**Centennial Elementary School**

**School Improvement Plan**

**School Vision:** Centennial will be a proud and united Community that motivates our students to be caring citizens and life-long learners.

**School Mission:** We learn. We care. We make a difference. We are a Community!

**School Beliefs:**

* We are kind and caring
* We believe in ourselves
* We are proud
* We love learning
* We will be the best we can be!



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**Literacy**

**Goal #1: Reading:** By June 2021, 80% of students in grades K-5 will score three or above in Reading (independent) on the elementary report card in the second and third term. This goal will measure students on PLPs in accordance with their individual goals.

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| **Strategies** | **Timeline** | **Lead** |
| K-5 teachers collect information for school wide benchmark collections.  **September:**   * Quick Phonics Screener * Phonological Awareness Screener   **November:**   * Quick Phonics Screener (as needed) * Phonological Awareness Screener (as needed) * Running Record (Grade 1-5 as needed)   **March:**   * Quick Phonics Screener (as needed) * Phonological Awareness Screener (as needed) * Running Record (Grade 1-5 as needed)   **June:**   * Quick Phonics Screener * Phonological Awareness Screener * Running Record | September  November  March  June | K-5 Teachers & Administration |
| K-5 PLC (Professional Learning Committee) teams will work together to identify students working below, approaching, meeting and exceeding expectations and target instruction for small groups within the classroom. | Weekly | K-5 Teachers & Administration |
| Literacy competency will be recognized and celebrated during monthly virtual assemblies | Monthly | Assembly Team & Teachers |
| Teacher will enhance student motivation by implementing periodic reading incentives and celebrations. Examples:   * Author celebration * Publications to share with classes/learning buddies * School wide race to reading 100 books in each class (February 2018). Once every class in the school achieves the goal each student will receive a reward | November 30  February 28  April 30 | Literacy Team & Teachers |
| As a school we will promote literacy at home and Celebrate National Family Literacy Day   * Each student will have turn taking home a literacy game to enjoy with their family. The game will promote oral language, reading and writing. | January 27th 2018 | Literacy Team & Teachers |

**Goal #2: Writing:** By June 2021, 80% of students in grades K-2 will score three or above in writing on the elementary report card in the second and third term. This goal will measure students on PLPs in accordance with their individual goals.

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| **Strategies** | **Timeline** | **Lead** |
| In collaboration with teachers, the Core Leadership Team will develop a plan to ensure all writing genres are appropriately introduced and taught. Each month there will be a writing genre that is focused on for discussion at Grade Level PLC meetings | Monthly | Core Leadership Team & Teachers |
| K-5 teachers will administer a writing benchmark to determine student present level of performance for all 6 traits of writing. Subsequently teachers will provide targeted instruction and strategies to personalize learning. | November  March  June | Teachers |
| Teachers will ensure all Traits are included in mini lessons and use I can statements to ensure students are aware of personal learning targets. | Ongoing | Teachers & Administration |
| Core Leadership Team will develop a yearly plan for writing celebrations for individual classrooms, monthly virtual assemblies and community events | Annually | Core Leadership Team |
| Grade level teams will develop a writing continuum illustrating exemplars for appropriate products to display in the classroom | Spring 2019 | Teachers and Administration |

**Goal #3: Writing:** By June 2021, 60% of students in grades 3-5 will score three or above in writing on the elementary report card in the second and third term. This goal will measure students on PLPs in accordance with their individual goals.

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| **Strategies** | **Timeline** | **Lead** |
| In collaboration with teachers, the Core Leadership Team will develop a plan to ensure all writing genres are appropriately introduced and taught. Each month there will be a writing genre that is focused on for discussion at Grade Level PLC meetings | Monthly | Core Leadership & Teachers |
| K-5 teachers will administer a writing Benchmark to determine student present level of performance for all 6 traits of writing. Subsequently teachers will provide targeted instruction and strategies to personalize learning. | November  March  June | Teachers |
| Teachers will ensure all Traits are included in mini lessons and use I can statements to ensure students are aware of personal learning targets. | Ongoing | Teachers & Administration |
| Core Leadership Team will develop a yearly plan for writing celebrations for individual classrooms and during monthly virtual assemblies. | Annually | Core Leadership Team |
| Grade level teams will develop a writing continuum illustrating exemplars for appropriate and strong products to display in the classroom. | Spring 2019 | Teachers and Administration |

**Math**

**Goal #1 K-5:** By June 2021, 60% of students in grades K-5 will score appropriate on the modified June Modified Math Screener- reflecting the prioritized curriculum.

