

2021-2022

School Improvement Plan
Kilby Shores Elementary
School



STUDENT ACHIEVEMENT & INSTRUCTION

Math Fishbone Diagram

Problem Statement: *Economically disadvantaged students across grade levels are significantly less proficient in the area of math.*

Math Driver

Measurable Aim *(what will be improved, by how much, by when, and for what/whom):*

By June 2022, math proficiency of economically disadvantaged students in grades 3-5 (24%) will increase by 40%, as measured by the math SOL pass rate.

Change Idea <i>(strategies to be implemented)</i>	Person(s) Responsible for Implementation & Monitoring	Source of Data for Progress Monitoring <i>(what will be used to determine the effectiveness of the change)</i>	Measures <i>(how will we know if the change idea is being implemented and having an impact)</i>	Description of Outcomes/Findings Resulting from the Change Idea to Date	Title I, Part A, Budget Implications <i>(if applicable)</i>
Implement and visually track for motivation, high interest math activities. (Reflex Math Program)	Teachers Academic Coach School Administrators, Teachers Academic Coach	Reflex Math Reports Classroom Observation Forms Monitoring Display	Monitoring of the growth in the Reflex Math Program. Observations of Reflex Math Monitoring display to identify student growth.		

<p>Utilize high yield instructional resources to build fact fluency and numeracy skills. (Building Fact Fluency Kits)</p>	<p>Teachers</p> <p>Teachers</p> <p>Teachers</p> <p>Teachers</p>	<p>Student Fact Fluency Quick Checks</p> <p>iReady Skills Mastery - Number and Operations</p> <p>Standards Mastery Assessments - Number and Operations</p> <p>Spring iReady Assessments</p> <p>SOL Math Pass Rate</p>	<p>Teachers will conduct quick checks of students.</p> <p>iReady - Number and Operations Reports</p> <p>Percent of students mastering the iReady Number and Operations Strand.</p> <p>Percent of students scoring on level in the Number Operations Strand.</p> <p>Percentage of students passing the math SOL test.</p>		
<p>Provide students and parents with math resources that may be utilized at home.</p>	<p>Teachers</p> <p>Academic Coach</p>	<p>Resource Packets</p>	<p>Distribution Logs</p>		
<p>Utilize the backwards design process to create aligned assessments and resources.</p>	<p>Teachers, Academic Coach, Administrators</p>	<p>Grade Level Planning Minutes</p>	<p>Completed Assessments and Resources</p>		

Monthly Team Meeting Updates *(Please provide a description of the monthly team meetings and how this work relates to the SPP. Links to the meeting agendas/ minutes should also be provided):*

September: The Leadership team met to discuss what a Dynamic Learning Environment looks like and how we can communicate this to the staff. ([Shark Tank Aug/Sept](#)).

October: ([Link to Meeting Agenda & Minutes](#)).

November: ([Link to Meeting Agenda & Minutes](#)).

December: ([Link to Meeting Agenda & Minutes](#)).

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March: ([Link to Meeting Agenda & Minutes](#)).

April: ([Link to Meeting Agenda & Minutes](#)).

STUDENT ACHIEVEMENT & INSTRUCTION

Reading Fishbone Diagram

Problem Statement: *Economically disadvantaged students across grade levels are significantly less proficient in the area of reading.*

English Driver

Measurable Aim *(what will be improved, by how much, by when, and for what/whom):*

By June 2022, reading proficiency of economically disadvantaged students in grades 3-5 (53%) will increase by 20%, as measured by the reading SOL pass rate.

Change Idea <i>(strategies to be implemented)</i>	Person(s) Responsible for Implementation & Monitoring	Source of Data for Progress Monitoring <i>(what will be used to determine the effectiveness of the change)</i>	Measures <i>(how will we know if the change idea is being implemented and having an impact)</i>	Description of Outcomes/Findings Resulting from the Change Idea to Date	Title I, Part A, Budget Implications <i>(if applicable)</i>
Use culturally responsive books in instruction.	School Administrators Teachers	Classroom Observation Forms	School Administrators will conduct weekly classroom observations to ensure the culturally responsive read-alouds are being implemented.		

