

EASTFORD Elementary School 3 Year Strategic Planning Document 2021-2024

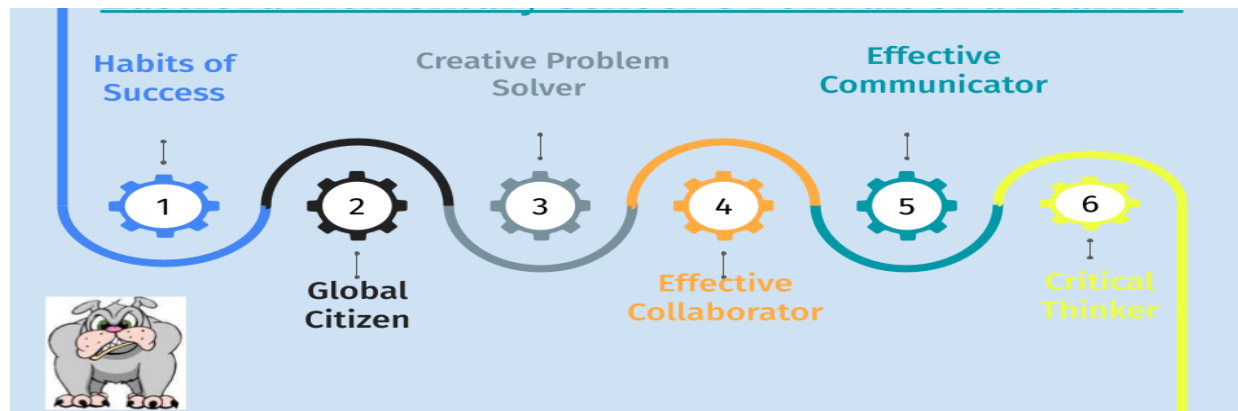
Shaping Futures Together

Eastford Elementary School Mission Statement

We pledge to provide every one of Eastford's children entrusted to our care with the very best education to meet individual needs, to maintain a nurturing and caring environment, and to ensure for each child the necessary preparation for a productive and fulfilling life in our changing world.

Eastford Portrait of a Learner

The core attributes of an Eastford Elementary School learner are:



The following strategic plan was developed after meeting with administrators and teachers over the course of several months during the 2020-2021 school year. This strategic plan is framed through the domains of the CT Competencies for School Leaders - Instructional Leadership, Talent Management, Organizational Systems, and Culture and Climate. Areas of focus for each domain were formulated from teacher and administrator meetings and analysis of internal and external documents and data. A strategic plan serves as a road map to guide decision making, ensuring the success of every student.

Domain 1: Instructional Leadership

Goal: Eastford students will be engaged and challenged to achieve by actively participating in a personalized instructional framework that is relevant and embeds Eastford’s POL components of critical thinking, communication, collaboration, and problem solving.				
Activities	Persons Responsible	Timeline	Resources Required, Available, or Needed	Evidence/Outcome
Create a cohesive SEL plan that aligns with Eastford’s mission and portrait of a learner that includes SEL curriculum, instruction and assessment	Principal Eastconn Consultant School Counselor	Fall 2021	SEL Plan	Planned professional learning calendar with SEL dates outlined
Develop staff understanding of SEL importance, components, strategies and impact on learning (book studies (Mindset),and readings)	Principal Eastconn Consultant School Counselor	Fall 2021	SEL pre and post of teacher knowledge Copies of Mindset book SEL/CASEL readings	Increased staff knowledge of SEL components, impact on learning and integrated best practices

