

November 10, 2020

Richmond Consolidated School School Improvement Plan

2020-2021

Richmond Consolidated Mission

In cooperation with parents and the community, Richmond Consolidated School will provide all students a safe environment in which:

- Personal and academic excellence is promoted and celebrated.
- Student responsibility for learning is developed and expected.
- All members value and exercise our core values: Cooperation, Assertion, Responsibility, Empathy, and Self Control (CARES).
- An enthusiasm for life-long learning and community service is instilled.
- We relish learning from differences and embrace diversity.

School Improvement Plan Goals

Goal 1: Continue to follow the health and safety guidelines to provide a safe and supportive learning environment for students and staff

Goal 2: Support the social emotional development of students

Goal 3: Foster focus on digital literacy/ digital citizenship in the area of on-line learning

Goal 4: Support student academic growth. Students will demonstrate growth in multiple academic disciplines. Multiple measures will be used to document growth, including performance assessments connected with teachers' S.M.A.R.T goals.

For the 2020-2021 school year, first and foremost we must address health and safety requirements during this unconventional school year. Cohorts have been thoughtfully formed in partnership with families and educational needs, protocols and policies are in partnership with the Richmond Board of Health and the Massachusetts Department of Health safety guidelines, and a continued reflection is essential to continued success in this area. Social emotional wellness is another focus area both in the classroom and in our CARES classes. Our SAC will address social emotional needs in whole group, small group and 1:1 settings as needed. Additionally, our SAC will meet with the middle school grades for the first month of school to ensure their social, emotional health is being addressed. (Traditionally the SAC does not hold entire grade CARES classes in the upper grades.) There will be mindfulness activities woven into lessons at various grade levels and PD will be provided for staff in topics such as the trauma informed classroom and anxiety in the classroom. Our third goal relates to this new world of online learning. We will offer the professional development to staff as well as the devices and learning opportunities for students to navigate this new way of learning. Richmond Consolidated School strives to engage all students in learning, even as we may have to pivot between learning models due to COVID-19. Teachers continue to find creative ways to plan robust lessons that align with the Common Core. They work together to ensure that lessons build across grades with increasing rigor. Our school schedule provides opportunities for rich conversation between teachers to examine curriculum, discuss best practice in teaching and learning, and to analyze student work

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Goal 1: Continue to follow the health and safety guidelines to provide a safe and supportive learning environment for students and staff

Action/Objective	Task	Responsible Party	Time Line	Measurable Outcomes
Continued implementation of health and safety protocols; monitoring of state and county metrics	1.Ongoing PD via faculty meetings, weekly examination of the Department of Public Health Covid-19 community level spread map, Thursday check ins in collaboration with the superintendent and union representatives to examine the Covid-19 community level map, in-service days Ensure adequate PPE equipment	1.Principal /School Nurse/JHMC/Superintendent	Ongoing	Adherence to protocols - masks, handwashing, and social distancing. Early notifications and reduced transmission rates.
Continued cleaning and sanitation of building	1.Ensure adequate cleaning and supplies	1.Custodial Crew, Principal/Nurse	Ongoing	Checklists of work completed an an hourly, daily, and weekly basis.

Goal 2: Continue to focus on the social emotional needs of students

Action/Objective	Task	Responsible Party	Time Line	Measurable Outcomes
Our universal expectations (CARES) will be defined at each grade	1.Universal expectations (CARES) will be	SAC/Classroom Teachers/Nurse	Prek-5 CARES classes with SAC 1x week	Reduction in Discipline Referrals and SAC Referrals

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<p>level and ongoing teaching, reviewing, and modeling with students and staff will occur</p>	<p>visible throughout the school and taught/practiced in group/classroom meetings throughout the year. Curriculum will include Second Step and Steps to Respect, Life Skills and Social Thinking)</p>		<p>Grades 6-8 small group/1:1 CARES classes with SAC as needed</p> <p>Grades 6-8: First month of school whole class meetings with SAC</p> <p>1:1 as needed</p>	<p>Shifts in student self-reported data on school based surveys and teacher reports.</p>
<p>Grade 7 Mentor Program</p>	<p>Create a formal middle school/early elementary school mentor/mentee program to foster an empathic environment</p>	<p>SAC</p>	<p>Mentoring class 2x week</p>	<p>Reduction in Discipline Referrals and SAC referrals</p>
<p>Mindfulness</p>	<p>Institute daily mindful minute as introduced to the school last year by Alison Gemmel LaFramboise, Kripalu educator and independent consultant</p>	<p>Administration/Staff</p>	<p>Daily – morning announcement</p>	<p>Reduction in Discipline Referrals and SAC referrals</p>

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Goal 3: Increased focus on digital literacy/ digital citizenship in the area of on-line learning as demonstrated through use of the learning management system CANVAS

Action/Objective	Task	Responsible Party	TimeLine	Measurable Outcomes
Ensure responsible technology usage as well as proactively working to prevent cyberbullying, online safety, digital responsibility, and digital health and wellness	<ol style="list-style-type: none"> 1. Have students and families read and sign the acceptable use policy for school technology usage 2. Review the acceptable use policy and remind students of the policy throughout the year 3. Educate students on healthy digital practices and use 4. Directly address what cyberbullying looks like and the long-term consequences of it. 	Technology Teacher along with Faculty and Administration	On-going throughout the year through weekly tech classes and collaborative projects with tech teacher and classroom teacher	<p>Behavioral referrals regarding technology infractions</p> <p>Qualitative feedback from students regarding their online experience</p> <p>Data on student participation and engagement.</p>
Increase digital literacy skills (the ability to use information and communication technologies to find, evaluate, create, and communicate information,	<ol style="list-style-type: none"> 1. Students will work regularly on Canvas to improve their digital literacy skills 	Canvas Champions	<p>On going throughout the year through: daily class time</p> <p>Professional Development days/faculty meetings</p>	Qualitative feedback from students regarding their comfort and familiarity with the Canvas system

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<p>requiring both cognitive and technical skills) of both staff and students</p>	<p>2. Staff will be trained in best practice for using Canvas</p>		<p>Q and A sessions for students and/or families</p>	<p>Evidence of their participation and work.</p>
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Goal 4: Students will demonstrate growth in multiple academic disciplines. Multiple measures will be used to document growth, including performance assessments connected with teachers' S.M.A.R.T goals.

Action/Objective	Task	Responsible Party	TimeLine	Measurable Outcomes
<p>School focus on Math, Science, ELA</p> <p>Analyze data to inform instruction</p> <p>Work to systematically track and analyze student progress through data review</p> <p>Utilize student assessment data to inform instruction and allocate resources</p>	<p>Align SMART goals with our school focus areas:</p> <p>CANVAS- plan rigorous online lessons in academic areas</p> <p>Science/STEM- Map for each grade level by standard</p> <p>Math-implement common curriculum across grade levels, 8th grade Algebra, targeted supports for all learners</p> <p>ELA-PLC, Writing Workshop, Answer Routine focus, DIBELS assessment</p> <p>All Academic Areas- Share best teaching practice, plan co-curricular units, analyze and discuss data, review standards, and analyze student work.</p>	<p>Administration/ Teachers</p>	<p>Ongoing- Weekly (Wednesdays) PD days Faculty meetings</p>	<p>Rubrics Anecdotal notes Classroom Assessments DIBELS MCAS scores (if available)</p>

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