<p>Utilize phonemic awareness and phonics programs. (Heggerty, Words Their Way)</p>	<p>Teachers Teachers Teachers</p>	<p>Classroom Observation Forms</p> <p>iReady Skills Mastery - Phonemic Awareness and Phonics</p> <p>PALS QuickChecks</p> <p>PALS Spring Assessment</p> <p>Spring iReady Assessments</p> <p>SOL Reading Pass Rate</p>	<p>School Administrators will conduct weekly classroom observations to ensure that phonemic awareness and phonics programs are being implemented.</p> <p>Teachers will monitor student iReady skills mastery and standards mastery weekly.</p> <p>Teachers will conduct PALS QuickChecks bimonthly on areas of weakness.</p> <p>Percent of students meeting the PALS benchmarks.</p> <p>Percent of students scoring on level in the Phonemic Awareness and Phonics strands.</p> <p>Percentage of students passing the reading SOL test.</p>		
<p>Provide students and parents with reading resources that may be utilized at home.</p>	<p>Teachers, Academic Coach, Title I Reading Teacher</p>	<p>Reading Eggs Reports</p> <p>Resource Packets</p>	<p>Reading Eggs Reports</p> <p>Distribution Logs</p>		

Utilize the backwards design process to create aligned assessments and resources.	Teachers, Academic Coach, Title I Teacher, Administrators	Grade Level Planning Minutes	Completed Assessments and Resources		
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Monthly Team Meeting Updates *(Please provide a description of the monthly team meetings and how this work relates to the SPP. Links to the meeting agendas/ minutes should also be provided):*

September: The Leadership team met to discuss what a Dynamic Learning Environment looks like and how we can communicate this to the staff. ([Shark Tank Aug/Sept](#)).

October: ([Link to Meeting Agenda & Minutes](#)).

November: ([Link to Meeting Agenda & Minutes](#)).

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March: ([Link to Meeting Agenda & Minutes](#)).

April: ([Link to Meeting Agenda & Minutes](#)).

STUDENT ACHIEVEMENT & INSTRUCTION

[*Math SpEd Fishbone Diagram*](#)

Problem Statement: *Students with disabilities across grade levels are significantly less proficient in the area of math than their nondisabled peers.*

[*Math SpEd Driver*](#)

Measurable Aim: *By June 2022, math proficiency gap (43%) between students with disabilities and their nondisabled peers in grade 5 will decrease by 20%, as measured by the math SOL pass rate.*

Change Idea <i>(strategies to be implemented)</i>	Person(s) Responsible for Implementation & Monitoring	Source of Data for Progress Monitoring	Measures <i>(how will we know if the change idea is being)</i>	Description of Outcomes/Findings Resulting from the Change Idea to Date	Title I, Part A, Budget Implications <i>(if applicable)</i>
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		<i>(what will be used to determine the effectiveness of the change)</i>	<i>implemented and having an impact)</i>		
Implement student self-guided growth data tracking form with reward system	Special Education Teachers School Administrators	Student Data Tracking Sheets Observation form indicating implementation of strategy	Monitor completion of data tracking sheets Data tracking sheets - reflect growth		NA
Develop and implement interventions and strategies for non academic goals	Special Education Teachers School Administrators	Specialized instruction strategies implemented Observation form indicating implementation of strategy	Observations of strategies being implemented Data on non-academic goals		
Implement math aids during small group instruction and track student mastery of SOLs	Special Education Teachers	Math aids identified on SOL sheet and in lesson planning documents PD session on implementing math aids	Observations of math aids being implemented Small group plans Student SOL assessment grades Agenda		
Implement co-planning meetings to review student needs and prepare specialized instructional strategies	Teachers Special Education Teachers School Administrators	Planning document Observation form indicating implementation of strategy	Classroom assessment scores per SOL/strategy Monitor plans		