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| **Strategies** | **Timeline** | **Lead** |
| Teachers can request support from the numeracy coach and coordinator in developing a path to ***sustaining*** on the learning cycle as it pertains to PDCA (Plan Do Check Act) Formative Assessment. | Ongoing | Teachers, Administration, Numeracy Coordinator and Coach |
| PLC s have access to the Math Coach who can support individuals and teams in examining benchmark data to form specific and targeted instructional groupings (those below, approaching, meeting and exceeding expectations). | Ongoing | Teachers, Administration, Numeracy Coordinator and Coach |
| Administer common assessment benchmarks  **September:**  Modified Numeracy Screener- reflecting prioritized curriculum  **November:**  Term 1 Assessment  **March:**  Term 2 Assessment  **June:**  Term 3 Assessment & re administer the Modified Numeracy Screener reflecting prioritized curriculum to demonstrate growth. | September, November, March and June | Teachers, Resource and Administration |
| K-5 PLC’s will develop a minimum of 1 PLC goal annually pertaining to Numeracy | Annually | Teachers, Resource, and Administration |

**Culture & Diversity**

**Goal:** At Centennial 100% of our school community will encourage and support the engagement, active involvement and inclusion of every student focusing specifically on multiculturalism and LGBTQ2S+.

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| **Strategies** | **Timeline** | **Lead** | **Indicators of Success** |
| School Culture Club in collaboration with the YMCA for all classes- virtually | Monthly | Guidance & Culture/Diversity Committee | program operational and all classes participating |
| Segment to promote Culture and Diversity /LGBTQ2S+ on Live at the Hive | Monthly in November 2020 | Administration | You tube Channel “Centennial School Live at the Hive” |
| Entry/Lobby improvements (flags/signage) to create a more welcoming environment through artistry and language.   * Flags representative of each of the countries of our students and/or their families as well the LGBTQ flag * Banner with “Hello” written in both official languages of New Brunswick as well as each of the languages spoken by our students and/or their families * Banner with “Welcome” written in both official languages of New Brunswick as well as each of the languages spoken by our students and/or their families * Pride Art Piece in main entrance * Pride painted exterior wall to enter building | September 2020 | Administration, Guidance & Culture/Diversity Committee | Parent Engagement Survey  Our School Survey results- sense of belonging  Staff ranking of Provincial School Improvement Framework Indicator 7 during annual SIP day |
| Recognizing and celebrating various cultural celebrations, special occasions and events   * Announcements (Live at the Hive) * School calendar | September 2020 | Administration | Monthly calendar posted on the website and sent home to all families |
| Use of the Newcomer welcome kits when receiving newcomer students and families | Ongoing | Administration & Community School Coordinator | Welcome tour, distribution of kit and school handbook (translated as needed) |
| Culture/Diversity book collection for classroom use and regular in-class or virtual lessons | September 2020 | Administration, Guidance and Teachers | Sign in and sign out of resources |
| LGBTQ2S+ Professional Learning for Staff who have not participated | August 2021 | Administration, Core Leadership, and Culture and Diversity Committee | PL Completed |
| Cultural Competency Training/ Professional Learning for staff who have not participated | November 2020 | Administration, Core Leadership, English as an Additional Language Coaches and Newcomer and International Coordinator | PL Completed |
| Culture and Diversity School Based Committee regularly scheduled for meetings (bi monthly) | 2020-2021 | Guidance and Culture/Diversity Committee | Meeting Minutes  Scheduled in our calendar dates for the year |
| Virtual Celebration of Holidays around the World | December 2020 | All Staff & SWIS (Settlement Worker in the Schools) (Kimchi) | Event posted on You tube and shared with families via school messenger |

**Positive Learning Environment**

**Goal #1 Student Motivation:** By June 2021, 90% of students completing the TTFM survey will report positive behavior

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| **Strategies** | **Timeline** | **Lead** |
| Assembly team will develop and implement an inventory of school-wide events that recognize student leadership and academic performance at monthly virtual assemblies | September 15 | Assembly Team |
| PLC’s will establish a minimum of 1 goal annually that supports social emotional learning | Annually | Teachers, Administration and Resource |
| PBIS School Wide | Ongoing | Staff and PBIS Team |
| POI revisions | 2018-2019 | Core Leadership Team |

**Goal #2 Student Behaviour:** 100% of students will be directly taught our school wide and classroom expectations and will be reinforced accordingly with positive office referrals.

