

Norwood Public Schools  
Norwood, Massachusetts

## Balch Elementary School

# SCHOOL IMPROVEMENT PLAN

2018-2019

**Principal:**

*Diane Ferreira*

**Mission Statement:**

**Our mission is to insure that all students achieve at high levels and are well-prepared as they further pursue their education.**

Through the cooperation of parents and educators, the Balch School strives to provide our children a quality education that will foster a lifetime desire and ability for learning along with the confidence and skills to succeed in an ever-changing world.

We believe this mission must be pursued with compassion and caring for the strengths, weaknesses, and uniqueness of each child. Learning should be an enjoyable and rewarding experience. We hope that all students will leave the Balch School with a deep appreciation of the value of education.

In pursuit of this mission, the Balch School endeavors to help all students achieve the following educational and personal development goals:

- Develop the intellectual abilities of logical, critical, and creative thinking.
- Become proficient in the basic communication skills of reading, writing, speaking, and listening.
- Acquire a broad range of knowledge through the directed study of all core disciplines.
- Promote self-confidence, the desire and ability to achieve and the pride of good workmanship.
- Promote good citizenship and character through respect for self and others, safety in work and play, and responsible behavior.

# SCHOOL DATA

## Demographics

### Enrollment by Gender

	2015-2016	2016-2017	2017-2018
Male	152	144	148
Female	141	141	148
<b>Total</b>	293	285	296

### Enrollment by Race/Ethnicity %

Race	2015-2016	2016-2017	2017-2018
African American	10.9	10.9	11.1
Asian	4.4	3.5	3.7
Hispanic	27.3	27.4	30.4
Native American	0.0	0.0	0.1
White	54.3	55.1	52.0

### Selected Populations %

	2015-2016	2016-2017	2017-2018
First Language not English	32.4	32.6	35.1
English Language Learners	14.7	16.8	22.3
Economically Disadvantaged	30	35.1	36.5
Retentions	.03	1.1	
Special Education (total)	20.5	20.7	20.9

### Average Class Size

	2015-2016	2016-2017	2017-2018
All Grades	18.8	18.1	18.5

### Mobility Rate % Stability

	2015-2016	2016-2017	2017-2018
All Grades (Aggregate)	93.2	93.2	NA
Limited English Proficient	94.1	90.7	NA
Special Education	98.2	95.5	NA
Economically Disadvantaged	90.3	91.9	NA

## MCAS 2.0

Spring 2017

Grade and Subject	Meeting or Exceeding Expectations		Exceeding Expectations		Meeting Expectations		Partially Meeting Expectations		Not Meeting Expectations	
	School	State	School	State	School	State	School	State	School	State
GRADE 03 - READING	40	47	0	8	40	39	60	42	0	10
GRADE 03 - MATHEMATICS	30	49	0	7	30	42	50	38	20	13
GRADE 04 - ENGLISH LANGUAGE ARTS	43	48	7	7	37	41	50	42	7	10
GRADE 04 - MATHEMATICS	44	49	5	6	39	43	44	39	12	13
GRADE 05 - ENGLISH LANGUAGE ARTS	42	49	5	6	37	43	44	42	14	10
GRADE 05 - MATHEMATICS	43	46	9	7	34	39	43	44	14	10

Spring 2017

Grade and Subject	Proficient or Higher		Advanced		Proficient		Needs Improvement		Warning/ Failing	
	School	State	School	State	School	State	School	State	School	State
GRADE 05 - SCIENCE AND TECH/ENG	50	46	23	17	27	29	34	39	16	15

### Cumulative Progress and Performance Indices

		2015	2016	2017
School Accountability Level		2	2	No Level
Accountability Target (75 PPI)	All Students	No Change	Improved	NA
Accountability Target (75 PPI)	High Needs Students	No Change	Improved	NA
English Language Arts (CPI)	All Students	No Change	Improved	NA
	High Needs	Declined	Improved	NA
Math (CPI)	All Students	No Change	Improved	NA
	High Needs	No Change	Improved	NA
Science (CPI)	All Students	No Change	Declined	NA
	High Needs	No Change	Declined	NA

NORWOOD PUBLIC SCHOOLS

PRIORITY AREAS  
OF THE  
2018-2019 SCHOOL IMPROVEMENT PLAN

**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. The Balch Elementary School will focus on Social Emotional Learning (SEL) and participate in the district's professional development plans around it.
2. The Balch Elementary School will work toward improving student learning through innovative teaching practices.
3. The Balch Elementary School will focus on improving our outdoor play spaces to best meet the needs of all students.
4. The Balch Elementary school will increase the percentage of students in grades 3-5 receiving the Meeting and Exceeding Categories on MCAS by 5%.
5. The Balch Elementary School will create community partnerships to help improve the aesthetic of the school's hallways and foyers.

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

**ACTION PLAN:** For each objective listed on the previous page, please describe a plan for improvement. 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.

