
- Identify Essential Standards and Revise Pacing for Benchmark Workshop Implementation in correlation to new K-5 Standards.
- Vertical Alignment of Essential Standards and identify DOK Levels of instruction and Instructional Vocabulary between grade levels.
- Use Assessment Data to Identify students in need of Interventions for Tier 2 and 3
- Develop and Implement a K-3 Reading Intervention Plan for students not reading on grade level.
- Create & Implement Common Formative Assessments for Essential Standards in Literacy.

Team Member(s) Responsible:

- Building Principal: Jeff Glover
- Classroom Instructors
- Building Level Counselor: Amy Allen
- Assistant Superintendent: Debbie Jones
- Dyslexia Interventionist: Crystal Welden
- Title 1: Lori Copeland
- Speech Pathologist: Sarah Rushing

Desired Outcome: *When fully implemented, what will be different as a result of addressing this priority?*

- STAR Early Literacy Achievement/Growth rate will increase 3% by May 2024.
- STAR Reading Achievement/Growth rate will

increase 3% by May 2024. • ACT ASPIRE Literacy Achievement/Growth will increase by 3% by May 2024..	
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Priority #1 Actions				
Action to Address the Root Cause & Outcomes	Team Member(s) Responsible	Timeline	Resources and/or Funding(include fund source)	Progress Monitoring Data
K-5 teachers that are new hires or position changes will complete Phase 1 of SoR Proficiency Pathway A or C during the 2023-24 school year.	Principal- Jeff Glover Assistant Superintendent- Debbie Jones Classroom Teachers	June 2023-May 2024: Complete days 1-6 of RISE K-5 at ARESL for Awareness (any new hire or position change)	ARESL Literacy Look Fors	Attendance Records via escWorks Implementation of Learned Information Classroom Observation and WalkThroughs
ALL K-5 teachers who have completed Phase 2 of a SoR Proficiency Pathway A or C will be observed by an SoR Assessor.	Principal- Jeff Glover	August 2023-May 2024: Phase 2- All Teachers will be assessed by the SoR assessor for proficiency	ARESL Literacy Look Fors Smart Cards Benchmark Workshop Curriculum	Implementation of Learned Information Classroom Informal Observation and Classroom Walk-Throughs Dibels Next Renaissance Assessments Formative Assessments PAST
Identify Essential	Assistant Superintendent-	August 2023-	ARESL Literacy	SIT Team Meetings

Standards and Revise Pacing for Benchmark Workshop in correlation to new Arkansas K-5 Literacy Standards.	(purchase) Debbie Jones Principal- Jeff Glover Classroom Teachers	Professional Development-Identify Essential Standards and Revise Literacy Pacing Guides. August 2023-May 2024 Grade Level PLC school and district.	Specialists. Benchmark Workshop Materials. Teacher Leaders Principal	PLC Meetings Renaissance Assessments Dibels Assessments PAST Common Formative Assessments
Vertical Alignment of Essential Standards and identify DOK Levels of instruction and Instructional Vocabulary between grade levels.	Principal Guiding Coalition Classroom Teachers Title I Reading-Lorie Copeland	August 2023-May 2024 Weekly/Monthly PLC Team Meetings	PLC Topics for K-2 & 3-5 staff. To discuss the standards and plan approaches to address the needs of each grade level. PLC Team will identify Essential and Supporting standards and create a standards document by grade level. Teams will vertically align by identifying shared standards, instruction methods, and instructional pace of standards.	Classroom Informal Observations & Classroom Walk Through Benchmark Workshop Assessments Renaissance Assessments Formative Assessments Guiding Coalition Meetings PLC Team Meetings SIT Meetings-Monthly
Use Assessment Data to Identify students in need of Interventions for Tier 2 and 3	Classroom Teachers Title I Reading-Lorie Copeland SpEd-Kimberly Cole	August 2023-May 2024	Tier 2 Lesson Plans & Targeted Small Groups. Classroom Intervention Period 4 X 30 min per week. Tier 3 Lesson Plans.	Benchmark Workshop Assessments Dibels Assessments Renaissance Literacy Assessments

