FAIRFIELD PUBLIC SCHOOLS SCHOOL IMPROVEMENT PLAN

2013-2015

School	Mill Hill Elementary School
Principal/Headmaster	Kevin Chase
Date	March 11, 2014
Team Members	Kevin Chase, Teresa Samuelson, Jane Logie, Mary Ellen McKee, Nancy Meehan, Christina Capuano, Melissa
	Griffeth, Bobbi Stak, Suzanne Grigg, Ann Oliver, Jeanne Gaughan, Joan Hellthaler, Leslie Ford, Laura Fulton

Analysis of Student Data 2013 CMT:

Grade 3/Current Grade 4:

- Reading second highest percentage at/above goal in past eight years (81.3%)
- Writing reduction to slightly above average of past eight years (77.9%)
- Math highest percentage at/above goal in past eight years (88.2%), however with the lowest average scale score indicating that many of those students just made goal

Grade 4/Current Grade 5:

- Reading second lowest percentage at/above goal in past eight years (75.3%) and below 2013 district average (78.8%)
- Writing reduction to .1% higher than 2013 district average (79.2%)
- Math second lowest percentage at/above goal in past eight years (77.9%) and below 2013 district average (86.8%)

Grade 5:

- Reading slight reduction from previous year, but third highest percentage at/above goal in past eight years (86.7%) and second highest average scale score (268.6)
- Writing slight reduction from last year, but approximately the average for the past eight years (88%)
- Math second highest percentage at/above goal in past eight years (92%) with highest percentage reaching advanced level in district (72%) and the second highest average scale score (310.7) in the past eight years indicating many students solidly in goal range and explaining the increase at advanced level
- Science highest percentage at/above goal in past six years (85.3%)

2013 EOY Reading Percentage at/above benchmark goal as measured by DRA2 (K-2) or the Benchmark Assessment System (3-5):

- Grade K 86%; Grade 1 86%; Grade 2 85%; Grade 3 87%; Grade 4 81%; Grade 5 82%
- Grades K & 4 were the only grade levels to experience a reduction in percentage from the previous year

2013 EOY Math:

- Grades K-2 AIMS Web: all areas were above benchmark goals, with only one area experiencing a reduction (K Oral Counting)
- Grades 3-5 Blue Ribbon:

Celebrations

- Our district benchmarks demonstrate a strong program. Students perform well on all district benchmark assessments. Our CMT scores are consistent and above district averages in most cases.
- School wide data on our school climate survey indicated all areas in the acceptable (goal) range, thus demonstrating that we support the emotional wellbeing of students and adults.
- Third grade CMT results
- Fifth grade CMT results, specifically in Math Advanced levels

Challenges

- Fourth grade reductions on CMT results
- Reducing the loss of students at Advanced levels

Hypotheses

- Change in assessments from DRA2 to Benchmark
- Transition from verbal retell and recall to written responses in Grade 3
- Third grade goals and areas of focus
- Disproportionate concentration on struggling learners drew attention away from those at or near goal or advanced

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	DRA2/F & P Benchmark End of Year Percent at or above Goal										
	GOAL	2008- 2009	2009- 2010	2010- 2011	2011- 2012	MILL HILL 2012 Target	2012- 2013	MILL HILL 2013 Target	September 2013	January 2014	June 2014
Kindergarten	4	74%	67%	76%	91%	85%	86%	85%	N/A	74%	87%
1st Grade	18	74%	83%	79%	78%	90%	86%	90%	73%	54%	84%
2nd Grade	28	79%	80%	72%	84%	95%	85%	95%	84%	86%	91%
3rd Grade	38	67%	81%	77%	84%	90%	87%	95%	79%	86%	82%
4th Grade	40	91%	87%	90%	B 84%	95%	81%	95%	58%	74%	83%
5th Grade	50		94%	93%	B 56%	95%	82%	95%	84%	82%	85%

