



# School Improvement Plan 2022-2023

<b>School Information:</b>	
<b>School:</b>	Horace Mann Elementary School
<b>Principal:</b>	Kelly Gorman
<b>School Improvement Team:</b>	Kelly Gorman, Katie Farmer, Kallie Gebhard, Krista Patton, Cindy Jesseph, Traci Eaton, Emily Moody
<b>Vision:</b>	Inspiring leadership, progress and purpose
<b>Mission:</b>	Together with students, staff and community we learn, we lead and we are family. We are one!

<b>2022-2023 Monitoring Meetings:</b>	
<b>Q1</b>	<b>October 24, 2022 @ 3:45 PM in The HIVE (LHTM) Update due to district on Oct. 31</b>
<b>Q2</b>	<b>January 9, 2023 @ 3:45 PM in The HIVE (LHTM) Update due to district on Jan. 20</b>
<b>Q3</b>	<b>March 20, 2023 @ 3:45 PM in The HIVE (LHTM) Update due to district on March 24</b>
<b>Q4</b>	<b>May 22, 2023 @ 3:45 PM in The HIVE (LHTM) &amp; Data Retreat 2023 Update due to district on June 2</b>



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## Goal 1: Math

### Goal 1: MATH

#### Proficiency Goal:

The percentage of K-2 students scoring at or above benchmark for their composite score in Math will increase by 5% by the end of 2023 school year as measured by the Acadience Math Assessment.

Kindergarten: 67% to 72%

1st Grade: 20% to 25%

2nd Grade: 58% to 63%

#### Proficiency Goal:

The percentage of 3-5 students scoring proficient or higher in Math will increase by 5% by the end of the 2023 school year as measured by SBAC.

Grade 3: 13% to 18%

Grade 4: 2% to 7%

Grade 5 12% to 17%

#### Growth Goal:

72% of students at Horace Mann Elementary will meet their growth projection as measured by the end of the year Acadience Math Assessment.

Grade Level	2021-2022 Percent of Students who met progress goal	2022-2023 Winter	2022-2023 Spring
Kindergarten	94%		
Grade 1	47%		
Grade 2	76%		

#### Growth Goal:

60% of students at Horace Mann Elementary will meet their growth projection RIT score as measured by the end of the year MAP Math Assessment.

Grade Level	2021-2022 Percent of Students who met progress goal	2022-2023 Winter	2022-2023 Spring
Grade 3 • Fall Average RIT = 182.55	33%		
Grade 4 • Fall Average RIT = 186.75	44%		



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<p>Grade 5</p> <ul style="list-style-type: none"> <li>• <i>Fall Average RIT = 193.4</i></li> </ul>	<p>55%</p>		
<p><b>Strategies:</b></p>			
<p>1- Learning Goals, Learning Targets and Criteria for Success</p> <ul style="list-style-type: none"> <li>• Teachers continue to develop and communicate learning targets and criteria for success. These are communicated with students throughout each lesson.             <ul style="list-style-type: none"> <li>○ Learning Goal = SD Standard</li> <li>○ Learning Targets = Clearly state what you expect students to know and be able to do at the end of the lesson (We are learning...)</li> <li>○ Criteria for Success = Evidence of learning for the end of the lesson (I am successful when...)</li> </ul> </li> <li>• Continue to develop a shared understanding of learning targets and criteria for success by providing feedback and data teams.</li> <li>• Determine and stay focused on the selected essential standards (Learning Goals)</li> </ul>			
<p>2- Instructional Strategies</p> <ul style="list-style-type: none"> <li>• Understand the difference between instructional strategies (teacher action) and engagement strategies (student action)</li> <li>• Evidence-based strategies modeled and explicitly identified during professional learning opportunities</li> <li>• Professional learning opportunities provided during data teams, peer observation, staff meeting booster lessons and professional learning days</li> </ul>			
<p>3- Feedback -</p> <ul style="list-style-type: none"> <li>• Provide professional learning opportunities for staff through 1:1 feedback, data teams and whole group learning opportunities</li> <li>• Provide timely, consistent and precise feedback to students with connection to their lead measures (actionable steps) that align to their WIGS.</li> </ul>			
<p>4-Differentiation</p> <ul style="list-style-type: none"> <li>• Develop a shared understanding and common language about differentiation during our PL days and data teams</li> <li>• Intentional conversations during Data Teams regarding differentiation</li> </ul>			
<p><b>Evidence and Artifacts:</b></p>			



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1. NWEA MAPS data 3-5
2. Acadience K-2
3. Team Minutes and Data Team Cycle Notes
4. Cambium Data
5. Scoreboards for Lead Measures
6. WIN progress monitoring sheets

## Goal 2: ELA

### Goal 2: ELA

#### **Proficiency Goal:**

The percentage of K-2 students scoring at or above benchmark for their composite score in Reading will increase by 5% by the end of 2023 school year as measured by the Acadience Reading Assessment.

Kindergarten: 48% to 53%

1st Grade: 37% to 42%

2nd Grade: 49% to 54%

#### **Proficiency Goal:**

The percentage of students who score proficient or higher in ELA will increase by 5% for all grades by the end of the 2023 school year as measured by SBAC.

