

# STOUGHTON PUBLIC SCHOOLS

## JOSEPH H. GIBBONS ELEMENTARY

School Improvement Plan  
*2010 – 2011 School year*



## **School Council Members**

Lynne Jardin - Principal  
Patricia Martin - Assistant Principal/teacher  
Stephanie McLaughlin - Teacher  
Lilly Ponce de Leon - Parent  
Diana Germain - Parent  
Barry Crimmins - Community Member

## **Mission Statement**

The mission of the Joseph H. Gibbons Elementary School is to educate our students to the best of our ability and to develop in them a desire to become life-long learners by providing a challenging and stimulating instructional program that emphasizes the worth of each individual and allows the children to experience success academically, socially, and emotionally through a cooperative effort between home, school and community.

# Overview of Performance Indicators and Staffing

## MCAS Tests of Spring 2009

### Percent of Students at Each Performance Level for Joseph H Gibbons

	Advanced/ Above Proficient		Proficient		Needs Improvement		Warning/ Failing		Students Included	CPI	SGP	Included in SGP
	SCHOOL	STATE	SCHOOL	STATE	SCHOOL	STATE	SCHOOL	STATE				
GRADE 03 - READING	8	12	44	45	44	33	5	10	64	79.7	N/A	N/A
GRADE 03 - MATHEMATICS	16	20	42	40	31	25	11	15	64	81.6	N/A	N/A
GRADE 04 - ENGLISH LANGUAGE ARTS	1	11	45	42	44	35	9	11	77	79.9	29.5	74
GRADE 04 - MATHEMATICS	18	16	43	32	30	41	8	11	76	84.5	70.0	72
GRADE 05 - ENGLISH LANGUAGE ARTS	17	15	52	48	23	29	7	8	69	88.8	54.0	66
GRADE 05 - MATHEMATICS	26	22	35	32	28	29	12	18	69	82.2	61.0	67
GRADE 05 - SCIENCE AND TECHNOLOGY	12	17	30	32	46	39	12	12	69	77.2	N/A	N/A
ALL GRADES - ENGLISH LANGUAGE ARTS	9	16	47	51	37	25	7	8	210	82.7	44.5	140
ALL GRADES - MATHEMATICS	20	23	40	32	30	28	10	16	209	82.9	64.0	139

## 2009 AYP Summary Data

*Annual Yearly Progress*

	<a href="#">NCLB Accountability Status</a>	<a href="#">Performance Rating</a>	<a href="#">Improvement Rating</a>
ENGLISH LANGUAGE ARTS	Improvement Year 1	High	No Change
MATHEMATICS	No Status	High	On Target

### **Current class sizes and the impact of class size on student performance**

Teachers, parents, and administrators agree that class size has a significant impact not only on the learning that goes on in our classrooms but on the student's behavior and attitudes as well.

A classroom is rooted in communication and interaction between teacher and student. As the number of students who must "share" a teacher decreases, the amount of communication increases. Smaller class size promotes a classroom atmosphere that is more affective and a learning environment that is more effective.

The Gibbons School population is diverse. Heterogeneous grouping, as recommended by the Education Reform Act, increases the diversity skills, abilities, and learning styles found in an individual classroom. The policy of inclusion, which aims to keep students with special needs in the regular classroom, creates additional challenges for classroom teachers. In such a setting, smaller class size is especially important for both teacher and student.

### Recommendations:

1. Primary grade classes, K and 1, that range in size from 17 to 21.
2. Primary grade classes, 2 and 3, that range in size from 18 to 22.
3. Intermediate classes, 4 and 5, that range in size from 19 to 24.
4. In determining class size, consideration should be given to the inclusion of those students who have substantial needs as identified by an Individual Education Plan (IEP).
5. Annual review of enrollment to ensure an adequate teacher to pupil ratio is maintained.

### **Student-to-teacher ratios**

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Current student teacher ratios on average: grades K-2 are 17: 1and grades 3-5 are 21:1

### **Ratios of students to other supportive adult resources**

Total student enrollment is currently 409. Total number of support staff (reading (2), resource rm.(2), occupational therapists (2), physical therapist and speech therapist, art, music, computers, library and physical education, adjustment counselor and guidance counselor) is 15.