Mill Hill						
AIMSweb	AIMSweb					
KindergartenPer	cent at or abo	ove GOAL				
	October	January	June			
	2013	2014	2014			
Missing Number	54%	71%	84%			
Number						
Identification	55%	71%	81%			
Oral Counting	43%	60%	68%			
Quantity						
Discrimination	63%	75%	86%			

Mill Hill					
AIMSweb					
1 st Grade—Percent at or above GOAL					
	September	January	June		
	2013	2014	2014		
M Comp	65%	62%	62%		

Mill Hill						
AIMSweb						
2 nd Grade—Perc	ent at or abov	ve GOAL				
	September	January	June			
	2013	2014	2014			
Mathematics						
Concepts and						
Applications	49%	42%	65%			
M Comp	53%	52%	65%			

Mill Hill Blue Ribbon –Percent at or above <u>OVERALL Average Goal</u>						
	September January June 2013 2014 2014					
3rd Grade	61%	65%	66%			
4th Grade	67%	70%	55%			
5th Grade	68%	84%	77%			

Problem of Practice

Based on student achievement data in K-5 core areas, the academic environment must be designed to determine and regularly adjust for a high level of rigor for whole group, small group, and individual students by focusing on high level questioning and understanding text/task.

School-wide Focused Strategies

If we plan, deliver, and adjust for rigorous instruction through the use of high level questioning, then the percentage of students scoring at goal or above on district assessments will increase to meet or exceed the student school achievement targets for June 2014, as listed on the School Improvement Plan.

If we engage in regular communication with our students' families to inform them of all aspects of school occurrences and provide professional development and expectations for operational systems at less structured times of the day such as recess and lunch, then the percentage of students scoring at goal or above on district assessments will increase to meet or exceed the student school achievement targets for June 2014 and the level of student behavioral misconduct will decrease as indicated on our school climate survey results.

Theory of Action

If we strategically and systematically design a school improvement plan that defines adult actions and measurements of successful implementation, then support will be given to students and staff toward our goals and student achievement will improve.

If we effectively monitor the progress of data within school and instructional data teams, then we should identify successful instructional strategies in improving student achievement.

If we define and create a level of support structures within staff to assist teachers in pedagogy and students in learning, then student achievement will increase in targeted areas.

If we create a school culture centered on collegiality to benefit students and student achievement, then staff will be better equipped to meet the differentiated needs of our students utilizing best practices and student achievement will improve.

If we engage in a reflective academic environment of planning, delivering, and adjusting for a high level of rigor with effective questioning prompted by Bloom's levels 4 (Analyze), 5 (Evaluate), 6 (Create), then student achievement levels will increase to higher levels.

If we reorganize our thinking and practice to focus on the growth of high achieving and gifted students, then we will see categorical growth within our higher performance levels and no regression of achievement.

If we create a school culture that invites family involvement, honors and celebrates community to nurture the whole child, then staff will be better equipped to meet the differentiated needs of our students to allow them to be better prepared to eventually contribute to our community.

If we constantly challenge ourselves to create opportunities for students to learn through tasks and in an environment that demands they think at higher levels, encourages divergence of thought and the incorporation of a digital learning environment, then we will empower them to become innovative contributors to our global society.

PRINCIPAL STRATEGIES

FOCUSED STRATEGY (addresses the problem of practice and are limited in number and high leverage):

ADULT ACTIONS	ACCOUNTABLILITY MEASURES TO	EVIDENCE OF SUCCESSFUL	SPECIFIC SUPPORT
(Include persons responsible and the timeline.	ENSURE IMPLEMENTATION (Include specific actions taken to monitor the adult actions for implementation)	IMPLEMENTATION (identify student achievement measures and timeline)	NEEDED
Monitor instructional practices by engaging in regular classroom observations within the framework of the new teacher evaluation model (formal & informal) and provide productive, timely feedback using the Marzano framework	Completion of Protraxx observation forms Meetings with teachers Teacher Goal forms, Goal meetings, Mid- Year and End-Year Meetings, completion of evaluative scoring	% kindergarten students will meet end of year benchmark as measured by the DRA2. % first grade students will meet end of year benchmark as measured by the DRA2.	PD on identification of effective teaching practices and how to provide quality feedback
Effectively implement FPS supervision and evaluation model Provide PD on high level questioning strategies and achieving a high level of rigor in classrooms		 % second grade students will meet end of year benchmark as measured by the DRA2. % third grade students will meet end of year benchmark as measured by the F&P Benchmark Assessment % fourth grade students will meet end of year benchmark as measured by the F&P Benchmark Assessment % fifth grade students will meet end of year benchmark as measured by the F&P Benchmark Assessment % fifth grade students will meet end of year benchmark as measured by the F&P Benchmark Assessment A gain will be demonstrated by kindergarten 	

