

Norwood Public Schools  
Norwood, Massachusetts

Callahan School  
SCHOOL  
IMPROVEMENT  
PLAN  
2018-2019

Year 1

**Principal:**

Donna Brown

**Mission Statement:**

“We’ll Always Reach Higher”

The C.M. Callahan School has adopted as its mission the development of the following lifelong skills for all of our students:

- To reach our potential academically, physically, socially, and emotionally.
- To foster an appreciation of knowledge in all areas of the curriculum.
- To become competent thinkers and articulate communicators.
- To understand the importance of kindness, respect, and tolerance.
- To become responsible citizens of our school community.



	Exceeding %				Meeting Expectations				Meeting	Meeting	
	School	State	School	State	School	State	School	State	School	State	
3-ELA	48%	47%	0	8%	48 %	39%	52%	42%	0	10%	33
3-Math	61%	49%	3%	7%	58%	42%	39%	38%	0	13%	33
4-ELA	NA	48%	NA	7%	NA	41%	NA	42%	NA	10%	NA
4-Math	NA	49%	NA	6%	NA	43%	NA	39%	NA	13%	NA
5-ELA	45%	49%	2%	6%	43%	43%	51%	42%	4%	10%	47
5-Math	51%	46%	11%	7%	40%	39%	43%	44%	6%	10%	47
5-Science	68%	46%	7%	8%	49%	40%	41%	41%	3%	12%	47

Science:

Meeting/Exceeding Expectations- Proficient or higher

Exceeding-advanced, Meeting Expectations-Proficient

Partially Meeting- Needs Improvement

Not Meeting Expectations- Warning

\*grade 4 data not reported via State due to Aspen

Rollover reporting issue from March 2017

MCAS 2.0 Test of Spring 2018											
Grade and Subject	Meeting or Exceeding %		Exceeding		Meeting Expectations		Partially Meeting		Not Meeting	Not Meeting	Students
	School	State	School	State	School	State	School	State	School	State	
3-ELA	59%	52%	7%	9%	51%	43%	39%	41%	2%	7%	41
3-Math	63%	50%	7%	10%	56%	40%	29%	38%	7%	12%	41
4-ELA	61%	53%	9%	10%	52%	43%	36%	38%	3%	9%	33
4-Math	52%	48%	3%	7%	48%	41%	39%	39%	9%	13%	33
5-ELA	37%	54%	0%	6%	37%	48%	56%	38%	7%	8%	43
5-Math	50%	46%	0%	5%	50%	41%	48%	44%	2%	10%	42
5-Science	64%	47%	21%	18%	43%	30%	31%	39%	5%	13%	42

## NORWOOD PUBLIC SCHOOLS

### PRIORITY AREAS OF THE 2018-2019 SCHOOL IMPROVEMENT PLAN Year 1

**PRIORITY AREAS:** Please outline below the objectives to be targeted for improvement at your school this year. These objectives should be identified by the School Council upon examining data on student performance and achievement and selected as priorities identified by data collected last year showing a concern about the progress of all students.

This statement should be submitted by the Principal to the Superintendent of Schools after extensive consultation and review by the School Council.

PRIORITY AREAS
1. To meet the needs of all learners
2. To develop respectful partnerships
3. To establish a physically and emotionally safe environment
4. To include blended learning and 21st century skills

**NORWOOD PUBLIC SCHOOLS**  
**SCHOOL IMPROVEMENT PLAN**  
**OF THE PRINCIPAL AND SCHOOL COUNCIL**  
**Year 1**

<b>ACTION PLAN:</b>	<b>For each objective listed on the previous page, please describe a plan for improvement.</b> The plan should include a list of activities; who will be involved; and over what time frames the problem will be addressed. A clear, concise explanation of how the improvement sought will be measured should be a part of this plan.
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ACTIVITY	WHO	TIME FRAME	MEASURED OUTCOME
<p><b>1. To meet the needs of all learners</b>  <b>Goal: Continue to provide research-based intervention</b>            Action Plan:            *Identify resources and practices that support differentiation, within and across grade levels            *Examine and implement intervention models to meet the needs of all students including remediation for struggling students and extension for students who would benefit from challenges.            *Research, develop and implement station rotations, center-based stations, small group instruction, peer collaboration and project-based learning opportunities            *Continue to provide remediation through Title One and the reading specialist in the area of literacy and EL services in Math and ELA.            *Continue to collect data regarding student progress and review data with grade level colleagues to drive instruction.            *Representative from Grade 1 and 2 teams to attend Foundations Training            *Early Adopters to explore and implement Foundations at Grades 1 and 2.            *Monitor student progress with Foundations through data collection and assessments.            *Continue to work with Jill Milton regarding Math program and strategies.            *Explore and implement writing curriculum as it pertains to ELA and content areas to engage students in meaningful writing tasks thereby increasing the rigor of reading and writing across all grade levels.            *Develop and utilize rubrics to establish expectations and monitor student progress in terms of writing tasks.</p>	Principal Math Coordinator Literacy Specialist Title One EL Teacher Classroom Teachers Special Educ. Staff  District Support	9/18-6/19	<p><b>*Improved performance on formal and informal assessments (Formative and Summative Assessments)</b></p> <p><b>*Student growth based upon data collection.</b></p> <p><b>MCAS 2.0 increased student performance in meeting or exceeding expectations by 5% for high needs group and non-high needs group.</b></p> <p><b>*Maintain Access Scores (EL students)</b></p>
<p><b>2. To develop respectful partnerships</b>  <b>Goal: Continue to incorporate practices that strengthen</b></p>	Principal Staff (all members)	9/18-6/19	<b>*Increased strategies in classrooms</b>

