

Gravette School District  
Gravette, Arkansas



*Glenn A. Duffy Elementary's  
School Improvement Plan*

<b>Safe &amp; Collaborative Environment</b>	<b>Curriculum &amp; Instruction</b>	<b>Academic Support</b>	<b>Community &amp; School Engagement</b>
<b>Focus Area</b>  Emergency Management Response Plan	<b>Focus Area</b>  Implementation of the New Art and Science of Teaching	<b>Focus Area</b>  Strategic Scheduling for Additional Needed Support	<b>Focus Area</b>  Increase Student Engagement & Parent/Community Involvement

**Goal 1: Glenn A. Duffy Elementary will maintain a safe and secure school campus for all students and staff.**

Strategy	Action Steps	Timeline
<p>1. 100% of all GDE staff members will complete training on the Emergency Management Response Plan for GDE.</p>	<p>a. Teachers and staff will complete the “Staff Skills Inventory for Emergency Operations Planning”</p>	<p>August 2022</p>
	<p>b. Teachers and staff will complete a classroom and building “Hazard Hunt” to identify potential risks within or outside of our building.</p>	<p>August 2022</p>
	<p>c. Assignments will be determined for Incident Command Situations</p>	<p>August 2022</p>
	<p>d. Students/Staff Needs Teacher Survey will be completed and placed in the Emergency Response Plan for GDE.</p>	<p>Late August 2022</p>
	<p>e. The Safety Action Team will complete the Assembly Area protocol. This will be shared with the staff inside their copy of the Emergency Management Response Plan.</p>	<p>August 2022</p>
	<p>f. Teachers and staff members will read and review the Emergency Management Response Plan for GDE. Feedback and suggestions will be welcomed. Do we have:</p> <ul style="list-style-type: none"> <li>● Clearly defined staff roles/responsibilities</li> <li>● Procedures for emergency evacuation, administering first aid, etc</li> <li>● Set potential staging areas</li> <li>● Student accounting and release procedures</li> <li>● Assembly areas</li> <li>● Guidelines for communication with the media</li> <li>● Establishing primary and back-up methods for communication (within school, with central office, and with parents and community)</li> </ul>	<p>August/September 2022</p>
	<p>g. GDE Safety Action Team members will finalize the Emergency Management Response Plan and submit it to the GSD Superintendent for review and feedback.</p>	<p>August/September 2022</p>
	<p>h. Teachers and staff members will receive a final draft on the Emergency Management Response Plan for GDE. This will be reviewed at the September 2022 staff meeting.</p>	

	I. Monthly drills will be conducted in order to assure all teachers and staff are aware and reminded of the Emergency Management Response Plan.	August/September 2022
2. All inside and outside doors will remain locked.	a. Maintain a single-entry access to GDE. (bus rider and car rider doors will be directly supervised as students enter and leave each day). All visitors must report to the office for access.	Ongoing
	b. Classroom doors will remain locked whether occupied or unoccupied. Daily and/or monthly checks will be conducted.	Ongoing
	c. Outside doors will remain locked at all times, no doors may be propped at any time.	Ongoing
3. PBIS strategies will be used to create a positive and safe environment for students and staff.	a. PBIS Rewards program will be implemented with fidelity. Monthly monitoring of usage will be conducted.	Ongoing
	b. Discipline referrals will be completed through the PBIS Rewards program.	Ongoing
	c. Students will be recognized for safe and respectful behavior.	Ongoing
	d. Behavioral interventions will be implemented for students who continue to struggle with safe and respectful behaviors.	Ongoing

**Goal 2: 100% of Glenn A Duffy Elementary's students will demonstrate substantial growth in both reading and math as measured by the STAR Benchmark Assessment.**