<p>Monthly Team Meeting Updates <i>(Please provide a description of the monthly team meetings and how this work relates to the SPP. Links to the meeting agendas/ minutes should also be provided):</i></p> <p>September: The Leadership team met to discuss what a Dynamic Learning Environment looks like and how we can communicate this to the staff. (Shark Tank Aug/Sept.)</p> <p>October: (Link to Meeting Agenda & Minutes).</p> <p>November: (Link to Meeting Agenda & Minutes).</p> <p>December: (Link to Meeting Agenda & Minutes).</p> <p>January: (Link to Meeting Agenda & Minutes).</p> <p>February: (Link to Meeting Agenda & Minutes).</p> <p>March: (Link to Meeting Agenda & Minutes).</p> <p>April: (Link to Meeting Agenda & Minutes).</p>					

STUDENT ACHIEVEMENT & INSTRUCTION

[English SpEd Fishbone Diagram](#)

Problem Statement: *Students with disabilities across grade levels are significantly less proficient in the area of reading than their nondisabled peers.*

[English SpEd Driver Diagram](#)

Measurable Aim: **By June 2022, English proficiency gap (42%) between students with disabilities and their nondisabled peers in grade 3 will decrease by 20%, as measured by the English SOL pass rate.**

Change Idea <i>(strategies to be implemented)</i>	Person(s) Responsible for Implementation & Monitoring	Source of Data for Progress Monitoring <i>(what will be used to determine the effectiveness of the change)</i>	Measures <i>(how will we know if the change idea is being implemented and having an impact)</i>	Description of Outcomes/Findings Resulting from the Change Idea to Date	Title I, Part A, Budget Implications <i>(if applicable)</i>

Implement student self-guided growth data tracking form with reward system	School Administrators Special Education Teachers	Student Data Tracking Sheets	Monitor completion of data tracking sheets Data tracking sheets - reflect growth		NA
Develop and implement interventions and strategies for non academic goals	School Administrators Special Education Teachers	Observation Forms Specialized instruction strategies implemented	Observations of strategies being implemented Data on non-academic goals		
Implement Foundations during small group instruction and track student growth	School Administrators Special Education Teachers Academic Coach/Title 1 Reading Teacher	Observation Forms PALs Quick Checks/Phonics Assessments PD on Foundations	Observations of Foundations being implemented Completed assessments and documentation on student goal sheets Agenda		
Implement co-planning meetings to review student needs and prepare specialized instructional strategies	School Administrators Teachers Special Education Teachers	Planning document	Monitor plans Classroom assessment scores per SOL/strategy		

Monthly Team Meeting Updates *(Please provide a description of the monthly team meetings and how this work relates to the SPP. Links to the meeting agendas/ minutes should also be provided):*

September: The Leadership team met to discuss what a Dynamic Learning Environment looks like and how we can communicate this to the staff. ([Shark Tank Aug/Sept](#)).

October: ([Link to Meeting Agenda & Minutes](#)).

November: ([Link to Meeting Agenda & Minutes](#)).

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SCHOOL SAFETY

[Link to School Safety Fishbone Diagram](#)

Problem Statement: *Staff does not feel that the current discipline policies are effective.*

[Link to School Safety Driver Diagram](#)

Measurable Aim *(what will be improved, by how much, by when, and for what/whom):* **By June 2022, the staff survey data will increase by 5% in the area of staff that does not feel that discipline policies are effective.**

Change Idea <i>(strategies to be implemented)</i>	Person(s) Responsible for Implementation & Monitoring	Source of Data for Progress Monitoring <i>(what will be used to determine the effectiveness of the change)</i>	Measures <i>(how will we know if the change idea is being implemented and having an impact)</i>	Description of Outcomes/Findings Resulting from the Change Idea	Title I, Part A, Budget Implications <i>(if applicable)</i>
10 minute morning meetings focused on building relationships (9/6/21)	School Administrators Teachers	Classroom Observations SEL Daily Check-Ins Monitoring Sheets	Teachers will be observed during morning meetings		NA