Coordinate/host instructional rounds (2 internal, 1 external)	Subsequent discussion should highlight level of successful implementation of the focused strategy	students in oral counting, quantity discrimination and missing number as measured by AIMSweb. A gain will be demonstrated by first grade students on all mathematics subtests on AIMSweb. A gain will be demonstrated by second grade students on all mathematics subtests on AIMSweb. A gain will be demonstrated by third, fourth and fifth grade students on the Integrated Understandings strand as measured by Blue Ribbon. % of students will meet goal in writing as measured by the CMT. SAME AS ABOVE	Central coordination of external rounds
Provide targeted professional development related to feedback, Team recommendations, Instructional Rounds, data analysis, school and district goals	Classroom pedagogy reflect PD based instructional practices that research links to improvement in achievement	SAME AS ABOVE	PD on using observational data to recognize trends and determine best course of action to address needs

SCHOOL-WIDE STRATEGIES

FOCUSED STRATEGY (addresses the problem of practice and are limited in number and high leverage):

ADULT ACTIONS	ACCOUNTABLILITY MEASURES TO ENSURE	EVIDENCE OF SUCCESSFUL IMPLEMENTATION	SPECIFIC SUPPORT
(Include persons responsible and	IMPLEMENTATION	(identify student achievement measures and	NEEDED
the timeline.	(Include specific actions taken to monitor	timeline)	
	the adult actions for implementation)		
Develop a calendar of clearly	Creation of a calendar, stored on the "G	SAME AS ABOVE	Collaborative
defined and predetermined	Drive" that reflects PD based on school		conversations
Tuesday PDs related to targeted	wide and/or grade level data analysis		amongst Data Team
professional development			members to
			determine PD needs
(SIP/School Data Team)			
Further develop functional capacity	Meet at benchmark assessment intervals to	SAME AS ABOVE	Have members of
of School Data Team	analyze data and engage in pedagogical		team visit/view
(SIP/School Data Team)	discussions that will result in an increase of		exemplar model
	operational knowledge to engage students		
	in more meaningful, purposeful tasks, focus		
	professional development, and guide		
	practices to accelerate overall student		
	achievement		
	Make use of proper forms such as agenda,		
	minutes, and goal setting		
	Make use of proper forms such as agenda,		

Continue to develop	Provide grade levels an opportunity to	SAME AS ABOVE	Have members of
Instructional/Grade Level Data	review achievement data and engage in		team visit/view
Teams	discussions to exploit successes and address		exemplar model
(Principal, IIT, LAS, MST, Grade	concerns once a week for one hour		
Level Teachers)			
	Create a meeting minutes/agenda template		
	for use by all		
	Create a folder on the G Drive to house all		
	minutes/agendas		
Curriculum specialists will model	Schedules of LAS, MST reflect regular visits	SAME AS ABOVE	Regular meeting
use of data analysis in planning and	and current work with grade levels		time with District
prioritizing student needs for			MST, LAC and MH
individual and small group			MST, LAS to monitor
instruction			best practices as
(MST, LAS)			they relate to school
			district plans and
			assist in PD planning
Teachers will model strategies that	Individual student conferences	SAME AS ABOVE	PD on questioning
help students navigate through			and conferring
challenging text or a challenging	Small group conferences		
tasks			Resources on
			metacognition

