

**Willard Elementary School  
- 2022-2023 School Improvement Plan -**

***Elementary School Core Values and Learning Beliefs***

We educate all students to become independent lifelong learners, creative thinkers, caring citizens and responsible contributors in our increasingly diverse global society.

***Concord and Concord-Carlisle Regional School District Vision***

Students of Concord and Concord-Carlisle Regional Schools actively seek varied pathways through which they achieve their potential and find joy. They will possess a strong sense of self and embrace their responsibilities as members of both local and global communities.

***Concord and Concord-Carlisle Regional School District Vision of Student Learning***

I am a student in Concord Public Schools and Concord Carlisle High School.

- My safe learning environment is created by respectful relationships with my teachers and my peers.
- My teachers are knowledgeable, highly skilled and passionate.
- My teachers care about me by affirming me, giving me useful feedback, and working with me individually when I need it.
- I am learning important content based on agreed upon standards, clear goals, and real world applications.
- My learning experiences are engaging, enjoyable, and challenging.
- My learning experiences vary from one another (individual vs. group work; creative vs. repetitive practice; novel vs. known; digital vs. traditional; personal choice vs. consistent topic).
- I am learning how to learn by staying organized, breaking down assignments, managing my time, using all available resources, and always giving my best effort.
- I take risks, learn from my mistakes, and know every day that I am growing.
- When I struggle, I continue to grow and learn.
- With hard work, I will be prepared for higher learning, the work world, and knowledgeable citizenship in my community and the wider world.

I am a student in Concord Public Schools and Concord Carlisle High School.

***Concord and Concord-Carlisle Regional School District Core Values***

The Concord and Concord-Carlisle Regional School District values:

- Excellence
- Engagement
- Perseverance
- Inclusion
- Innovation

***Concord and Concord-Carlisle Regional School District Theory of Action***

*If we...*

- Provide engaging, innovative learning experiences that support multiple paths to success,
- Ensure our students' well being,
- Create a collaborative and inclusive culture that values diversity and the uniqueness of each learner, and
- Create a physical environment that catalyzes student learning,

*Then...*

- Our students will achieve their potential and find joy.

**CPS K-5 SIP Goals**

<b>Multiple Paths to Success</b>	<b>Well Being</b>	<b>Inclusive Culture</b>	<b>Innovative Environment</b>
<p>We will foster student engagement, curriculum coverage and the academic growth of all students.</p>	<p>We will ensure the physical safety and mental well being of all students and staff.</p>	<p>We will continue to work to ensure that all students feel valued, respected and welcomed.</p>	<p>We will create a learning environment that is accessible and used by all students to foster intended student learning outcomes.</p>

**Willard Initiatives**

<p>Implement the District’s updated MTSS Framework.</p> <ol style="list-style-type: none"> <li>1. Screen students three times a year using the STAR reading, Early Bird and STAR math assessment. New data warehouse will generate parent reports to distribution.</li> <li>2. Match Tier 2 interventions with specific student needs.</li> <li>3. Monitor progress using identified tools.</li> </ol> <p>In addition to being notified in writing, student progress toward intended MTSS outcomes will be shared with parents at fall and spring conferences.</p> <p>Train ten additional staff in Wilson Reading’s “Ready to Rise” and seven in “Foundations”.</p> <p>Continued pilot of “Early Bird” by expanding its use in all four Kindergarten classrooms.</p>	<p>Pilot the DESSA SEL screener with students with one classroom K-5.</p> <p>Pilot the FlyFive and Responsive Classroom SEL curriculums K-5.</p> <p>Implement Great Body Shop health curriculum K-5.</p> <p>Regularly share case studies and best practices regarding DEI topics at faculty meetings to solicit feedback from colleagues thereby reinforcing a sense of community and support within the building.</p> <p>In concert with the Concord Police, update and train all staff using the latest ALICE safety protocols.</p> <p>Promote opportunities for all grades to engage in outdoor learning to provide an understanding about the ecological processes of natural environments, and to develop positive attitudes and behaviors toward environmental preservation.</p>	<p>Partner with The Inclusive Schools Network to identify and implement best practices for promoting inclusive practices for special education students for promoting inclusion and belonging.</p> <p>Continue participation in the district wide cultural competency committee.</p> <p>Train staff and apply the newly developed Criteria for Analyzing K-5 Books for Bias on all newly purchased texts.</p> <p>All grade 5 students will have a common book to read over the summer. The book will be selected using the new anti-bias criteria</p> <p>Work with the Director of DEI to hire building-based Diversity, Equity, Inclusion, and Belonging (DEIB) Teacher Lead position</p> <p>Explore implementation of Restorative Justice Program.</p> <p>Continue commitment to diversity in hiring.</p>	<p>Continue to develop and support staff initiatives that embrace Project Based Learning. Highlight these practices at monthly faculty meetings</p> <p>Explore permanent outdoor learning spaces for funding and installation in 2023.</p> <p>Partner with Landmark School Outreach to strengthen programming for students with language-based learning disabilities inclusive of school-based professional development and consultation to general education and special education teachers to best ensure we meet the educational needs of students with language-based learning disabilities, specifically SLD/Dyslexia.</p> <p>Develop and maintain age appropriate Diversity, Equity, Inclusion and Belonging (DEIB) events and monthly religious and cultural observances.</p>
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