

ARLINGTON PUBLIC SCHOOLS

2018-2019 School Improvement Plan Gibbs School

Goals and Action Steps

APS Goal I: Student Achievement

The Arlington Public Schools will ensure that every graduate is prepared to enter and complete a post secondary degree program, pursue a career, and be an active citizen in an ever changing world by offering a rigorous, comprehensive, standards based and data driven K 12 system of curriculum, instruction, and assessment that integrate social, emotional and wellness support.

Goal Objective 1.1 Students will engage in curricula that are designed in response to the district's vision of student as learner, remain in alignment with state standards, and coherent within each discipline.

Goal Objective 1.2 Students will develop their social and emotional (SEL) skills through age-appropriate SEL instruction that includes an awareness of cultural bias, and by learning in classrooms where responsible decision making, empathy, and the importance of positive relationships are the norm.

Gibbs School Student Achievement Priorities:

- Launch a PBL Block centered around Overcoming Adversity and containing lessons that are embedded with specific instruction of identified executive functioning skills. This will prepare students with the skills they need to experience more gold standard PBL in following grade levels.
- Pilot an SST meeting process that includes a data viewing protocol that will help to address both academic and social emotional needs as well as include realistic interventions for students and collect data around these interventions.
- Implement the Responsive Advisory Meeting component of Responsive Classroom to help students develop skills for cooperation, assertiveness, responsibility, empathy and self control. Use a variety of lessons that address build student to student affiliation, energize and re-engage, reflect & recalibrate, extend learning through themes, support academic readiness, strengthen advisor-advisee relationships, develop communication and social skills development.
- Creation of a Social Emotional Wellness Team (SEW) that will work to support students that need social emotional wellness support and tier 3 interventions as part of that support.
- Build a schedule that supports both the academic and social emotional achievement of sixth grade students in Arlington.

Action Step	Person(s) Responsible	Timeline	Resources Needed	Success Indicators	2018-2019 Progress
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Curriculum area teams will develop a project based learning class with a focus on overcoming adversity and explicit instruction around, Planning, Prioritizing, Managing Time, Predicting, Organizing, Persisting, Taking Notes, Using Technology, Working in Groups/Flexibility, and Reflecting.	Principal Teachers Project Block Think Tank	2018-2019	Enrichment funds Collaboration time	Curriculum Map for each subject area. Presentations from classes Surveys from students	Complete at the end of the school year.
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Action Step	Person(s) Responsible	Timeline	Resources Needed	Success Indicators	2018-2019 Progress
Identify data sharing protocol that will be used to structure at least one pilot SST meeting for each learning community.	Principal Asst. Principal SEW team Teachers	2018-2019	SEW meeting times Protocol examples SST meeting times SST examples from Hardy using protocol	Completion of meetings for each community Notes that follow the chosen protocol	COMPLETE

Action Step	Person(s) Responsible	Timeline	Resources Needed	Success Indicators	2018-2019 Progress
Completion of RC training for Responsive Advisory Meeting	Principals Teachers	School year 2017-2018 and Summer 2018	AEF Grant funds District funds RC Course Time and Space for training	Training completed by 90 percent of the staff...certificates of completion	COMPLETE

Action Steps	Person(s) Responsible	Timeline	Resources Needed	Success Indicators	2018-2019 Progress
Implementation of Responsive Advisory Meeting curriculum based on RC training	Principal Teachers Advisory think tank	2018-2019	RC Texts RC Training Time for Think Tank to meet Curriculum map Schedule to support	A schedule that supports 4 advisory meetings for students per a 6 day cycle. Curriculum map by trimester	COMPLETE

Action Step	Person(s) Responsible	Timeline	Resources Needed	Success Indicators	2018-2019 Progress
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Define the members and the purpose of a social emotional wellness team	Principals Nurse Social Worker Team Chair School Counselors School Psychologist	2018-2019	SEW Meeting Time Data about students	Meeting Notes Mission Statements SST protocol.	COMPLETE
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Action Steps	Person(s) Responsible	Timeline	Resources Needed	Success Indicators	2018-2019 Progress
Create a schedule that allows for Responsive Advisory Meeting, Project Based Learning and Recess	Teachers Principal School Leadership Parent Advisory Board	2018-2019	Common Planning Time District support for resources Collaboration with teacher union	A schedule that includes all listed components	COMPLETE

Goal Two: Staff Excellence and Professional Development

Staff Excellence and Professional Development The Arlington Public Schools will recruit, hire, retain, and build the capacity of a diverse staff to be excellent teachers and administrators by providing high quality professional development aligned to needs, instructional support, coaching, and an evaluation framework that fosters continuous improvement.

Goal Objective 2.1 Professional learning for educators will reinforce targeted components of the academic curriculum, social emotional competencies and pedagogy, and will emphasize culturally responsive and data-informed instructional practices that support student learning and growth.

Goal Objective 2.2 Increase the diversity of the APS staff over 2018-2019 staffing levels to better reflect the diversity of our students.

Gibbs School Staff Excellence and Professional Development Priorities

Gibbs Teachers, Principals and Department Chairs will collaborate around and participate in the Educator Evaluation system in Arlington.

Gibbs Staff will become well versed in the social emotional and developmental needs of a sixth grader as we open the new Gibbs Sixth Grade School.

