

Form A2 – School Improvement Plan

Principal: Jeff Zastrow

Assistant Superintendent: Astein Osei

School: Birch Grove

Date: 2016-17

The School Improvement Plan priorities focus on three areas: **reading, mathematics, and student behavior**. The School Improvement Plan must include: (1) the utilization of MCAs as a data point for one or more goals; (2) articulated goals related to proficiency rate(s), growth, and achievement gap reduction, (3) student behavior; and, if applicable, (4) a graduation rate goal.

Guidelines

- (1) The district will insert the baseline data prior to the scheduled site improvement meeting with the Research, Assessment and Accountability Department.
- (2) The district will insert the basic and transformational goals at the start of school using the 2015-16 cohorts. Students enrolled for the 2015-16 school year make up each cohort.
- (3) Basic goals represent reasonable student progress or improvement based on trends. Transformational goals represent the scores that are necessary to close the achievement gaps and are based on state expectations.
- (4) General Color Coding Key (most data tables include a more specific key):

Far Below Basic Goal	Well Below Basic Goal	Below Basic Goal	Near Basic Goal	Met Basic Goal	Met Transformational Goal
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- (5) Site team should use these **guiding questions** for discussion in development of the action plan for each area of the plan:
 - a. What did the data tell you about your current state? What were things the data did not tell you?
 - b. What adult practices might be the cause of the data?
 - c. What are the root causes of the data concerns that will be addressed in action plans?
 - d. What research-based actions, strategies, and interventions will support students in meeting the goals?
 - e. What knowledge and skills (professional learning) will adults need to support students in meeting the goal(s)?

School: Insert school name

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Priority One: READING		<i>Measure: Proficiency (% Low Risk on DIBELS)</i>					
Column Header	Definition						
Avg of 2014 & 2015	This includes only students who were "at-risk" or at "some risk" based on the fall LNF, LSF or ORF screening. The value reported is the percentage of these students who were "low risk" by spring (average of Spring 2014 and Spring 2015)						
Basic Goal	Reduce at-risk and some risk by half in four years (minimum = 40%)						
Transformational Goal (Trans)	Reduce at-risk and some risk by half in two years (minimum = 50%)						
2016 Results	Percentage of students low risk in Spring 2016						
Avg of 2015 & 2016	Average percentage of students low risk - Spring 2015 and Spring 2016						
Color Coding	30% + from Basic Goal	15 - 29% from Basic Goal	5 - 14% from Basic Goal	<5% from Basic Goal	Met Basic Goal	Met Transformational Goal	
% Low Risk	2015-16 Baseline, Goals and Results				2016-17 Baseline and Goals		
Group	Avg of 2014 & 2015	2016 Basic	2016 Trans.	2016 Results	Avg of 2015 & 2016	2017 Basic	2017 Trans.
Kindergarten	61%	66%	71%	57%	68%	72%	76%
Grade 1	43%	50%	57%	7%	31%	40%	50%
Grade 2	37%	45%	53%	50%	44%	51%	58%

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Priority One: READING		<i>Measure: MCA Proficiency (Index Rates)</i>							
Column Header									
Results	Index rate for students with scores from last spring, enrolled on October 1 and tested in the spring.								
Fall Cohort	Index rate for students tested in the previous spring and enrolled the following fall.								
Basic Goal	The lower of the district average change and the MDE index target (reduce non-proficiency by half in two years), with a minimum of 25.								
Transformational (Trans.) Goal	The higher of the district average change and the MDE index target (reduce non-proficiency by half in two years), with a minimum of 30.								
Color Coding	10+ points below basic goal	6-9 points below basic goal	1.1 to 5.9 points below basic goal	Within 1 index point of basic goal	Met basic goal	Met transformational			
Notes: Student group goals are addressed under gap reduction. Also, when results are calculated, the cohort scores and goal scores are updated to reflect the students with pretest scores who were enrolled in the fall and took the test in the spring.									
Group	2015 Results	Fall 2015 Cohort	2016 Basic Goal	2016 Trans. Goal	2016 Results	Fall 2016 Cohort	2017 Basic Goal	2017 Trans. Goal	2017 Results
All Students	65.4	61.3	66.1	71.0	60.4	57.7	63.0	68.3	
Grade 3	65.3	65.1	63.7	73.8	50.7	65.9	64.7	74.4	
Grade 4	64.9	58.3	62.0	68.7	64.7	46.2	50.7	59.6	
Grade 5	70.4	60.8	70.3	70.6	65.2	62.7	72.0	73.9	
Amln									
Asian	68.4				52.7				
Black	57.5				55.2				
Hispanic	60.3				63.9				
White	82.1				78.1				
EL	44.3				29.3				
Spec Ed	41.7				36.0				
F/R Lunch	57.5				52.5				
Female	68.6				61.5				
Male	60.3				58.9				

