

Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

ACHIEVEMENT

2 YEAR GOAL:

By the end of the 2019- 2020 school all Henderson Elementary students will increase academic achievement in the areas of mathematics by 7.4 from 373.6 to 381.0 and English Language Arts by 7.6 from 387.5 to 395, as measured by the MPI (Map Performance Index) of the MAP (Missouri Assessment Program).

By the end of the 2019- 2020 school Henderson Elementary students in the **overall SSG** will increase academic achievement in the areas of mathematics by 6.2 from 311.9 to 318.1 and English Language Arts by 6.5 from 333.1 to 339.6, as measured by the MPI (Map Performance Index) of the MAP (Missouri Assessment Program).

By the end of the 2019- 2020 school Henderson Elementary students in the **IEP SG** will increase academic achievement in the areas of mathematics by 4.1 from 214.0 to 218.1 and English Language Arts 5.2 from 260.5 to 265.7, as measured by the MPI (Map Performance Index) on the MAP (Missouri Assessment Program).

Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

2 YEAR GOAL - Update/Adjustments:

All Students

	13/14	14/15	15/16	16/17	17/18	18/19	19/20	
ELA	379.5	406.9	384.8	391.7	387.5	378.9		
Math	378.5	387.1	374.2	382.2	373.6	357.9		

All SSG

	13/14	14/15	15/16	16/17	17/18	18/19	19/20	
ELA	342.4	343.8	336.0	341.0	333.1	334.9		
Math	339.0	327.7	323.2	320.9	311.9	294.3		

IEP SG

	13/14	14/15	15/16	16/17	17/18	18/19	19/20	
ELA	292.3	192.9	205.9	264.6	260.5	240.0		
Math	300	235.7	223.5	225	214.0	216.0		

- **235.9 (approaching) * 218.3 (floor)**

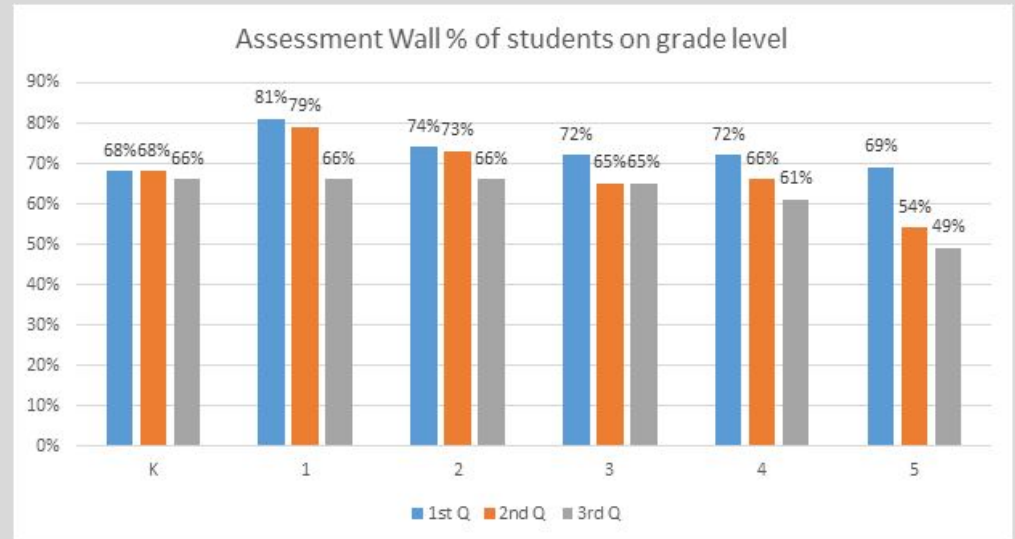
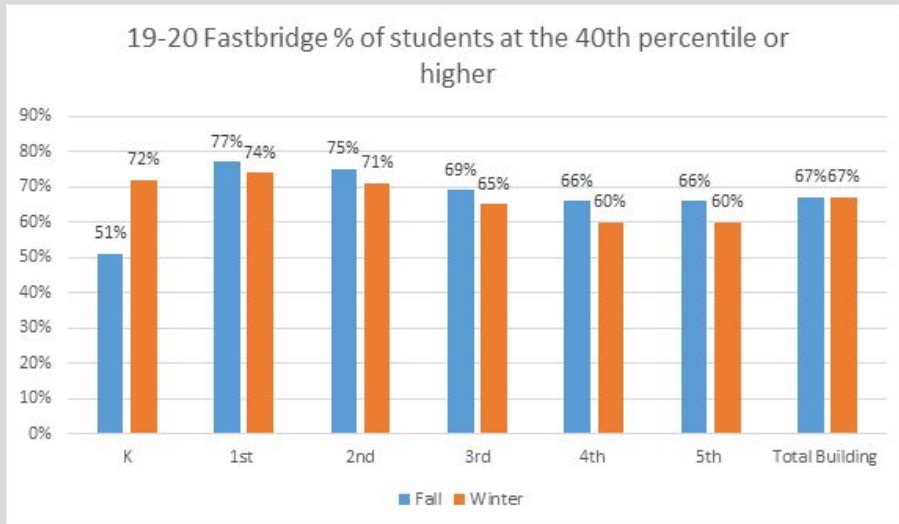
Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

SMART STRATEGY # 1: Henderson Elementary will increase the number of students performing at or above the 40th percentile from 65% in the winter to 68 % in the spring as measured by Fastbridge.

Person Responsible for Reporting Progress: Literacy Coach

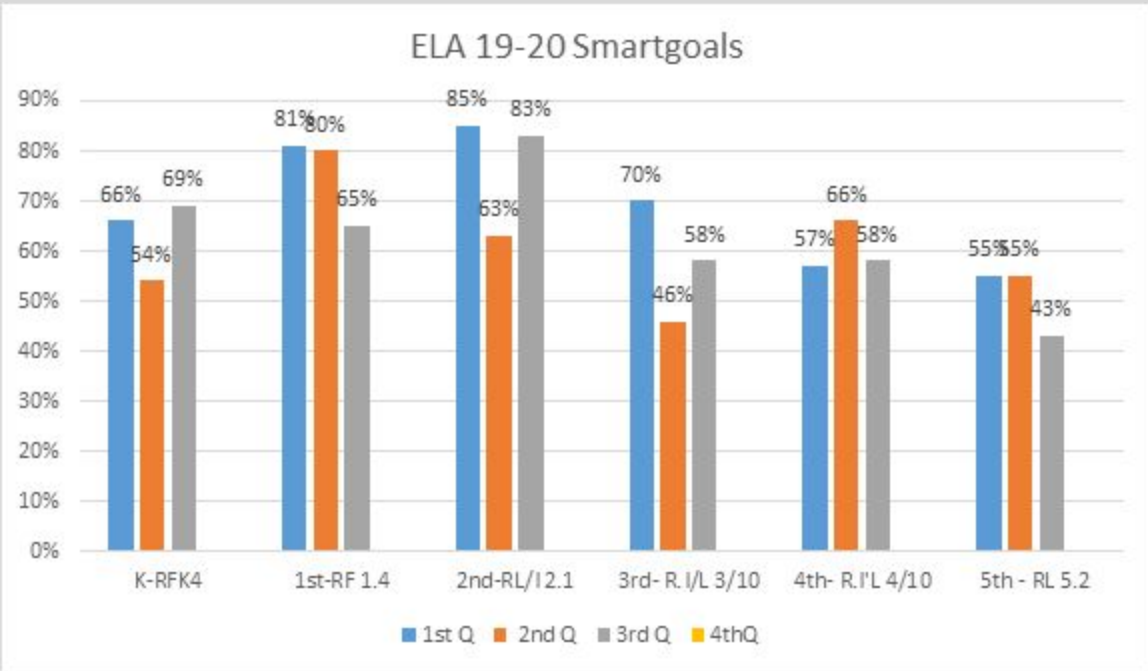
Progress Metric: Fastbridge

- Kindergarten: Composite Score
- First Grade: Composite Score
- Grades 2-5: RCBM



<https://docs.google.com/document/d/1lb2zevhlC2YOW5ExGQC4godY1oMyq8p3wcpnVp5NsA/edit?usp=sharing>

Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

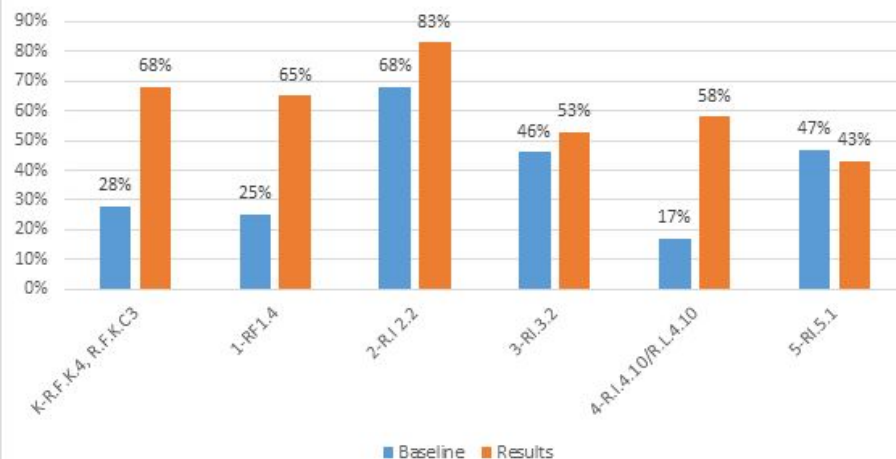


Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

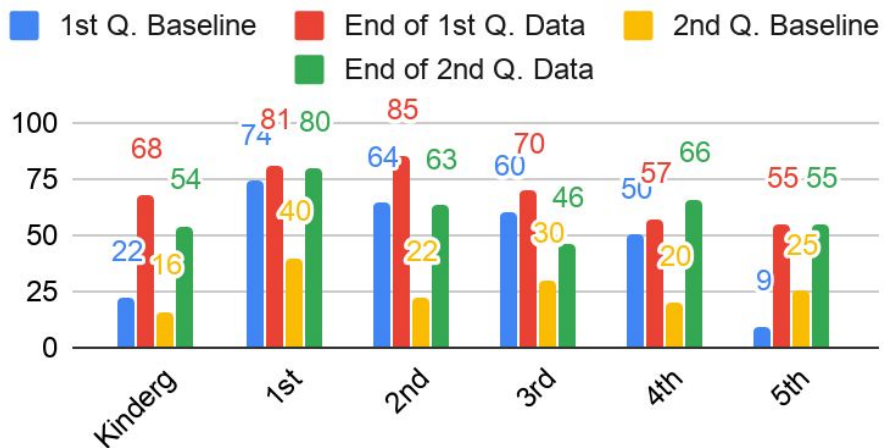
2nd Quarter ELA SMART Goals



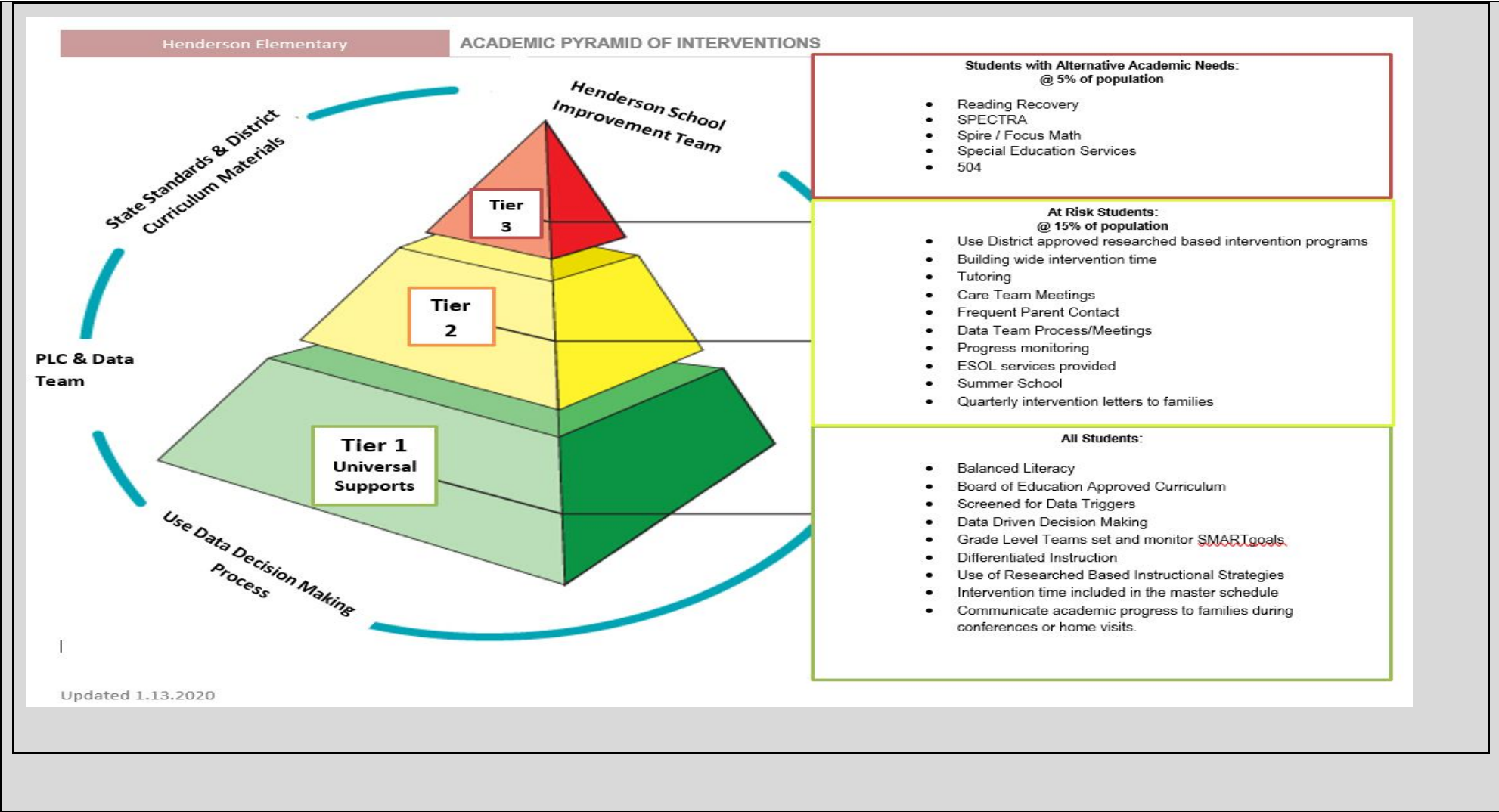
3Q ELA Smartgoals



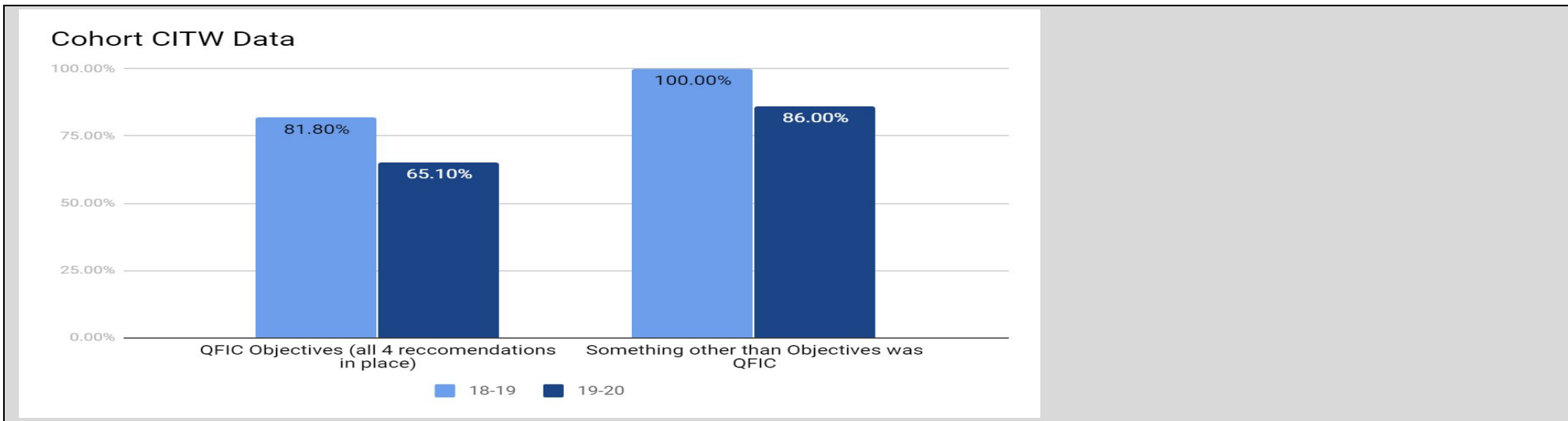
ELA Quarterly Smartgoal Growth



Henderson Elementary 2018-19 & 2019-20 School Improvement Plan



Henderson Elementary 2018-19 & 2019-20 School Improvement Plan



SMART STRATEGY #1: Updates and Adjustments:

Qtr. 1: The remainder of primary teachers attended the HGI for writing. K,1,2,3,5 had PD with the literacy coach. Two teachers began the phonics pilot. Booster lessons for CITW were provided during the September faculty meeting. Data team met and used the new pathway document to help place students. Teachers that attended the HGI began attending grade level PD with the teacher’s college. Year long ELA SMARTgoals were set with quarterly benchmarking standard goals. Title funds were utilized to update classroom libraries. David Brothers met with 3-5, SPED and EDCs to look at the ELA heatmap data. Some teachers began implementing home visits and provided ELA learning at home activities for families.