## 2010 – 2011 ACTION PLANS

<b>Element 1: Professional Development</b>				
<b>Objective:</b> To enhance student learning by providing a wide variety of opportunities for ongoing growth to improve teaching.				
<b>Strategy / Action(s)</b>	<b>Responsibility</b>	<b>Start Date</b>	<b>Targeted Completion Date</b>	<b>Resources</b>
<ol style="list-style-type: none"> <li>1. Plan and implement system wide professional development workshops by grade level.</li> <li>2. Analyze student work.</li> <li>3. Provide technology training.</li> </ol>	Assistant Superintendent, Principals. Staff. Principal, staff Assistant Superintendent.	September 09  September 09 September 09	On going  On going On going	Time, materials, speakers. Student work. FY 11 budget, Tech. Staff.
<b>Assessment / Evaluation</b>				
Student performance formal and informal				

**Element 2: Enhancement of Parental Involvement**

**Objective:** To increase parent involvement focusing on participation at school and communication.

Strategy / Action(s)	Responsibility	Start Date	Targeted Completion Date	Resources
1. Continue monthly newsletter to keep parents informed regarding on going programs and events.	Principal, PTA members	September 09	On Going	Time
2. Continue monthly parent meetings addressing grade level concerns.	Principal, parents	September 09	On Going	Time
3. Continue to expand and improve the Gibbons School web site. Track web site visits.	Principal, Tech specialist	January '10	On Going	Time, technology specialist.
4. Survey parents and staff to gather information to improve students' educational experiences and obtain parental feedback.	Principal, School Council	May 2011	June 2011	Time
5. Investigate ways to involve working parents.	Principal, School Council, PTA	January '10	On Going	Time, school council, PTA.

**Assessment / Evaluation**

Percentage of parent who attend activities, percentage of families who join the PTA, number of parent volunteers

**Element 3: School Safety and Discipline**

**Objective:** To ensure the safety and security of the students and staff.

Strategy / Action(s)	Responsibility	Start Date	Targeted Completion Date	Resources
1. Continue to monitor the staff/student ratio on the playground.	Principal, staff	September '09	On going	Time
2. Continue to monitor and revise traffic patterns within the school grounds.	Principal	September '09	On going	Time
3. Conduct safety drills as outlined by the System wide Crisis Committee.	Principal	September '09	June 2010	Time
4. Continue dialogue to find alternate locations for polling places.	School Council	January '10	On going	Time, town meeting, school council

**Assessment / Evaluation**

Maintain zero incidences. Maintain and monitor playground equipment

**Element 4: School Environment****Objective:** To model and encourage respect and equity.

<b>Strategy / Action(s)</b>	<b>Responsibility</b>	<b>Start Date</b>	<b>Targeted Completion Date</b>	<b>Resources</b>
1. Continue to provide programs on improving self-esteem, tolerance and respect, and bullying.	Counselors	September '09	On going	Time
2. Continue to conduct group guidance lessons.	Counselors	September '09	On going	Time
3. Continue community service programs.	Guidance Counselor	September '09	On going	Time
4. Continue to participate in the Senior Tax Relief Program.	Principal, staff	September '09	On going	Time

**Assessment / Evaluation**

The number of SPED and counseling referrals. Maintain immediate response to discipline issues

**Element 5: Extra – Curricular Activities****Objective:** To continue to develop and provide after school activities for our students.

Strategy / Action(s)	Responsibility	Start Date	Targeted Completion Date	Resources
1. Continue to host outside programs such as the Extended Day AM program, Kids Art, and Drama Kids.	Outside agencies, Superintendent.	September '09	On going	Time
2. Continue the after school physical education program.	Staff	September '09	On going	Time, equipment
3. Continue the AM computer lab time to provide for Study Island.	Principal, Staff	September '09	On going	Time

**Assessment / Evaluation**

Student enrollment/participation. Parent, students and staff feedback

**Element 6: Diverse Learning Needs**

**Objective:** To meet the diverse needs of our student population.

Strategy / Action(s)	Responsibility	Start Date	Targeted Completion Date	Resources
1. Work with staff through the Building Based Support Team.	Building based support staff	September '09	On going	Time
2. Provide guidance and support in the development of individual student behavior plans.	Principal, guidance counselor	September '09	On going	Time
3. Conduct monthly grade level meetings to review student assessments.	Staff, reading specialists, resource room.	September '09	On going	Time, assessment materials.
4. Provide inclusion services for reading, speech and language, OT PT, and resource room.	Service providers: OT, PT, speech therapists, resource room staff and reading specialists.	September '09	On going	Time.
5. Continue to provide a reading block in which to implement the "walk to read" model.	Staff.	September '09	On going	Time, staffing.
6. Continue weekly meetings between school nurse, guidance counselor, adjustment counselor and building principal.	Nurse, counselors and principal.	September '09	On going	Time
7. Explore the possibility of "walk to math."	Staff, principal, math liaison	September '09	June '10	Time, scheduling

**Assessment / Evaluation**

MCAS scores, AYP status, numbers of students moving from SI groups to on level and on level to above grade level

## Element 7: Climate and Culture

**Objective:** To develop and promote a shared culture that is based on the school's mission, in an atmosphere of open communication and respect.