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Priority One: READING				Measure: MCA Growth (Z-Score - District)				
Color Coding for 2016 Results for Growth Z-Score Minus District								
.30 or more below Basic Goal	.15 to .29 below Basic Goal	.04 to .14 below Basic Goal	Within .03 of Basic Goal	Met Basic Goal	Met Transformational Goal			
Results are only reported if there are 10 or more students in the group.								
2017 Goals								
Description	Result	Basic Goal		Transformational Goal				
Well above district avg.	+ .15 and up	0.15		0.2				
Above district average	+ .10 to +.14	0.1		0.15				
Near district average	- .09 to +.09	0.05		0.1				
Below district average	- .10 and below	0		0.1				
Growth Z - District		Baseline		2016 Goals		Results	2017 Goals	
Indicator	Group	2014	2015	Basic	Trans.	2016	Basic	Trans.
Growth	All Students	-0.14	-0.25	0.00	0.10	-0.13	0.00	0.10
Growth	Grade 4	-0.02	-0.19	0.00	0.10	-0.01	0.05	0.10
Growth	Grade 5	-0.22	-0.23	0.00	0.10	-0.24	0.00	0.10
Gap Reduction	Am Ind							
Gap Reduction	Asian	0.03	0.11	0.10	0.15	0.05	0.05	0.10
Gap Reduction	Black	-0.31	-0.37	0.00	0.10	-0.21	0.00	0.10
Gap Reduction	Hispanic	-0.28	-0.31	0.00	0.10	-0.32	0.00	0.10
Gap Reduction	White	0.15	-0.13	0.00	0.10	0.04	0.05	0.10
Gap Reduction	EL	-0.33	-0.30	0.00	0.10	-0.26	0.00	0.10
Gap Reduction	Spec Ed	-0.36	-0.29	0.00	0.10	-0.03	0.05	0.10
Gap Reduction	F/R Lunch	-0.20	-0.31	0.00	0.10	-0.10	0.00	0.10
Gap Reduction	Female	-0.11	-0.29	0.00	0.10	-0.12	0.00	0.10
Gap Reduction	Male	-0.19	-0.18	0.00	0.10	-0.13	0.00	0.10

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Priority One: Reading			
Reading Continuous Improvement Action Plan: (add steps as needed by using tab key)			
Strategies: <i>What specific strategies will be implemented?</i>	Adult actions: <i>What adult actions will ensure the strategies are successful?</i>	Measure student progress: <i>What student data will be collected?</i>	Person(s) Responsible:
GE, EL, and SPED clustering with increased push-in by SPED and Academic Resource Teachers	Class lists will cluster like needs kids in sections to better target their needs during math and reading group rotations	PLT data, Benchmark Assessments, DIBELS, MCA, and MAP	K-5 classroom, EL, SPED, A.R.T., and GE teachers
Reading Intervention and Support	Academic Resource Teachers and their ESPs will push in to designated classrooms to provide small group guided experiences in math and reading, and they will also pull out as needed to deliver small group and 1:1 intervention	PLT data, Progress Monitoring, DIBELS, MCA, and MAP	A.R.T. and ESPs
Reading Corps K-3	Reading Corps Tutor will deliver 1:1 reading tutoring per the Reading Corps programming	Reading Corps Assessments	RC Tutor and Coach
NUA/CLEAR Cohort learning for 12 staff (1 st , 3 rd , 5 th , EL, A.R.T., PE)	Staff will learn and implement instructional strategies grounded in NUA/CLEAR high operational practices	PLT data, Benchmark Assessments, DIBELS, MCA, and MAP	NUA Cohort Members, NUA Trainers, Principal
Arts Integration K-5	BG will engage in arts integration staff development in August 2016, at each monthly staff meeting, and continue to deliver comprehensive, high quality arts instruction throughout the year.	PLT data, Benchmark Assessments, DIBELS, MCA, and MAP	ALL

