

Milltown Elementary School

School Improvement Planning 2019-20

Mission: We are a family of learners, committed to excellence.

Vision: We commit to:

...a welcoming, engaging and enriched community where every adult takes collective responsibility and works positively and in collaboration with others to constantly improve student learning.

...best practices only, where students & families are encouraged to become leaders and empowered to leave a legacy in our community.

Values: Respectful Relationships, Learning for All, Wellness for all, Empowering individuals, families and the Community, Collaboration

Background:

We are a small school (165 students) in southwestern NB, with students from K-5 and a staff of 13 teachers and 15 support staff, including Educational Assistants, a School Intervention Worker, an Administrative Assistant, two custodians, a Family Coordinator and a Community Schools Coordinator.

Historically, we have used the Positive Behaviour Intervention and Supports (PBIS) framework with our students regarding behaviours and we have been working to implement the Professional Learning Communities (PLC) structure for fifteen years. So although neither of these structures are entirely new, 2019-20 is the year to advance both structures through our School Improvement Plan.

Student achievement is at the core of all we do and both the PBIS and PLC structures facilitate opportunities for greater student achievement. We will continue our focus on intervening when necessary and overcoming barriers to progress.

Staff resiliency was identified over a year ago as a felt need – staff wanted to increase morale, focus on wellness, personally and corporately and staff attendance was not as strong as it could be.

District Ends Policies

1. To provide positive, safe, healthy and inclusive learning and working environments for children, youth and staff.
2. To demonstrate continuous improvement toward meeting provincial targets in literacy, numeracy, science and to improve learning in application of the arts, trades and technology.
3. To increase the engagement of children and youth by embedding competencies such as critical thinking, citizenship, entrepreneurship, innovation, personalized learning and leadership in teaching and learning.
4. To provide opportunities for staff to learn about mental health issues in children and youth and to promote school and district wide initiatives that promote mental fitness.
5. To expect all members of the school community to be welcomed, respected, accepted and supported and to address heterosexism and discrimination.
 6. To coordinate and maximize access to resources to support children, youth and families.
 7. To promote the value of education through effective partnerships and positive, proactive communication.

CAMET Standards for Educational Administrators:

1. Positive Learning Environment
2. Instructional Leadership
3. Community Partnerships/Engaging Families
4. Living the Vision of Learning
5. Driving the Leadership Potential of Others

MES School Improvement Plan 2019-20

Target Area	Goal(s)/Work Plan	Responsible	Timeline	Other Notes
Positive Learning Environment Linked to DEC ends policy 1	<p>Trauma Informed Practices: All staff will participate in monthly PL on trauma informed practices.</p> <p>8 Parents will have opportunity to take 12 week course on ODD.</p> <p>Resilience: Teachers will self report an increase in resilience (using the scale in "Onward" resource) from August 2019-June 2020</p> <p>PBIS: First goal area: morning greetings There will be a percentage increase in students doing a verbal, morning greeting.</p> <p>Interventions: 100 per cent of sylvan students will demonstrate increase over baseline. 90 per cent of summer camp students who attend camp will improve or stay the same in LA and math</p> <p>High Expectations: One staff member will explore the ideas that staff surveys indicated that we have high expectations for student achievement – student work doesn't always indicate this</p>	<p>Heather & staff</p> <p>Counsellor (Theresa Passamare)</p> <p>Heather & Teachers</p> <p>All staff</p>	<p>Monthly at mtgs</p> <p>Weekly in March-May</p> <p>June 2020 check</p> <p>Daily, weekly</p>	<p>EAs: Help for Billy book study Teachers: Transformative Principal video series</p> <p>Monthly staff meetings focus using the Onward materials (monthly mantra, other communication) Baseline data collected over 3 weeks, lessons taught over 2 weeks, new data to be gathered</p> <p>See appendix A for Celebration! 96 per cent of camp students met goal in math/ Resources needed: two ½ days</p>
Maximizing Student Achievement Linked to DEC ends policy 2	<p>Professional Learning Communities:</p>	Teacher teams	<p>Periodic assessments, baseline in Sept. Pre & post test</p> <p>Initial exploration of resources to see if there is anything to be gained by digging deeper.</p> <p>Survey in Oct, Feb, June</p>	<p>Oct. 28/19 initial survey done</p>

	<p>All teams will demonstrate growth in at least one aspect/domain on the ASD-S PLC surveys.</p> <p>Each team will constantly use a cycle of inquiry to plan, teach, check, act as needed.</p>	All teachers	Minutes will serve as evidence.	
<p>PSSC – Policy 711</p>	<p>At least five meetings will be held and to include healthy, kid-friendly suppers for adults and kids (meeting Policy 711 requirements) and childcare.</p>	Parents, Heather, Cathy, Katie	<p>Parents give topics of interest for presentations/meetings (canning and preserving, cooking, internet safety, goal setting and budgeting, meal planning, making school a priority)</p>	<p>Oct. 7, 2019 Dec. 2, 2019 Jan 2020 March 2020 May 2020</p>
<p>Community Outreach (Beyond the Bell) Link to DEC ends policies 6 & 7</p>	<p>Scaling Out: At least two schools in NB replicate one of our community initiatives/interventions in 2019-2020</p> <p>We will publicly link our initiatives to our core values when talking with staff & community.</p>	Heather/Cathy	<p>Heather, Joann and Derek giving Council Day presentation in May 2020</p> <p>Heather meeting with HEC Principals November 2019</p>	<p>St John the Baptist/King Edward did a summer intervention camp in summer 2019.</p>