

JOHN A. BISHOP SCHOOL
25 COLUMBIA ROAD
ARLINGTON, MA 02474

SCHOOL IMPROVEMENT PLAN
2010 – 2013



Mark McAneny
PRINCIPAL

An Equal Opportunity School System with a High Commitment to Diversity

ADVISORY COUNCIL BACKGROUND

The John A. Bishop School Advisory Council was established in October 1993 as mandated by the Education Reform Law of 1993. Members of the council consist of the principal, staff representatives, and parent representatives.

The term of teacher and parent members is two years. Elections are held for staff and parent members each year, staggering the election of one and two representatives, so that there will always be veteran members on the council.

In the inaugural year the advisory council undertook an extensive "Needs Assessment" of the school by surveying parents, teachers, students and community members. The Needs Assessment covered diverse topics such as school core values, curriculum, communication, perceptions of the school's culture, resources. Feedback from the Needs Assessment provided the basis for several long-term goals, which were first outlined in the 1994-95 school improvement plan. A brief summary of the school councils' work and emphasis over the last six years is provided below:

A mission statement and a set of core values were established with input from the Bishop community.

Improved communication between members was a key long-term goal of the community. Success in this area has included the publication of school council improvement plans, newsletters, and a Bishop School student and parent information book. In addition, the introduction of "Open Houses", curriculum afternoons, and PTO committees have also enhanced communication in the Bishop community.

Establishing and supporting a safe learning environment for children at the school has been a strong focus of the school council. Some of the successful initiatives were the introduction of a "safe arrival system", a code of behavior, guidelines for communicating concerns, Project Alliance, and the use of older students as role models for younger ones.

Supporting diversity within the school population and supporting an appreciation of all cultures, ages, lifestyles and learning and teaching styles is a continuing and important goal for the Bishop school community. Support for this goal has taken many forms: enrichment programs, METCO program, grants applied for and awarded to the school, and a staff commitment to embrace this philosophy.

Creating a developmentally appropriate sequential curriculum, which fosters respect for individual differences and which challenges each child to reach their maximum potential, was established and continues to evolve. This initiative has been fostered by the introduction of: across-grade-level meetings;

targeted professional development; hiring of outside curriculum specialists; integration of the core curriculum into the special subjects; and continued alignment of the curriculum to the Massachusetts State Frameworks.

These goal areas have permeated the plans over the years and continue to be evaluated, updated and improved. In addition, other areas (space, overcrowding, frameworks, after-school learning) were addressed by the various councils over the years but an in-depth discussion of these initiatives is not provided here.

The following Bishop School Improvement Plan continues to be a work in progress. Each year the council will review, monitor, evaluate, and revise this plan.

Each person on the council has the best interest of the children as their top priority. The children of Bishop School benefit from that loyalty and the diverse perspectives members of the Advisory Council bring to developing the School Improvement Plan.

JOHN A. BISHOP SCHOOL

The John A. Bishop Elementary School opened in 1949 and welcomed the first class of children from the Russell School. A former community member of the Bishop School Advisory Council, Carlene Newell, was among those children who walked to their new school on that sunny day. An addition, consisting of six classrooms, was completed in 1956. A new addition and total renovation of the existing school was completed in August 2000.

The Bishop School originally served only the children of the Morningside area of Arlington. In September 1982, with the closing of the Parmenter School, Bishop School welcomed children from both the Morningside district and the Parmenter School district. Bishop School is unique in that approximately 1/3 of the children come to school on a bus provided for a fee by the Arlington Public Schools.

The Bishop School currently has approximately 450 children enrolled in 20 classes, kindergarten through grade five. The average class size is approximately 22. For the school years 2011/12 and 2012/13, three fifth grade classes from the Thompson will be housed at Bishop. All five fifth grade classes are blended, bringing two communities together into one.

In addition to the classroom teachers there is a complete support staff for all the children.

Bishop participates in the Metropolitan Council for Educational Opportunities program (METCO). There are private extended after school facilities available on site and in our school district.

The Bishop School Parent Teacher Organization is an extremely active group involved in a variety of ways throughout the school, as well as throughout the community. PTO committees, chaired by parents, support the children and staff. Funds raised contribute towards curriculum related materials for the staff and children. The funds are also used for; enrichment programs, grants, and significant grounds improvement (i.e., a nature center and new playground equipment). Parents also volunteer in and outside the classroom in support of the staff.