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<p>Equity Work (Adaptive)</p>	<p>BG’s E-Team will continue to engage staff in formal and informal activities and courageous conversations around race to deepen consciousness *DOEE led conversation around black males DOEE led conversation around black males. Noah Sims and Kevin Wilson will lead a staff development session around the needs and realities for black males at BG during workshop week- Goal is mindset impact</p>	<p>Student Stakeholder Data</p>	<p>E-Team, Equity Teacher and Equity Specialist</p>
<p>PLT conversation and collaboration</p>	<p>PLTs will collaborate around reading instructional practice and support, calling out race in formative and summative assessment results</p>	<p>PLT data, Benchmark Assessments, DIBELS, MCA, and MAP</p>	<p>ALL, led by PLT facilitators:Admin, SDAS, ATPPS Coach, Equity Teacher, CIC, Lead ART</p>
<p>Seek PCHS volunteer mentors, specifically for our Black, Latino/Latina, and Asian students</p>	<p>Volunteer mentors will spend time weekly in identified classrooms with identified students assisting with academic work and/or social/emotional learning</p>	<p>PLT data, benchmark Assessments, DIBELS, MCA, and MAP</p>	<p>Admin, volunteers, classroom teachers,</p>
<p>Seek parent and community leader partnership and fellowship</p>	<p>Engage parent and community leaders in building systems to provide absent narratives to inform our practice</p>	<p>PLT data, benchmark Assessments, DIBELS, MCA, and MAP</p>	<p>ALL</p>

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Organize a DOEE Equity Walkthrough	Engage the Department of Equity in Education to conduct an Equity walkthrough to assess our building systems and processes for equity and access for each and all		Admin, Equity Teacher and Specialist
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Priority Two: MATHEMATICS *Measure: MCA Proficiency (Index Rates)*

Column Header	
Results	Index rate for students who had a score from the previous year, were enrolled on October 1 of the next year, and tested the next spring.
Fall Cohort	Index rate for students tested in the previous year and enrolled in the fall of the next year.
Basic Goal	The lower score between the MDE index target (reduce non-proficiency by half in two years) and the district average change, with a minimum of 25.
Transformational (Trans.) Goal	The higher of the MDE index target (reduce non-proficiency by half in two years) and the district average change.

Color Coding	10+ points below basic goal	6-9 points below basic goal	1.1 to 5.9 points below basic goal	Within 1 index point of basic goal	Met basic goal	Met transformational
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Notes: Student group goals are addressed under gap reduction. Also, when results are calculated, the cohort scores and goal scores are updated to reflect the students with pretest scores who were enrolled in the fall and took the test in the spring. The minimum basic goal is 25.

Group	Spring 2015 Results	Fall 2015 Cohort	2016 Basic Goal	2016 Trans. Goal	Spring 2016 Results	Fall 2016 Cohort	2017 Basic Goal	2017 Trans. Goal	Spring 2017 Results
All Students	62.7	68.2	67.5	76.2	63.7	69.1	66.9	76.8	
Grade 3	79.7	70.4	71.8	77.8	63.2	80.2	81.2	85.1	
Grade 4	68.2	70.5	69.2	77.9	68.6	61.5	59.4	71.2	
Grade 5	67.1	63.9	61.6	72.9	59.5	67.7	63.1	75.8	
Amln									
Asian	69.1				62.2				
Black	51.8				54.2				
Hispanic	58.6				66.7				
White	84.8				84.2				
EL	52.9				46.6				
Spec Ed	36.2				30.0				
F/R Lunch	52.6				55.0				
Female	62.1				64.6				
Male	63.7				62.5				