	Dyslexia Coordinator- Crystal Welden		Targeted Small Group Instruction. Kilpatrick Equipped for Reading Success/One Minute Drills Benchmark Workshop TakeFlight/Pre Flight	Common Formative Assessments PAST One Minute Drills SIT meeting minutes
Develop and Implement a K-3 Reading Intervention Plan for students not reading on grade level.	Debbi Jones-Asst. Superintendent Jeff Glover-Principal K-3 Classroom Teachers Lori Copeland-Title I Reading/Dyslexia Kime Cole-McMillion-SpED	August 2023-Oct. 2023	Samples of Current Plans. Guidance from DESE	Benchmark Workshop Assessments Dibels Assessments Renaissance Literacy Assessments Common Formative Assessments PAST One Minute Drills SIT meeting minutes
Update and continue Assessment Process for all K-5 students for dyslexia screening, level 1 assessments, and level 2 assessments	Dyslexia Interventionists Crystal Welden Dawn Sullivan Lorie Copeland Classroom Teachers	Dyslexia Screening completed by: K-December 2023 Grades 1 & 2-September 4, 2023 August 2023-May 2024 for Grades 3-5 for students showing reading difficulties.	Decision Making Tree Level 1- PAST; ScholasticCore Phonics;Survey; San Diego Quick Check (Word Recognition) Level 2-CTOPP;GORT-5; TWS; Woodcock Reading Mastery.	Dibels Next LNF NWF PSF FSF ORF AR RAN DSA Renaissance Assessments Formative Assessments PAST SIT Team Meetings

Create & Implement Common Formative Assessments for Essential Standards in Literacy.	Principal-Jeff Glover Classroom Teacher Title I Teachers	PD August 2023 for grades K-5 provided by ARES. August 2023-May 2024 Follow up training by ARES and campus PLC Meetings.	Principals Teacher Leaders	Renaissance Assessments Dibels Assessments SIT Team Meetings Classroom Informal Observations & Classroom Walk Through ATLAS Program

Priority #2 (Math)

Improvement Plan Focus Area: Focus on Essential standards by grade level and address the standards through instruction and interventions.

Building Level Data:

2021-2022 Renaissance Data

Star Math-Achievement: District Benchmark- 65.9% ; State Benchmark-48.2% /Growth- 64.3%

School-Star Math-Achievement: 74% (+4%)Growth-72%(-2%)

2022-2023 Renaissance Data

Star Math-Achievement: District Benchmark- 61.1% ; State Benchmark-44.2% /Growth- 66.7%

School-Star Math-Achievement: 74% (-3%)Growth-73%(-2%)

2022 ACT Aspire Data-

Math- Achievement: School Avg. 58%(+10% from 2021); District Avg. 41%; State Avg.39%

ACT Aspire Achievement/Growth goals for 3% were met for 2022

2023 ACT Aspire Data-

Math- Achievement: School Avg. 56%(-2% from 2022); District Avg. 56%; State Avg.40%

ACT Aspire Achievement/Growth goals of 3% were not met for 2023

<p>Priority Area: <i>Based on the identified focus area, what issue needs to be addressed to achieve the goal?</i></p> <ul style="list-style-type: none"> Review standards and pacing through highly qualified Math Curriculum-Envision. Identify Essential Standards and Revise Pacing for Envision Math Implementation in correlation to new K-5 Standards. Use Assessment Data to Identify students in need of Interventions for Tier 2 and 3 Ensure vertical alignment regarding identified essential standards. Create Common Formative Assessments for Essential Standards in Math. 	<p>Team Member(s) Responsible:</p> <ul style="list-style-type: none"> Building Principal: Jeff Glover Classroom Instructors Building Level Counselors: Amy Allen Assistant Superintendent: Debbie Jones Dyslexia Interventionist: Crystal Welden Title 1: Sharlya Thompson Speech Pathologist: Sarah Rushing
<p>Desired Outcome: <i>When fully implemented, what will be different as a result of addressing this priority?</i></p> <ul style="list-style-type: none"> STAR Math Achievement/Growth rate will increase 3% by May 2023. ACT ASPIRE Math Achievement/Growth will increase by 3% by May 2023. ACT Aspire 	

Priority #2 Actions				
Action to Address the Root Cause & Outcomes	Team Member(s) Responsible	Timeline	Resources and/or Funding(include fund source)	Progress Monitoring Data
<ul style="list-style-type: none"> Review standards and pacing 	Principal- Jeff Glover	August 2023-May 2024:	Curriculum providers will	Implementation of Learned Information