Strategy	Action Steps	Timeline
1. 100% of GDE certified teachers will be trained in the New Art & Science of Teaching.	a. Beginning in the fall of 2023, teachers will receive training from a Marzano Associate on the New Art & Science of Teaching. This will help to increase our teachers' knowledge and expertise in strategies and methods to support student learning.	August 9, 2022 August 10, 2022 Ongoing
2. GDE certified teachers will utilize Marzano's strategies throughout their daily lessons.	a. The building administrator will conduct monthly walkthroughs to observe and identify the strategies being implemented.	Ongoing

	b. Walkthrough feedback will be shared with individual teachers, grade level teams and building teams to assure that a variety of implementation strategies are being used.	Ongoing
3. Reading and Math data will be analyzed to monitor student achievement.	a. Beginning-of-the-year, middle-of-the-year, end-of-the-year, and interim data will be analyzed to look for patterns of effective instruction.	Ongoing
	b. Teachers demonstrating high student growth results will be observed by their colleagues to support additional training of effective teaching strategies.	Ongoing

**Goal 3: Glenn A. Duffy Elementary's master schedule will guarantee that 100% of students in need of additional academic support will receive that support.**

<b>Strategy</b>	<b>Action Steps</b>	<b>Timeline</b>
1. Strategic master scheduling to assure all Tiers of instruction are able to happen for every student in need of those Tiers.	a. Tier I grade-level instruction will be protected with a minimum 85-minute block for literacy/social studies and math/science.	Ongoing
	b. Tier II grade-level content support will be protected with a minimum 30-minute block 4 days a week (WIN time) at each grade level. This time will also be supported with additional staff to extend the learning of those not needing the additional content-specific reinforcement.	Ongoing
	c. Tier III foundational support will be protected at each grade level Monday-Friday in both the mornings and afternoons. This additional assistance will be provided by instructional specialists in reading and dyslexia along with title I paraprofessionals and math interventionists.	Ongoing
3. Baseline data will be analyzed by individual teachers, content teams, grade-level teams, and	a. Teachers will assess all GDE students using STAR literacy and math, universal screeners, PAST, CBM's, Lexia Core 5, and other assessments as needed.	August 2022

building-level teams.	b. All instructional personnel will identify students in need of immediate fall interventions based upon the baseline data. These will be considered Tier III foundational interventions for the fall and will begin immediately.	August 2022
3. Interim data will be analyzed by individual teachers, content teams, grade-level teams, and building-level teams.	a. Classroom teachers will assess their students using common formative and common summative assessments.	Ongoing
	b. All grade level personnel will identify students in need of immediate grade level interventions. These will be considered Tier II interventions, support will be shared and provided by content level teachers.	Ongoing
4. Assessment data will be analyzed at least weekly in dedicated PLC collaboration times.	a. Teachers will monitor and adjust instruction and interventions as needed and demonstrated by assessment data.	Ongoing

**Goal 4: Glenn A. Duffy Elementary will maintain a student attendance rate of not less than 95%.**

<b>Strategy</b>	<b>Action Steps</b>	<b>Timeline</b>
1. Create a positive, engaging school climate	a. Maintain daily routines where students know what to expect. (morning announcements, shout-outs, newsletters, etc)	Ongoing
	b. Use social media and messaging to highlight great student achievements	Ongoing
	c. Check-ins for students - every student is connected to a person	Ongoing
	d. PBIS Rewards program will help identify and reward students who are safe and respectful	Ongoing
	E. Staff will incorporate Leader in Me strategies that they learned about over the summer.	Ongoing
2. Involve parents in promoting good attendance.	a. Share methods and strategies with families to teach them how to support good attendance through social media and remind messages.	Ongoing
	b. Communicate concerns with parents as missing days accumulate.	Ongoing

	c. Provide the necessary physical and/or emotional support for families regarding transportation, care, or other factors causing poor attendance.	Ongoing
	d. Encourage parents to become a part of the school community through volunteering, eating lunch with students, helping teachers, etc.	Ongoing
3. Involve the community in promoting good attendance	a. Share the GSD school calendar with all community stakeholders.	Ongoing
	b. Encourage community stakeholders to “talk school” - ask questions, celebrate, etc.	Ongoing
	c. Request community donations to support attendance incentive programs.	Ongoing
	E. Host Muffins with Moms and Doughnuts for Dads	Ongoing