

## Harvest Ridge Elementary 17-18 School Improvement Plan

### ACHIEVEMENT

**1 YEAR GOAL:**

- Increase ELA MPI
- Increase Math MPI
- Set goal around subgroup- and break data out to teams with each subgroup

**1 YEAR GOAL - UPDATE/ADJUSTMENTS:**

**SMART STRATEGY # 1 AND MEASUREMENT:**

Harvest Ridge cohort students will show an increase in reading performance of 3% as measured by the annual GATES assessment, for primary grades we will have at least 85 % of students in the 50th percentile or higher on K- letter sounds, 1st and 2nd RCBM.

- K was at 91% for 2016-2017, K will maintain a 90% of students in the 50th percentile on letter sounds by the end of the year.
- 1st Grade was at 79% for 2016-2017. 1st grade will have 85% of students in the 50th percentile on RCBM by the end of the year.
- 2nd Grade was at 70.7% for 2016-2017. 2nd grade will have 85% of students in the 50th percentile on RCBM by the end of the year.
- 3rd Grade 2016-2017 was 51% -- goal is 54%
- 4th Grade 2016-2017 was 56%-- goal is 54%
- 5th Grade 2016-2017 was 52%--goal is 59%

**Person Responsible for Reporting Progress:** Dr. Natalie DeWeese

**Progress Metric:** GATES Assessment and AIMS Web Data

**SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:**

**2017 Scores:**

**ACTION STEPS:**

**TIME LINE:**

**PERSON RESPONSIBLE  
FOR REPORTING**

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		<b>PROGRESS:</b>
1) Monitor Assessment Wall Data and AIMS Web data.	Quarterly /Benchmark	Teachers & Administrators
2) PLCs will collaborate with Literacy Coach on Assessment Wall	Bi-Quarterly	Teachers, Special Education Teachers, Reading Specialists, & Literacy Coach
3) 100% of students who are not meeting grade level expectations/benchmarks in reading will receive research based interventions. <ul style="list-style-type: none"> <li>● Tier 2               <ul style="list-style-type: none"> <li>○ 95% group phonics and comprehension</li> <li>○ Vocabulary- Words in Action</li> <li>○ Leveled Literacy Intervention</li> </ul> </li> <li>● Tier 3 Support               <ul style="list-style-type: none"> <li>○ Provided by reading specialist</li> <li>○ 50/50 groups</li> </ul> </li> </ul>	On-going	Teachers, Reading Specialists, and Literacy Coach, SpEd
4) Parent Involvement Team will host a family event One Book, One School. (key 1)	February	DeWeese
<b>SMART STRATEGY # 2 AND MEASUREMENT:</b> 100% of PLCs will set SMART Goals based on district priority standards. 90% of PLCs will meet their quarterly priority standard SMART Goals.  <b>Person Responsible for Reporting Progress:</b> Dr. Natalie DeWeese <b>Progress Metric:</b> Mastery Connect		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b> Qtr. 1: Qtr. 2: Qtr. 3: Qtr. 4:		
<b>ACTION STEPS:</b>	<b>TIME LINE</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) PLC teams will track, monitor, and review priority standards on a quarterly basis.	Quarterly	Department Chair &

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		Teachers
2) Dedicated PLC time will be set aside at the mid-quarter checkpoint to monitor progress toward SMART Goals and make adjustments as needed.	Quarterly	Department Chair & Teachers
3) PLCs have dedicated time to unwrap the standards and backward design during faculty meetings or PLC times.	Quarterly	Department Chair & Teachers
4) Grade level teams will host a curriculum night. (Key 2 and Key 4)	Ongoing	Dr. DeWeese
5) Students can check out a nexus tablet or hotspot for at home use. (Key 4)	Ongoing	LMS & Dr. DeWeese
6) There will be opportunities for parent volunteers to work in the classroom. (Key 3)	Ongoing	Dr. DeWeese & Parent Support Counselor
7) ELL teachers will participate in weekly PLC meetings and contribute during designated time on the agenda.	Ongoing	Dr. DeWeese
8) All PLC teams will set quarterly SMART goal on priority standards based on what is being assessed.	Ongoing	Dr. DeWeese