Qtr. 2: Teachers attended Homegrown institute. Second round Fastbridge testing. Grade level calendar dates for grade levels that attended Homegrown. Second data team meetings. All grade levels had release time with the literacy coach with PDC funds. Classroom libraries continued to be updated to reflect diversity and current population and curricular interest. CITW Booster regarding feedback and cooperative learning. SMART goals were reviewed and updated. 5th grade is partnering with the public library to get students library cards. Author visit K-3. Family reading night initial planning meeting. Small group of faculty participated in “What If” stories book study on equity.

Qtr. 3: Task force revised our academic pyramid of interventions. We had a CITW booster lesson on - cues/ questioning during our February faculty meeting. The Literacy Coach conducted two separate lab site days for faculty. SMART goals were written, monitored and updated. PLC teams reviewed district benchmark data by classroom and subgroup. Literacy Coach modeled an interactive Read Aloud lesson in 4th grade. Literacy Coach and Assistant Principal attended leadership day with the Teacher’s College trainer. Carrie Hepburn,

Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

content leader for ELA, provided professional development on how to do a classroom library audit for staff before school. Literacy Coach attended two SPED plc days to model writer’s workshop.

Qtr. 4: Third, fourth and fifth grade teachers attended Teacher’s College training virtually.

ACTIO N STEPS :	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
<p>1) Princi pals will provid e Parent Welco me at Open House providi ng inform ation on our SIP, readin g at home, and techno logy usage.</p>	<p style="text-align: center;">August 7, 2018</p>	<p style="text-align: center;">Principals</p>

Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

(PI- Key 1)		
Progress update: Completed in August 2018. Based on feedback from parents and teachers we did not do this again in 2019.		
2) Provid ed Readin g at Home docu ment for parent s at Open House . (PI- Key 4)	August 7, 2018	Principals, LMS, Reading Teachers, Lit. Coach
Progress update: Completed August 2018		
3) Invite local library to provid e library cards for studen ts at Open	August 2018	LMS

Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

House (PI-Ke y 6)		
Progress update: Not completed in 2019. All 5th grade teachers are doing library on site with the local library.		
4) 100% of studen ts hitting two or more data trigger s will be consid ered for a resear ch based interve ntion.	Quarterly	Data Team and PLC's
Progress update: August, November, January, April		
5) All PLC's will set quarte rly	Quarterly	PLC's

Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

smart goals based on priority standards being assessed.		
<i>Progress update: See Graph Above</i>		
6) Literacy Coach will conduct class visits, share out data, and offer PD opportunities to the staff.	Quarterly	Literacy Specialist
<i>Progress update: Class visits by literacy coach monthly 2018-2019. Classroom learning walks with EDC team 1/29/2020.</i>		

Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

<p>7)Virtual CITW walkthroughs for staff.</p>	<p align="center">Quarterly</p>	<p align="center">Kaitlin Goltz</p>
<p>Progress update: January and February faculty meeting.</p>		
<p>8) Classroom teachers will attend the Home grown Institute training for writing .</p>	<p align="center">ongoing</p>	<p align="center">PLC Teams</p>
<p>Progress update: Completed- anticipated summer PD date for SPED team.</p>		

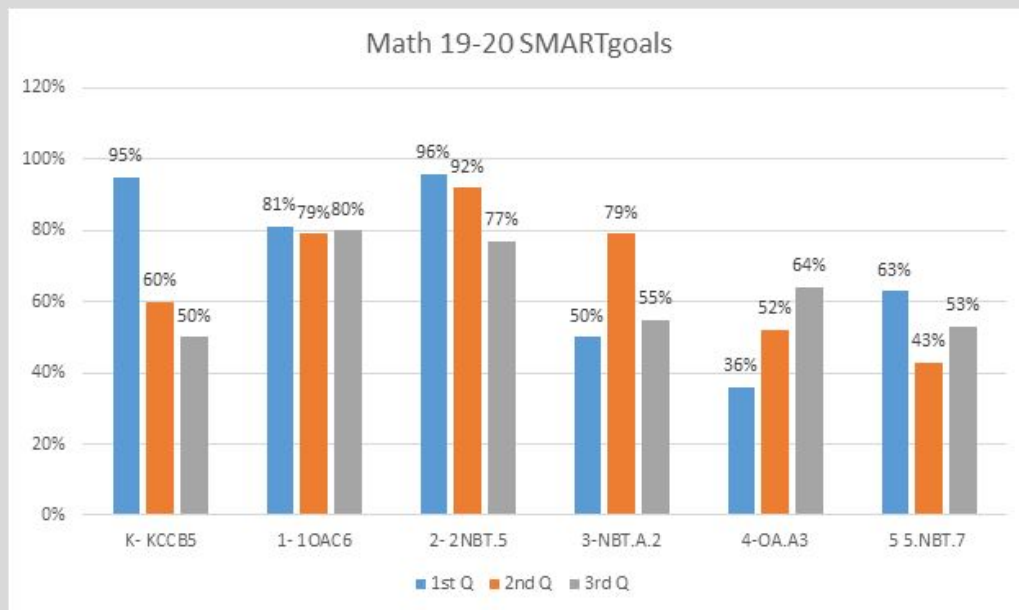
Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

SMART STRATEGY # 2: 80% of Henderson students will demonstrate proficiency (80% or above) on math priority standards by the end of the 19-20 school year as measured by FHSD grade level benchmarks. *(Needs to be SMART -measurable)*

Henderson Elementary PLC teams (6 out of 6 grade levels) will attain 75% of their quarterly math SMARTgoals as measured by quarterly grade level assessments during the 19-20 school year in order to monitor progress towards their year long SMARTgoal.

Person Responsible for Reporting Progress: PLC's and Admin

Progress Metric: Grade level benchmarks in grades 2-5 and PLC benchmarks in K-1



Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

SMART STRATEGY #2: Updates and Adjustments:

Qtr. 1: Grade level teams are working to administer pre and post tests to students, and using the data to monitor student progress on district priority standards and SMART goals. Tutoring began in the area of math for 3rd, 4th, and 5th grade.

Qtr. 2: Grade level teams are continuing to pre and post test students and track data for priority standards through the use of SMART goals. Kindergarten, 2nd grade, and 5th grade are utilizing the math intervention program, Bridges, for students who needed additional help in math. After school tutoring groups have continued to meet and provide support for groups of students in 3rd, 4th, and 5th grade. 1st grade is practicing flexible math groups to instruct students at their level, as well as supporting struggling students in the OA unit. 4th grade is offering 15 minutes to students to frontload vocabulary and concepts to students prior to whole-group lessons.

Qtr. 3: The math task force met and discussed alignment of the NBT standard and how it impacts students in each grade level. After-school math tutoring continued for grades 3-5, and our Eagle Club began to support students' academic progress twice a week for an hour each session. Grade levels continued to set, monitor, and report on progress of SMART goals. Kindergarten, 2nd grade, and 5th grade continued using the Bridges Math Intervention program during SOAR time to address students with additional needs in math.

Qtr. 4:

ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) All PLC's will set quarterly smart goals based on priority standards being	Quarterly	Data Team and PLC's

Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

asses sed and provid e interve ntions based on data.		
Progress update: PLCs have set and monitored SMARTgoals quarterly as they teach and review standards.		
2) Stude nts who are not meetin g profici ency on priorit y standa rds will be consid ered for school -wide	Quarterly	PLC's Megan Abramczyk

Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

math tutoring.		
<p>Progress update: 1st Quarter math data was compiled to begin the process of identifying students for math tutoring. Students were invited to attend, and began receiving after-school math tutoring in October. Tutoring was scheduled to continue from October through the end of April, but was cut short due to the school closures that occurred because of COVID-19. Tutoring and Eagle Club ended with the beginning of Spring Break on March 13th</p>		
<p>3) Vertical discussions across grade levels regarding math standards</p>	Ongoing	EDCs Classroom Teachers
<p>Progress update: The math task force team discussed the vertical alignment of math standards from the Missouri Learning Standards document. They also discussed the limitations of standards in each grade level to better understand the needs of students coming to them from previous grade levels.</p>		
<p>3) 2nd and 5th grade are learning about and piloting the</p>	Ongoing	2nd Grade and 5th Grade