Teachers review data to inform instruction individually or in small groups	Lesson plans based on reflective practices Individual/group differentiated student growth goals	SAME AS ABOVE	Professional development on reflective practice Professional development of assessing student growth with reflective practices
Teachers will evaluate the level of rigor of their lessons/units and adjust plans according to the refection on student learning	Agendas, conversations, and adult actions support a rigorous learning environment	SAME AS ABOVE	Teachers will evaluate the level of rigor of their lessons/units and adjust plans according to the refection on student learning Professional development on creating scales and rubrics
Teachers participate in rounds to gather data on our problem of practice		SAME AS ABOVE	

Teachers will use technology and multiple resources effectively to enhance rigor	Diverse representations/products of student understanding	SAME AS ABOVE	

SCHOOL-WIDE STRATEGIES

FOCUSED STRATEGY (addresses the problem of practice and are limited in number and high leverage):

If we engage in regular communication with our students' families to inform them of all aspects of school occurrences and provide professional development and expectations for operational systems at less structured times of the day such as recess and lunch, then the percentage of students scoring at goal or above on district assessments will increase to meet or exceed the student school achievement targets for June 2014 and the level of student behavioral misconduct will decrease as indicated on our school climate survey results.

ADULT ACTIONS	ACCOUNTABLILITY MEASURES TO ENSURE	EVIDENCE OF SUCCESSFUL IMPLEMENTATION	SPECIFIC SUPPORT
(Include persons responsible and	IMPLEMENTATION	(identify student achievement measures and	NEEDED
the timeline.	(Include specific actions taken to monitor	timeline)	
	the adult actions for implementation)		
Designation of School Climate Team	Regular meetings to review incident data;	Decrease in reported incidents and bullying	Collaborative
to monitor and respond to any	completion of necessary school climate	behaviors	conversations
incidents and proactively or	forms		amongst Climate
reactively address any bullying			Team members to
behaviors			determine action
(School Climate Team)			steps
Designate certain Building PD days	School/classroom environment reflects	SAME AS ABOVE	
for Responsive Classroom/PBIS	effective practices of Responsive Classroom		
training			
(SIP/Data Team)			
Staff will engage in behaviors	School/classroom environment reflects a	SAME AS ABOVE	Have members of
ndicative of a model character with	safe, positive atmosphere		team visit/view
one another, students, and parents			exemplar model
All Staff)			

Staff will intervene and report any incidents regarding negative and/or bullying behaviors (All Staff)	School/classroom environment reflects a safe, positive atmosphere	SAME AS ABOVE	
Teachers will implement the strategies suggested in the health curriculum and RC; Teachers will provide opportunities for students to address troublesome situations during morning/afternoon meeting	School/classroom environment reflects effective practices of Responsive Classroom in a safe, positive atmosphere	SAME AS ABOVE	

FOCUSED STRATEGY (addresses the problem of practice and are limited in number and high leverage):

KINDERGARTEN

ADULT ACTIONS	ACCOUNTABLILITY MEASURES TO	EVIDENCE OF SUCCESSFUL	SPECIFIC SUPPORT
(Include persons responsible and	ENSURE IMPLEMENTATION	IMPLEMENTATION	NEEDED
the timeline.	(Include specific actions taken to	(identify student achievement measures	
	monitor the adult actions for	and timeline)	
	implementation)		
All students will reach goal on both	Establish routines	100% of students will meet or exceed district-	
letter ID and sound/symbol		determined benchmark for letter ID and	
assessments.	Discuss and model appropriate behavior	sound/symbol.	
The majority of kindergarten	Create opportunities for children to work	87% of students will meet or exceed	
students will meet or exceed	with various partners	benchmark reading standards in the FPS	
benchmark reading standards in the		elementary assessment book	
FPS elementary assessment book.	Differentiate instruction/grouping		
	Implementation of the phonemic awareness		
	activities, word work and reading and		
	writing workshop models in our classroom,		
	in addition to small guided reading groups		

FOCUSED STRATEGY (addresses the problem of practice and are limited in number and high leverage):