BISHOP SCHOOL

VISION

We aspire for students to continually gain confidence in their individual learning abilities and styles so that they can grow and develop as active learners. We motivate our students to respect each other's differences, encouraging them to care for each other in the learning process so that each child feels nurtured as an individual and valued as a member of the school community. We create an environment where children can learn to understand and appreciate the diversity of cultures, lifestyles, beliefs and world views.

MISSION

All members of the Bishop community are challenged to meet very high behavioral and academic performance standards. We are committed to teaching cooperative problem solving, critical thinking and independent learning skills. We endeavor to keep our curricula current and aligned to the state standards. We are committed to meeting individual needs through developmentally appropriate challenges and providing the resources for staff to achieve this goal. We demonstrate an appreciation for differences by integrating diversity into the curriculum.

CULTURE

The Bishop School is the center of a community that is proud of its collegial, cooperative, supportive culture. We integrate into the classroom the diversity of strengths, perspectives, lifestyles, and world views that children and parents bring from their different cultures. The school builds a community for our students that includes a strong partnership between home and school, and uses all the resources within the family, the school and the town.

BISHOP SCHOOL CORE VALUES

1. We value academic excellence and love of learning.
2. We value responsibility, respect, and regard for individual differences.
3. We value cooperation and collaboration among all members of the Bishop community.

BISHOP SCHOOL
CODE OF BEHAVIOR
MISSION

The Bishop School Community believes students, teachers, administrators, and families should work cooperatively to provide a safe, respectful, positive environment where everyone has the right to learn. Students are responsible for their own actions and are aware of consequences for their behavior.

BISHOP SCHOOL

CODE OF BEHAVIOR

As members of the Bishop School Community

We will uphold the expectation of good behavior

By trying our best to have:

BEHAVIORAL EXPECTATIONS OF CHILDREN, PARENTS, STAFF

- Create a safe atmosphere
- Act in a respectful manner
- Demonstrate responsible behavior
- Accept individual differences
- Cooperate as a member of the school community
- ***Adhere to non-negotiable rules***

POSSIBLE CONSEQUENCES – NOT NECESSARILY IN ORDER

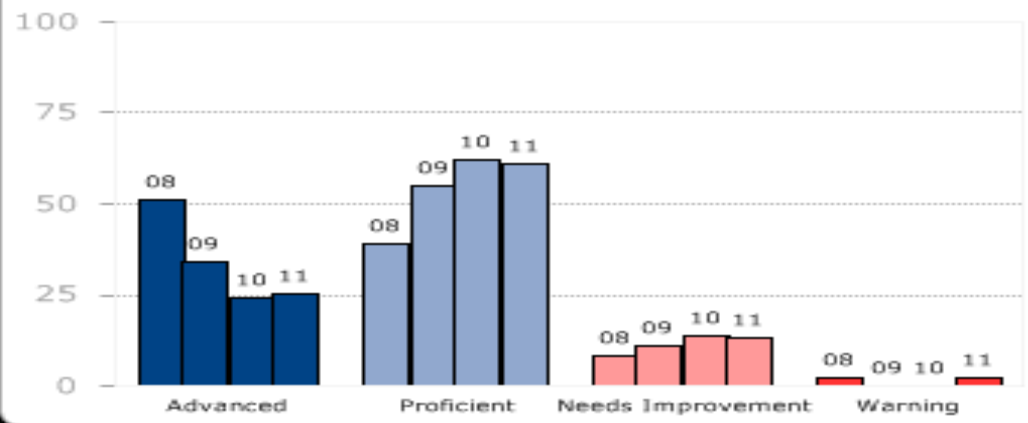
- Give warning
- ***Problem solve*** with teacher or other adult
- Loss of privileges
- Write apology or explanation
- ***Problem solve*** with the principal
- Parent notification
- Make restitution for property or material
- Detention
- Suspension