Grade 3: 8% to 13%

Grade 4: 15% to 20%

Grade 5: 31% to 36%

#### **Growth Goal:**

61% of the K-2 students at Horace Mann Elementary will meet their growth projection as measured by the end of the year Acadience Reading Assessment.

Grade Level	2021-2022 Percent of Students who met progress goal	2022-2023 Winter	2022-2023 Spring
Kindergarten	56%		
1st Grade	48%		
2nd Grade	80%		



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**Growth Goal:**

60% of grades 3-5 students at Horace Mann Elementary will meet their growth projected RIT score as measured by the end of the year MAP ELA Assessment.

Grade Level	2021-2022 Percent of Students who met progress goal	2022-2023 Winter	2022-2023 Spring
3rd Grade <ul style="list-style-type: none"> <li>Fall Average RIT = 181.55</li> </ul>	60%		
4th Grade <ul style="list-style-type: none"> <li>Fall Average RIT = 185.45</li> </ul>	22%		
5th Grade <ul style="list-style-type: none"> <li>Fall Average RIT = 192.75</li> </ul>	43%		

**Strategies:**

1- Learning Goals, Learning Targets and Criteria for Success

- Teachers continue to develop and communicate learning targets and criteria for success. These are communicated with students throughout each lesson.
  - Learning Goal = SD Standard
  - Learning Targets = Clearly state what you expect students to know and be able to do at the end of the lesson (We are learning...)
  - Criteria for Success = Evidence of learning for the end of the lesson (I am successful when...)
- Continue to develop a shared understanding of learning targets and criteria for success by providing feedback and data teams.

2- Instructional Strategies

- Understand the difference between instructional strategies (teacher action) and engagement strategies (student action)



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- Evidence-based strategies modeled during professional learning opportunities
- Professional learning opportunities provided during data teams, peer observation, staff meeting booster lessons and professional learning days

### 3- Feedback -

- Provide professional learning opportunities for staff through 1:1 feedback, data teams and whole group learning opportunities
- Provide timely, consistent and precise feedback to students

### 4-Differentiation

- Develop a shared understanding and common language about differentiation during our PL days and data teams
- Intentional conversations during Data Teams regarding differentiation

## Evidence and Artifacts:

1. NWEA MAPS data 3-5
2. Acadience K-5
3. Cambium Data
4. Wonders/ Reading WIN Screener
5. WIN progress monitoring sheets

## Goal 3: Learner- Centered

**We will strengthen our learner-centered culture by improving our Leader in Me Measurable Results Assessment (MRA) score from a 74 to an 80 by March 20th, 2023.**

### Strategies:

#### 1: Visual Routines & Visual Schedules

**Visual Routines** - Visual routines are clearly posted for children at eye level near the place the routine occurs.

**Visual Schedules** - All k-5 classes will have visual schedules. The teacher displays a visual schedule at children's eye level, in a convenient location, reviews it often and uses it to help children tell time.

#### 2: Adult(Staff and Family) & 3rd-5th Grade Student Action Teams

**Learning and Modeling Action Team:**



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- Include students in teaching direct lessons focusing on the 8 Habits of Highly Effective People
- Develop and execute On-Boarding and on-going Training for New Staff

## **Shared Leadership Action Team:**

- Service-Learning Projects
- Student Leadership Roles throughout the school

## **Achieve Goals Action Team:**

- Execute the implementation of the 4 Disciplines of Execution for students and staff (1 – Wildly Important Goal, 2-select a lead measure, 3-create a compelling scoreboard and 4-have a system of accountability)
- Monitor and Celebrate our LEARNING progress

## **Empowering Instruction Action Team:**

- All K-5 students will update and use leadership portfolios daily
- Become experts about the 13 behaviors of trust and teach others about them

## **Creating a Leadership Environment:**

- Deposit in the emotional bank account of staff and students by celebrating birthdays, providing attendance incentives, having dress up/spirit days, appreciation days, etc.
- Create a physical school environment which represents our mission statement; learning, leading and family

## **Family and Community Engagement:**

- Design, plan and execute family engagement and leadership events at HM, find ways to bring community and families into our school
- Plan and run our HM School Store .

**3:** During staff meetings, boosters will focus on adults deepening their understanding of the 7 Powers (mindset) and Skills (response) of Conscious Discipline, the 13 Behaviors of Trust, the 8 Habits of Highly Effective People and the 5 paradigms.

**4:** To intentionally use the 7 Powers and Skills to see and respond to upset/conflict

- Expand staff understanding of the 7 Powers and the impact they have on how we perceive and respond to situations

## **Evidence and Artifacts:**

- Conscious Discipline Rubric
- Adults utilizing visual routines & schedules for transitions & unstructured times, changes in schedules
- Office Discipline Referrals
- Action team meetings - 2x per week (students), minimum 1x month for adults
- Leader In Me Rubric
- Progress Monitoring (Quarterly) w/ visual representation of rubric scores for the powers/skills
- HM Happenings Calendar -Staff Meeting Topics



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