

Douglas Elementary School

School Improvement Plan

2023-2024



“Decisions are made in the best interest of our students.”

Anthony P. DiFonso, Principal

Jaclyn Sullivan, Dean

Laura St. Pierre, Secretary

Douglas Public Schools Mission Statement

The Douglas Public Schools offer diverse learning experiences that meet the academic, social, physical, and emotional needs of all students. We provide a safe, supportive, and challenging learning environment in which students may achieve academic success and personal growth. Decisions are made in the best interest of our students.

-Approved by District-Wide Faculty and School Committee Vote – Sept. 2006

Core Values

The Douglas Public Schools offer diverse learning experiences that meet the academic, social, physical, and emotional needs of all students. We provide a safe, supportive, and challenging learning environment in which students may achieve academic success and personal growth.

Student Learning Goal: Academic Excellence

Objective	Action Steps	Strategies/Resources	Timeline
<ul style="list-style-type: none"> ● All students will achieve success through the use of academic, social, and emotional skills such as critical thinking, cooperative learning, problem solving, and creativity. Students will be able to think through complex problems in diverse and innovative ways, apply them to real life situations, and work toward becoming lifelong learners. ● Support and foster conducive learning environments that support all learners (co-teaching, remediation, Title 1, etc.). ● Use data to drive instructional practices ● Focus on the 10 key practices included in DESE’s look-fors. ● Integrate key practices into classroom observations. ● Douglas Elementary School will develop and nurture a culture in which 	<ul style="list-style-type: none"> ● Provide effective and timely supervision and evaluation in alignment with state regulations. ● Review and provide continued professional development towards the implementation of a Multi-Tiered System of Support (MTSS) and Universal Design for Learning methodologies. Data will be used in order to identify the academic, social, and emotional needs of students. DES will strengthen tier one instruction to better meet the needs of all students. 	<ul style="list-style-type: none"> ● STRATEGIES: Administration and grade level teams at DES, using STAR data and classroom benchmark assessments, will identify areas in which student performance can improve. In teams, a strategy will be developed through Individual Student Success Plans (ISSPs) in order to reduce the gaps and/or deficiencies. ● RESOURCES: The following resources are needed in order to meet this goal: time, data, district support, MCAS data from 2023, STAR data from 2023. 	<ul style="list-style-type: none"> ● Areas of need will be identified by mid-September through STAR Math and STAR Reading assessments and an action plan will be established by the end of September. ● Progress monitoring will be done via the use of curriculum-based measures throughout the year. ● STAR Reading and STAR Math assessments will be administered five times from the start of the year until the end of the year.

staff members are reflective about their practice and use student data, current research, best practices and theory to continuously adapt instruction and achieve improved results. The Principal will model for educators how to be continually reflective about their practice and support educators as often as is feasible and appropriate to collaborate in teams around the effectiveness of a wide range of tasks related to instructional practice and student learning, including but not limited to implementing standards-based units and well-structured lessons, examining student work, and analyzing student performance and behavior. Educators will be empowered to use data, research, and best practices to adapt instruction to achieve improved results.

- STAR Data will be continuously reviewed by my office and utilized as a driving force at CPT meetings with each respective grade level. At said meetings, students below grade level will be identified, reasons for weaknesses in specific areas detailed, and student ISSPs developed to address respective needs.

- Students in grades 2-5 will score At or Above Grade Level on STAR Math and STAR Reading assessments.

<ul style="list-style-type: none">• By the end of the 2023-24 school year, 100% of all students in grades 2-5 will score At or Above Grade Level on STAR Math and STAR Reading assessments.			
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--	--	--

Professional Practice Goal: Well-Being of All Student Learners

Objective	Action Steps	Strategies/Resources	Timeline
<ul style="list-style-type: none"> By June, 2024, we will develop and implement a comprehensive professional development program for 100% of all teachers, centered around Universal Design for Learning (UDL), resulting in increased integration of UDL strategies in classroom instruction. 	<ul style="list-style-type: none"> All teachers will have a comprehensive professional development program developed around Universal Design for Learning (UDL) and presented at various meetings throughout the year. 	<ul style="list-style-type: none"> Develop and implement a comprehensive professional development program for teachers, centered around monthly UDL goals: <ul style="list-style-type: none"> August: Review PPT to present to staff September: Review 10 look-fors October: Unpacking barriers November: Engagement December: Representation January: Action/Expression February: What we have learned March: Follow-up 	<ul style="list-style-type: none"> This PD will be presented to 100% of all teachers at multiple staff meetings throughout the school year. Beyond that, implementation accountability will be observed as part of classroom observations/walkthroughs, discussed in CPTs, and be aligned with ISSPs.

School Improvement Goal: Social Emotional Learning

Objective	Action Steps	Strategies/Resources	Timeline
<ul style="list-style-type: none"> ● By June, 2024, teachers will focus on SEL topics to include during morning meetings: <ul style="list-style-type: none"> ○ Respect, Responsibility Kindness ○ Honesty ○ Perseverance ○ Courage ○ Self-Awareness ○ Empathy ○ Self-Management ○ Decision Making 	<ul style="list-style-type: none"> ● Teachers will incorporate the 5 Steps for leading morning meetings with a focus on SEL: <ul style="list-style-type: none"> ○ 1. Start with a greeting ○ 2. Introduce a social emotional skill or topic ○ 3. Start a group discussion ○ 4. Do an activity ○ 5. Reflect and discuss one more time ● A Morning Meeting guide with monthly character traits will be developed. 	<ul style="list-style-type: none"> ● <u>MORNING MEETING</u> guide ● Dedicated time scheduled in all classrooms for morning meeting to be conducted. 	<ul style="list-style-type: none"> ● Ongoing throughout the year, with morning meeting done on a daily basis.