BISHOP SCHOOL

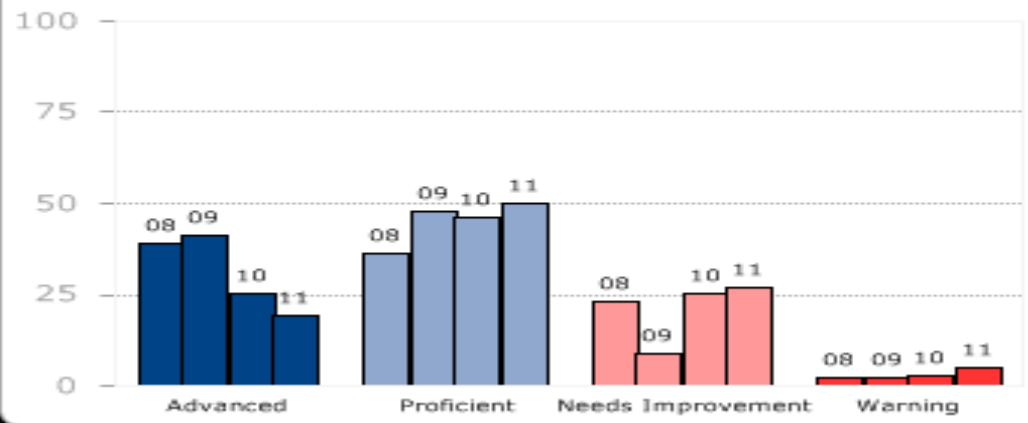
RESPECT/RESPONSIBILITY/REGARD FOR OTHERS

Each year the Bishop School community works within a school theme of Respect, Responsibility, and Regard for Others, utilizing the Open Circle program to build a sense of community. The majority of staff are trained in the Open Circle program with a goal of all staff being trained. The goal is to support our behavior mission statement that was based on our belief that students, teachers, administrators, and families should work cooperatively to provide a safe, respectful, positive environment where everyone has the right to learn and achieve to their individual potential. Students are taught to be responsible for their own actions and are aware that there are consequences for their behavior. The staff utilizes a common vocabulary centered around the Open Circle program that emphasizes respect/responsibility/regard. Each classroom supports the theme in various ways, the principal integrates the theme in morning announcements, and the entire school meets for monthly 'Den Meetings'. All members of the community are recognized when observed doing a respectful or responsible action that validates the theme.

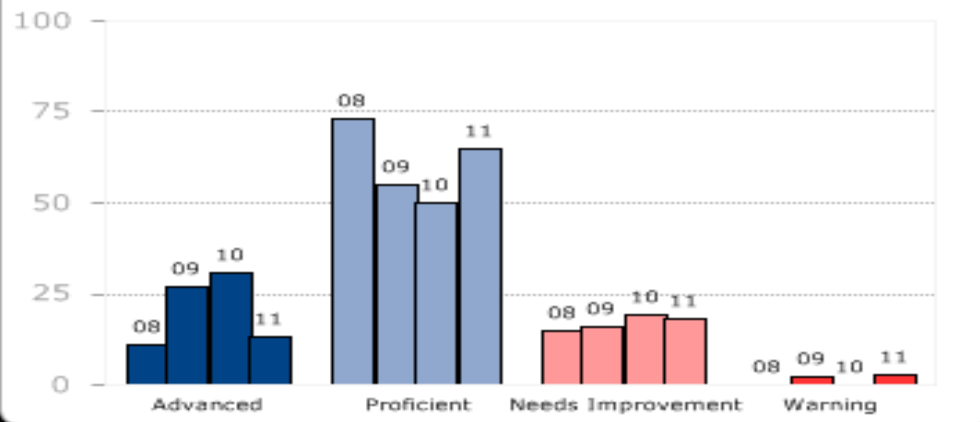
GRADE 03 - ENGLISH LANGUAGE ARTS
Percentage of Students by Performance Level



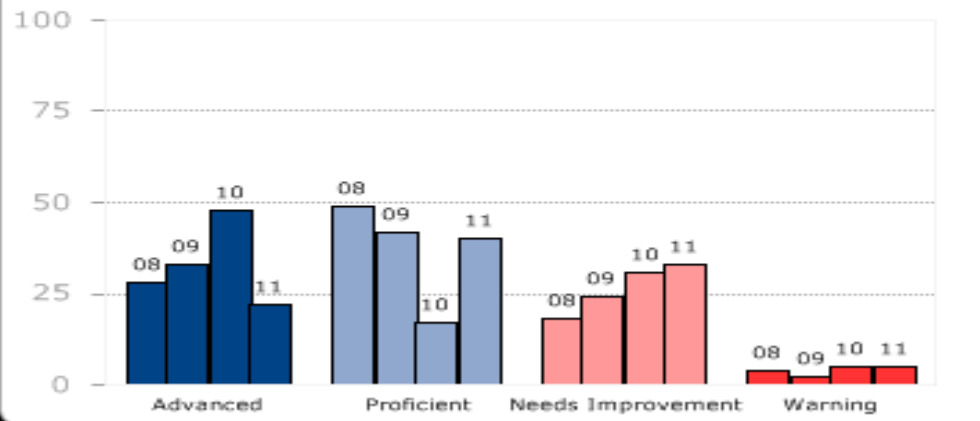
GRADE 03 - MATHEMATICS
Percentage of Students by Performance Level