<b>SMART STRATEGY # 3 AND MEASUREMENT:</b>		
By the end of 4th quarter, Harvest Ridge will increase the percentage of CITW walk-throughs showing QFIC objective +1 from 23% in 2016-2017 to 40%.		
<b>Person Responsible for Reporting Progress:</b> Dr. Natalie DeWeese		
<b>Progress Metric:</b> Walk-through data		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b>		
Qtr. 1:		
Qtr. 2:		
Qtr. 3:		
Qtr. 4:		
<b>ACTION STEPS:</b>	<b>TIME LINE</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>

1) Teachers will be provided on-going professional development to continue growth in this area.	On-going	CITW Trainers & Dr. DeWeese
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2) Administrative team will share walk-through data with staff quarterly in their PLC.	Quarterly	Administrators
3) CITW trainer and Dr. DeWeese will participate in walk-throughs and meet with administrators monthly.	On-going	Administrators

<p><b>SMART STRATEGY # 4 AND MEASUREMENT:</b> Harvest Ridge NEE Indicator 3.1(Curriculum Implementation) data will show a building average of a minimum 6.1 as measured by the quarterly NEE walkthroughs.</p> <p><b>Person Responsible for Reporting Progress:</b> Dr. Natalie DeWeese <b>Progress Metric:</b> NEE Data</p>		
<p><b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b> Qtr. 1: Qtr. 2: Qtr. 3: Qtr. 4:</p>		
<b>ACTION STEPS:</b>	<b>TIME LINE</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>

1) The administrative team will conduct collaborative observations.	Ongoing	Dr. DeWeese
2) Continued professional development around the standards is being provided quarterly.	Quarterly	Dr. DeWeese
3) Dr. Sherri Lorton will provide professional development on Pearson's enVision Math Program implementation with fidelity.	August	Dr. DeWeese
4) Monitor and review the fidelity of the PBIL implementation from the Pearson enVision Math Program.	Ongoing	Dr. DeWeese
5) Monitor and review NEE 3.1 curriculum implementation data and provide specific feedback to teachers.	Ongoing	Dr. DeWeese

<p><b>SMART STRATEGY #5 AND MEASUREMENT:</b> Harvest Ridge NEE indicator 1.2 (Cognitive Engagement) data will show a building average of a minimum 6.1 as measured by the quarterly NEE walkthroughs.</p>		
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<b>Person Responsible for Reporting Progress:</b> Dr. Natalie DeWeese <b>Progress Metric:</b> NEE Data
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b> <b>Qtr. 1:</b> <b>Qtr. 2:</b> <b>Qtr. 3:</b> <b>Qtr. 4:</b>

1) The administrative team will conduct collaborative observations.	Ongoing	Dr. DeWeese
2) PLCs will utilize the <u>Total Participation Techniques</u> book to plan lessons following CITW training or during faculty meetings.	Quarterly	Dr. DeWeese
3) Teachers will receive ongoing professional development through the building CITW trainer.	Ongoing	Dr. DeWeese
4) Administrators will analyze CITW data with PLC teams monthly.	Ongoing	Dr. DeWeese

<b>SMART STRATEGY #6 AND MEASUREMENT:</b> Harvest Ridge NEE indicator 7.4 (Formative Assessment) data will show a building average of a minimum 6.0 as measured by the quarterly NEE walkthroughs.
<b>Person Responsible for Reporting Progress:</b> Dr. Natalie DeWeese <b>Progress Metric:</b> NEE Data
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b> <b>Qtr. 1:</b> <b>Qtr. 2:</b> <b>Qtr. 3:</b> <b>Qtr. 4:</b>

1) The administrative team will conduct collaborative observations.	Ongoing	Dr. DeWeese
2) Professional Development on the topic of Formative Assessment will be provided by the	Quarter 1	Dr. DeWeese

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Director of Assessment.		
3) EDCs will participate in a leadership retreat with a focus on the data cycle and formative assessment.	Quarters 1 & 3	Dr. DeWeese
4) EDCs will participate in a book study or article discussions on formative assessment.	Ongoing	Dr. DeWeese