1st GRADE

ADULT ACTIONS	ACCOUNTABLILITY MEASURES TO	EVIDENCE OF SUCCESSFUL	SPECIFIC SUPPORT
(Include persons responsible and	ENSURE IMPLEMENTATION	IMPLEMENTATION	NEEDED
the timeline.	(Include specific actions taken to	(identify student achievement measures	
	monitor the adult actions for	and timeline)	
	implementation)		
Grade 1 students will demonstrate	Response journals	The percentage of students meeting or	Professional
improvement in their reading		exceeding Level 18 on the DRA2 will increase	development on
comprehension responses by June	Whole group instruction	from 74% to 80% by June 2014.	effective
2014.	Close Reading		questioning
		The percentage of students meeting or	techniques
Grade 1 students will demonstrate improvement in their independent	Partner discourse	exceeding Level 18 on the DRA2 will increase from 74% to 80% by June 2014.	Professional
reading level by June 2014.		110111 74% to 80% by June 2014.	development on
reading level by Julie 2014.	Small-Group instruction		close reading
	Running Records		Materials Needed:
	DRA2		
			Literature that
			supports close
			reading for small
			group instruction
			Literature that
			supports close
			reading for whole-
			group
			discussion/Read-
			alouds

FOCUSED STRATEGY (addresses the problem of practice and are limited in number and high leverage):

2nd GRADE

ADULT ACTIONS	ACCOUNTABLILITY MEASURES TO	EVIDENCE OF SUCCESSFUL	SPECIFIC SUPPORT
(Include persons responsible and	ENSURE IMPLEMENTATION	IMPLEMENTATION	NEEDED
the timeline.	(Include specific actions taken to	(identify student achievement measures	
	monitor the adult actions for	and timeline)	
	implementation)		
Grade 2 students will demonstrate	Whole class and small group instruction	80% of second grade students will meet the	As a grade level, we
improvement in reading.		Spring 2014 DRA Level Goal of 28.	will need time to
	1:1 student/teacher conference		confer with each
Grade 2 students will improve in		85% of 2nd grade students will respond to	other along with the
reading comprehension.	Student discourse (turn and talk	reading comprehension questions related to	LAS during grade
	opportunities	the text at their independent reading level,	level meetings.
	Daily independent practice	verbally or in writing, will increase reading	
		comprehension from 19/20 score to 22 and above as measured on the DRA2	
	Materials include:	comprehension scoring rubric.	
		comprehension scoring rublic.	
	Pawprints, Scholastic guided reading books,		
	teacher read-alouds, and student		
	independent reading books.		
	Progress will be monitored using the DRA2		
	progress monitoring assessment tools,		
	running records, student/teacher		
	conferences, and student reading response		
	journals.		
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FOCUSED STRATEGY (addresses the problem of practice and are limited in number and high leverage):

3rd Grade

ADULT ACTIONS	ACCOUNTABLILITY MEASURES TO	EVIDENCE OF SUCCESSFUL	SPECIFIC SUPPORT
(Include persons responsible and	ENSURE IMPLEMENTATION	IMPLEMENTATION	NEEDED
the timeline.	(Include specific actions taken to	(identify student achievement measures	
	monitor the adult actions for	and timeline)	
	implementation)		
Grade 3 students will demonstrate	Methods: Individual/small/whole group instruction based on individual student	The percentage of third grade students	Support Required: As a
improvement in, or mastery of, their ability to answer	needs using teacher modeling, student	answering interpretation questions related to text will score at/above goal, from 21.1 % in the	grade level, we will
interpretation questions that	discourse, and independent	fall to 50% in the spring, as measured by the	need time to
include text evidence to support	practice. Various materials will include:	June 2014 DRA2.	analyze and confer
their answers by June 2014.	Readworks, Pawprints, Comprehension Tool		with one another
	Kit, Guided Reading Books, and Close	The scores on the DRA2 that reflect a student's	and we will need to
Grade 3 students will demonstrate	Reading lessons, Teacher Read-Aloud	"Independent" reading comprehension level	consult with our
improvement in reading	books.	range between 19 to 25 points. 20.1 percent	building LAS and
comprehension.		of Grade 3 students scored in the range of 19 –	IIT. We will also
	Students will be instructed in the use of	21 points. 30% will increase their scores to 22 –	participate in any
	various graphic organizers (i.e. Box and	25 points as measured by the June DRA2.	PD offered in this
	Bullets) that aid comprehension.		area (i.e. demo
			lessons by M.
	Students will receive the rubric for written		Rafferty).
	response criteria and receive instruction in		
	referring to "SLAMS" (sentences, length,		
	answer the question, mechanics, support) when composing written responses to text.		
	when composing written responses to text.		
	Progress Monitoring:		
	Rubrics for written responses (0 – 4 point		
	rubric), Fontas and Pinnell unit assessments,		
	mid-year DRA2, or Benchmark, short form		
	DRA2, anecdotal notes.		

