

School Improvement Plan Douglas Primary School 2022-2023



“Where decisions are made in the best interest of our students.”

Dr. Paul Vieira, Superintendent
Cindy Socha, Douglas Primary School Principal

Douglas Public Schools Mission Statement

The Douglas Public Schools offer diverse learning experiences that meet the academic, social, physical, and emotional needs of all students. We provide a safe, supportive, and challenging learning environment in which students may achieve academic success and personal growth. Decisions are made in the best interest of our students.

-Approved by District-Wide Faculty and School Committee Vote – Sept. 2006

Douglas Primary School Core Values

Douglas Primary School students are:

Proud Responsible Caring Honest Respectful



*-Approved by the Staff and Faculty of Douglas Primary School and also the School Council.
2014-2015*

Douglas Primary School 2022-2023 School Improvement Plan

Student Learning Goal: Douglas Primary will develop and nurture a culture in which staff members are reflective about their practice and use student data, current research, best practices and theory to continuously adapt instruction and achieve improved results. The Principal will model for educators how to be continually reflective about their practice and support educators as often as is feasible and appropriate to collaborate in teams around the effectiveness of a wide range of tasks related to instructional practice and student learning, including but not limited to implementing standards-based units and well-structured lessons, examining student work, and analyzing student performance and behavior. Educators will be empowered to use data, research, and best practices to adapt instruction to achieve improved results.

Objective	Strategies	Resources	Timeline
<p>By June, 2023, 100% of the students will score in the at or above grade level range as assessed by the STAR Early Literacy benchmark assessments.</p>	<p>Using data, grade level teams will identify two areas in which there are gaps/deficiencies and develop a plan for each identified area and what is needed to achieve this goal.</p> <p>Data points will include: STAR Early Literacy beginning, middle, end of year as well as progress monitoring using Curriculum Based Measures (CBMs) periodically. Teachers will use running records for each student to track progress.</p>	<p>The following resources are needed in order to meet this goal: time, data, possible financial support (professional development, supplies).</p>	<p>By the end of January, following the mid-year benchmark assessments, the Primary School staff will analyze the student progress and revise strategies as needed. By June of 2023, a final report will be developed noting MTSS tier one strategies used and a plan moving forward.</p>

Professional Practice Goal: The Primary School will promote the learning and growth of all students by providing high-quality and rigorous instruction, analyzing student performance and growth data to improve instruction, and continuously refining learning objectives.

Objective	Strategies	Resources	Timeline
<p>In order to ensure that “ALL means ALL” and that every student has the opportunity to succeed, the Douglas Primary School will demonstrate progress towards the implementation of a Multi-Tiered System of Support (MTSS). The Primary School will focus on strengthening tier one instruction.</p>	<p>Professional development will be on-going throughout the year during professional development days, monthly staff meetings, grade level common planning times, and one to one teacher meetings with the Principal. In particular, the professional development will focus on small group instruction in ELA, as well as differentiation for all students-below grade level, on grade level, and above grade level. Data points will include: STAR Early Literacy beginning, middle, end of year as well as progress monitoring using Curriculum Based Measures (CBMs) periodically. Teachers will use running records for each student to track progress.</p>	<p>The following resources are needed in order to meet this goal: time and assessment data.</p>	<p>By the end of January, following the mid-year benchmark assessments, the Primary School staff will analyze the student progress and revise strategies as needed. By June of 2023, a final report will be developed noting MTSS tier one strategies used and a plan moving forward.</p>

School Improvement Goal 1: Curriculum Review

Objective	Strategies	Resources	Timeline
<p>By June, 2023, Primary School staff will complete a curriculum standards review to ensure the ELA curriculum is aligned to the Massachusetts State Curriculum standards.</p>	<p>Teachers will be given professional development time to complete the task in ELA. Staff will record when, where, and how often each of the standards are taught in ELA. Revisions will be made for any identified issue in the Rubicon Atlas software. Teachers will analyze assessments to ensure that students are being assessed in each of the standards.</p>	<p>The following resources are needed in order to meet this goal: time and coverage for teachers, financial impact-substitutes, and data.</p>	<p>By June, curriculum maps will be up to date accounting for gaps and deficiencies in ELA. Time will be afforded to teachers during professional development days, common planning, and in school time with substitute teachers. A plan will be in place for 2023-2024.</p>

School Improvement Goal 2: Enhance Community Partnership

Objective	Strategies	Resources	Timeline
<p>The Primary School will increase family and community presence in our school.</p>	<p>The Primary School staff will develop plans for families and community members to be involved at the school. Suggested activities: Open House, Orientations, Book Fair, Mystery Readers, Author Week, Veteran’s Day, invite high school students to read to our classes or play math games, Special lunch with a parent, etc.</p>	<p>The following resources are needed in order to meet this goal: time to plan.</p>	<p>Activities will take place throughout the school year 2022-2023.</p>