

Norwood Public Schools
Norwood, Massachusetts

Oldham Elementary School

SCHOOL IMPROVEMENT PLAN

2021-2022 SY UPDATE

Principal: Steven Olsen

School Mission Statement: The mission of the John P. Oldham School is to provide all students with the tools necessary to become lifelong learners through a challenging education focused on intellectual, emotional, and social development. The students will strive to reach high standards that maximize personal potential with support from dedicated teachers, parents and school community members.

NORWOOD PUBLIC SCHOOLS
Oldham Elementary School
SCHOOL IMPROVEMENT PLAN 2021/2022 SY UPDATE

PRIORITY AREAS:	<p>Please outline below the objectives to be targeted for improvement at your school this year. These objectives should be identified by the School Council upon examining data on student performance and achievement and selected as priorities identified by data collected last year showing a concern about the progress of all students.</p> <p>This statement should be submitted by the Principal to the Superintendent of Schools after extensive consultation and review by the School Council.</p>
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PRIORITY AREAS
<p style="text-align: center;">Priority Area #1: (Strategic Initiative)</p> <p>Goal: Create a positive, cohesive and enthusiastic school community (Strategic Initiatives 5.1, 5.2, 5.3)</p>
<p style="text-align: center;">Priority Area #2: (Strategic Initiative)</p> <p>Goal: Utilize data to continually analyze student growth in order to develop appropriate intervention plans for students (Strategic Initiatives 3.3 and 3.6)</p>
<p style="text-align: center;">Priority Area #3: (Strategic Initiative)</p> <p>Goal: Establish clear tiered resources for both classroom teachers and specialists to utilize with students (Strategic Initiative 3.6)</p>
<p style="text-align: center;">Priority Area #4: (Strategic Initiative)</p> <p>Goal: Continue to strengthen Tier One instruction in ELA utilizing Pearson MyView ELA Program and Foundations (3.2)</p>

NORWOOD PUBLIC SCHOOLS
Oldham Elementary School
SCHOOL IMPROVEMENT PLAN 2021/2022 SY UPDATE

Priority Area #1: (Strategic Initiative)			
Goal: Creating a positive, cohesive and enthusiastic school community (Strategic Initiatives 5.1, 5.2, 5.3)			
Action Item	People Responsible	Timeline	Update
Create and implement a teaching plan for the Oldham School Wide Expectations	School Wide Culture Team	2021-2022	The School Wide Culture Team worked together to create a detailed teaching plan to correspond with each of our school wide expectations (TROT- Think About Others, Respect Property, Own Your Actions, and Think About Safety). The plan included creating school wide common language with teaching resources, connecting Open Circle lessons with each of the school wide expectations, choosing a schoolwide anchor book to read when focusing on each school wide expectation, and creating lesson plans for defining the school wide expectations in all areas of the building.
Create and implement a positive reinforcement plan for the Oldham School Wide Expectations including use of Spirit Days and other celebratory events	School Wide Culture Team	2021-2022	The School Wide Culture Team created the TROT TELL. The students and staff fill out a TROT TELL when they see someone following a school wide expectation. On Friday one TROT TELL from each grade level is randomly selected and read over the loudspeaker. That child sits in the “Troterra” (a separate seating area in the cafeteria) with two other students of their choosing. We also held several assemblies to promote the expectations and utilized school wide chants to put a positive focus on the particular expectation. On average we get about 50 TROT TELLS submitted each week and the majority are students recognizing other students.
Increase Parent Engagement by creating engaging and pertinent events for parents and families to attend (examples social mixers, showcasing student work, book clubs, etc)	PTO and Principal	2021-2023	Unfortunately due to COVID restrictions we were not able to focus on this goal for the majority of the year. The PTO has recently organized a community Movie Night for mid May and hopes to continue to create engaging and pertinent events during the 2022/2023 SY.
Design a program to provide families new to Norwood and the Oldham with a vetted and trained Oldham parent “mentor”	PTO and Principal	2022-2023	N/A 2022/2023 SY GOAL
Increase staff’s knowledge of Culturally Responsive teaching by participating in the Highlander Institute district sponsored PD	All staff	2021-2022	All staff attended the Highlander CRSP training and several teacher leaders also participated in the Highlander PLC. We utilized several staff meetings to review the work, make plans to implement aspects of the work, and share out and reflect on the implementation. This process is helping to pool our knowledge and to take information taught in PD and move it intentionally into our daily practice.
Implement staff book clubs on culturally responsive teaching	Principal	2022-2023	N/A 2022/2023 SY GOAL

NORWOOD PUBLIC SCHOOLS
Oldham Elementary School
SCHOOL IMPROVEMENT PLAN 2021/2022 SY UPDATE

Utilize Open Circle and related resources to create school wide common language around SEL topics	Principal and Staff	2021-2023	The School Wide Cultural Team worked with their respective constituents and we created the common language around SEL topics. We will continue this work for the 2022/2023 year with a focus on common language for calming down strategies and for dealing with conflict.
Create a way to track behavior to look for trends	Principal and Staff	2021-2022	We utilized a Behavior Form that provides information we can use to track behavior and look for trends. We will refine this tool at the end of this academic year after the pilot period is complete.
Utilize at least one staff meeting to discuss trends and patterns and decide on schoolwide implications/plans	Principal and School Wide Culture Team	2022-2023	N/A 2022/2023 SY GOAL