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Priority Two: MATHEMATICS				Measure: MCA Growth (Z-Score - District)				
Color Coding for 2016 Results for Growth Z-Score Minus District								
.30 or more below Basic Goal	.15 to .29 below Basic Goal	.04 to .14 below Basic Goal	Within .03 of Basic Goal	Met Basic Goal	Met Transformational Goal			
Results are only reported if there are 10 or more students in the group.								
2017 Goals								
Description	Result	Basic Goal		Transformational Goal				
Well above district avg.	+.15 and up	0.15		0.2				
Above district average	+.10 to +.14	0.1		0.15				
Near district average	-.09 to +.09	0.05		0.1				
Below district average	-.10 and below	0		0.1				
Growth Z - District		Baseline		2016 Goals		Results	2017 Goals	
Indicator	Group	2014	2015	Basic	Transform.	2016	Basic	Transform.
Growth	All Students	-0.10	-0.37	0.00	0.10	-0.04	0.05	0.10
Growth	Grade 4	0.35	0.10	0.10	0.15	0.08	0.05	0.10
Growth	Grade 5	-0.33	-0.64	0.00	0.10	-0.16	0.00	0.10
Gap Reduction	Am Ind							
Gap Reduction	Asian	0.13	-0.20	0.00	0.10	0.17	0.15	0.20
Gap Reduction	Black	-0.23	-0.46	0.00	0.10	-0.13	0.00	0.10
Gap Reduction	Hispanic	0.19	-0.38	0.00	0.10	-0.31	0.00	0.10
Gap Reduction	White	-0.10	-0.25	0.00	0.10	0.12	0.10	0.15
Gap Reduction	EL	-0.03	-0.30	0.00	0.10	-0.23	0.00	0.10
Gap Reduction	Spec Ed	-0.40	-0.44	0.00	0.10	-0.23	0.00	0.10
Gap Reduction	F/R Lunch	-0.13	-0.46	0.00	0.10	-0.15	0.00	0.10
Gap Reduction	Female	-0.09	-0.47	0.00	0.10	-0.01	0.05	0.10
Gap Reduction	Male	-0.11	-0.23	0.00	0.10	-0.10	0.00	0.10

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Priority Two: Mathematics			
Mathematics Continuous Improvement Action Plan: (add steps as needed by using tab key)			
Strategies <i>What specific strategies will be implemented?</i>	Adult actions: <i>What adult actions will ensure the strategies are successful?</i>	Measure student progress: <i>What student data will be collected?</i>	Person(s) Responsible:
GE, EL, and SPED clustering with increased push-in by SPED and Academic Resource Teachers	Class lists will cluster like needs kids in sections to better target their needs during math and reading group rotations	PLT data, Formative Assessment, MCA, and MAP	K-5 classroom, EL, SPED, A.R.T., and GE teachers
Math Intervention and Support	Academic Resource Teachers and their ESPs will push in to designated classrooms to provide small group guided experiences in math and reading, and they will also pull out as needed to deliver small group and 1:1 intervention	PLT data, Formative assessment, MCA, and MAP	A.R.T. and ESPs
NUA/CLEAR Cohort learning for 12 staff (1 st , 3 rd , 5 th , EL, A.R.T., PE)	Staff will learn and implement instructional strategies grounded in NUA/CLEAR high operational practices	PLT data, Formative Assessment, MCA, and MAP	NUA Cohort Members, NUA Trainers, Principal
Arts Integration K-5	BG will engage in arts integration staff development in August 2016, at each monthly staff meeting, and continue to deliver comprehensive, high quality arts instruction throughout the year.	PLT data, Formative Assessment, MCA, and MAP	ALL
Equity Work (Adaptive)	BG's E-Team will continue to engage staff in formal and informal activities and courageous conversations around race to deepen consciousness. *DOEE led conversation around black males. Noah Sims and Kevin Wilson will lead a staff development session around the needs and	Student Stakeholder Data	E-Team and Equity Teacher and Equity Specialist