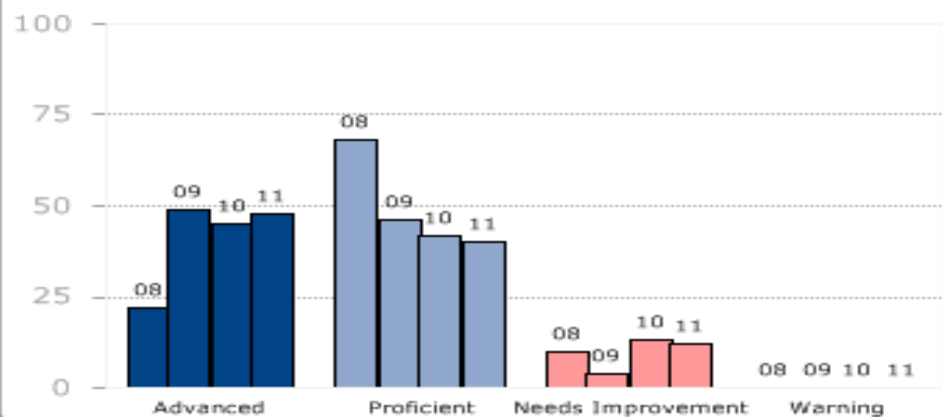
GRADE 04 - ENGLISH LANGUAGE ARTS
Percentage of Students by Performance Level



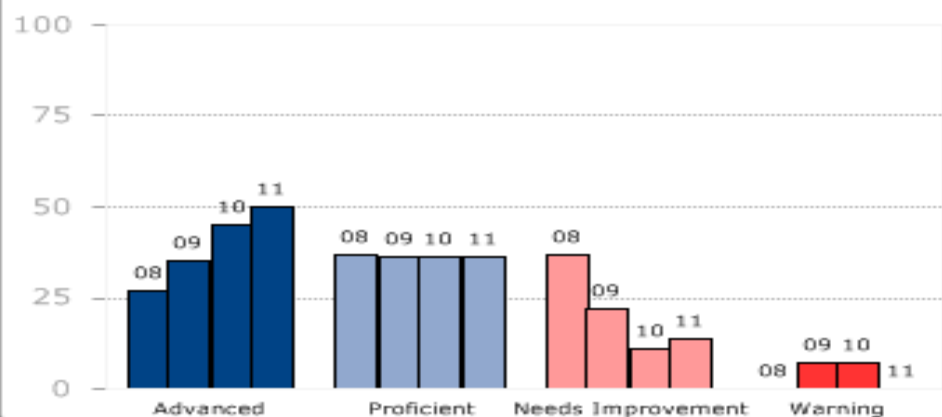
GRADE 04 - MATHEMATICS
Percentage of Students by Performance Level



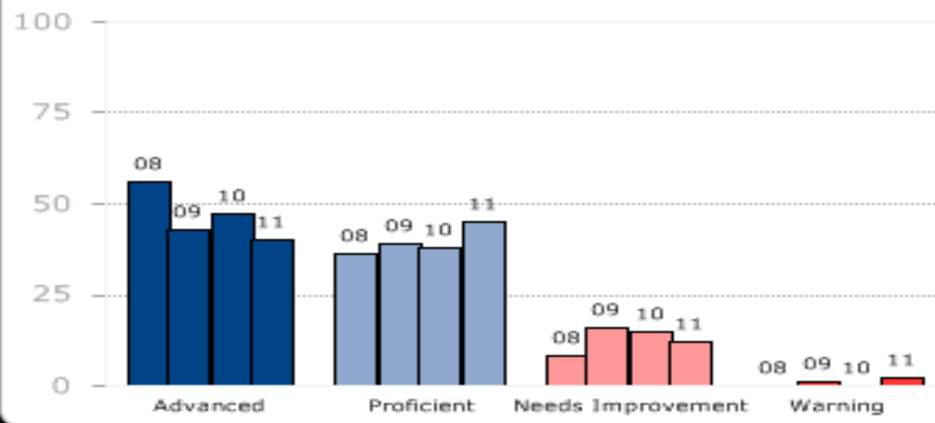
GRADE 05 - ENGLISH LANGUAGE ARTS
Percentage of Students by Performance Level



GRADE 05 - MATHEMATICS
Percentage of Students by Performance Level



GRADE 05 - SCIENCE AND TECH/ENG Percentage of Students by Performance Level



BISHOP SCHOOL IMPROVEMENT PLAN

Goal: Provide a safe, healthy, and positive environment for students and staff.