		Fall & Spring Staff Surveys			
Behavioral Flowchart used consistently	PBIS committee, Administrator, Teachers	Documentation of incidents: parent contact log; Shark warnings; Discipline referrals.	Monitor the number of Shark Warnings and referrals		

Monthly Team Meeting Updates *(Please provide a description of the monthly team meetings and how this work relates to the SPP. Links to the meeting agendas/ minutes should also be provided):*

- September:** The School Leadership Team received training on the use of SEL Monitoring Sheets and were asked to communicate this information to their respective grade levels [September Minutes](#)
- October:** [\(Link to Meeting Agenda & Minutes\)](#).
- November:** [\(Link to Meeting Agenda & Minutes\)](#).
- December:** [\(Link to Meeting Agenda & Minutes\)](#).
- January:** [\(Link to Meeting Agenda & Minutes\)](#).
- February:** [\(Link to Meeting Agenda & Minutes\)](#).
- March:** [\(Link to Meeting Agenda & Minutes\)](#).

April: ([Link to Meeting Agenda & Minutes](#)).

SCHOOL CLIMATE & CULTURE

Climate & Culture Fishbone

Problem Statement: *Teachers feel that morale is low.*

Culture and Climate Driver

Measurable Aim *(what will be improved, by how much, by when, and for what/whom):* **By June 2022, staff morale will increase as evidenced by the staff perception survey from 75% to 80%.**

Change Idea <i>(strategies to be implemented)</i>	Person(s) Responsible for Implementation & Monitoring	Source of Data for Progress Monitoring <i>(what will be used to determine the effectiveness of the change)</i>	Measures <i>(how will we know if the change idea is being implemented and having an impact)</i>	Description of Outcomes/Findings Resulting from the Change Idea	Title I, Part A, Budget Implications <i>(if applicable)</i>
Enhance school wide communication strategies to provide support and recognition	<i>Administrators, Academic Coach, Title I Teacher, teachers</i>	21-22 Staff Survey	Review mid year staff survey data Email to staff recognizing staff accomplishments		
Increase opportunities to enhance staff interaction implementation of the Sunshine Committee	Sunshine committee, Administrators, Teachers	21-22 Staff Survey	Monthly celebrations planned and executed by Sunshine Committee		

Monthly Team Meeting Updates *(Please provide a description of the monthly team meetings and how this work relates to the SPP. Links to the meeting agendas/ minutes should also be provided):*

FAMILY & COMMUNITY ENGAGEMENT

[Family & Community Fishbone](#)

Problem Statement: *Parents do not feel knowledgeable about school improvement initiatives*

[Link to Family & Community Engagement Driver Diagram](#)

Measurable Aim *(what will be improved, by how much, by when, and for what/whom):* **By June 2022, the parent perception as measured by the parents survey will increase by 5% in the area of parents needing the school to provide their children with extra academic help or enrichment when needed.**

Change Idea <i>(strategies to be implemented)</i>	Person(s) Responsible for Implementation & Monitoring	Source of Data for Progress Monitoring <i>(what will be used to determine the effectiveness of the change)</i>	Measures <i>(how will we know if the change idea is being implemented and having an impact)</i>	Description of Outcomes/Findings Resulting from the Change Idea	Title I, Part A, Budget Implications <i>(if applicable)</i>
The use of multiple platforms to communicate school initiatives	<i>Administrators, Title I teacher, teachers</i>	Parent Perception Survey Data			
Survey parents for interest of activities	Administrators, Title I teacher, teachers	Parent Perception Survey Data			

Monthly Team Meeting Updates *(Please provide a description of the monthly team meetings and how this work relates to the SPP. Links to the meeting agendas/ minutes should also be provided):*

September: This meeting was a PTA open house and Title I Overview. September Parent [September Parent Engagement](#)