through highly qualified Math Curriculum-Envision.	Classroom Teachers Title I Teacher SpEd Teacher	Content level learning team meetings to collaborate on pacing and standards for the curriculum. Work on common formative assessments school and district wide during these meeting times.	address the areas of instruction, standards, pacing, assessment. & intervention. ARESC Math Specialists Elementary Principals Content Level Teachers	Classroom Observation and Walk-Throughs Renaissance Assessments Freckle Math Highly Qualified Math Assessments/Interventions Teacher Created Formative Assessments
<ul style="list-style-type: none"> Identify Essential Standards and Revise Pacing for Envision Math Implementation in correlation to new K-5 Standards. 	Principal-Jeff Glover Classroom Teachers Title I Math- Sharlya Thompson	<p>August 2023- PD for K-5 Math Data Disaggregation by school grade level teams.</p> <p>Aug. 2023-Learning Team Meetings for creating common formative assessments.</p>	<p>Principal</p> <p>Teacher Leaders</p> <p>PLC Topics for K-2 & 3-5 staff. To discuss the standards and plan approaches to address the needs of each grade level.</p>	<p>Star Math</p> <p>Freckle Math</p> <p>Highly Qualified Math Curriculum Assessments</p> <p>CommonFormative Assessments</p>
<ul style="list-style-type: none"> Use Assessment Data to Identify students in need of Interventions for Tier 2 and 3 	Principal-Jeff Glover Classroom Teachers Title I Math-Sharlya Thompson	August 2023-May 2024	<p>Tier 2 Lesson Plans & Targeted Small Groups. Classroom Intervention Period 4 X 30 min per week.</p> <p>Tier 3 Lesson Plans. Targeted Small Group Instruction.</p>	<p>Classroom Observations & Walk Through</p> <p>Highly Qualified Math Curriculum/Assessments</p> <p>Star Math</p> <p>Common Formative Assessments</p>

			<p>Highly Qualified Math Materials</p> <p>Renaissance Freckle Math</p>	SIT meeting minutes
Vertical Alignment of Essential Standards and identify DOK Levels of instruction and Instructional Vocabulary between grade levels.	<p>Principal</p> <p>Guiding Coalition</p> <p>Classroom Teachers</p> <p>Title I Math-Sharyla Thompson</p>	<p>August 2023-May 2024</p> <p>Weekly/Monthly PLC Team Meetings</p>	<p>PLC Topics for K-2 & 3-5 staff. To discuss the standards and plan approaches to address the needs of each grade level.</p> <p>PLC Team will identify Essential and Supporting standards and create a standards document by grade level.</p> <p>Teams will vertically align by identifying shared standards, instruction methods, and instructional pace of standards.</p>	<p>Classroom Informal Observations & Classroom Walk Through</p> <p>Envision Assessments</p> <p>Renaissance Assessments</p> <p>Formative Assessments</p> <p>Guiding Coalition Meetings</p> <p>PLC Team Meetings</p> <p>SIT Meetings-Monthly</p>
Create & Implement Common Formative Assessments for Essential Standards in Mathematics.	<p>Principal-Jeff Glover</p> <p>Classroom Teacher</p> <p>Title I Teachers</p>	<p>PD August 2023 for grades K-5 provided ARESC.</p> <p>August 2023-May 2024-Follow up training during campus & district PLC Meetings.</p>	<p>Principals</p> <p>Teacher Leaders</p>	<p>Renaissance Assessments</p> <p>Common Formative Assessments</p> <p>PLC/Learning Team Meetings</p> <p>SIT Team Meetings</p> <p>Classroom Informal</p>

				Observations & Classroom Walk Through
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Priority #3 (School Culture & Climate/Social & Emotional)	
Improvement Plan Focus Area: School Culture & Climate/Social & Emotional	
Building Level Data: 2022-2023 Attendance Data; Discipline Data; Counselor Referrals 2022-2023 Attendance for Hardin Elementary was 90.73% this is 0.6% decrease from 2021-2022 this is a .71% decrease from 2020-2021 & 8.61% from 2019-2020. 2022-2023 Students w/o Discipline Report shows 62% of students w/o discipline. 2021-2022 is a 6% increase & 4% increase from 2020-2021 & 12% decrease from 2019-2020.	
Priority Area: <i>Based on the identified focus area, what issue needs to be addressed to achieve the goal?</i> <ul style="list-style-type: none"> • Address student SEL Needs through Capturing Kids Hearts Program. • Parent awareness and skills to assist students in areas of emotional awareness. • Increase student engagement by addressing absenteeism. • Increase student engagement by decreasing lost instructional time due to disciplinary actions. • Address discipline for students with an IEP. 	Team Member(s) Responsible: <ul style="list-style-type: none"> • Counselors • Principals • Guiding Coalition • Classroom Teachers/Staff • Parents/Stakeholders
Desired Outcome: <i>When fully implemented, what will be different as a result of addressing this priority?</i> <ul style="list-style-type: none"> • Staff will be aware of a 5 step process that will help develop Growth, Understanding, Interacting, Decision 	

<p>Making, and Empathy.</p> <ul style="list-style-type: none"> • Staff will implement and pace the Capturing Kids Hearts program. • Partnership with parents to assist school staff in addressing emotional awareness. • Increase student attendance by 3% for the 2023-2024 school year. • Increase students w/o discipline by 3% for the 2023-2024 school year. • Decrease SPED student discipline for the 2023-2024 school year. 	
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Priority #3 Actions				
Action to Address the Root Cause & Outcomes	Team Member(s) Responsible	Timeline	Resources and/or Funding(include fund source)	Progress Monitoring Data
Capturing Kids Hearts	Principals Building Level Counselor All Teachers and Paraprofessionals	August 2023 PD for whole staff on implementation of CKH. 2023-2024 School Year *Follow up training by CKH staff *Guiding Coalition/Learning Team Meetings. *Parent Meetings throughout the school year.	CKH Program Materials and Presenters Information.	Monitor the number of counselor referrals. Track monthly office referrals. Lesson Plans
Counselors will implement the Too Good For Violence Program.	Building Level Counselor.	2022-2023 School Year	Too Good For Violence Program	Monitor the number of counselor referrals.