8/12/2021

Activities	Persons Responsible	Timeline	Resources Required, Available, or Needed	Outcome
Identify common SEL instructional practices to be integrated and implemented	Principal Eastconn Consultant School Counselor	Fall 2021	Restorative Practices/ CASEL resources	Increased climate survey results(Identify questions to target increase) ie: increased student sense of belonging. Decreased discipline referrals (Identify once analyzed)
Updated MTSS manual with entrance and exit criteria for interventions, forms for referral, parent notification, and process for monitoring student progress in Tiers 2 and 3.	Principal Teacher Team	2021-2022	Provide sample SRBI manuals Id staff to be on the SRBI team	Established guidelines for MTSS
Expand data decision making for the identification of Gifted and Talented to align with State requirements.	Principal Superintendent Leadership Team	Summer 2021	Build on existing Grade 3-8 criteria	K-8 criteria for the identification of Gifted and Talented students
Develop rubrics for Eastford's Portrait of a Learner	Principal Eastconn Consultants	Fall 2022	Professional Learning time with teachers	A common articulation for providing feedback to students.
Develop a progression of grade level descriptions for Eastford's Portrait of a Learner	Principal and Eastconn consultants	Spring 2023	Meeting time with teachers	A tool for students to use for self assessment

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Activities	Persons Responsible	Timeline	Resources Required, Available, or Needed	Outcome
ELA - Reading and Writing				
Work with staff to develop and implement an ELA curriculum map and pacing guide for each grade level that includes: prioritized standards, units, assessments with links to POL.(Grades K-8)	Eastconn Consultant Teachers	2021-22	Time with Teachers (grade level and vertical teams)	Curriculum map with links to priority standards, assessments and POL (K-8) by end of 2021-2022 school year
Expand instructional strategies to support student goal setting and self assessment by developing Learning Targets for ELA Essential Standards - (K-8)	Principal Eastconn Consultant Teachers	2022-23	Time with Teachers	Curricular Units with “student friendly” Learning Targets Students can identify what they are learning and why Students identify and monitor their growth on goals
Expand implementation of evidence based instructional strategies by developing ELA rubrics to assess prioritized standards	Principal Eastconn Consultant Teachers	2023-24	Map of Units Professional learning time and Instructional coaching	Rubrics for standards within each unit

Activities	Persons Responsible	Timeline	Resources Required, Available, or Needed	Outcome
Math -				
Identify a process for math program review and create an implementation plan for a new math program that aligns with State standards and Eastford's portrait of a learner.	Principal Superintendent	January 2022 - September 2023	Ed Reports Review of programs Status of CSDE curriculum Programs used by surrounding towns	Agreed upon Math program
Develop a coherent plan to ensure fidelity of implementation of new math program	Principal Superintendent Teacher Teams	2022-2023	Math program Walkthrough process Lesson plan template	Coherent Implementation across K-4 grade levels Increased math scores in grade K-4
Work with staff to develop and implement a math curriculum map and pacing guide for each grade level that includes: prioritized standards, units, assessments with links to POL. (Grades K-8)	Principal Math teacher team	2022-2023	Prioritized standards	Curriculum map with links to priority standards, assessments and POL (K-8)

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Activities	Persons Responsible	Timeline	Resources Required, Available, or Needed	Outcome
Expand instructional strategies to support student goal setting and self assessment by developing math rubrics to assess prioritized standards	Principal Teachers EASTCONN consultant	2023-2024	Time with Teachers	Curricular Units with “student friendly” Learning Targets
Science/SS				
Conduct Science and Social Studies curriculum audit	Principal Teachers EASTCONN Consultant	Spring 2024	Existing Science and Social Studies curriculum and/or units	Completed audit of SS/Sc used to determine next steps with the Science and Social Studies curriculum.
Report Cards				
Develop a standards based K-8 report card for implementation	Principal Teacher Teams	Summer 2023	Review format of other stand. based report cards	Standards based K-8 report card

