

Annual Action Plan

Set **GOALS**, Strengthen **PRACTICES**, Align **RESOURCES**, Motivate **COMMITMENT**

School	Lincoln Elementary School	
District	Oak Park Elementary School District 97	
Plan Year(s)	2018 – 2019 SY	
Principal / Lead Person	Mrs. Theresa Silva	
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SCHOOL IMPROVEMENT PLANNING TEAM

Name	Stakeholder Group [^]	Signature
Theresa Silva	Principal	
Paula Hughes	Assistant Principal	
Nicole Decancq	Kindergarten Teacher	
Debbie Cooper	1st Grade Teacher	
Cynthia Wilson	2nd Grade Teacher	
Catina Burries	3rd Grade Teacher	
Karri Spillane	4th Grade Teacher	
Arnetta Thompson	5th Grade Teacher	
Veena Rajashekar	Instructional Coach	
Rocio Jacoby	FLES Teacher	
Kelly Valle	Special Education Teacher	
Elizabeth Smith	5th grade Spanish Immersion Teacher	
Julia Jacobo	K Spanish Immersion Teacher	

ABOUT OUR SCHOOL

Lincoln Elementary School is a K-5 public school located in south Oak Park, an urban area in suburban Illinois. We serve approximately 685 students who represent a diversity of races, cultures, and languages.

- 59% of our students are white, 13.5% are black, 13.7% are Hispanic, 3.8% are Asian, 10% are two or more races
- 15% of our students are low income
- 4.7% of our students are English Language Learners
- 12.8% of our students have IEPs
- .1% of our students are homeless

We have an 86.3% teacher retention rate. Our faculty is comprised of committed, highly qualified, student centered, teachers.

We believe in ensuring academic and social emotional growth for every student. We believe in continuous improvement of our professional practices to ensure the improvement of student learning.

Together with the community, we are committed to creating a school culture in which the students are respectful, responsible and safe. Our staff will engage students and families in creating lifelong learners.

Our Vision is Create a positive learning environment for all District 97 students that is equitable, inclusive and focused on the whole child.

We will accomplish this by:

- **Educating the whole child by ensuring all systems, structures and processes within District 97 reflect an understanding of what it means to support the successful development of each and every student.**
- **Establishing a comprehensive system of support for all District 97 staff, especially teachers.**

1 Highlights of our Annual Action Plan

According to 2017-18 NWEA MAP data, 49% of students in grades 2-5 met or exceeded their growth target in Reading and 54% of students in grades 2-5 met or exceeded their growth target in Math. In addition, 56% of students in grades K-5 responded favorably to the PLESS statement, "Students at my school treat me with respect." Based on our current level of performance, we have a long way to go to ensure that more students make significant academic progress as well as close the opportunity gap. This Annual Action Plan outlines the following: student learning targets for 2018-2019, and our priorities for professional practices, educational strategies, PD and collaboration themes, and indicators of success.

STUDENT LEARNING TARGETS

We will focus on raising outcomes for students in the following areas:

- Increase the percentage of students in grades 2-5 meeting or exceeding their growth target in Reading from 49% to 55% as measured by NWEA MAP (Fall 2018 to Spring 2019).
- Increase the percentage of students in grades 2-5 meeting or exceeding their growth target in Math from 54% to 60% as measured by NWEA MAP (Fall 2018 to Spring 2019).
- Increase the percentage of students from 56% to 65% in grades K-5 who respond favorably to the PLESS statement, "Students at my school treat me with respect."

At Lincoln Elementary School, we recognize that if we desire continuous improvement of student learning, then we must focus on the continuous improvement of our professional practices and educational strategies. Therefore, the Building Leadership Team engaged in a comprehensive evaluation to determine what is working well and what needs to be improved. To accomplish our learning targets, we have identified the following priorities:

- Teacher/Staff collaboration about and the implementation of differentiated instruction
- Grade level analysis of student work products
- Ensure fidelity of intervention for all learners

The success of our Annual Action Plan depends on the partnership and shared responsibility among educators, parents, students, and community members. After every student assessment cycle, we educators will collaboratively design grade level Cycles of Inquiry in Reading or Math that consist of a SMART goal with Action Steps aligned to our Annual Action Plan. Also included in each Cycle of Inquiry are: the standards, specific teaching practices and strategies, and formative assessments. Furthermore, In order to maintain a pulse on our progress and proactively make adjustments, the Building Leadership Team will minimally reflect twice annually on the professional practices, educational strategies, and PD and collaboration themes to determine whether we are: on target to meet a goal, behind schedule, or if a goal has been accomplished.

This Action Plan aligns to our Oak Park School District 97 Vision: Create a positive learning environment for all students that is equitable, inclusive and focused on the whole child. We are looking forward to a productive year at Lincoln School where our empowered and passionate

scholars will feel respected by their peers, meet or exceed their growth targets in Reading and Math, and accelerate their learning to close the opportunity gap.