NORWOOD PUBLIC SCHOOLS
Oldham Elementary School
SCHOOL IMPROVEMENT PLAN 2021/2022 SY UPDATE

Priority Area #2: (Strategic Initiative) Goal: Utilize data to continually analyze student growth in order to develop appropriate intervention plans for students (Strategic Initiatives 3.3 and 3.6)			
Action Item	People Responsible	Timeline	Evidence of Success
Participate in Renaissance- PD on how to use the reports to track progress and utilize resources create intervention groups in ELA and Math	Principal	2021-2022	All staff participated in the PD and are able to use the data to track progress and create intervention groups. We have had three rounds of data meetings and each time the skills get more advanced.
Participate in Amplify training to use reports to track progress and create intervention groups in ELA	Principal	2021-2022	All staff participated in PD and can use the data to track progress and create intervention groups. We have had three rounds of data meetings and each time the skills get more advanced.
Hold at least 4 grade level data meetings in both Math and Reading	Principal	2021-2023	For the 21/22 SY we have focused on data meetings in Reading. We have held 3 data meetings and have one more slated for the end of the year to create groups for the 22/23 SY. We will utilize the skills learned during these meetings to replicate in Math for the next school year.
Teachers will utilize UDL techniques to create learning experiences that provide the scaffolds and choices necessary for all students to access the learning goals.	Staff	2021-2023	The UDL model teachers have continued their participation in the district level training and have worked with some staff to create learning experiences that provide the scaffold and choices necessary for all students to access the learning goals. The model teachers will be taking time during the June staff meeting to connect the UDL work to the CRSP work in order to set the stage for this integration of PD for the 2022/2023 SY.

NORWOOD PUBLIC SCHOOLS
Oldham Elementary School
SCHOOL IMPROVEMENT PLAN 2021/2022 SY UPDATE

Priority Area #3: (Strategic Initiative)			
Goal: Establish clear tiered resources for both classroom teachers and specialists to utilize with students (Strategic Initiative 3.6)			
Action Item	People Responsible	Timeline	Evidence of Success
Purchase and be trained in the use of Geodes to advance Phonics instruction in grades 1 and 2	Principal, Elementary ELA Coordinator, grade 1 and 2 staff	2021-2022	All intervention teachers have been trained and have assisted the classroom teachers with the use of this resource. We will continue this work into the 2021/2022 SY to ensure all are comfortable and knowledgeable regarding implementation.
Participate in Bridges Math Intervention training in order to effectively utilize the program	Principal and Elementary Math Coordinator	2021-2022	The Interventionist was trained and has been utilizing the program. We would like to extend this goal into the 2022/2023 SY to include classroom teachers.
Continue to utilize Amplify for the allotted amount of time each week	Staff	2021-2023	Student usage reports has shown usage at the allotted amounts by grade level
Develop a master list of NPS endorsed resources that could be used in both ELA and Math to support in the classroom tiered instruction by the classroom teacher.	Principal/Content Specialists	2021-2023	This is still in development at the district level. We will continue to work on this valuable resource.
Examine inclusive practices and align specialist schedules to maximize time students are supported in the classroom	Principal	2021-2023	We created a WIN block schedule that allowed all grade levels to have a scheduled time to provide necessary targeted instruction to students. Our focus this year was specifically in Reading.

NORWOOD PUBLIC SCHOOLS
Oldham Elementary School
SCHOOL IMPROVEMENT PLAN 2021/2022 SY UPDATE

Priority Area #4: (Strategic Initiative) Goal: Continue to strengthen Tier One instruction in ELA (3.2)			
Action Item	People Responsible	Timeline	Evidence of Success
Participate in district level UDL trainings	Principal and Central Administration	2021-2022	All staff have participated in the district level UDL trainings
Participate in district level Writing PD by Savvas	Principal and Central Administration	2021-2022	All staff have participated in the district level Writing PD by Savvas
Grade level meetings around Reading- with coach and leadership at least 4 times a year.	Principal and Elementary ELA Coordinator	2021-2023	This year we focused on using the Renaissance data to create skill based small groups. Most grade levels have utilized the Reading block to meet with small groups to provide instruction on these targeted skills. During the summer grade level representatives will be creating resources for skill based small groups at all grade levels. We have also created a scheduling committee to prioritize this work. With these times scheduled and resources available, we will be poised to meet this goal by the end of the 22/23 SY.
Dedicate one faculty meeting to discuss Reading Curriculum progress and needs	Principal	2021-2023	This year we utilized two staff meetings to discuss the Reading Curriculum. The Elementary Literacy Coordinator worked with staff around pacing and planning daily lessons using a backward design process. Staff then used this process and reflected on the implementation. We will continue this work as we also focus on the small group instruction in Reading.