



School Improvement Plan 2023-2024

School Information: School Improvement Feedback Tool: https://docs.google.com/document/d/1auXY53RX8MT70hnTB0TXe7ZTk6ugdfn9_1o5N7CGj44/edit	
School:	Horace Mann Elementary
Principal:	Kelly Gorman
School Improvement Team:	Kelly Gorman Katie Farmer Kallie Gebhard Emily Moody Krista Patton Traci Eaton Cindy Jesseph Tara King Melissa White Michaela Borbely (not at data retreat)
Vision:	Inspiring Leadership, Progress, and Purpose
Mission:	Together with students, staff, and community. We Learn, We Lead, and We are Family. We are one!

2023-2024 Monitoring Meetings: SI Monitoring Plan https://docs.google.com/document/d/1X1LK9bC_71zGJGr-XDIGkOOf3-eJtYL4ptjpE80ANk/edit	
Q1 Ends Oct 25	(Data due Oct 27) October 30, 2023
Q2 Ends Jan 25	(Data due Jan 26) January 29, 2024
Q3 Ends April 9	(Data due April 12) April 15, 2024
Q4 Ends May 24	Summative Data reviewed at Data Retreat - June 2024



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Goal 1: MATH

PROFICIENCY GOAL: (set by cohort)

Acadience K-1:

The percentage of students scoring At or Above the grade level composite score will increase 5% as measured by Acadience Math.

Kdg Goal: 76% Fall _____ Winter _____ Spring _____
Grade 1 Goal: 85% to 90% Fall _____ Winter _____ Spring _____

MAPS 2nd Grade Level RIT

The percentage of students scoring Grade Level RIT (189) or above will increase 5% as measured by MAPS Growth.

Grade 2 Goal: 55% to 60% Fall _____ Winter _____ Spring _____

3-5 CAMBIUM

The percentage of students scoring proficient or higher in Math will increase 5% by the end of the 2024 school year as measured by Cambium (SBAC).

Grade 3 41%
2023 Grade 3 24% to 2024 Grade 4 29%
2023 Grade 4 11% to 2024 Grade 5 16%

GROWTH GOAL:

Acadience K-1:

79% of grade K-1 students will meet their typical or above typical growth goal as measured by the Acadience Math assessment.

Kdg Winter _____ Spring _____
Grade 1 Winter _____ Spring _____

Growth 2-5 (MAP)

69% of grade 2-5 students will meet their RIT score (growth projection) as measured by their Spring MAP Math Assessment.

Grade 2 Winter _____ Spring _____
Grade 3 Winter _____ Spring _____
Grade 4 Winter _____ Spring _____
Grade 5 Winter _____ Spring _____

Strategies: MATH

1: Teacher Clarity

- Teachers clearly identify the learning targets that describe the skill and knowledge the student needs to learn.



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- Understand depth of knowledge and Bloom’s Taxonomy and how it relates to a standard.
- Teachers determine the criteria for success, communicate the criteria throughout the lesson, and collect evidence of the criteria.
- Students will be able to respond accurately when asked the following questions:
 - What are you learning?
 - How do you know when you know it?
 - How does your teacher know you know it?

2: Planning and Preparation

- Lesson Design and components
 - Learning Goal (Standard), Learning Target, Criteria for Success, connection to previous learning, anticipatory set/hook, launch/mini lesson, kagan structure, differentiation, closure/debrief
- Deepen understanding and implementation of Kagan structures to increase student engagement and rigor.
 - Develop lesson plans with content first then structure through coaching with Kagan consultant
 - Evidence-based strategies (Kagan structures) modeled during professional learning opportunities
- Cohorts of Microteaching (start October 2023)

3. 4DX - 4 Disciplines of Execution

- Math Fact Fluency- schoolwide, grade level, classroom, student goals

Evidence and Artifacts: MATH

Evidence (Data points)	Artifacts
NWEA MAPS data (2nd-5th) Acadience data (K-1) Scoreboards for Lead Measures Grade Level WIG data WIN Progress Monitoring Sheets	Data Team Notes Rigor and Engagement Rubrics Walk-through data Staff Meeting and PD agendas



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Goal 2: ELA

PROFICIENCY GOAL: (set by cohort)

Acadience K-1:

The percentage of students scoring At or Above the grade level composite score will increase 5% as measured by Acadience Reading.

Kdg Goal: 61% Fall _____ Winter _____ Spring _____
Grade 1 Goal: 73% to 78% Fall _____ Winter _____ Spring _____

MAPS 2nd Grade Level RIT

The percentage of students scoring Grade Level RIT (186) or above will increase 5% as measured by MAPS Growth.

Grade 2 Goal: 36% to 41% Fall _____ Winter _____ Spring _____

3-5 CAMBIUM

The percentage of students scoring proficient or higher in ELA will increase 5% by the end of the 2024 school year as measured by Cambium (SBAC).

Grade 3 41%
2023 Grade 3 28% to 2024 Grade 4 33%
2023 Grade 4 18% to 2024 Grade 5 23%

GROWTH GOAL:

Acadience K-1:

62% of grade K-1 students will meet their typical or above typical growth goal as measured by the Acadience Reading assessment.

Kdg Winter _____ Spring _____
Grade 1 Winter _____ Spring _____

Growth 2-5 (MAP)

52% of grade 2-5 students will meet their RIT score (growth projection) as measured by their Spring MAP Reading Assessment.

Grade 2 Winter _____ Spring _____
Grade 3 Winter _____ Spring _____
Grade 4 Winter _____ Spring _____
Grade 5 Winter _____ Spring _____

Strategies:

1: Teacher Clarity

- Teachers clearly identify the learning targets that describe the skill and knowledge the student needs to learn.
- Teachers determine the criteria for success, communicate the criteria throughout the



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lesson, and collect evidence of the criteria.

- Students will be able to respond accurately when asked the following questions:
 - What are you learning?
 - How do you know when you know it?
 - How does your teacher know you know it?

2: Planning and Preparation

- Deepen understanding and implementation of Kagan structures to increase student engagement and rigor.
 - Develop lesson plans with content first then structure using a Kagan structure
 - Mixed Pair Share, Rally Coach, Rally Robin, Round Robin, Timed Pair Share
 - Evidence-based strategies (Kagan structures) modeled during professional learning opportunities
- Cohorts of Microteaching (start October 2023)

3. Vertical Alignment of High Frequency Words K-3

- Implementation of the identified high frequency words for each grade level

Evidence and Artifacts:

Evidence (Data points)	Artifacts
NWEA MAPS data (2nd-5th) Acadience data (K-1) Scoreboards for Lead Measures Grade Level WIG data WIN Progress Monitoring Sheets HF Word Tracking Forms	Data Team Notes Rigor and Engagement Rubrics Walk-through data Staff Meeting and PD agendas

Goal 3: LEARNER CENTERED CULTURE

We will strengthen our learner-centered culture by improving our Leader in Me Measurable Results Assessment (MRA) score from a 79 to a **84** by February 2024.

Strategies: LEARNER CENTERED CULTURE

- 1: Consistent schoolwide expectations taught 3x per year for common hotspots:**
- Lunchroom
 - Bathroom



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- Hallways
- Playground

2: Identify procedures to establish a community for learning, leading, and being a family

- Well Rounded Schools team - professional development for all staff on intentional procedures
- Develop and implement classroom procedures, revisiting frequently and revising when needed

3: Empowerment

Grades K-5

- Teach and Integrate Conscious Discipline and 8 Habits lessons on a regular basis

Adult and Student Action Teams - Grades 3-5

- Teach Students to Lead Action Team
- Shared Leadership Action Team
- Achieve Goals Action Team
- Empowering Instruction Action Team
- Creating a Leadership Environment
- Family and Community Engagement

4: Power of Free Will and Skill of Choice

- Utilize two positive choices
- Visually display 2 acceptable choices and 1 unacceptable choice

Evidence and Artifacts: LEARNER CENTERED CULTURE

Evidence (Data points)	Artifacts
Office Discipline Referrals Leader in Me MRA Leader in Me Rubric Conscious Discipline Rubric	Station Rotation Schedule Action Team Meeting Notes



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