<p><b><i>the Callahan as a professional learning community.</i></b>  Action Plan:  *Monthly grade level meetings to build consistency within grade levels, to share best practices, and review student data to drive instruction.  *Provide opportunities for teachers to observe colleagues using grade level walks to reflect upon practice and implications related to student growth and achievement.  *Continue to improve teacher and school communication via websites, emails, and monthly school newsletter to connect parents and share information about school/classroom learning.  *Submit weekly information about activities at the Callahan to Jack Tolman for NPS website.  *Offer parents/guardians opportunities to visit/volunteer at the school to increase understanding of educational practices (ex. portfolio sharing, learning celebrations, curriculum presentations)  *Identify and increase activities to promote cultural awareness.</p>			<p><b>*Increased information on websites with frequent updates</b></p> <p><b>*Increased list of opportunities for parents/guardians</b></p>
<p><b>3. To establish a physically and emotionally safe environment.</b>  <b><i>Goal: Continue to implement approaches that provide a safe physical and emotional environment.</i></b>  *Review arrival and dismissal procedures- modify as necessary to address safety concerns.  *Maintain working cameras at front entrance and ensure all visitors sign in upon entering the school, continue to have all exterior doors locked throughout the school day.  *All staff to review safety binder and procedures.  *Conduct safety drills regarding Run, Hide, Fight protocol.  *Work with SRO's regarding safety procedures and drills.  *Review outdoor space and usage for recess, assess lunch procedures and supervision to ensure maximum supervision and safety.  *Continue to implement and refine PBIS including assemblies to address and model expected behaviors.  *Review and adopt recommendations from the SEL task force.  *Continue to utilize Zones of Regulation, Superflex, and Collaborative Problem Solving to address SEL.  *Continue to research and implement a Growth Mindset for staff and students.  *Share information regarding safety and social-emotional learning with parents/guardians as well as members of the Norwood Community.  *Complete and share behavior consequence guide with staff, students, and families as a guideline.  *Initiate student leadership positions.  *Implement a series of community service projects.  *Review state social competencies (CASEL).  *Adopt recommendations from SEL Task Force.</p>	<p>Principal  Staff (all members)  Building/Grounds  SRO  SLO</p> <p>District Support</p>	<p>9/18-6/19</p>	<p><b>*Updated procedures noted in communication to parents and on website.</b></p> <p><b>*Safety procedures in place</b></p> <p><b>*Improvement in student behavior (principal log) and reduction in student discipline (principal log)</b></p> <p><b>*Increased use of Think Sheets for Collaborative Problem Solving to gain student perspective and brainstorming.</b></p>
<p><b>4. Promote Blended Learning and 21st century skills</b>  <b><i>Goal: To provide relevant experiences and opportunities that integrate collaboration, communication, creativity, critical thinking, and problem-solving skills and use of technology.</i></b>  Action Plan:  *Review Blended Learning Vision and models identified by the NPS.  *Implement recommendations for Blended Learning based upon work done by NPS staff.  *Continue to support teacher/student use of technology</p>	<p>Principal  Staff (all members)  Technology Team  Jill Milton</p> <p>District Support</p>	<p>9/18-6/19</p>	<p><b>*Discussion at staff meetings regarding blended learning</b></p> <p><b>*Increased use of technology in classrooms</b></p> <p><b>*Increased STEM activities in library through the use of</b></p>

including: SMART boards, Chromebooks, iPads and integrate technology into the curriculum. *Increase types of assessments to include project-based tasks *Conduct and share research projects at each grade level. *Increase STEM activities- create and utilize a MakerSpace in the library and use portable MakerSpace stations from PPG grant.			<b>MakerSpace</b>

<b>PROJECTED PROFESSIONAL DEVELOPMENT and DATA MEETINGS 2018-2019</b>	
<b>September</b>	<ul style="list-style-type: none"> <li>● Faculty Meeting, Grade Level Meeting, School Council Meeting,</li> <li>● Convocation (9/4), PD 9/5/2018, Meet with Jill Milton</li> </ul>
<b>October</b>	<ul style="list-style-type: none"> <li>● Faculty Meeting, Grade Level Meeting, School Council Meeting,</li> <li>● PD 10/10, Meeting with Jill Milton</li> </ul>
<b>November</b>	<ul style="list-style-type: none"> <li>● Faculty Meeting, Grade Level Meeting, School Council Meeting,</li> <li>● PD 11/16, Meeting with Jill Milton</li> </ul>
<b>December</b>	<ul style="list-style-type: none"> <li>● Faculty Meeting, Grade Level Meeting, School Council Meeting,</li> <li>● PD- 12/12</li> </ul>
<b>January</b>	<ul style="list-style-type: none"> <li>● Faculty Meeting, Grade Level Meeting, School Council Meeting,</li> <li>● PD 1/2/2019, Meeting with Jill Milton</li> </ul>
<b>February</b>	<ul style="list-style-type: none"> <li>● School Council Meeting, Grade Level Meeting, PD 2/7</li> </ul>
<b>March</b>	<ul style="list-style-type: none"> <li>● Faculty Meeting, Grade Level Meetings, School Council Meeting, PD 3/8, Meeting with Jill Milton</li> </ul>
<b>April</b>	<ul style="list-style-type: none"> <li>● Faculty Meeting, Grade Level Meetings, School Council Meeting, Meeting with Jill Milton</li> </ul>
<b>May</b>	<ul style="list-style-type: none"> <li>● Faculty Meeting, Grade Level Meetings, School Council Meeting, PD 5/17, Meeting with Jill Milton</li> </ul>
<b>June</b>	<ul style="list-style-type: none"> <li>● Faculty Meeting, Grade Level Meetings, School Council Meeting,</li> </ul>