Objective: Create a culture and system that promotes appropriate behavior, a safe environment, and effective interventions for inappropriate behavior based on best practice.

Fall 2010 – Spring 2013

Activity	Timeline	Resources Needed	2011-2012 Progress
Form an ad-hoc school culture team of teachers and parents to advise Council and Faculty on bullying prevention activities and programming. Assess the Open Circle program and review other Anti-Bullying programs to make determination of the best program to be used at the school. Conduct a pre/post measurement, using focus groups, at home web survey, etc, of student perspectives regarding the definition, prevalence, management, and prevention of bullying. Responsibility for the school culture team oversight to be the role of the Advisory Council.	2010-2011, 2010 and 2012 for surveys	Principal/Advisory Council, PTO	Conducted and Ongoing
Implement the school system anti-bullying protocol based on current legislation.	2010-2013	Principal/Advisory Council/Faculty	Ongoing
Develop clear and specific policies for interventions for inappropriate behavior. Communicate policies to parents.	Yearly	Principal, Faculty	Ongoing
Improve parent education and communication to reinforce prevention program goals and core values.	Yearly	School Culture Team, Advisory Council	Ongoing
Expand parent volunteer program for lunchroom and lunch recess monitoring. Expand number of volunteers and train volunteers in bullying prevention, conflict resolution and the Bishop	Yearly	School Culture Team, Principal, lunch monitors,, room parents, and volunteers	Ongoing

School Code of Behavior. Monitor program start-up and monitor periodically for consistency. Improve systems of communication and follow-up for lunch monitors, teachers and administration.			
Work with teachers to identify specific themes for monthly 'Den Meetings' that provide student self-study to help reinforce prevention of bullying and reinforce the Bishop theme of 'Respect, Responsibility, Regard for others'.	Yearly	Principal, and Faculty	Ongoing
Provide faculty meeting time to discuss the value and successes of the 'Buddy Program'. Develop guidelines for school wide implementation of the program.	Yearly	Principal, Faculty	Need to Revisit
Provide faculty meeting time to discuss best practices of teacher/parent communication. Develop a list of effective, efficient strategies that provide for communication and parent feedback about classroom activities and curriculum.	Yearly	Principal, Faculty	Ongoing
Provide faculty meeting time for discussion of best practices about conflict resolution. Use Open Circle, Den Meetings, and other venues to communicate these strategies.	Yearly	Principal, Faculty	Ongoing
Provide parent education forums to help parents reinforce the Bishop core values, culture, and policy.	Yearly	Advisory Council, Principal	Ongoing
Update the 'Recognition of Respect/Responsibility/Regard' that will acknowledge each type of recognition and includes acknowledgement of both consistent recognition and improved behavior. Use Open Circle to model/discuss what improved behavior looks like.	2010, As Needed	Principal, Faculty	Ongoing
Update the School Information Book	Yearly	Advisory Council	Needs Work

BISHOP SCHOOL IMPROVEMENT PLAN

Goal: All students will attain high levels of academic success in ELA through the implementation of a data driven (MCAS and other common assessments), and standards based education.

Objective: Adhere to system-wide essential standards and common assessments. Differentiate and expand ELA instruction according to student need and abilities. Utilize common assessments and other appropriate assessment data to track progress of students through grade levels.

Fall 2010 – Spring 2013

Activity	Timeline	Resources Needed	2011-12 Progress
Continue system-wide reading intervention program and Literacy Team. Literacy Team schedules 2 data and service review meetings a year with grade level teams, principal, and school and/or system ELA specialists to review children's needs, and plan intervention, in ELA.	Twice Yearly	Literacy Team, Specialists, Principal, Teachers	Ongoing
Provide faculty meeting time to review/evaluate current grade-level reading material in reading closets and revise as needed, create a master list of titles, label reading level of each book.	Yearly	Principal, Literacy Team, Teachers	COMPLETED
Provide faculty meeting time to share and/or create mini-lessons for fiction and non-fiction texts.	Yearly	Principal, Literacy Team, Teachers	COMPLETED

