

MERSD School Improvement Plan Template

Essex Elementary School



Every student is at the center of decision-making.

District Strategic Initiative 1

Establish and foster an authentic Pre-K-12 learning environment.

1. *Conduct external elementary school level assessments of current practice inclusive of authentic learning self-study. [Student Centered, Student Achievement]*
2. *Define “student centered authentic learning” and develop internal needs assessments for secondary level schools. [Student Centered, Student Achievement]*
3. *Map and deliver a developmentally differentiated professional development plan informed by the outcomes of school-based assessments.*
4. *Strengthen traditional academic program practices to ensure horizontal and vertical articulation. [Student Centered, Student Achievement]*
5. *Develop community partners to provide opportunities for students to connect learning to real-life application. [Family and Community Partnership]*
6. *Prioritize and support programming to promote creativity, innovation, and the arts. [Student Centered, Family Community Partnership]*

School Goals	Resources & Responsibilities	Deliverables (what & when) Measures of Implementation Documentation
EES will collaborate and inform the NEASC Elementary Accreditation review process as it relates to authentic learning. <i>DSI 1.1, 1.2 & 1.5*</i>	<ul style="list-style-type: none"> ● EES Principal ● Director of Curriculum, Instruction and Technology ● EES Faculty 	<ul style="list-style-type: none"> ● Minutes/agendas from ongoing collaborations with NEASC staff and district personnel ● NEASC report-June 2024
EES will conduct a school-level assessment of existing student-centered authentic learning experiences. <i>DSI 1.1, 1.2 & 1.5*</i>	<ul style="list-style-type: none"> ● EES Principal ● Director of Curriculum, Instruction and Technology ● MERSD CLT Team ● EES Teachers 	<ul style="list-style-type: none"> ● Common definition of authentic learning developed and distributed-June 2023 ● Record of identified authentic learning experiences by grade level-June 2024
EES will work collaboratively with MMES and district staff to design a shared MERSD Elementary Multi-Tiered System of Support model. <i>DSI 1.4 & 1.5*</i>	<ul style="list-style-type: none"> ● EES Principal ● Director of Curriculum, Instruction and Technology ● MERSD MTSS Team 	<ul style="list-style-type: none"> ● MERSD MTSS Handbook-Nov 2022 ● i-Ready implementation of Universal Screening ● i-Ready trainings-Aug-Nov 2022 ● MTSS staff schedules aligned to student need across the district-Sept 2022-June 2022

<p>EES will explore and experiment with personalized learning activities in the i-Ready program DSI 1.4 *</p>	<ul style="list-style-type: none"> ● EES Principal ● Director of Curriculum, Instruction, and Technology ● MERSD MTSS Team ● EES Teachers ● i-Ready Platform/Subscription 	<ul style="list-style-type: none"> ● i-Ready training agenda – Sep-Nov 2022 ● i-Ready lessons implemented in K-5 classrooms – Jun 2023 ● i-Ready Trainings - Aug-Nov 2022
<p>EES staff will engage in curriculum journaling, alongside our MMES peers, to document and evaluate the elementary curriculum program in science and history/social science to ensure alignment with current DESE standards. DSI 1.5*</p>	<ul style="list-style-type: none"> ● EES Principal ● Director of Curriculum, Instruction and Technology ● EES Teachers ● MERSD Curriculum Review Cycle ● DESE Standards Templates 	<ul style="list-style-type: none"> ● Science Curriculum Journals/Maps-June 2023 ● History/Social Science Curriculum/Maps-June 2024
<p>EES will collaborate with MMES to transition to a shared team building experience for our grade 5 students and families. DSI 1.7*</p>	<ul style="list-style-type: none"> ● EES Principal ● EES Gr 5 teachers ● MERSD Elementary Musical Director ● EES General Music Teacher 	<ul style="list-style-type: none"> ● Combined Gr 5 musical performance/fundraiser ● MERSD Elementary Musical Promotional Materials-March 2023
<p>EES staff, together with their district peers, will explore and implement elements of Project Adventure to further authentic learning experiences as well as our social emotional initiatives. DSI 1.1, 1.2, & 1.5*</p>	<ul style="list-style-type: none"> ● EES Principal ● Director of Curriculum, Instruction and Technology ● MERSD CLT Team ● EES Teachers 	<ul style="list-style-type: none"> ● Professional development for general education staff-Fall, 2022 ● Project Adventure equipment training for identified staff-Fall/Winter, 2022 ● Lesson planning for use of PA activities in the implemented SEL block.
<p>EES will collaborate with MMES to transition to a shared team building experience for our grade 5 students and families. DSI 1.7</p>	<ul style="list-style-type: none"> ● EES Principal ● EES Gr 5 teachers ● MERSD Elementary Musical Director ● EES General Music Teacher 	<ul style="list-style-type: none"> ● Combined Gr 5 musical performance/fundraiser ● MERSD Elementary Musical Promotional Materials-March 2023
<p>Expand community partnership to utilize resources, enhancing and expanding the learning experience for students and families: SRO, Open Door, Safe Routes, local organizations. DSI 1.6*</p>	<ul style="list-style-type: none"> ● EES Principal ● EES School Council ● EES Teachers 	<ul style="list-style-type: none"> ● Year-long calendar of month events ● Monthly newsletter communications ● SRO schedule-Sept-June 2023 ● Family Surveys and analysis