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| **Strategies** | **Timeline** | **Lead** |
| PBIS 5 Week Launch   * Training in all environments * Weekly virtual Assemblies * WITS Kick Off | September/October Annually | All Staff |
| Co-construction of classroom expectations | September/October Annually | Homeroom Classrooms |
| Positive Office Referrals for following expectations   * Photo for top earners each month * Name on weekly virtual assembly * Postcard for home communication * Tangible swag for incremental milestones (1,3,5,10,15 & 20) * Top Earner incentive (monthly) * Staff Champion and Incentive (monthly) | Ongoing | All Staff |
| OMPUA (observable, measurable, positively stated, understandable, always applicable) Professional Learning for co-construction of classroom expectations | August 2021 | PBIS Team |
| PBIS Team will meet bi-monthly | Ongoing | Admin |
| Incident management data shared monthly | Monthly | Admin |
| Flow chart of actions and supports for student behaviour processes & procedures developed and shared | 2020 | PBIS Team |
| Mid-year review of expectations for all students | February annually | Guidance |
| Ongoing staff professional learning on restorative practices | Ongoing | Admin |

**Goal #3 Family Engagement**: 80% of families who complete the parent participation survey will report positive engagement.

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| **Strategies** | **Timeline** | **Lead** |
| Send a monthly calendar with important events to parents | Each month | Administration |
| Invitations to virtual parent-teacher conferences will be extended by the Principal and homeroom teachers | November and March annually | Administration and Teachers |
| Teachers will book appointment times for virtual parent teacher and/or phone check in | November and March annually | Teachers |
| An incentive for parental participation will be offered | November and March annually | Community School |
| Annual Open House video | August annually | Staff |
| Post monthly celebrations (assemblies) on our You Tube channel and invite families to view from home | September 2020 | PBIS Team |
| Positive Office Referrals and notes | February 2019 | Staff |

**Goal #4 Staff Wellness**

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| **Strategies** | **Timeline** | **Lead** |
| The Wellness Coordinator and team will plan a minimum of one staff event per month such as a social gathering or event | Monthly | Wellness Coordinator and Wellness Team |
| Annually an esthetic building improvement will be determined and completed and the school will establish a school beautification committee   * 2018 King’s Church Love Week Painting (hallways, inspirational quotes and murals) * 2018 NBCC Staff room refresh * 2018 NB Art piece acquired- Canada 150 Art Grant * 2019- School Gymnasium * 2019 (wish list) Staffroom counters, blinds in the staffroom, blinds in classrooms, school art project during annual curriculum evening * 2020- blinds installed on upper 2 floors * 2020-2 hallways and main office painted in school colours * 2020- exterior of the building- cages removed and concrete painted in school colours * 2020- CY Room relocated to previous daycare office space * 2020- lower daycare converted to EAL, SLP and resource support space. | Annually | Core Leadership Team and School Beautification Committee |
| Health & Safety Committee will monitor the number of violent incidents reported by educational assistants and ensure programming/support is timely | Monthly | Joint Health and Safety Committee, and Administration |
| Staff will receive a refresher course on NVCI annually. New staff will be provided an opportunity to receive training | Annually | Administration |
| PBIS monthly staff incentives | Monthly | PBIS Team |
| Staff celebrate at monthly staff meetings | Monthly | Administration |
| Prizes at Professional learning days | Annually | Administration and Core Leadership Team |
| Water service provided onsite | Annually | Administration |

**Centennial Teams**

**Core Leadership**

The Core Leadership Team monitors and supports all other teams working towards the goals of the school improvement plan

**PBIS Team**

The PBIS Team monitors the PBIS Action Plan and supports progress towards the goals of the school improvement plan within the Positive Learning Environment section

**Wellness Team**

The Wellness Team is a school improvement team that does not require Administration membership. The team supports the components of the positive learning environment domain that pertain to staff well-being.

**Culture and Diversity Committee**

**Assembly Team**

The Assembly Team coordinates and facilitates monthly school assemblies and is often called upon to assist with other assemblies.