Activity	Timeline	Resources Needed	2011-12 Progress
Provide faculty meeting time to discuss vocabulary used during reading instruction, and to share best practices in use of the 6 reading comprehension strategies.	Yearly	Principal, Literacy Team, Teachers	COMPLETED
Continue system-wide common assessments in writing K-5.	Fall/Winter/Spring	Teachers	Ongoing
Use ELA assessments and yearly MCAS data to analyze and discuss strengths/weaknesses to support and inform ELA instruction. Plan faculty meeting time to share strategies and plan to address gaps in performance.	Yearly	Principal, Literacy Team, Teachers	COMPLETED
Provide communication to parents regarding type, and time, of assessments by grade level.	Yearly	Teachers	Ongoing
Create and post on the school web site guidelines for parents to support parent involvement in writing and reading home study, including some recommended reading lists for each grade level.	Yearly	Principal, Literacy Team, Teachers, Web Master	Ongoing

Activity	Timeline	Resources Needed	2011-12 Progress
Provide faculty meeting time to familiarize teachers with all library resources (such as the shelf of books that support the Nancy Boyles reading curriculum).	Yearly	Principal, Literacy Team, Library Assistants, Teachers	Needs Work
Expand strategies for using and training parent volunteers to support ELA curriculum and small group tutoring/support.	Fall 2010, Assess and revise yearly	Principal, Literacy Team, Teachers, Advisory Council	Needs Work
Create consistent reading homework amount of time by grade level K-5 and use of nightly/weekly reading logs.	Fall 2010, Assess Yearly	Teachers	COMPLETED
Publish writing expectations by grade level for book reports, creative assignments, journal and letter writing.	Fall 2010, Assess and revise, Yearly	Teachers	Needs Work
Continue opportunities for individual and small group reading and writing activity, including challenge assignments accessible to students K-5.	Twice Yearly	Literacy Team, Teachers	Ongoing
Continue/expand opportunities for reading and writing beyond the classroom, including homework, after-school book clubs, summer reading packet, school-wide reading contests.	Yearly, ongoing throughout the year	Principal, Literacy Team, Teachers, PTO	Needs Work

Develop/review strategy for retaining and expanding the use of the Bishop Library. Engage parent volunteers and the PTO to preserve library use and resources.	Yearly	Principal, Teachers, Advisory Council, PTO	COMPLETED
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BISHOP SCHOOL IMPROVEMENT PLAN

Goal: All students will attain high levels of academic success in Mathematics through the implementation of a data driven (MCAS and other common assessments), and standards based education.

Objective: Adhere to system wide essential standards and common assessments. Utilize common assessments and other appropriate assessment data to track progress of students through grade levels.

Fall 2010 – Spring 2013

Activity	Timeline	Resources Needed	2011-12 Progress
Create a math numeracy team that has each grade level represented as well as school and/or system specialists	Yearly	Teachers, Principal, Specialists	Has Not Happened
The math numeracy team creates strategy and plan for assessing current and providing future differentiated math instruction opportunities	Yearly	Math Numeracy Team	Has Not Happened
The math numeracy team schedules 3 meetings a year with grade level teams, principal, and school and/or system math specialists to review children's needs, and plan intervention, in math	Yearly	Math Numeracy Team	Has Not Happened

Use MCAS data and system wide assessments to analyze and discuss strengths/weaknesses to support and inform math instruction. Plan faculty meeting time to share strategies and plan to address gaps in performance			
Update and post on the school web site the Math Facts Handbook	Yearly	Teachers, Principal	Completed
The math numeracy team schedules a 'Math Night' that helps train parents on math games, home study, use of flash cards, etc		Math Numeracy Team	Has Not Happened
Create/expand opportunities for individual learning at student's own pace, including challenge assignments accessible to students K-5	Yearly	Faculty	Ongoing
Expand requirements and opportunities for Math beyond the classroom, , after-school math club, summer math packet, math independent study.	Yearly	Faculty	Ongoing
Develop strategies for using parent volunteers to support differentiated math curriculum and small group tutoring/support. Assess and revise annually as needed.	Fall 2010. Assess and revise Yearly	Principal, Advisory Council	Math Practice Guides Hired, Ongoing
Plan faculty meeting time to have cross grade communication about the math curriculum, expectations, and build a math continuum	Yearly	Principal, Faculty	Ongoing