Strategic Initiative 2

Integrate social emotional learning into all aspects of the school day.

1. Create a K-12 SEL Leadership model charged with training staff on ways to integrate a variety of strategies to help increase student availability for learning. [Student Achievement, Student Centered, Equity]
2. Create a Vertical SEL Team to support the implementation of SEL informed instruction. [Student Achievement, Student Centered]
3. Design an integration plan and rubric to use to measure effectiveness of SEL integration at the individual student and classroom level. [Student Achievement, Student Centered, Equity]
4. Involve families and the community in the SEL work that our staff and students are engaged in. [Family and Community Partnerships]

School Goals	Resources & Responsibilities	Deliverables (what & when) Measures of Implementation Documentation
<p>EES will work with MERSD and MMES staff to design the elementary portion of a K-12 SEL leadership model. This will include new positions (salaried or stipended), training, and curriculum development. DSI 2.1, 2.2 *</p>	<ul style="list-style-type: none"> ● MMES Principal ● Director of Curriculum, Instruction, and Technology ● MERSD SEL Team 	<ul style="list-style-type: none"> ● Job description(s) written - Jan 23 ● Staff member(s) hired - Jun 23 ● Training Calendar Developed and Implemented - Jun 24
<p>EES staff will collaborate with MMES staff to conduct a Summer Curriculum Project to develop a scope and sequence for the SEL block in grades K-5. The team will provide on-going professional development to our staff in this area throughout the year. DSI 2.1*</p>	<ul style="list-style-type: none"> ● EES Principal ● Director of Curriculum, Instruction and Technology ● MERSD SEL Team ● EES Teachers ● RULER lesson plans 	<ul style="list-style-type: none"> ● SEL Block Scope and Sequence-June 2023 ● SEL PD by SEL Team-Faculty meeting agendas-June 2023
<p>EES will implement a Social-Emotional Learning (SEL) block in its daily schedule, dedicated to SEL lessons/activities, incorporating the MTSS proactive approach to student needs. DSI 2.3*</p>	<ul style="list-style-type: none"> ● EES Principal ● Director of Curriculum, Instruction and Technology ● MERSD MTSS Team ● RULER materials ● Responsive Classroom materials ● Second Step materials 	<ul style="list-style-type: none"> ● MERSD Elementary Master Schedule-Sept. 2022 ● SEL Block Scope and Sequence-June 2023 ● SEL PD by SEL Team-Faculty meeting agendas-June 2023 ● Revised Elementary Master Schedule Implemented - Sep 24
<p>Families will be engaged in the SEL work that our school is undertaking via regular newsletter and social media talking points for their children DSI 2.4*</p>	<ul style="list-style-type: none"> ● EES Principal ● Director of Curriculum, Instruction and Technology ● MERSD SEL Team 	<ul style="list-style-type: none"> ● Newsletters and emails-Sept 2022-June 2023
<p>EES staff will work collaboratively across all grades, classes and with families to create a learning community charter, expressing the culture and climate that is desired by each member. DSI 2.5*</p>	<ul style="list-style-type: none"> ● EES Principal ● ESS Faculty ● ESS Families and Broader Community 	<ul style="list-style-type: none"> ● Survey responses and analysis-June 2023 ● Classroom charters-Oct 2023 ● Visitor Feedback Tickets-June 2023