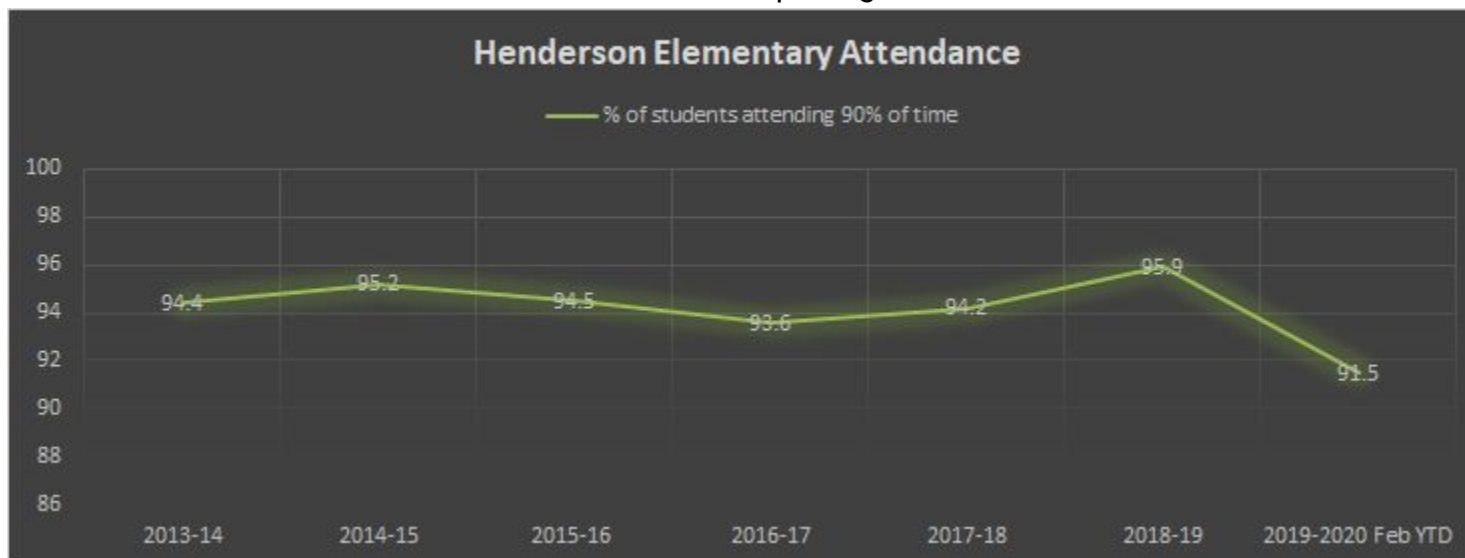
Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

new math intervention program.		
Progress update: Kindergarten, 2nd grade, and 5th grade have all received training for the new math intervention program, and have begun to implement these interventions 4-5 times per week to small groups in their classrooms. Math FastBridge screener assessments were given to all students in these grade levels in September and December. Data from these assessments was used to appropriately place students in these math intervention groups.		

Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

ATTENDANCE

2 YEAR GOAL: Henderson Elementary School will increase 90/90 attendance rate from 94.6% in 2018 - 2019 to 95% or above by the end of the 2019 - 2020 based on the 'old' method of reporting.



Sub Group	# of Students 2019-20	% of population 2019-20	Attendance % 18-19	Attend.% 19-20 Thru Sept.	Att. % 19-20 Thru December	Attend. % 19-20 3rd Q	Attend. % 19-20 4th Q
African American	48	7	91.7%	96.7%	92.5%		
Hispanic	68	10	92.6%	92.7%	89.8%		
ELL	69	10	96.0	97.6%	93.1%		
Free and Reduced Lunch	182	27	91.9%	92.4%	89.3%		
IEP	88	13	93.3%	90.5%	91.5%		

Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

2 YEAR GOAL - Update/Adjustments:

SMART STRATEGY #1: Henderson Elementary will use the Pyramid of Interventions to support and monitor students who qualify for free and reduced lunch to increase attendance by 2.6% (“old “ method).

Qtr. 1: The school has begun to do home visits (72 so far this year). We will be taking time to revise the pyramid of interventions so it matches the building roster 90/90 report. The office announces perfect attendance classrooms and backpack tags were passed out to those who are at the 95%+ in attendance.

Qtr. 2: Quarterly emails went out to families to update parents on their students’ attendance. Backpack tags were given to students with 100% attendance for the quarter. Daily announcements were made for classes with perfect attendance. At the first semester assembly, the classroom in each grade level with the highest attendance was recognized, and students with perfect attendance for the year were also recognized.

Qtr. 3: The attendance task force updated the Attendance Pyramid of Interventions. Backpack tags were distributed to students who had 95% attendance or better for the quarter. Counselors conducted attendance goal setting meetings with the DJO and families with chronic attendance.

Qtr. 4:

ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:

Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

<div style="border: 2px solid gray; padding: 10px;"> <h3 style="text-align: center;">Henderson Elementary Attendance Pyramid of Intervention</h3> <p>Tier 3: Students Below 90% Attendance</p> <ul style="list-style-type: none"> • Possible referral to the Missouri Children's Division for educational neglect • Implement Attendance Contract with families whose child has prior chronic absences • Collaborate with Family Court/Division of Justice Officer <p>Tier 2: Students Between 90-94.99% Attendance</p> <ul style="list-style-type: none"> • District automated email sent home when attendance percentage drops below 90%. • Students considered for attendance small group held by ESC or Counselor. • Teachers will discuss attendance at home visits and conferences with families <p>Tier 1: Students 95% Attendance or Higher</p> <ul style="list-style-type: none"> • The District Attendance Policy is on the District Website and in the Henderson Elementary School Parent Handbook. • Grade level newsletters include attendance information and request parent communication for students who will be absent. • Attendance discussion in class meetings. • Average daily attendance will be included in the staff daily bulletin. • Eagle's Nest Newsletter will publish monthly attendance percentage. • Every family receives a district automated email communicating current attendance percentages quarterly. • Classrooms with perfect attendance celebrated following day on announcements. • Classes with highest attendance will be recognized at semesterly assemblies. • Students who achieve annual attendance goal will be recognized quarterly (backpack tags.) • Teacher communicates with parents after two absences. <p style="text-align: right; font-size: small;">Updated 1.13.2020</p> </div>	Quarterly	Classroom teachers Building Information Specialist Administration Counselors
ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:

Action Step 1: Train All staff in a 4 hour HOMEWorks! Module (PI- Key 1, 2&4)	August 2	Principal and HomeWorks! Staff
<p>Progress update: October 22: 72 Home visits have taken place (K=19, 1st = 22, 3rd = 1, 4th = 1, 5th = 29) March 30, 2020: Over 150 home visits took place this year. The principal and site coordinators presented an 'ignite' session to the Board of Education on March 12, 2020 sharing the journey of completing home visits for the 2019-2020 school year.</p>		

Action Step 2: Train All teachers in the Parent Teacher Learning Team component of HOMEWorks! (PI- Key 4)	August 14	Principal and HomeWorks! Staff
<p>Progress update: August 2019: All teachers attended the faculty meeting or were able to view the video of the faculty meeting</p>		

Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

Fall 2019: An SLP did two nights of PTLT where the focus was on reading/language. About 20 parents came between the two nights
March 2020: 5th Grade teachers hosted a PTLT Night sharing math and goal setting. 2 kindergarten teachers had a PTLT night as well
April 2020: 1st grade scheduled a PTLT night which was cancelled due to the shutdown

Action Step 3: Host Family Dinner (PI- Key 4)	October 1	Principal and HomeWorks! Staff
--	-----------	--------------------------------

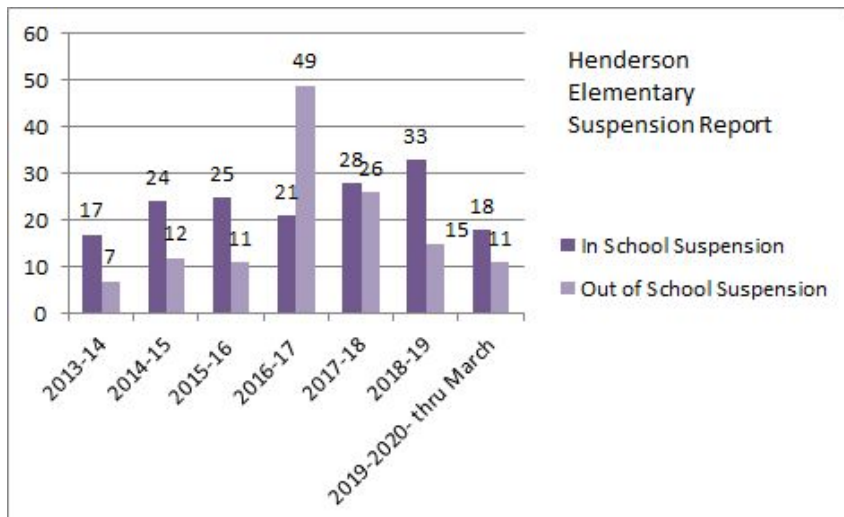
Progress update:

Fall 2019: 25 staff attended and served the dinner. Dinner was served to over 170 people

BEHAVIOR

2 YEAR GOAL: Henderson Elementary will decrease the overall number of suspension (ISS and OSS) by 10% (54 to 49) by the end of the 2019-2020 school year.

