

## Executive Summary of Maximo Elementary School Improvement Plan for 2015-16

Maximo Elementary School has 439 students grades PreK to 5<sup>th</sup> grade, two administrators, 36 teachers, and 10 staff members. The mission of Maximo Elementary School is to ensure rigorous educational opportunities, promote highest student achievement, and inspire students to become leaders beyond the classroom.

To accomplish this mission, Maximo has 2 Goals:

- 1) Through the implementation of academic grade level standards, rigorous core instruction, and ongoing analysis of student performance data, students will meet or exceed expectations in reading, math, writing, and science in regard to state level proficiencies.*
- 2) Increase the percentage of African-American or Black students achieving proficiency across all content areas based on state academic standards, resulting in closure of the achievement gap between Black and Non-Black students.*

The core instructional and monitoring strategies included in our action plans are:

**Goal 1-Strategy:** Use of collaborative planning for data analysis to inform planning for implementation of rigorous instruction.

### **Action Steps:**

- A planning framework will be developed that coaches can facilitate across content areas and then teaching teams can use during collaborative planning without coaches.
- Members of the Leadership Team will conduct daily walk-throughs to ensure components of effective planning is being implemented during lesson delivery.
- Staff will analyze school-wide data to ensure effective planning and instructional delivery are making a positive impact on student learning.
- Content coaches will conduct continuous coaching cycles with all classroom teachers.

### **Monitoring for Fidelity of Implementation:**

- Teachers will present current data folder examples and effectively articulate the process for utilizing them with students.
- Administrative observation of planning and lesson delivery as well as data analysis to look for use of framework.

**Goal 2-Strategy:** Provide instructional staff with professional development opportunities in facilitating student ownership of data and action planning across all content areas.

### **Action Steps:**

- Teachers will create scales based on grade level standards and facilitate student tracking of ongoing progress in each of the content areas.
- A planning framework will be developed that coaches can facilitate across content areas and then teaching teams can use during collaborative planning without coaches.

- Members of the Leadership Team will conduct daily walk-throughs to ensure components of effective planning is being implemented during lesson delivery.
- Staff will analyze school-wide data to ensure effective planning and instructional delivery are making a positive impact on student learning.

**Monitoring for Fidelity of Implementation:**

- Administrative observation of planning and lesson delivery as well as data analysis to look for use of framework.
- Teachers will present current data folder examples and effectively articulate the process for utilizing them with students.

The professional development efforts include intensive training facilitated by The New Teacher Project (TNTP) to strengthen teacher effectiveness. These trainings will be based on the book *Teach Like a Champion 2.0* as well as teacher and administrative feedback from surveys. Maximo's literacy team will train and guide teachers in differentiating and scaffolding instruction as well as have teachers meet in Professional Learning Communities (PLC's) to conduct data chats regularly to review student responses to tasks and plan for instruction based on data. In addition, a planning framework will be developed that coaches can facilitate across content areas and then teaching teams can use during collaborative planning without coaches. Content coaches will conduct continuous coaching cycles with all classroom teachers. Teachers will develop data folder templates for use with students and develop processes for students to record their data and develop action plans to reach learning goals and end-of-year expectations.

The parental involvement targets will include increased opportunities for parents to engage in high intensity positive interactions initiated by teachers as well as opportunities to attend monthly celebrations of student success. Parental involvement in PTA has been significantly low; one target will focus upon increased participation by parents in PTA.

After attending the "Building the Capacity for Effective Partnerships" workshops facilitated by Dr. Karen Mapp, Maximo will host grade level family conference nights each semester. In addition, our Family Community Liaison builds partnerships with various outside agencies to build support for the school.

For more information about Maximo's School Improvement Plan, please go to our website at <http://www.pcsb.org/maximo-es>