EES will share ideas and implementation results of SEL lessons in an effort to continue to build capacity among teaching staff.

DSI 2.1

- EES Principal
- MERSD MTSS Team
- Shared practices

- Faculty meeting agenda-June 2023

Strategic Initiative 3

Celebrate and nurture an inclusive and diverse school culture that recognizes the contributions and uniqueness of all individuals.

1. *Identify and hire a consultant/coach to support the district in achieving cultural proficiency in the area of diversity, equity and inclusion. [Student Centered, Student Achievement, Equity, Family and Community Partnership, Resources]*
2. *Conduct a cultural proficiency, diversity, equity, and inclusion assessment. [Student Centered, Student Achievement, Equity, Family and Community Partnership, Resources]*
3. *Build on and expand inclusion and cultural competence training for staff and students.*

School Goals	Resources & Responsibilities	Deliverables (what & when) Measures of Implementation Documentation
EES will continue to audit its materials, communications and curricular tools to ensure diversity, inclusivity and equity in representation. DSI 3.2, 3.3*	<ul style="list-style-type: none"> ● ESS Principal ● EES School Council ● EES Faculty ● MERSD CLT Team 	<ul style="list-style-type: none"> ● CLT meeting agendas/minutes-Sept 2022-June 2023 ● Curriculum Journalling outcomes-June 2023
EES will re-introduce “Understanding our Differences” model for grades 3-5 to educate children about different disabilities that exist in our world. DSI 3.3*	<ul style="list-style-type: none"> ● EES Principal ● Director of Student Services ● EES Faculty 	<ul style="list-style-type: none"> ● Understanding our Differences Schedule-Nov 2022-June 2023
EES will train staff on the diverse characters that exist in the Wonders ELA curricular materials. DSI 3.3*	<ul style="list-style-type: none"> ● EES Principal ● Director of Curriculum, Instruction, and Technology ● EES Curriculum Leaders 	<ul style="list-style-type: none"> ● Faculty meeting agendas-Sept 2022-May 2023
EES teaching staff will conduct an audit of classroom libraries in an effort to identify gaps in representation. DSI 3.2 & 3.3	<ul style="list-style-type: none"> ● EES Principal ● EES Faculty ● EES Volunteers ● Booksource Classroom 	<ul style="list-style-type: none"> ● Generated reports on classroom libraries, including reading levels and DEI gaps

Strategic Initiative 4

Ensure funding for a stable, multi-year budget and capital improvement plan through collaboration with town and community partners.

1. *Develop and pass a budget that maintains quality and forward progress maintaining efficient practices but shifting to greater advocacy for increased funding to the District.*
2. *Articulate large and small scale operational and facilities capital needs and obligations. [Student Centered, Student Achievement, Equity, Family and Community Partnerships, Resources]*
3. *Continue to evolve the central administrative organization structure to efficiently and effectively support district wide improvement goals. [Student Centered, Student Achievement, Resources]*
4. *Review personnel efficiencies to improve or adjust delivery of programs. [Student Centered, Student Achievement, Equity, Resources]*

School Goals	Resources & Responsibilities	Deliverables (what & when) Measures of Implementation Documentation
EES administration will work collaboratively with MERSD district staff to identify and evaluate staffing and resource needs. <i>DSI 4.1-4.4</i>	<ul style="list-style-type: none">● EES Principal● EES Administrative Assistant	<ul style="list-style-type: none">● Budget Request Documents-Oct 2022-June 2023

**Shared goal with MMES*



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