

Lincoln Elementary School Improvement Plan/Integrated Action Plan SY 17-18

PRINCIPLE #1 - Effective Leadership

Need Statement: Lincoln Elementary recognizes the need to have leaders who are strong professionals who exhibit ethics and integrity. The administrator and grade level/reading coach/reading specialist, working in collaboration, need to increase opportunities for collaboration with all stakeholders. By setting clear, measure and attainable goals, the leadership will create a cadre of high-quality and effective teachers and staff who in turn become leaders themselves.

Desired Outcomes:

1. Lincoln will earn an "A" letter grade.
2. Lincoln leaders will ensure that all ELL students will reach English proficiency in a timely manner.
3. Lincoln will maintain its safe and secure environment so as to be welcoming to all stakeholders.
4. Lincoln will recruit and retain not only appropriately certified teachers but also those who are highly effective.

******Improving achievement for all / Administrative Leader Conducts Walkthroughs**

ACTION STEPS:

- 1) In House Professional development
- 2) Safe and secure environment for all
- 3) Use Specialists to assist staff improve instruct
- 4) Administrative Leader Conducts Walkthroughs
- 5) Use of Marzano's IObservation Checklist
- 6) Recruit Appropriately Certified staff/Ensure all staff are certified

PRINCIPLE 2 - Effective Teachers and Instruction

Lincoln recognizes the need to identify a pattern and trend between percentage of students who are proficient and minimally proficient on AzMerit (ELA & Math) across grade levels. There is also a need to address gaps in implementation of PD on creation of assessments to measure student progress and growth. There is also a room to address how instructional staff will be addressed so as to maintain high expectations for all students; to be proficient in academic standards and content; to have strong comprehension and skills on assessments used; to be able to adjust instruction based on in-depth analysis of assessment data. Lincoln will establish ambitious goal for academic attainment for SY18 AzMerit: Increase percentage of students passing ELA & Math in all grade levels by minimum of five percent compared to FY17 results on AzMerit.

GOAL: To Increase the percentage of students in grades 3-5 who pass ELA and Math by a Minimum of five percent during SY18 AzMerit Assessment compared to SY17 AzMerit Assessment.

Desired Outcomes:

- 1) Create relevant assessments to determine student progress/growth.
- 2) Ensure that all instructional staff are able to utilize assessments and results to drive instruction.
- 3) Conduct more frequent in-depth data analysis.
- 4) Participate in professional development on differentiated instruction and Response to Intervention (RTI) as well as the Depth of Knowledge and PDL's.
- 5) Meet ambitious academic goal of increase of minimum of five percent in number of students who pass FY18 AzMerit assessments over FY17 scores.

****Subject Related Professional Development/ Interventions and Staff/ Improve Academic Student Achievement on AzMerit**

ACTION STEPS:

- 1) Marzano Best Practices
- 2) Updated Professional Development
- 3) Intervention Programs and Use of Staff
- 4) Specialists Staff Enhance Academic Achievement
- 5) Improve Academic Student Achievement on AzMerit
- 6) Prof Devel/Vertical/Horizontal Team Meetings
- 7) Equitable Distribution of Effective Teachers
- 8) Mentor Program for New Teachers and Corrective Action Plans

PRINCIPLE # 3 - Effective Organization of Time

Lincoln Elementary understands the need to maximize the time for student learning in order to support the academic success and reach our goals for all students using a variety of instructional strategies. The time is maximized by providing effective teaching/learning strategies. Sufficient time is used to engage in professional development, collaboration, and opportunities to interact with community, families/parents-guardians/staff.

Desired Outcomes:

- 1) Lincoln Elementary will have an effective schedule to ensure to make the most efficient use of time with respect to instructional time.
- 2) Continue providing differentiated instruction for our different populations of students and their needs.
- 3) Continue to collaborate within site and other sites, to improve instruction, work together to share information on develop and implement effective instructional strategies.
- 4) Continue to provide strategies to families and community on how to help students improve their academic achievement outside the school.

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PRINCIPLE #3 CONTINUED

*******Increase Time On Task Addressing Needs of All Student Populations**

ACTION STEPS:

- 1) Full Day Kindergarten
- 2) Interventions During School Day
- 3) Before and Afterschool Tutoring
- 4) Assistance for English As Second Language Learners
- 5) Special Education~Resource / Gifted
- 6) Prof Devel/collaboration/interact w families
- 7) Collaboration School/Other sites/Families/Community

PRINCIPLE # 4 - Effective Curriculum

Identified a need for updated resources/supplemental materials which are more closely aligned and correlate to Arizona Academic Standards. Professional development schedule allow staff to participate in PD that enhances their effectiveness in delivery of instruction using available resources. Need for evidence-based resources to address the cognitive and emotional needs of our diverse learners. Principal and coach continue to provide feedback to staff via daily/weekly/month classroom walk-throughs.