<p><b>SMART STRATEGY #7 AND MEASUREMENT:</b>            Based on balanced literacy walkthroughs the fidelity of independent reading will increase from ____ to ____ by the end of the year. First quarter will be used to gather baseline data.  <b>Person Responsible for Reporting Progress:</b> Dr. Natalie DeWeese  <b>Progress Metric:</b> Balanced Literacy Walkthroughs</p>
<p><b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b>            Qtr. 1:            Qtr. 2:            Qtr. 3:            Qtr. 4:</p>

1) Administration and Literacy Coach will conduct balanced literacy walkthroughs.	Ongoing	Dr. DeWeese
2) Literacy Coach will provide resources and support during collaboration time or PLC meetings.	Ongoing	Dr. DeWeese
3) Administration will communicate the Balanced Literacy expectations and look fors.	Quarter 1	Dr. DeWeese
4) Share Balanced Literacy data with individual PLC teams.	Ongoing	Dr. DeWeese

## ATTENDANCE

## Harvest Ridge Elementary 17-18 School Improvement Plan

**1 YEAR GOAL:**

- 96% of Harvest Ridge students will attend school 90% of the time for the 2017-2018 school year.

**1 YEAR GOAL - UPDATE/ADJUSTMENTS:**

**SMART STRATEGY #1 AND MEASUREMENT:**

- For the 2017-2018 school year the number of students missing 10 or more days will decrease from 119 to 96

**Person Responsible for Reporting Progress:** Katie Fazio

**Progress Metric:** Attendance Data

**SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:**

Qtr. 1:

Qtr. 2:

Qtr. 3:

Qtr. 4:

**ACTION STEPS**

**TIME LINE:**

**PERSON RESPONSIBLE FOR REPORTING PROGRESS:**

1) Implement Tier 2 intervention for all students missing 5 days per quarter.

*Tier 2 Interventions:*

- Send letters to alert family of attendance concern
- Attendance Team Meeting weekly
- Recognize improved attendance in positive manner (bulletin board,.....)

Weekly

Fazio

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<ul style="list-style-type: none"> <li>● Provide personalized and early outreach to support student/family</li> <li><i>Assign student an attendance buddy</i></li> <li><i>Provide morning check-ins for student</i></li> <li><i>Refer family to appropriate services if needed</i></li> </ul>		
<p>2) Implement Tier 3 intervention for all students missing more than 10 days per quarter.</p> <p><i>Tier 3 Interventions:</i></p> <ul style="list-style-type: none"> <li>● Home Visits with classroom teacher, admin/counselor</li> <li>● Intensive Case Management by school personnel</li> <li>● Develop action plan for increased attendance that includes positive reinforcements for improved behavior</li> <li>● Work with the Courts to determine if there are additional services or interventions needed to support family</li> </ul>	Weekly	Fazio
3) Track and review daily, monthly and yearly attendance.	Weekly	Fazio
4) All students that are triggered into Tier 2 and 3 will set and monitor quarterly attendance goals.	Ongoing	Fazio
5) Recognize all students with at least 90 % attendance monthly.	Ongoing	Fazio

### BEHAVIOR

## Harvest Ridge Elementary 17-18 School Improvement Plan

**1 YEAR GOAL:**

Harvest Ridge Elementary will reduce the number of ISS incidents from 34 to 25 and the number of OSS incidents from 21 to 15.

**1 YEAR GOAL - UPDATE/ADJUSTMENTS:**

**SMART STRATEGY #1 AND MEASUREMENT:**

Reduce the number of incidents of improper physical contact from 321 to 160 .  
 Reduce the number of incidents of fighting from 60 to 30.  
 Reduce the number of incidents of bullying from 19 to 9.

**Person Responsible for Reporting Progress:** Dr. O’Neal-Hogrefe

**Progress Metric:** Behavior Data

**SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:**

**Qtr. 1:**

**Qtr. 2:**

**Qtr. 3:**

**Qtr. 4:**

**ACTION STEPS:**

**TIME LINE:**

**PERSON RESPONSIBLE FOR REPORTING PROGRESS:**

- 1) Counselors and classroom teachers will implement bullying lessons and set up a bully box for students to anonymously share if they are feeling bullied or witnessing bullying of their peers.
- 2) A support system is in place to identify students who meet criterion into Tier 2 or Tier 3 to be placed in a research based intervention (Check In Check Out, Check & Connect, Small group intervention, ESC individual/group support, Crider referral, Team of Concern Referral, 504 consideration, Push in classroom support).
- 3) All staff will receive training on Active Supervision, physical contact, and fighting at the beginning of the year.