2 YEAR GOAL - Update/Adjustments:



Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

African American	48	7%	16	1	5	19	
Hispanic	68	10%	5	3	1	3	
ELL	69	10%	5	3	1	2	
Free and Reduced Lunch	182	27%	44	14	8	28	
IEP	88	13%	20	7	8	18	

SMART STRATEGY #1: Updates and Adjustments:

Qtr. 1: PBS + lessons continue to be taught during class meetings. Grade levels have scheduled brain breaks throughout the school day. The CARE team meets on Wednesdays to address student behavior concerns. During the staff meeting, the number of referrals by gender was discussed and suggestions for additional ways to address this concern were shared out.

Qtr. 2: PBS+ lessons, scheduled brain breaks, and CARE team meetings have continued from First Quarter. During Quarter 2, our third Restorative Academy team completed training. Students participated in Good Choices Week, a PBS Celebration assembly, and Compass health came to visit all K-5 classrooms. The staff participated in relationship mapping professional development to learn each others' stories and build relationships/trust across the building.

Qtr. 3: Staff participated in student relationship mapping at the January Faculty Meeting when we returned from Christmas Break. Teachers taught booster Eagle Camp lessons to students upon returning from break, and classrooms completed their 2nd semester Behavior Passports which were turned into the office upon completion. Our 4th Restorative Academy team began attending trainings with EdPlus and are working with previous teams to develop a continuing plan on how this information will be rolled out to staff who have not been able to personally attend. The Climate Task Force revised the pyramid of intervention for behavior and updated pyramids were uploaded to the school webpage. Monthly behavior data continues to be analyzed and shared with building staff. Students who are frequently receiving ODRs are referred to Care Teams which meet weekly to develop student behavior intervention plans. Teachers continue to hold class meetings daily to build community.

Qtr. 4:

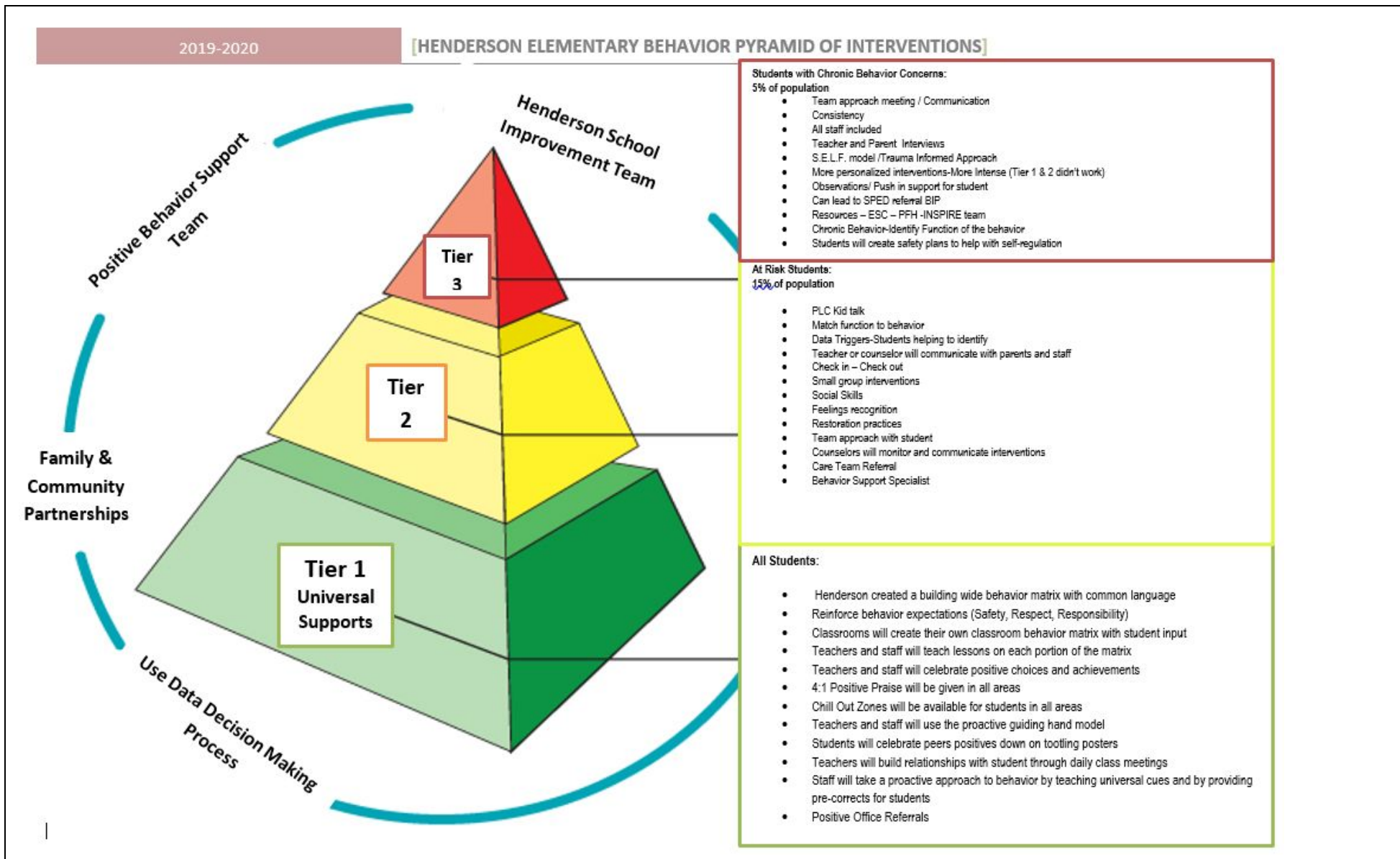
Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Teachers have and teach the matrix 1st quarter and 3rd quarter and teach the Eagle Camp (booster) lessons throughout the year.	Ongoing	All Staff
<i>Progress update: Teachers taught the Eagle Camp lessons in August and January to their classes. Teachers are recording lessons taught and notifying the office when they have completed the reteaching of these lessons.</i>		
2) Staff will utilize the Behavior Pyramid of Interventions. (see below)	Ongoing	All Staff
<i>Progress update: The behavior task force discussed and updated the Behavior Pyramid of Interventions. The updated Pyramid will be provided to staff and families to refer to.</i>		
3) A team will attend the Restorative Academy professional development.	Fall 2018, Spring 2019 Fall 2019 Spring 2020	Teachers, Admin and Counselors
<i>Progress update: A team of 6 staff members attended the Restorative Academy in the fall, and a second team of 6 is attending during the spring semester.</i>		
4) Teach PBS + lessons to combine PBIS, Sanctuary and Trauma informed information and concepts.	Summer 2018	Behavior/Trauma Team
<i>Progress update: Staff continue to teach daily PBIS lessons that incorporate the Sanctuary model as well. Restorative circles are held in classrooms weekly to build positive classroom communities.</i>		
5) Communicate behavior expectations to parents (Enews, Newsletter, Open House)	Ongoing	Teachers, Administration, BIS
<i>Progress update: Information is continually shared with parents regarding student behavior expectations. Both building administration and teachers share information with families about behaviors.</i>		
6) Provide new learning during faculty meetings on Restorative Practices and PBS + lessons.	Ongoing	Restorative Teams
<i>Progress update: The Fall Restorative Practices team presented lessons during faculty meeting regarding the office response to ODRs and the Harm Circle process that sometimes occurs after harm is done.</i>		
7) Soaring Eagles, Tootles, Class meetings	Ongoing	Classroom teachers, Support staff
<i>Progress update: Soaring Eagles are handed out daily by staff at Henderson. Classes have Tootling posters that students can fill, and filled posters are celebrated over the morning announcements. Class meetings are held daily, and grade level meetings are held weekly to discuss behavior and expectations.</i>		
8) Positive ODR	Ongoing	All Staff

Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

Progress update: Positive office referrals are given to students and celebrated by teachers and office staff. Pictures of positive office referral recipients are posted in the building on the appropriate grade level bulletin boards.		
9) Trauma PD Training (St. Charles County Mental Health)	2nd & 3rd Q 2018/2019	Bohrmann, Black, Goltz, Myover
Progress update: This training occurred during the 18-19 school year. Additional trauma conference opportunities were made available to interested staff for the summer of 2020.		
10) Character Strong Team will provide updates and reviews	Ongoing	Character Strong Team
Progress update: The 2018-2019 Character Strong continues to issue Character Dares to staff at monthly faculty meetings. A second team is attending Character Strong in January of 2020.		
11) Obtain support from the FHSD INSPIRE team to help us plan supports for student behavior.	Ongoing	All Staff
Progress update: The FHSD Inspire team supports weekly care team meetings to discuss student behavior. The Inspire team also has facilitated professional development for teachers and staff during faculty meetings. Trainings included relationship mapping and understanding how trauma affects children's brains.		
12) ARTIC Survey will be administered annually to gauge our attitudes with regard to trauma informed care.	Annually	All Staff
Progress update:		

Henderson Elementary 2018-19 & 2019-20 School Improvement Plan



Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

CLIMATE

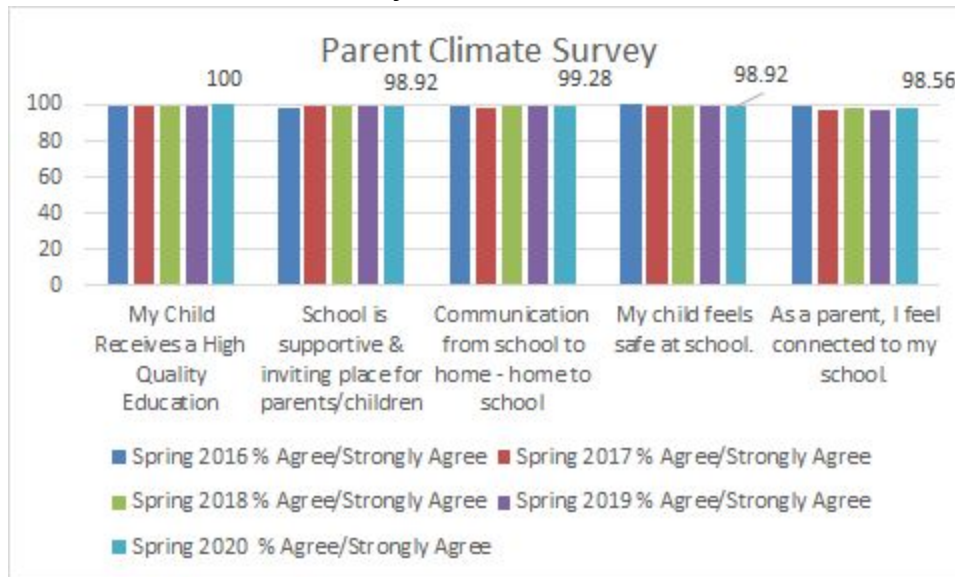
2 YEAR GOAL: Henderson Elementary will increase the percent of SA/A on the quarterly climate survey to 80% or above by the spring of 2020.

2 YEAR GOAL - Update/Adjustments:

Parent Climate Survey Results -

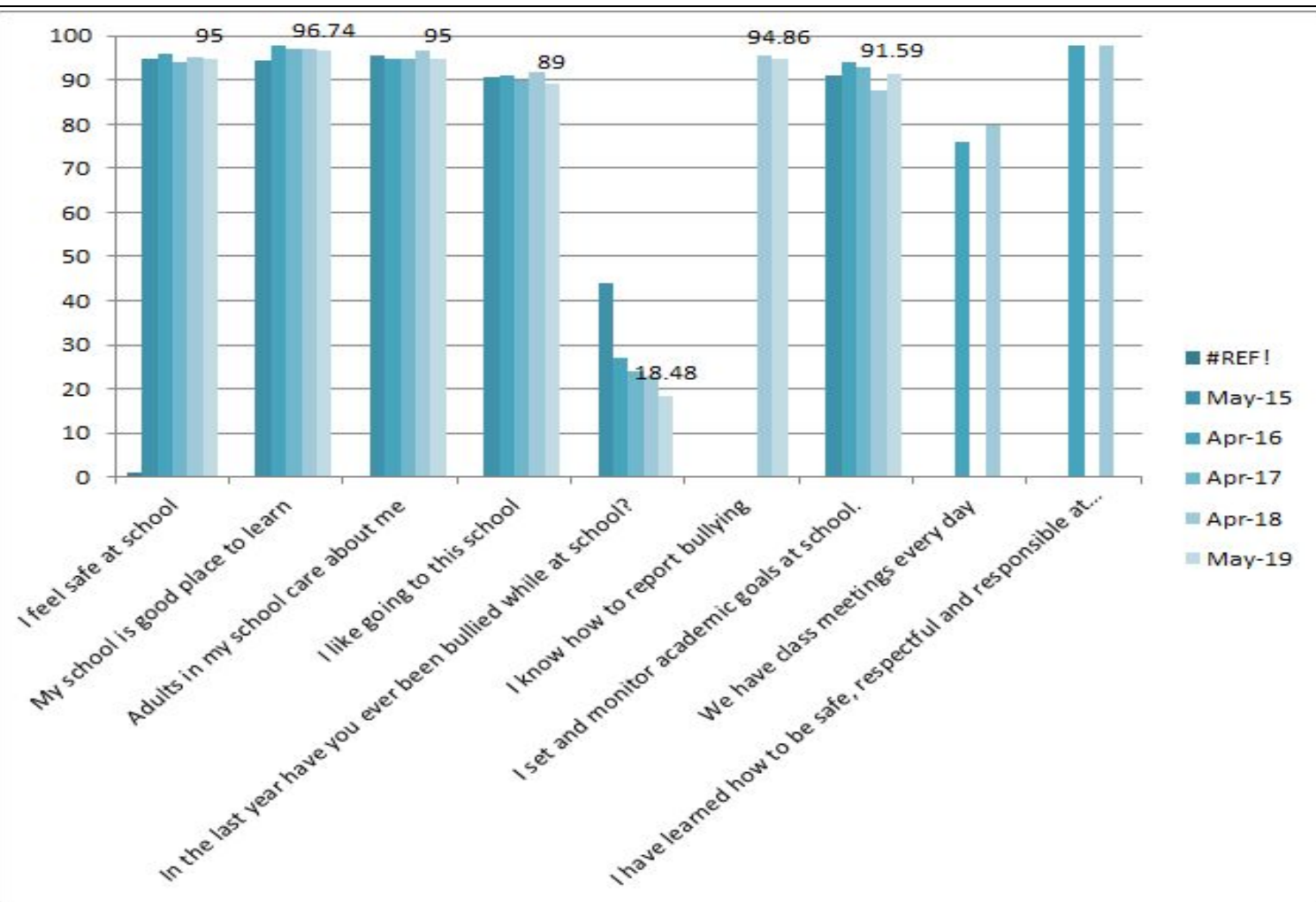
347 parents participated in the survey Spring 2019 (PI-Key 5)