Desired Outcomes:

- 1) Grade levels work together (vertical and horizontal) to share interventions, strategies, best practices, and resources that address Arizona Academic Standards.
- 2) Use of evidence-based resources to address student needs.
- 3) Create and access resources aligned to standards in all content areas.
- 4) Teachers and administrator set goals for student achievement and use data to drive instruction.

*****Differentiation of Instruction For All Students-Feedback to Instructional Staff- Modify and Adjust Curriculum**

- 1) Interventions During School Day For All Students
- 2) Afterschool Tutoring
- 3) Feedback to Instructional Staff
- 4) Enhance Delivery of Instruction
- 5) Use Evidence-based Resources Address Student Needs

PRINCIPLE # 5 - Conditions, Climate, and Culture

Lincoln Elementary is committed to establishing a welcoming and positive culture in which all students, staff members, parents, guardians, families, and community members are respected. We recognize that this is a priority need for our school. We strive to continue to be a model in this area.

Desired Outcomes:

- 1) Lincoln Elementary will continue to concentrate on our community culture. Will focus on respect, kindness, and tolerance.
- 2) All stakeholders will continue to participate in the establishment of a positive and safe learning environment.
- 3) Lincoln Elementary will continue to embrace and celebrate racial, ethnic, linguistic, academic, and cultural diversity.
- 4) Lincoln Elementary will continue to involve all stakeholders in contributing to the establishment of a positive and inclusive culture/climate.

*******Increase Parental Engagement Participation Support from LEA Increase Participation In Community Events Character Education/Kindness/Tolerance Programs Needs Assessment and Integrated Action Plan**

- 1) Parent Power Sessions/Meetings
- 2) Participate in Community Events
- 3) Teaching for Learning Environment
- 4) Bullying Reporting and Consequences
- 5) Programs to build healthy relationships
- 6) DARE:Drug Awareness, Decision Making/Anti-bullying

PRINCIPLE # 6 - Family and Community Engagement

Increase parental engagement/involvement and participation in school activities, meetings, and events. Improve how our families share responsibility for student learning and well-being with the school staff. Establish ongoing strategic relationships with government and non-government agencies, community groups, businesses, and other educational providers which enhance learning opportunities and outcomes for students and families.

GOAL: Increase school year 2017-2018 parental engagement participation rates by a minimum of 5% over school year 2016-2017.

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PRINCIPLE # 6 - Family and Community Engagement (continued)

Desired Outcomes:

- 1) Families/Community members/Lincoln staff will work together as Partners In Education to improve academic achievement for all students via increased participation in events, meetings, presentations, conferences, and as volunteers.
- 2) Will improve how our families share responsibility for student learning and well-being with the school staff.
- 3) Lincoln Elementary staff will establish ongoing strategic relationships with government and non-government agencies, community groups, businesses, and other educational providers which enhance learning opportunities and outcomes for students and families.
- 4) As a school, to become more involved in Community Events.
- 5) Lincoln Elementary will provide more opportunities for community to become involved and engaged in school activities.

*******Parent Engagement Coordinator-Increase Parental Engagement Participation-Communication with Families/Community Families- Community Members Attend Events-Transition Programs to Involve Families/Community**

- 1) Parent Power Meetings
- 2) Participate in School Sponsored Events
- 3) Communication With Families/Community Stakeholders
- 4) Inviting Families to Participate in All Events
- 5) Transition Programs

Dear Parents/Guardians/Community Members:

We are seeking Parent/Family/Community guidance in creating an Action Plan to maintain or modify policies and procedures to guide all students to success and for a positive transition to what follows their current grade level. Lincoln Elementary School has been actively engaged in creating a Comprehensive Needs Assessment (CNA) as required under new Arizona Department of Education mandates and federal Every Student Succeed Act (ESSA). Once you have reviewed the Action Plan, please fill out the comment section. You can share your comments by calling Dr. Romero or by emailing us at romero@nUSD.k12.az.us. You may prefer to mail in your comments to Principal Romero or feel free to come in to the school to give us your comments. We thank you for your interest in helping us help all students.

520-287-0870 ph

520-287-0875 fax

I, _____, have reviewed the action steps proposed.
My comments are as follows: