

**Walker Elementary School**  
**Ashland School District**  
**School Improvement Plan (SIP) for 2018 - 2019**

The School Improvement Plan (SIP) is a document outlining the status of the school's student achievement. It is revised annually based on the achievement of the previous school year and trends for recent school years. The SIP should align to the Oregon Department of Education (ODE) Multi-tiered Support Systems (MTSS) model. This alignment will ensure students are receiving differentiated instruction based on their academic and social needs.

The SIP lists the district goals, the school vision/mission statement and the quantitative academic and behavioral goals for the upcoming school year. It aligns with the MTSS model in that it allows the school to monitor reading, math, and behavior data.

**Ashland School District Goals for 2018-23:**

1. Improve Student Achievement.
2. Increase the Recruitment and Retention of High Quality and Culturally Diverse Staff.
3. Create and Maintain a Safe, Welcoming, Supportive and Inclusive Environment of all Students and Staff.

**Walker School Mission Statement:**

The Walker Community values diversity, empathy, and perseverance. We honor the entire learning process from mistakes to academic mastery. We teach our students to advocate for themselves and others. We nurture kindness, creativity, and wonder.

\* A facilitator will bring the group together to ensure the work gets done and will have the bottom line accountability.

\*\* G (Green) = Goal Achieved    Y (Yellow) = On-track to Achieve Goal

**Note:** A1, A2, A3 = Activity 1, Activity 2, Activity 3 (Add or subtract activities, depending on how many activities are needed to achieve a strategy)

## Walker School Improvement Plan for 2018 – 2019

<b>GOAL 1: Improve Student Achievement</b>				
<b>SMART GOAL: 93% Student Graduation by 2023</b>				
	Key Indicator	Whom*	By When	Success Rating (G or Y)**
<b>SMART Goal for English Language Arts (ELA): 80% of students in K- 2<sup>nd</sup> grade will score at low risk on EasyCBM. The percentage of students achieving in ELA at level 3 or above will increase by 15% based on the 17-18 SBAC scores.</b>				
<b>Strategy 1: All teachers will use standards-based learning objectives for Tier I, II, and III instruction.</b> <b>Strategy 2: All teachers will utilize formative assessment data from Tier I instruction to inform Tier II and Tier III instruction.</b> <b>Strategy 3: All administrators will regularly monitor reading instruction and assessment and provide timely actionable feedback to teachers.</b>				
A1: All teachers will participate in on-going professional development on Curriculum Maps to supports the MTSS framework.	Curriculum Maps aligned to grade-level standards	Teachers	October 11 and October 12 and on-going	
A2: All teachers will participate in on-going professional learning on standards-based learning targets that are actionable by the student and measurable by the teachers.	Learning targets collected on learning walks	Teachers and Principal	On-going	
A3: Administrator will provide regular and timely feedback to teachers on standards-based learning targets for teacher reflection and growth.	Feedback	Principal	On-going	
A4: K-2 Teachers will participate in on-going professional learning to embed ECRI practices into Tier I, II, and III instruction.	ECRI routines embedded in Curriculum Maps	Teachers, Principal, and Literacy League	On-going	
A5: All teachers will have regular opportunities to collaborate with grade-level teams.	Adjusted instruction based on formative assessment data	Principal and teachers	On-going	

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**SMART Goal for Math: 80% of students in K- 2<sup>nd</sup> grade will score at low risk on EasyCBM. The percentage of students achieving in math at level 3 will increase by 15% based on the 17-18 SBAC scores.**

**Strategy 1: All teachers will use standards-based learning objectives for Tier I, II, and III instruction.**

**Strategy 2: All teachers will utilize formative assessment data from Tier I instruction to inform Tier II and Tier III instruction.**

**Strategy 3: The building administrator will regularly monitor math instruction and assessment and provide timely actionable feedback to teachers.**

A1: All teachers will participate in on-going professional development on Curriculum Maps to supports the MTSS framework.	Curriculum Maps aligned to grade-level standards	Teachers	October 11 and October 12 and on-going	
A2: All teachers will participate in on-going professional learning on standards-based learning targets that are actionable by the student and measurable by the teachers.	Learning targets collected on learning walks	Teachers and Principal	On-going	
A3: Administrator will provide regular and timely feedback to teachers on standards-based learning targets for teacher reflection and growth.	Feedback	Teachers and Principal	On-going	
A4: Teachers will participate in professional learning to determine which standards from Tier I need to be addressed in Tier II.	Tier II interventions embedded within Curriculum Maps	Teachers, Principal, and Math Leaders	On-going	

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## Walker School Improvement Plan for 2018 – 2019

### GOAL 3: Create and maintain a safe, welcoming, supportive and inclusive environment of all students and staff

**SMART GOAL:** All students and staff will report a “welcoming, supportive, and inclusive environment” by 2023.

	Key Indicator	Whom*	By When	Success Rating (G or Y)**
<b>SMART Goal: During the 2018-19 school year, Walker School will demonstrate a 10% decrease in behavior referrals from the 2017-2018 school year data.</b>				
<b>Strategy 1:</b> School leaders actively promote a shared vision for equity, cultural competence, and high expectations. (Climate & Culture)				
<b>Strategy 2:</b> School staff educate families and provide needed resources for supporting their children's learning. (Curriculum & Instruction)				
<b>Strategy 3:</b> School staff ensure families have the opportunity for meaningful involvement in the school. (Community Engagement)				
<b>Strategy 4:</b> School leadership includes families on all decision-making and advisory committees and ensures training for such areas as policy, curriculum, budget, school reform initiatives, and safety. (Community Engagement)				
<b>Strategy 5:</b> Professional development activities for all staff (principals, teachers, and paraprofessionals) are aligned to ensure continued growth in content knowledge as well as in instructional delivery. (Capacity Building)				
A1: Promote and incorporate mission statement in school community	Visible Mission Statement	Principal	On-going	
A2: On-going cultural agility and implicit bias training for staff and families	Agendas and workshop materials	Principal, Equity Consultant	On-going	
A3: Norms for all school meetings (Staff, PTO, Site Council, etc.)	Posted Norms	Streamliners	August and On-going	
A4: Continue climate survey for families	Survey Results	Site Council	Spring 2019	
A5: Curriculum Mapping to ensure high expectations and standards for all students	Curriculum Maps	Teachers	June 2018 October 2018 and On-going	
A6: Continue partnership with SOU Athletics: Wolves to Raiders program	Raiders as volunteers	Principal	On-going	
A7: Recruit diverse families to be involved in PTO, Site Council, etc.	PTO & Site Council sign-in	PTO, Site Council, Staff	On-going	
A8: All communication goes home in Spanish and English	Newsletters	Principal	On-going	
A9: Create and publish flexible opportunities for families to be involved	Newsletters, Social Media invitations, Friday Folders	Site Council, PTO	On-going	

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A10: Opportunity to discuss EDI problems of practice in staff meetings	Staff meeting Agendas	Principal and Teachers	On-going	
A11: Create a menu of interventions for students new to Walker	Referral data	Principal, CDS, B Team	October 2018	
A12: Classroom support for students who have challenges with initiation, investment, and/or independence	Referral data	Principal, CDS, Student Advocate	On-going	
A13: Social skills groups for students who have challenges with initiation, investment, and/or independence	Referral data	CDS	On-going	

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