280 Parents took the survey in March 2020

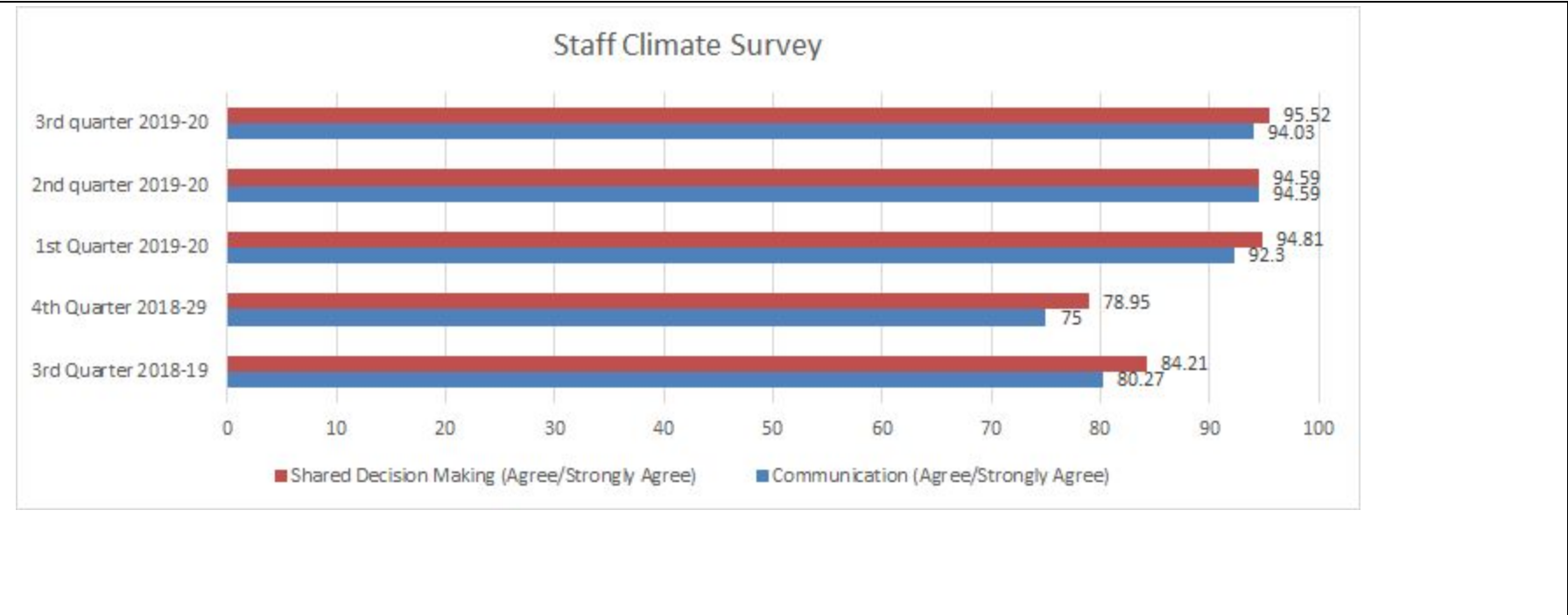


460 students took the Student Climate Survey Spring 2019

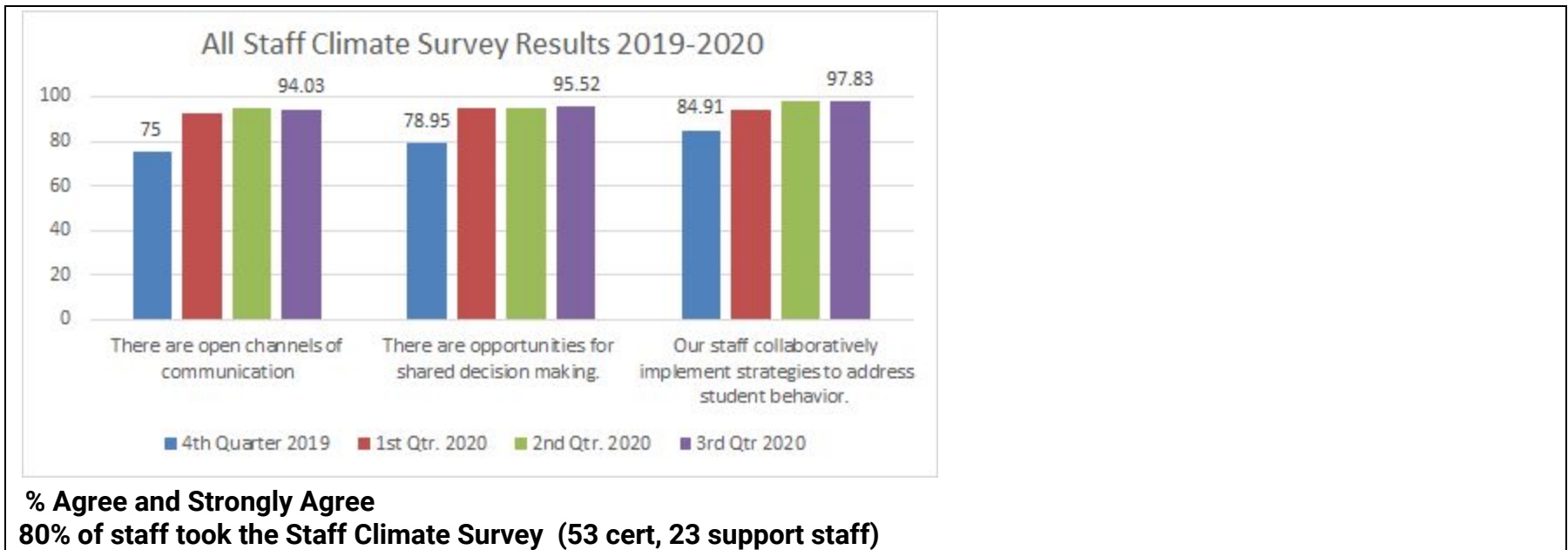
Henderson Elementary 2018-19 & 2019-20 School Improvement Plan



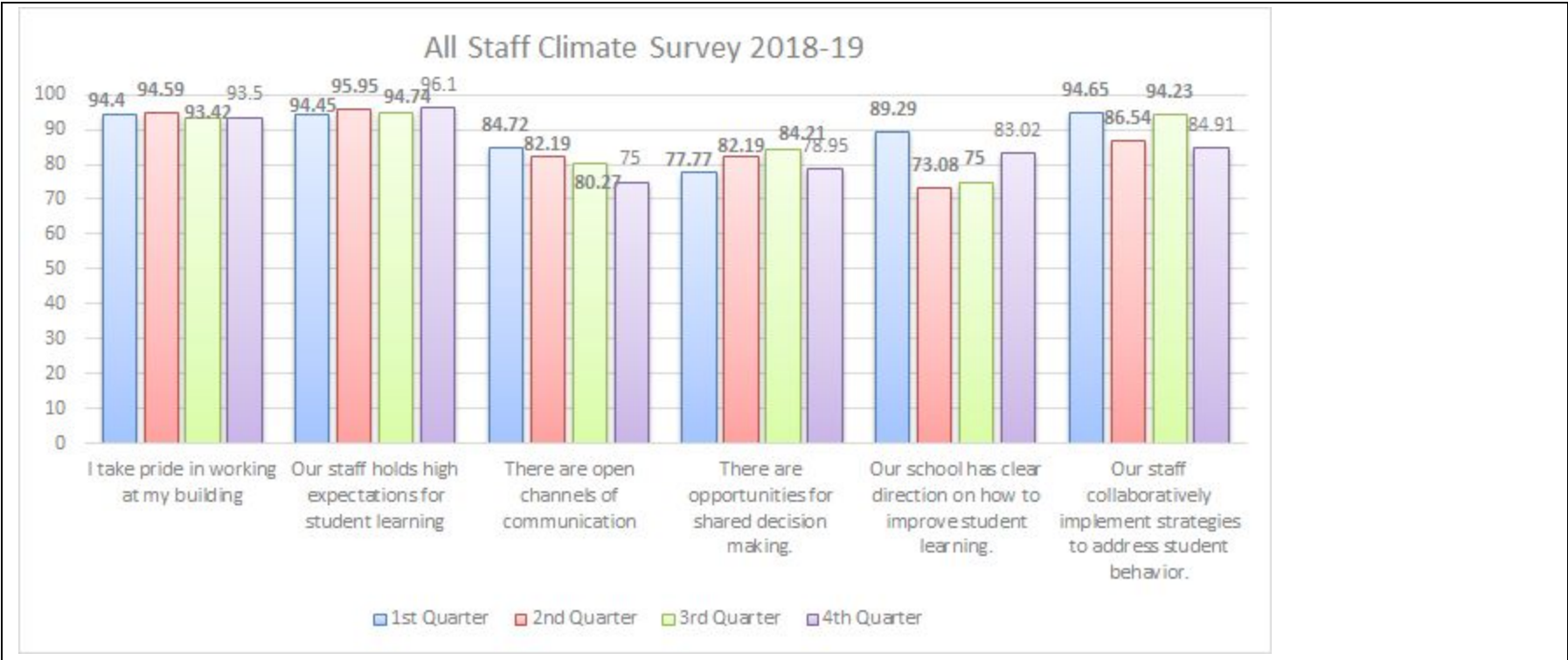
Henderson Elementary 2018-19 & 2019-20 School Improvement Plan



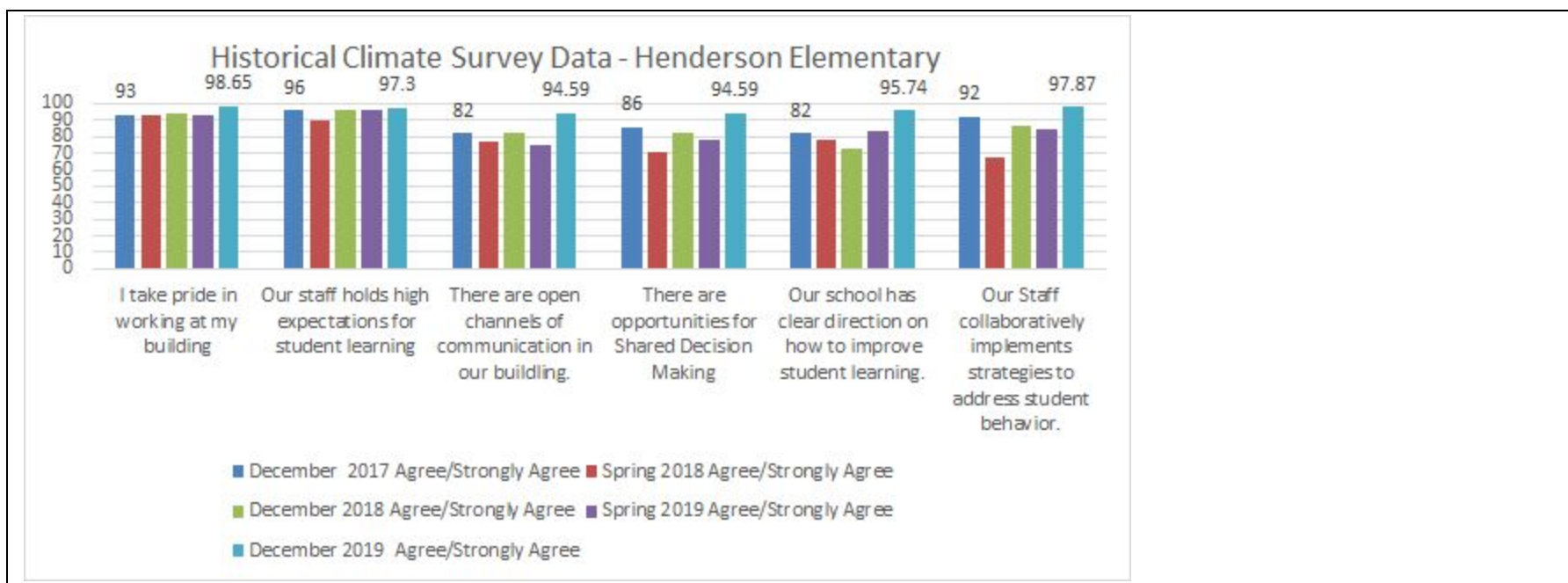
Henderson Elementary 2018-19 & 2019-20 School Improvement Plan



Henderson Elementary 2018-19 & 2019-20 School Improvement Plan



Henderson Elementary 2018-19 & 2019-20 School Improvement Plan



SMART STRATEGY #1: Henderson Elementary will increase the percent of SA/A on open channels of communication by 3%; from 77% in the spring of 2018 to 80% in spring of 2020.