ACTIVITY	WHO	TIME FRAME	MEASURED OUTCOME
<b>1. The Balch Elementary School will focus on Social Emotional Learning (SEL) and participate in the district's professional development plans around it.</b>			
A. Balch staff will participate in all district professional development in the area of Social Emotional Learning (SEL).	All staff	2018-2019	-less office referrals -improved culture and climate for all -improved outcomes for students
B. Balch Staff will explore Positive Behavioral Intervention Strategies (PBIS) to create an improved school culture and climate for students.	All Staff	2018-2019	-improve school climate for students -acknowledge positive behavior for students -shared vision and language around behavior
C. Create a Student Council with representatives from each grade level.	Diane Ferreira	2018-2019	-create agency for students -create leadership opportunities for students
<b>2. The Balch Elementary School will work toward improving student learning through innovative teaching practices.</b>			
A. Pilot blended learning activities through partnership with Norwood's cooperating Fuse Fellows.	Diane Ferreira Molly Cotter Janice Garrity Darlene Follett Elisabeth Kelly	2018-2019	-early adopters group -videotape lessons and students -interest and engagement surveys -formative assessments
B. Teachers in grades 1 and 2 will support the district in the adoption of Foundations for grades K-2.	Reading Specialist Title One Teachers Grades 1 and 2 Teachers	2018-2019	-create leadership opportunities for teachers -improve Foundations instruction
C. Encourage the sharing of best practices and instructional strategies at staff meetings.	Diane Ferreira All Staff	2018-2019	-encourage collegiality and the sharing of ideas -encourage participation in MassCue and other workshops

<b>3. The Balch Elementary School will focus on improving our outdoor play spaces to best meet the needs of all students.</b>			
A. Fundraise for improvements to the existing play structure at the Balch.	PTO	2018-2019	-improved play structure
B. Partner with the Recreation Center and/or the Town to make improvements to the old “Skate Park” to benefit the Balch students.	Diane Ferreira PTO	2018-2019	-create a new play area for the Balch students
C. Explore the use of other areas around the school building to be used as outdoor play spaces.	Diane Ferreira Buildings and Grounds PTO	2018-2019	-create new options for separation of play spaces at Balch

ACTIVITY	WHO	TIME FRAME	MEASURED OUTCOME
<p><b>4. The Balch Elementary school will increase the percentage of students in grades 3-5 receiving the Meeting and Exceeding Categories on MCAS by 5%.</b></p>			
<p>A. Create a Data Team with representatives from each grade level.</p>	<p>Diane Ferreira Alyssa Kaplan Jill Milton</p>	<p>2018-2019</p>	<p>-analyze MCAS data on a regular basis -analyze common assessment data -share trends, strengths, and areas for improvement with the staff</p>
<p>B. Articulate and strengthen the Balch's Response to Intervention (RtI) process.</p>	<p>All Staff</p>	<p>2018-2019</p>	<p>-improved outcomes for students -improved progress monitoring of student achievement</p>
<p>C. Create more opportunities for inclusion with specific populations of students, IEP, Title One, and ELL.</p>	<p>All Staff</p>	<p>2018-2019</p>	<p>-create grade 1 and 2 literacy blocks that support inclusion during the focus lesson and Foundations, while operating stations for both pull-out and push-in -work with all specialists to uncover opportunities for inclusion support during ELA and Math</p>
<p><b>5. The Balch Elementary School will create community partnerships to help improve the aesthetic of the school's hallways and foyers.</b></p>			
<p>A. Reach out to members of the South Norwood Committee.</p>	<p>Diane Ferreira</p>	<p>2018-2019</p>	<p>-seek financial and work/time donations to beautify the school</p>
<p>B. Work with our Art Teacher and High School Art students to create more welcoming kid friendly hallways, foyers, and bathrooms.</p>	<p>Diane Ferreira Mallory Bailey</p>	<p>2018-2019</p>	<p>-reach out to Laurie McGrory, Art Dept. Chair for student volunteers -start with decals in bathrooms as a trial run for look</p>
<p>C. Research any available grant money to achieve our facilities goals.</p>	<p>Diane Ferreira</p>	<p>2018-2019</p>	

**PROJECTED PROFESSIONAL DEVELOPMENT  
and DATA MEETINGS 2018-2019**

<b>September</b>	<ul style="list-style-type: none"> <li>• SEL with Elise Stokes</li> <li>• Staff Meetings</li> </ul>
<b>October</b>	<ul style="list-style-type: none"> <li>• SEL follow up half day PD</li> <li>• Staff Meetings</li> <li>• School Council</li> <li>• Initiate Data Team</li> <li>• Fuse Fellow partnership with Early Adopters</li> </ul>
<b>November</b>	<ul style="list-style-type: none"> <li>• Parent Teacher Conferences</li> <li>• Staff Meetings</li> <li>• Varied full day PD from district</li> <li>• Data Team (MCAS analysis)</li> <li>• School Council</li> </ul>
<b>December</b>	<ul style="list-style-type: none"> <li>• Staff Meetings</li> </ul>
<b>January</b>	<ul style="list-style-type: none"> <li>• Varied full day PD from district</li> <li>• Staff meetings</li> <li>• School Council</li> <li>• Data Team</li> </ul>
<b>February</b>	<ul style="list-style-type: none"> <li>• Staff Meetings</li> </ul>
<b>March</b>	<ul style="list-style-type: none"> <li>• Parent Teacher Conferences</li> <li>• Staff Meetings</li> <li>• School Council</li> <li>• Data Team</li> </ul>
<b>April</b>	<ul style="list-style-type: none"> <li>• Staff Meetings</li> </ul>
<b>May</b>	<ul style="list-style-type: none"> <li>• Staff Meetings</li> <li>• Transition Planning</li> <li>• School Council</li> </ul>
<b>June</b>	<ul style="list-style-type: none"> <li>• Staff Meetings</li> </ul>