Strategy / Action(s)	Responsibility	Start Date	Targeted Completion Date	Resources
1. Utilize community service projects to reinforce the values of responsibility for self, others and the environment.	Principal, staff, students	September '09	On going	Time, community organizations.
2. Maintain clear communication of upcoming events, school concerns and issues in curriculum and instruction.	Principal, staff	September '09	On going	Time, web site, newsletter.
3. Continue community service projects.	Principal, staff	September '09	On going	Time.
4. Increase visibility of student's achievements through utilization of bulletin boards, web site, local newspapers and The Gibbons News.	Principal, staff	September '09	On going	Time, community resources
5. Continue school celebrations; Halloween Parade, Veteran's and Flag Day celebrations, Parent/Child nights, Field Days and school fair.	Principal, staff, students	September '09	On going	Time

### Assessment / Evaluation

Participation in projects, attendance at events, number of articles in local papers, number of parents signed on to receive email notices

**Element 8: Student Achievement**

**Objective:** To design and implement instruction to address and narrow the achievement gap.

Strategy / Action(s)	Responsibility	Start Date	Targeted Completion Date	Resources
1. Continue to provide professional development opportunities that support the integration of curriculum components.	Assistant superintendent, principal.	September '09	On going	Time
2. Provide collaboration time to analyze student work.	Assistant superintendent, principal.	September '09	On going	Time
3. Continue implementation of the reading block.	Principal	September '09	On going	Time
4. Utilize MCAS data to update the school's MCAS Action Plan.	Principal	September '09	On going	Time, DESE data
5. Ensure the staff has appropriate instructional materials.	Principal	September '09	On going	Time
6. Continue to utilize math liaisons to promote cross district conversations and disseminate information to the staff.	Math Coordinator, math liaison	September '09	On going	Time

**Assessment / Evaluation**

MCAS data, benchmark tests in reading, mid-year and final assessments in math, writing folders

**Element 9: Student Achievement****Objective:** Ensure that instructional practices are clearly based on local and state learning standards.

Strategy / Action(s)	Responsibility	Start Date	Targeted Completion Date	Resources
1. Utilize the teacher evaluation process: walkthroughs, pre-conferences, observations, and post conferences to analyze the lesson design process and align instructional goals with learning standards.	Principal	September 09	On going	Time
2. Continue grade/subject level meetings to identify current instructional practices, assess the degree to which these practices efficiently bring together learning standards and students, and revise these practices as necessary.	Principal, staff	September 09	On going	Time

**Assessment / Evaluation**

Teacher evaluations, observations, informal interactions with staff, staff meetings, grade level meetings

**Element 10: Technology****Objective:** To continue to integrate technology into various aspects of the curriculum.

<b>Strategy / Action(s)</b>	<b>Responsibility</b>	<b>Start Date</b>	<b>Targeted Completion Date</b>	<b>Resources</b>
1. Identify and purchase software that will facilitate standards based instruction.	Principal, technology trainer	September 10	On going	FY 10 budget
2. Explore the possibility of acquiring additional Smartboards.	Principal, technology trainer	January 10	On going	FY 10 budget, grants
3. Utilize technology staff to present workshops and update software.	Technology staff, principal	September 09	On going	Time
4. Incorporate technology in the daily classroom instruction in ways that raise student achievement in meeting the learning standards.	Principal, staff	September 09	On going	Time

**Assessment / Evaluation**

MCAS data, benchmark tests in reading, mid-year and final assessments in math, writing folders

**Element 11: Nutrition**

Objective: To improve the nutrition awareness at the Gibbons School.

Strategy / Action(s)	Responsibility	Start Date	Targeted Completion Date	Resources
1. Establish a Wellness Committee.	Principal, staff	September 09	On going	Time
2. Provide a list of recommendations for food/beverages offered at classroom and school celebrations.	Wellness Committee	September 08	On going	Time
3. Include Nutrition Nuggets Newsletter with the end of the month Gibbons News.	School Nurse	September 08	On going	Time, PTA funding
4. Establish a walking club at recess.	Wellness Committee	November 09	On going	Time

**Assessment / Evaluation**

Staff observation of snack choices, participation in walking club, parental feedback