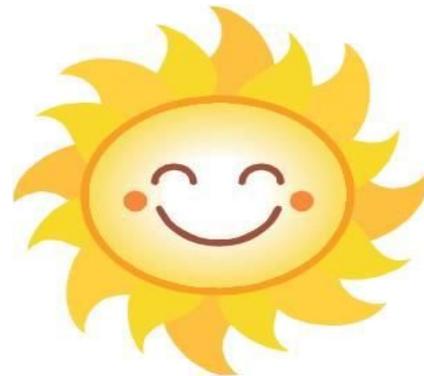


Dean S. Luce Elementary School School Improvement Plan, 2019-20

CANTON PUBLIC SCHOOLS



Submitted to the Canton School Committee
May 23, 2019

2019-20 School Council		
Name	Position	Term End Date
Yeshi Gaskin*	Principal	Permanent
Susan Stewart	Parent	June, 2020
TBD	Parent	June , 2021
TBD	Parent	June, 2021
Heather Lazaro	Educator	June, 2020
Susan Olsen	Educator	June, 2020
TBD	Educator	June, 2021
*Council Co-Chairs-TBD; elections for School Council to be held in Fall 2019.		

School Improvement Priorities for 2019-20

Upon review of the school community survey and feedback, along with review of progress toward our 2018-19 goals, we have chosen to focus for the coming school year on increasing educators ability to learn from one another. This will include continued training of grade level team leaders which enables them to work with their grade level teams in examination of instructional practices and student work. It will include continued opportunities for educators to visit with one another during instructional time and dedicated professional development during faculty meetings focussed on pedagogy and increasing the rigor of instructional practices.

2019-20 Luce School Priority #1: Achieving Educational Excellence & Ensuring Equity

Improve educator practices by creating structured opportunities for educators to share and discuss educational pedagogy.

Rationale: Educators share ownership for student learning. Research supports that when educators can engage colleagues in collaborative conversation, informed by the professional knowledge based on pedagogy, about how to improve instructional practices and informed by data-based inquiry processes, student achievement increases.

Strategic Areas of Focus

- 1.2 Educational Excellence and Continuous Improvement
- 2.3 Professional Culture
- 3.3 Educators' Creativity and Innovation

Key Action	Person(s) Responsible	Timeline	Resources Needed	Evidence of actions and progress
Increase capacity of Grade-Level Team Leaders to serve as catalysts for advancement of teaching and learning	<ul style="list-style-type: none"> ● Asst. Superintendent ● Director of T&L ● Administration ● Consultant 	Ongoing 2019-20	<ul style="list-style-type: none"> ● Funding ● Training ● Time 	<ul style="list-style-type: none"> ● Agendas of monthly after school PD sessions and twice-yearly day-long PD sessions ● Self-assessments completed by Team Leaders at beginning and end of year show increased knowledge of and facility with facilitative leadership skills
Support teachers in implementing workshop model in Math and ELA	<ul style="list-style-type: none"> ● Administration ● Consultants ● Director of T&L ● Stem Coordinator 	Ongoing 2019-20	<ul style="list-style-type: none"> ● PD ● Time 	<ul style="list-style-type: none"> ● Feedback from PD ● Observations of practice
Create additional blocks of time (120 min. minimum) for collaborative work of grade-level teams	<ul style="list-style-type: none"> ● Asst. Supt. ● Director of T&L ● Principals ● Grade-Level Team Leaders 	Summer 2019	<ul style="list-style-type: none"> ● Time ● Funding 	<ul style="list-style-type: none"> ● Calendar for elementary schools shows extended blocks of time for grade-level team meetings ● Agendas from these meetings demonstrate focus on collaborative work ● Work products of meetings show focus on improved teacher practice and stdt. learning
Increase likelihood of program success by ensuring that elementary educators in all roles have clear understanding of purpose and practices of collaborative work led by Team Leaders	<ul style="list-style-type: none"> ● Asst. Supt. ● Director of T&L ● Principals 	Summer and Fall 2019	<ul style="list-style-type: none"> ● Time 	<ul style="list-style-type: none"> ● Information about Grade-Level Team Leader program opportunities distributed in May 2019

Provide model of effective practices in facilitative leadership for Team Leaders	<ul style="list-style-type: none"> • Principals 	Ongoing 2019-20	<ul style="list-style-type: none"> • Time 	<ul style="list-style-type: none"> • Dates established for collaborative meetings between Grade-Level Team Leaders and Principals to begin in each building next year
Utilize faculty meetings and common planning opportunities to investigate structures related to advancing rigor of instructional practices	<ul style="list-style-type: none"> • Building Admin Team • Faculty 	Ongoing 2019-20	<ul style="list-style-type: none"> • Time • Prof. resources 	<ul style="list-style-type: none"> • Faculty identified topics, including but not limited to: Tier I instruction, writing, cultural competency, student accountability, and students with specific identified disabilities • Examination of instructional practices through professional articles and protocol examinations • Administrator observations in classrooms confirms that educators have begun to implement strategies learned through observations in peers' classrooms and through collegial sharing during faculty meetings • Faculty meeting agendas • Common planning agendas

2019-20 Luce Elementary School Priority #2: Transforming Teaching & Learning

Improve educator practices by creating structured opportunities for educators to observe and discuss each other's instructional practices

Rationale: Research supports that when educators can engage colleagues in collaborative conversation, informed by the professional knowledge based on pedagogy, about how to improve instructional practices and informed by data-based inquiry processes, student achievement increases.

Strategic Areas of Focus:

- 1.3 Excellent Educators for Every Student, Every Day
- 2.3 Professional Culture
- 3.1 Designed Student Learning & Growth
- 3.3 Educators' Creativity & Innovation

Key Action	Person(s) Responsible	Timeline	Resources Needed	Evidence of actions and progress
Continue to evolve plan for small, voluntary peer observation program that builds from teacher interest and need	<ul style="list-style-type: none"> ● Principal ● Director of T&L, PreK-8 ● Assistant Supt. 	Summer and Fall 2019	<ul style="list-style-type: none"> ● Time 	<ul style="list-style-type: none"> ● Gather with district administrative colleagues to review literature and share strategies and ideas ● Review "pineapple" process with faculty during opening faculty meeting
Recruit educators to participate in program and provide PD in peer observation practices	<ul style="list-style-type: none"> ● Building Admin Team ● Director of T&L, PreK-8 	Fall 2019	<ul style="list-style-type: none"> ● Time ● Professional resources in peer observation 	<ul style="list-style-type: none"> ● Peer Observation opportunity described and facilitated by Assistant Supt. and Director of Teaching & Learning PreK-8 during October faculty meeting
Increase educator repertoire of instructional practices by providing opportunities for educators participating in peer observations to share their learning with colleagues	<ul style="list-style-type: none"> ● Participants in peer observations ● Building Admin Team 	Winter-Spring 2019-20	<ul style="list-style-type: none"> ● Time ● Professional resources ● Funding for substitute coverage 	<ul style="list-style-type: none"> ● Provide coverage for "pineappling" to occur ● Faculty meeting agendas confirm presentations by Luce educators and discussions about instructional practices ● Examination of instructional practices through professional articles and protocol examinations ● Administrator observations in classrooms confirm educators have begun to implement strategies learned through observations in peers' classrooms and through collegial sharing during faculty meetings