Person Responsible for Reporting Progress: Climate Task Force/Admin

Progress Metric: Quarterly Climate Survey

Qtr. 1: 92.3 % Agree/Strongly Agree

The after school meetings are set up better and there is an agenda now which helps people decide if they need to be there. The care team meetings are helping with those open channels of communication. Special area is meeting on thursday's to do some kid talk to make sure everyone has information. Weekly communication via EDC, Faculty Mtg., Newsletter, Monthly Check-in. EDC/Faculty Meeting agendas labeled with Decision, Discussion, Delivering Information.

Quarter 2: 94.59% Agree/Strongly Agree- Care team meetings are going well weekly. We always plan the next care team meeting before we leave the current one. Action plans for student and teacher support are created/updated at these meetings. Student data re: behaviors. Home visits through the Homeworks program continued this quarter. Care team

Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

update every other week for special area teachers. A team went to restorative training. Monthly newsletter and mid-month check-ins are going well also and the Climate Task Force likes that agendas are sent out before the meeting.

Quarter 3: 94.03% Agree/Strongly Agree- We continue to use a weekly communication tool - one week is an in person optional after school monthly check in, another week is a staff newsletter, another week is a faculty meeting, and the other week is an EDC meeting. Admin asks for staff input on agendas to meetings. Agendas are communicated prior to the meeting taking place. Teachers share grade level newsletters with special area and special ed teachers.

Quarter 4: % Agree/Strongly Agree

Due to school closure, there will be no climate survey administered to staff this quarter

SMART STRATEGY #1: Updates and Adjustments:

Qtr. 1: The document below shows some of the social aspects of Henderson Elementary.

<https://docs.google.com/spreadsheets/d/1o4i6p7p02E4gLh-nU8Uy4V6aH59yVAdy26jkV1qFq6c/edit?usp=sharing>

Qtr. 2:

Qtr. 3:

Qtr. 4:

ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
A. Specifically define what the questions mean to us (August 2019)		
1) Monthly Check-in with varied times offered, sharing agendas ahead of time, clear purposed Schedule for monthly check-ins and agenda items	Monthly August 20, 2019	Admin
Progress update:		
2) Utilizing Google Team Drive to share agendas, minutes and other building information.	Ongoing	Admin/EDC team
Progress update:		
3) Team building activities within faculty meetings. Inclusion activities, celebrations.	Monthly	Admin/SIP Team
Progress update :		

Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

4) Visibility of Admin in the building & communicate Admin Schedule	Ongoing	Admin
Progress update:	daily	admin
5.) Create a Remind 101 Directory so teachers and staff can join each other's Remind accounts to be more informed communication link	Email sent 2nd quarter	Amy Howell created this doc
Progress update :		
6.) Continue to encourage Restroom Reading (new learning for staff)	ongoing	Lisa Bohrmann
Progress update:		
<p>SMART STRATEGY #2: Henderson Elementary will increase the percent of SA/A on shared decision making by 9%; from 71% in the spring of 2018 to 80% in spring of 2020.</p> <p>Person Responsible for Reporting Progress: Climate task force/Admin</p> <p>Progress Metric: Quarterly Climate Survey</p> <p>Qtr. 1: 94.81% Agree/Strongly Agree Shared decision making with HomeWorks vs. traditional conferences was appreciated. Teachers had input re: decisions made re: change in parties and conferences. Teachers, staff and parents decided on and finalized Mission, Vision, Values. Teachers picked a Task Force on the SIP and have met 2 x this year to update. Cafe aides and kitchen staff provided input on drill procedures during lunch. Recess paras provided input to improve behavior on the playground with new equipment. Sped Paras provided input on needs and based on this there is additional time added to their schedule for collaboration. The climate task force decided for the 2nd quarter climate survey window to be November 30-December 13.</p> <p>Qtr. 2: 94.59% Agree/Strongly Agree-Planning the PTLT through Homeworks for second semester. FHEA meetings with admin each month. Care team meetings, data team meetings. Choice with fall parties and parade. Choice with adding extra breaks during the day. Grade levels and department gave input to needs for budget items</p> <p>Qtr.3:95.52 % Agree/Strongly Agree Teachers and staff continue to have input on shared decision making. Those teachers who participated in home visits elected to have PTLT nights with their families. Those who did not had traditional p/t conferences. Building budget was presented to the Finance Office. The budget is built based on needs of the building. The Special Area Dept worked together to plan for a Family Reading night (to happen during 4th quarter)</p> <p>Quarter 4:% Agree/Strongly Agree Due to school closure, there will be no climate survey administered to staff this quarter</p>		
SMART STRATEGY #2: Updates and Adjustments:		

Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

Qtr. 1: Qtr. 2: Qtr. 3: Qtr. 4:		
ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
A. Specifically define what the questions mean to us- encourage comments (August 2019)		
1) Gather special area team input in a variety of ways.	Ongoing	Admin
Progress update:		
2) Introduce shared decision making model to staff.	August	EDC/Admin
Progress update:		
3) Notate on agendas whether the items are discussion, gathering input or decisions to be made.	Ongoing	All
Progress update:		
4) Revisit and communicate the building intervention timeline and opportunities for both ELA and Math. (share with ELA & Math)	August	Data Team
Progress update:		
SMART STRATEGY #3: Henderson Elementary will increase the percent of SA/A on clear direction to improve student learning by 2%; from 78% in the spring of 2018 to 80% in spring of 2020. Person Responsible for Reporting Progress: Climate task force/Admin Progress Metric: Quarterly Climate Survey Qtr. 2: 95.74 % Agree/Strongly Agree Quarter 4: % Agree/Strongly Agree Due to school closure, there will be no climate survey administered to staff this quarter		

Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

SMART STRATEGY #3: Updates and Adjustments:		
Qtr. 1: Goal Met 2018-19- continue to monitor		
Qtr. 2:		
Qtr. 3:		
Qtr. 4:		
ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Continued Professional Development regarding new LUCY curriculum. (share with ELA)	Ongoing	Teachers, Lit. Coach, Admin
<i>Progress update:</i>		
2) Define intervention versus reteaching.	1st Quarter	Data Team/Admin
<i>Progress update:</i>		
3) Define intervention timeline, flowchart and SPED process.	1st Quarter	Data Team/Admin
<i>Progress update:</i>		

SMART STRATEGY #4: Henderson Elementary will increase the percent of SA/A on collaboratively implements strategies to address student behavior by 13%; from 67% in the spring of 2018 to 80% in spring of 2020.

Person Responsible for Reporting Progress: Climate task force/Admin

Progress Metric: Quarterly Climate Survey

Qtr. 1: 93.87% Agree/Strongly Agree (cert staff only answered)

Qtr. 2: 97.87% Agree/Strongly Agree

Quarter 4: % Agree/Strongly Agree

Due to school closure, there will be no climate survey administered to staff this quarter

SMART STRATEGY #3: Updates and Adjustments:

Qtr. 1: **Goal Met 2018-19- continue to monitor** The care team meetings are helping with those open channels of communication.

Qtr. 2:

Henderson Elementary 2018-19 & 2019-20 School Improvement Plan

Qtr. 3:		
Qtr. 4:		
ACTION STEPS:	TIMELINE:	PERSON RESPONSIBLE FOR REPORTING PROGRESS:
1) Define discipline process	1st Quarter	Admin
Progress update:		
2) Clarify major versus minor behavior and Code of Conduct	1st Quarter	Admin/PBS Team
Progress update:		
3) Communicate student accountability based on District Code of Conduct	1st Quarter	Admin
Progress update:		
4) Update the Office Discipline Referral Form	August	Admin
Progress update:		