FOCUSED STRATEGY (addresses the problem of practice and are limited in number and high leverage):

4th Grade

ADULT ACTIONS	ACCOUNTABLILITY MEASURES TO	EVIDENCE OF SUCCESSFUL	SPECIFIC SUPPORT
(Include persons responsible and	ENSURE IMPLEMENTATION	IMPLEMENTATION	NEEDED
the timeline.	(Include specific actions taken to	(identify student achievement measures	
	monitor the adult actions for	and timeline)	
	implementation)		
Students will respond to high level	analyze the fall Blue Ribbon Assessment and	90% or more of students in grade four will	
questioning within, about, and	the fraction pre-assessment to gather	demonstrate mastery on (strand m2c) label	
beyond the task to engage in a	baseline data.	and/or shade fractional parts on the Blue	
rigorous learning environment.		Ribbon Assessment.	
	informal observations and/or anecdotal		
The majority of students will	records and adjust teaching accordingly.	90% or more of students in grade four will	
increase their ability to achieve at a		demonstrate mastery on (strand m8a) relating	
greater level with factions by	consult with the Math Science Teacher as	equivalent fractions to pictures.	
labeling and/or shading fractional	needed.		
parts.			
	consult with the Instructional Improvement		
Students will respond to high level	Teacher for enrichment activities and/or		
questioning within, about, and	fraction lessons/games.		
beyond the task to engage in a			
rigorous learning environment.	research and utilize fraction resources such		
T I	as book and apps for tablets.		
The majority of students will			
increase their ability to achieve at a			
greater level with factions			
by relating equivalent fractions to			
pictures.			

FOCUSED STRATEGY (addresses the problem of practice and are limited in number and high leverage):

5th Grade

ADULT ACTIONS	ACCOUNTABLILITY MEASURES TO	EVIDENCE OF SUCCESSFUL	SPECIFIC SUPPORT
(Include persons responsible and	ENSURE IMPLEMENTATION	IMPLEMENTATION	NEEDED
the timeline.	(Include specific actions taken to	(identify student achievement measures	
	monitor the adult actions for	and timeline)	
	implementation)		
Students will respond to high level	analyze the October Blue Ribbon	Ninety percent of the students in fifth grade	
questioning within, about, and	assessment to gather baseline data.	will demonstrate mastery of the strategies for	
beyond the task to engage in a		estimating strand on the May Blue Ribbon	
rigorous learning environment.	informal observations, district assessments,	assessment.	
	and teacher created assessments to track		
The majority of students will	progress and adjust teaching accordingly.	Eighty percent of the students in fifth grade will	
increase their ability to estimate		demonstrate mastery of the estimating	
solutions to problems to gauge the	consult with the MST as needed.	solutions to problems strand on the May Blue	
accuracy of their answers.		Ribbon assessment.	
Students will respond to high level			
questioning within, about, and			
beyond the task to engage in a			
rigorous learning environment.			
The majority of students will			
increase their ability to estimate			
solutions to problems to gauge the			
accuracy of their answers.			