Ongoing

Dr. O’Neal-Hogrefe

Ongoing

Dr. O’Neal-Hogrefe

Quarter 1

Dr. O’Neal-Hogrefe

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4) Parent Support Counselor will host a parent lesson around bullying and/or social media. (key 2)	TBD	Dr. O'Neal-Hogrefe
5) Staff will implement behavior lesson plans from the behavior binder and the monthly behavior lesson based on data.	Ongoing	Dr. O'Neal-Hogrefe
<b>SMART STRATEGY #2 AND MEASUREMENT:</b> We will decrease our office discipline referrals from 1,163 to 500.  <b>Person Responsible for Reporting Progress:</b> Dr. O'Neal-Hogrefe <b>Progress Metric:</b> Office Discipline referral data		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b> Qtr. 1: Qtr. 2: Qtr. 3: Qtr. 4:		
<b>ACTION STEPS:</b>	<b>TIME LINE</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS</b>
1) We will gather baseline data for 4:1 implementation in all locations.	Ongoing	Dr. O'Neal-Hogrefe
2) All staff will implement daily character education lessons for the entire first quarter and deliver booster lessons monthly based on behavior data.	Ongoing	Dr. O'Neal-Hogrefe
3) The behavior steering team will meet weekly to discuss identified students for Tier 2 and Tier 3 interventions (Check In Check Out, Check & Connect, Small group intervention, Special Education Referral, ESC individual/group support, Crider referral, Team of Concern Referral, 504 consideration, Push in classroom support).	Ongoing	Dr. O'Neal-Hogrefe
4) We will be sending a team of teachers to EdPlus for PBIS Tier 1 training and they will hold quarterly training for staff.	Ongoing	Dr. O'Neal-Hogrefe

**SMART STRATEGY #3 AND MEASUREMENT:**  
 Harvest Ridge will reduce the number of support calls from 847 (started on 9/20/16) to 500.

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<b>Person Responsible for Reporting Progress:</b> Dr. O'Neal-Hogrefe <b>Progress Metric:</b> Support Call data		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b> <b>Qtr. 1:</b> <b>Qtr. 2:</b> <b>Qtr. 3:</b> <b>Qtr. 4:</b>		
<b>ACTION STEPS:</b>	<b>TIME LINE</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS</b>
1) We will implement the debriefing protocol that was created by the character committee debriefing task force.	Ongoing	Dr. O'Neal-Hogrefe
2) All teachers will attend counseling lessons to learn about bullying and self-regulation strategies for students to use when dysregulated.	Ongoing	Dr. O'Neal-Hogrefe
3) All teachers will follow the responding to behaviors flowchart which includes the following: setting up a refocus area in the classroom, utilize a buddy classroom so that students don't miss instruction, follow the guiding hand, and increase the use of positive redirects and reinforcements.	Ongoing	Dr. O'Neal-Hogrefe
4) All staff will attend the Heather Forbes training in August.	Quarter 1	Dr. O'Neal-Hogrefe
5) A team of teachers will attend Sanctuary Training over the summer and provide professional development and support to staff throughout the year.	Ongoing	Dr. O'Neal-Hogrefe

## Harvest Ridge Elementary 17-18 School Improvement Plan

### CLIMATE

**1 YEAR GOAL:**

- **Staff:** By the end of the 2017-2018 school year, Harvest Ridge will attain an 80% or greater participation rate on certified staff survey.
- **Staff:** By the end of the 2017-2018 school year, Harvest Ridge will attain a minimum of 85% SA/A on all questions of staff survey.
- **Parent:** By the end of the 2017-2018 school year, 85% of Harvest Ridge’s parents will SA/A on all the climate survey questions.
- **Parent:** By the end of the 2017-2018 school year, Harvest Ridge will have a minimum of 50% participation on the parent survey.
- **Student:** By the end of the 2017-2018 school year, Harvest Ridge will increase % of students that SA/A on question #3.
- **Student:** By the end of the 2017-2018 school year, Harvest Ridge will increase the % of students reporting no that they were bullied from 63.83% to 80%.

**1 YEAR GOAL - UPDATE/ADJUSTMENTS:**

**SMART STRATEGY #1 AND MEASUREMENT:**

**Person Responsible for Reporting Progress: DeWeese**

**Progress Metric: District Climate Survey**

**Staff Strategies:**

- Increase the % of staff participation from \_\_\_% to 85%.
- Increase the % of SA/A on question #3 (open channels of communication) from 78.84% to 85%.
- Increase the percentage of SA/A on question #5 (clear direction for student learning) from 71.17% to 85%.

**SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:**

**Qtr. 1:**

**Qtr. 2:**

**Qtr. 3:**

**Qtr. 4:**

**ACTION STEPS:**

**TIME LINE:**

**PERSON RESPONSIBLE FOR REPORTING**

## Harvest Ridge Elementary 17-18 School Improvement Plan

		<b>PROGRESS:</b>
1) Identify a plan for all second order change.	July-August	DeWeese
2) Time will be provided to complete the survey 4 times a year.	Quarterly	DeWeese
3) Principals will host “check in meetings” for informal conversations and input.	Ongoing	DeWeese
4) An incentive will be offered to staff to complete the survey and reach the participation goal.	Quarterly	DeWeese
5) Time will be provided to review the School Improvement Plan and the strategies that improve student learning.	August	DeWeese
6) Staff will have the opportunity to provide feedback on the School Improvement Plan.	August	DeWeese
7) The Climate Committee will review feedback from the 16-17 school year and develop additional climate survey questions to administer in the 17-18 school year.	August	DeWeese
8) The Climate Committee will identify areas of weakness and seek input.	Ongoing	DeWeese
<b>SMART STRATEGY #2 AND MEASUREMENT:</b> <b>Person Responsible for Reporting Progress: DeWeese</b> <b>Progress Metric: Parent Climate Survey</b> <b>Parent Strategies</b> <ul style="list-style-type: none"> <li>● Maintain at least 50% participation rate on the parent climate survey.</li> <li>● Maintain at least 85% SA/A on all questions on the parent climate survey.</li> </ul>		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b> <b>Qtr. 1:</b> <b>Qtr. 2:</b> <b>Qtr. 3:</b> <b>Qtr. 4:</b>		
<b>ACTION STEPS:</b>	<b>TIME LINE</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS</b>

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1) Administer the parent survey during parent/teacher conferences.	October	DeWeese
2) Principal will conduct a parent/principal coffee talk. (key 2 and 5)	Quarterly	DeWeese
3) Each PLC will host a parent event.	Ongoing	DeWeese
4) Principal will provide PD for the Parent Involvement Team about Family Engagement.	Ongoing	DeWeese
5) Parent Involvement Team will develop and implement a plan to increase volunteering. (key3)	Ongoing	DeWeese
6) Administration and ESCs will host Back to School Bash. (key 6)	July	DeWeese

### SMART STRATEGY #3 AND MEASUREMENT:

**Person Responsible for Reporting Progress: DeWeese**

**Progress Metric: Student Survey (Grades 3-5)**

#### Student Strategies

- Increase the percentage of SA/A on question #3 (I like going to this school) from 81.15% to 90%.
- Increase the percentage of students who answer no to question #5 (This school year, have you been bullied while at school) from 63.83% to 75%.

### SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:

**Qtr. 1:**

**Qtr. 2:**

**Qtr. 3:**

**Qtr. 4:**

ACTION STEPS:	TIME LINE	PERSON RESPONSIBLE FOR REPORTING PROGRESS
1) Principals will conduct town hall meetings with students in 3rd, 4th, and 5th grade and share the feedback with staff.	Ongoing	DeWeese
2) Students will participate in the student survey.	May	DeWeese
3) Students will get quarterly lessons on how to report and respond to bullying.	Quarterly	DeWeese
4) Students will have access to the bullying box.	Ongoing	DeWeese

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