Action Steps	Person(s) Responsible	Timeline	Resources Needed	Success Indicators	2016-2017 Progress
Teachers in the 2018-2019 Evaluation Cycle will continue to use the Educator Evaluation System to identify both a Professional Practice Goal and a Student Achievement Goal	Principal Teachers Department Chairs	2018-2019	Collaboration time among teachers, principals and department chairs	100% of teachers in evaluation cycle this school year identify and complete a Professional Practice and Student Achievement Goal	

Action Steps	Person(s) Responsible	Timeline	Resources Needed	Success Indicators	2018-2019 Progress
Staff will attend Responsive Classroom Training that includes workshops on understanding 11 year old social emotional development	Principal Teachers	2018-2019	District funding AEA grant funding RC texts Faculty meeting time to follow up and ensure sustainability	PD activities completed in training and during faculty meetings.	COMPLETE

Goal Three: Resources, Infrastructure and Educational Environment

Resources, Infrastructure and Educational Environment The Arlington Public Schools will offer a cost effective education that maximizes taxpayer dollars and utilizes best practices, academic research, and rigorous self evaluation to provide students and staff the resources, materials and infrastructure required for optimum teaching and learning in a safe and healthy environment.

Goal Objective 3.1 Research and implement a data platform to support the district in collecting, aggregating, analyzing and sharing student data in order to assist teachers in targeting instruction and improving student learning and wellness.

Goal Objective 3.2 Complete the Schematic Design plans for the high school.

Goal Objective 3.3 Develop a multi-year financial plan for the Arlington Public Schools.

Gibbs School Resources, Infrastructure and Educational Environment Priorities:

Continue to oversee the completion of the building project at Gibbs

Pilot data collection for students that appear to need Tier 3 Interventions

Establish a working budget for the school in years moving forward

Action Steps	Person(s) Responsible	Timeline	Resources Needed	Success Indicators	2018-2019 Progress
Meet regularly with the facilities director to follow through with purchase orders.	Principal Custodians Facility Director	2018-2019	Project Funds Time for huddles	Completion of all orders	Not Complete

Action Steps	Person(s) Responsible	Timeline	Resources Needed	Success Indicators	2018-2019 Progress
Assess any items that are still needed for classrooms	Principal Teacher Custodians	2018-2019	Project Contingency Funds	Procurement of Additional Items	Not Complete

Action Steps	Person(s) Responsible	Timeline	Resources Needed	Success Indicators	2018-2019 Progress
Create a google form specific to students needing Tier 3 interventions to track behavior and design intervention.	School BSP School Psychologist Principal Assistant Principal Special Educators Teachers	2018-2019	Chromebooks Google forms Time for student interview Time for teacher interview	Completed creation of student specific forms	COMPLETE

Action Steps	Person(s) Responsible	Timeline	Resources Needed	Success Indicators	2018-2019 Progress
Select one student in each Learning Community and pilot Tier 3 intervention data on each	School BSP School Psychologist Principal Assistant Principal	2018-2019	Learning Community meetings to discuss students	Determination of pilot student in each LC	COMPLETE

	Special Educators Teachers School Counselors				
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Action Steps	Person(s) Responsible	Timeline	Resources Needed	Success Indicators	2018-2019 Progress
Complete data collection using forms for a period of three weeks and analyze data to design intervention	School BSP School Psychologist Principal Assistant Principal Special Educators School Counselors Teachers	2018-2019	Learning Community meetings to discuss data	Data discussion and designed intervention plan	COMPLETE

Action Steps	Person(s) Responsible	Timeline	Resources Needed	Success Indicators	2018-2019 Progress
Meet with new CFO about Gibbs needs and establishing a yearly budget	Principal CFO Potoula Angelakis	2018-2019	Time to meet Budget Summaries	Established budget categories	Not Complete

Goal Four: Operations, Communication and Stakeholder Engagement

Operations, Communications and Stakeholder Engagement The Arlington Public Schools will be run smoothly, efficiently and professionally. The district will operate transparently and engage in effective collaboration and responsive communication with all stakeholders. It will provide timely, accurate data to support financial decision making, envisioning of the district's future, and long range planning in partnership with other Town officials. Through these actions it will create broad support for a high quality education system, that is community s most valuable asset.

Goal Objective 4.1 Provide all stakeholders opportunities for input into the Schematic Design (Module 4) of the high school.

Goal Objective 4.2 Provide elementary families timely, user-friendly and up-to-date information on elementary schools and their curricula.

Hardy School Operations, Communication and Stakeholder Engagement Priorities

- To ensure clear communication among all stakeholders in the Hardy School Community, both electronically and through newsletters.

Action Steps	Person(s) Responsible	Timeline	Resources Needed	Success Indicators	2018-2019 Progress
Establish a Gibbs School Website	Teachers Principal School Council Webmaster Gibbs Parent Advisory	2018-2019	Claudia Bertoli Parent Surveys Home page templates	Completed site	COMPLETED

Action Steps	Person(s) Responsible	Timeline	Resources Needed	Success Indicators	2018-2019 Progress
Principal will communicate through a weekly “Sunday Greetings” message out to parents to inform them what is happening at school. These messages will include helpful developmentally appropriate guidelines.	Principal	2018-2019	Time PowerSchool	Completion of message each Sunday Parent Feedback	COMPLETED

Action Steps	Person(s) Responsible	Timeline	Resources Needed	Success Indicators	2018-2019 Progress
Build infrastructure for Monday Notes to staff including all information needed to run a smooth week at school with an at a glance for the following week	Teachers Principal School Council Leadership Grade level webmasters	2018-2019	Time Google Drive	Completed Monday Notes	COMPLETED