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	realities for black males at BG during workshop week-Goal is mindset impact		
PLT conversation and collaboration	PLTs will collaborate around math instructional practice and support, set SLG goals around math, calling out race in formative and summative assessment results	PLT data, Formative Assessment, MCA, and MAP	ALL, Led by PLT Facilitators: Admin, SDAS, ATPPS Coach, CIC, Lead ART
Seek PCHS volunteer mentors, specifically for our Black, Latino/Latina, and Asian students	Volunteer mentors will spend time weekly in identified classrooms with identified students assisting with academic work and/or social/emotional learning	PLT data, Formative Assessment, MCA, and MAP	Admin, volunteers, classroom teachers
Seek parent and community leader partnership and fellowship	Engage parent and community leaders in building systems to provide absent narratives to inform our practice	PLT data, Formative Assessment, MCA, and MAP	ALL
Organize a DOEE Equity Walkthrough	Engage the Department of Equity in Education to conduct an Equity walkthrough to assess our building systems and processes for equity and access for each and all		Admin, Equity Teacher and Specialist
Monthly SDAS Staff Development Meetings	SDAS will lead monthly staff development meetings focused on math instructional practice and mindset	PLT data, Formative Assessment, MCA, and MAP	SDAS

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Priority Three: Student Behavior

Evidence of Need:	<p>While Birch Grove suspensions continue to remain relatively low, our ODRs remain at high levels, particularly for our black students, more specifically our black males. Black students comprise approximately 45% of our school population, yet they comprise more than 75% of all ODRs for the year 15-16. We also know that boys receive ODRs 4 times more often than girls at BG, leading to the conclusion that the majority of our annual ODRs are black males.</p>
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Student Behavior (Example: office referrals, suspensions, etc.)	Baseline data by target group (Example: ethnicity, socioeconomic, grade level, etc.)	Goal
ODRs	Black Students receive more than 75% of all ODRS while comprising only 45% of the building population.	Birch Grove will reduce ODRs for black students such that they represent 65% or fewer of BG’s total ODRs in 16-17, a 10% or greater reduction.

Student Behavior Continuous Improvement Action Plan: (add steps as needed by using tab key)

Strategies: <i>What specific strategies will be implemented?</i>	Adult actions: <i>What adult actions will ensure the strategies are successful?</i>	Measure student progress: <i>What student data will be collected?</i>	Person(s) Responsible:
Seek PCHS volunteer mentors, specifically for our Black, Latino/Latina, and Asian students	Volunteer mentors will spend time weekly in identified classrooms with identified students assisting with academic work and/or social/emotional learning	ODRs	Admin, volunteers, classroom teachers,
Seek parent and community leader partnership and fellowship	Engage parent and community leaders in building systems to provide absent narratives	ODRs	ALL

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	to inform our practice		
Organize a DOEE Equity Walkthrough	Engage the Department of Equity in Education to conduct an Equity walkthrough to assess our building systems and processes for equity and access for each and all	ODRs	Admin, Equity Teacher and Specialist
DOEE led conversation around black males	Noah Sims and Kevin Smith will lead a staff development session around the needs and realities for black males at BG during workshop week-Goal is mindset impact	ODRs	Noah and Kevin
Equity Work (Adaptive)	BG’s E-Team will continue to engage staff in formal and informal activities and courageous conversations around race to deepen consciousness	ODRs	E-Team and Equity Teacher and Equity Specialist
BG CARES(PBIS) ongoing work and MindUp curriculum implementation	Whole school will maintain BG CARES implementation, focusing on our 5 themes, and positive reinforcement, as well as using the MindUp curriculum once a week to address self-regulation	ODRs	ALL

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Site Improvement Team

Name	Position	Name	Position
1. Jeff Zastrow	Principal	5. Stephanie Vleck	CIC
2. Keisha Davis	Assistant Principal	6. Ryan Bisson	SDAS
3. Kenyatta Norful	2 nd Grade Teacher	7. Jen Ottinger	ATPPS Coach
4. Carmen Higueros	EL Teacher	8. Deb Bray	Lead Academic Resource Teacher

The Principal and Assistant Superintendent will sign the School Improvement Plan to indicate that the school performance goals and action plan have been shared, discussed, and agreed upon.

Principal: _____ Date: _____

Assistant Superintendent: _____ Date: _____