				Track monthly office referrals. Lesson Plans Counseling Schedules
Partnership with Parents	<ul style="list-style-type: none"> • Building Level Counselors • Building Level Principals • Guiding Coalition • Classroom Teachers/Staff • Parents & Stakeholders 	August 2023-Beginning of Year Parent Meeting, 2023-2024-PTO Meetings 2023-2024-Title I Parent Meeting; Math/Literacy Night 2023-2024-Newsletters and Parent Communications.	-Parent Institute Social Emotional Booklet. -Parent Institute Quarterly Newsletters. -Parent Meetings -Guiding Coalition Topic	Monitor the number of counselor referrals. Track monthly office referrals.
Communicate to parents the importance of school attendance and how it is connected to student achievement.	Principal-Jeff Glover Counselor-Amy Allen Classroom Teachers Secretary-Nicole Ross Nurse-Lisa Nutter	August 2023-May 2024	Open House Parent Meeting. Parental Involvement Newsletters focusing on attendance. DESE letter to parents focusing on attendance. Parenting booklets given to all parents stating the correlation between attendance and achievement.	Monitor ADA/ADM report at 4 ½ & 9 week intervals.

Address chronic absenteeism with the parents of students individually.	Principal-Jeff Glover Counselor-Amy Allen Classroom Teachers Secretary-Nicole Ross Nurse-Lisa Nutter	August 2023-May 2024	Phone calls to parents of students that are absent. Address Excessive Tardies with parents. Send letters regarding absenteeism at the 4 & 8 day threshold.	Monitor ADA/ADM report at 4 ½ & 9 week intervals.
Address attendance issues by creating a reward system for positive attendance.	Principal-Jeff Glover Counselor-Amy Allen Parent Coordinator-Stephanie Koonce	August 2022-May 2023	Perfect Attendance for each month. Perfect Attendance for each 9 weeks/Semester. Incentive drawings for students each month. Incentive time for students each month. Perfect Attendance by class each week.	Monitor ADA/ADM report at 4 ½ & 9 week intervals.
Address behaviors that are causing multiple student disciplines.	Principal-Jeff Glover Counselor-Amy Allen Classroom Teachers Guiding Coalition Learning Teams	August 2023-May 2024	Monitor discipline frequency by grade level. CKH Program Actions Create relationships with students/parents that have multiple disciplines. Awareness and training regarding executive functions. Reference text Executive Skills in Children and Adolescents by Peg Dawson/Richard Guare	Classroom Observations & Walkthroughs TESS Observations Monitor discipline frequency reports at 4 ½ & 9 week intervals.

			Ruby Payne Training	
Implement practices in the classroom that will discourage misbehavior and equip staff to handle discipline in the classroom.	Principal-Jeff Glover Counselor-Amy Allen Classroom Teachers Guiding Coalition Learning Teams	August 2023-May 2024	<p>Create & implement a consistent discipline action plan for K-2 & 3-5.</p> <p>CKH Program Actions</p> <p>Awareness and training regarding executive functions. Reference text Executive Skills in Children and Adolescents by Peg Dawson/Richard Guare</p> <p>Ruby Payne Training</p>	<p>Classroom Observations & Walkthroughs</p> <p>TESS Observations</p> <p>Monitor discipline frequency reports at 4 ½ & 9 week intervals.</p> <p>Class Dojo Rewards Program</p> <p>CKH Program</p>
Address discipline needs for students with an IEP.	Principal-Jeff Glover Counselor-Amy Allen Classroom Teachers Guiding Coalition Learning Teams	August 2023-May 2024	<p>Create & implement a consistent discipline action plan for K-2 & 3-5.</p> <p>CKH Program Actions</p> <p>Awareness and training regarding executive functions.</p> <p>Reference text Executive Skills in Children and Adolescents by Peg Dawson/Richard Guare</p> <p>Ruby Payne Training</p>	<p>Classroom Observations & Walkthroughs</p> <p>TESS Observations</p> <p>Monitor discipline frequency reports at 4 ½ & 9 week intervals.</p> <p>Class Dojo Rewards Program</p> <p>CKH Program</p>