Domain 2: Talent Management

Goal: Eastford Elementary school will build the capacity of staff to model and lead learning for themselves and students.				
Activities	Persons Responsible	Timeline	Resources Required, Available, or Needed	Outcome
Create a calendar to track and process to obtain professional needs learning needs of staff to reach strategic goals	Principal PDEC/Leadership committee	Fall 2021	Surveys PL feedback Annual Google Calendar	Professional learning calendar Professional learning feedback used to drive PL planning.
Provide support and time for new Middle School ELA teacher to align priority standards with units, unwrap priority standards and develop learning targets and assessments.	Principal Eastconn Consultant	Fall 2021	Established units from Melissa Copy of Units	Map out Standards aligned to each unit, including assessments to guide instruction.
Professional Learning for whole-school implementation of SEL plan, including common language, proactive and responsive circles, restorative conferences to include questioning, fair process and use of affective statements.	Eastconn Consultant	Fall 2021	Restorative Practices Resources and Trainer PL time	Walkthrough data Schoolwide implementation of restorative practices

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Domain 3: Organizational System

Goal: Eastford will create structures and systems through scheduling and implementation of protocols and schedules that support a focus on time, data and learning needs.				
Activities	Persons Responsible	Timeline	Resources Required, Available, or Needed	Outcome
Create a K-8 assessment calendar to monitor student progress.	Principal	Summer 2021	List of assessments	Assessment calendar and meeting dates to review results.
Develop a collaborative data review process for staff to analyze and monitor student academic and behavioral progress.	Teachers Principal Eastconn Consultant	Summer 2021	Examples of data review protocols and forms Sample data collection systems	Data review protocol used by teachers to identify students strengths and weakness to guide instruction Increased SBAC scores k-8 Decrease in office referrals
Review, revise, create and implement a schedule to strengthen Tier 1 academic supports, ie "What I Need" (WIN) block	Principal Leadership Team	Summer 2021	Samples from other schools	A decrease in SRBI referrals and an increase SBAC scores in grade 3-8
Explore, develop, and implement scheduling options to increase teacher collaboration	Principal Leadership Team	Summer 2022	Time with Leadership Team	Provides opportunity to share results, discuss instruction, review student work

Domain 4: Culture and Climate

Goal: Eastford Elementary School will cultivate caring, supportive and engaging relationships with students, families and community partners.				
Activities	Persons Responsible	Timeline	Resources Required, Available, or Needed	Outcome
Promote communication with families by sharing Eastford’s Portrait of a Learner and how it will be implemented with students and families	Principal Superintendent Teachers	Fall2021	Scheduled time for parent meeting	A common understanding amongst stakeholders of expectations for all students.
Implement strategies to engage all families in the school community in a positive way.	Principal School Counselor Eastconn Consultant	2021-2022	Climate Survey for parents, teachers and students	A map of positive family engagement strategies that engage all families in response to identified attendance needs, such as, family nights, positive phone calls home, home visits, etc.
Conduct, analyze, and use school climate survey results to set school improvement goals and track progress	Principal Climate Committee	Spring, 2022 2023, and 2024	Climate Surveys for parents, teachers and students	Track progress of stakeholder feedback regarding student - student interactions Increase sense of belonging Increase parent engagement

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Activities	Persons Responsible	Timeline	Resources Required, Available, or Needed	Outcome
Train, implement, and monitor fidelity of implementation of restorative practices	Principal Eastconn Consultant School staff	August 2021	Professional learning time for all staff	Identified non-negotiable common practices Walkthrough data Decrease in office referrals
Engage in a school wide book study to promote growth mindset and understanding of personalized learning, ie. Leaders of Their Own Learning, Mindset, Making Learning Personal.	Principal Superintendent	Fall 2021	Copies of selected book	Common language and understanding to support personalized learning
Research, review and identify SEL curriculum and resources to implement by grade level	Social Worker Health/PE teacher Eastconn Consultant	Summer 2021	Copy of Health Standards 2nd Step Curriculum	Pacing Guide of topics System to collect school wide behavioral data

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Activities	Persons Responsible	Timeline	Resources Required, Available, or Needed	Outcome
Expand re-entry committee to a district advisory committee	Superintendent Principal	January 2022	Time Agenda Schedule of meeting	Increased communication with community stakeholders
Expand implementation of personalized behavioral strategies to include student goal setting and implementation of student learning inventories.	Principal School staff Eastconn Consultant	August 2022 - 2023	Professional learning time for all staff	Student increased self-agency for learning