

MMSD SCHOOL IMPROVEMENT PLAN

School: GLENDALE ELEMENTARY SCHOOL
Principal: Mickey Buhl

Annual Plan for 2006-07
Date: 10/2/06

SIP Goal #1: Through the development of a collaborative structure, staff will effectively work together in teams, focusing on student needs and developing intervention strategies.

Check the primary area addressed by the goal: Engagement Learning Relationships

Rationale (Reference data sources that substantiate the need for this goal.): For the last two years Glendale Elementary School has had the highest level of low-income students among the MMSD elementary schools. It also has one of the largest ELL populations and a very high density of special education students. Achievement data, whether defined by local assessments (PLAA, PMA) or state tests (WKCE), suggest that a lower percentage of students are achieving proficiency in subject areas. The demographic demands and the achievement indicators point to a clear need at Glendale: the ability of staff to work together as teams, to develop consistent approaches among all service providers, and to focus on student needs in discussions and planning.

Objective 1.1: Glendale staff will be organized into a teaming structure based upon the CSC (Collaboration, Shared Ownership, and Coaching) Model, understand the function and expectations of each level of teaming, and begin to collaboratively work together.

Measurement Strategies for Objective 1.1: Process measures (ways of measuring our progress) will include any documentation of the team meetings and intervention records through systems like SIMS. Outcome measures (ways of measuring the impact of our work) will include achievement test scores, reduced behavioral referrals, and some means of assessing staff perspectives on the value of collaboration.

Complete this section for staff development action steps only

#	Action Steps for Objective 1.1 List each action step for this objective on a separate line. Add lines as needed. (The action steps should show a systemic approach to improvement that addresses the specific objective. Action steps should include at least one item that emphasizes collaboration/supports the achievement of a more collaborative culture.)	Timeline (Specify month and year.)	Person(s) Responsible	Progress (Please date each entry)	Staff Positions Involved (Specify grade levels, disciplines, etc.)	\$ Cost
						Source*
1	The principal will provide initial written communication on the overall team structure in the CSC Model, expectations for team members, specific information for each team level, and other ideas to support team functioning.	Beginning of year.				\$
2	The principal will provide ongoing clarification of the Model, as well as "troubleshooting" ideas to help teams maximize their work together.	Weekly throughout the year.				\$
3	Instructional Teams will meet regularly to review student performance, identify students needing extra support or alternative strategies, and plan together.	Weekly throughout the year				\$

4	Building-wide Support Teams will meet on a bi-monthly basis to work on targeted areas: Curriculum and Instruction, Climate/Behavior Support, Student and Family Support, and Special Education Support.	Bi-monthly throughout the year.				\$
5	Steering Committee will meet monthly to plan and implement professional development, review progress of the SIP plan, and plan next steps for targeted areas.	Monthly throughout the year.				\$
6	Working with volunteer parents and staff, develop a video that explains the key elements of the CSC Model. The video could then be both a tool for communicating with our families and community, but also provide new staff an orientation as to the Model's structure.	Spring Semester				\$
7	Based upon observations and feedback from staff, the Steering Committee will work with the principal to develop an Instructional Design Plan for the 2007-08 school year.	Spring Semester				

MMSD SCHOOL IMPROVEMENT PLAN						
School: GLENDALE ELEMENTARY SCHOOL			Annual Plan for 2006-07			
Principal: Mickey Buhl			Date: 10/2/06			
SIP Goal #2: Through the development of Parent Leadership Teams, Glendale staff will have increased and improved means for outreach to parents and families.						
Check the primary area addressed by the goal: ___ Engagement ___ Learning <u>X</u> Relationships						
Rationale (Reference data sources that substantiate the need for this goal.): Parent involvement, especially in the form of participation of decision-making and providing support for homes, has been identified as an area of high need through the Family Involvement Checklist and other anecdotal sources.						
Objective 2.1 (The objectives listed for this goal, when considered together, should address all students and all staff.): Parent participation in decision-making and supportive networks will increase as the Parent Leadership Teams become implemented.						
Measurement Strategies for Objective 2.1: The Family Involvement Checklist, combined with climate survey data and participation data, will help to evaluate this objective area.					Complete this section for staff development action steps only	
#	Action Steps for Objective 2.1 List each action step for this objective on a separate line. Add lines as needed. (The action steps, considered together, should show a systemic approach to improvement that addresses the objective.)	Timeline (Specify month and year.)	Person(s) Responsible	Progress (Please date each entry)	Staff Positions Involved (grade levels, etc.)	\$ Cost
						Source*
1	Working with the PTO, the principal and staff will recruit parent volunteers to join the Parent Leadership Team, representing each classroom in decision-making.	Fall semester				\$
2	With guidance from principal and staff, the Parent Leadership Team will develop a plan to increase mutual family support across all Glendale homes.	Spring semester				\$
3	Through membership and collaboration with the Student and Family Support Team, the Parent Leadership Team will develop a long-range plan for increasing more positive communication between the school and homes.	Spring semester				\$
4	Through membership and collaboration with the Climate/Behavior Support Team, the Parent Leadership Team will help Glendale develop more effective ways to contact homes for behavior issues.	Spring semester				\$
5	The Parent Leadership Team will help Instructional Teams develop better means for communicating with homes and connecting with their students' families.	Spring semester				\$

MMSD SCHOOL IMPROVEMENT PLAN						
School: GLENDALE ELEMENTARY SCHOOL			Annual Plan for 2006-07			
Principal: Mickey Buhl			Date: 10/2/06			
SIP Goal #3: Through the development of a school-wide behavior plan, students will be supported to be successful and engaged throughout the school day.						
Check the primary area addressed by the goal: <input checked="" type="checkbox"/> Engagement <input type="checkbox"/> Learning <input type="checkbox"/> Relationships						
Rationale (Reference data sources that substantiate the need for this goal.): After reviewing behavior referral data and suspension data, there is a clear need to refine the existing system and clarify effective preventative and intervention practices. Another rationale comes from the district's priorities and direction, as all elementary schools are currently working to develop behavior systems that have greater consistency.						
Objective 3.1 (The objectives listed for this goal, when considered together, should address all students and all staff.): All staff will align their practices with the school-wide behavior system, utilize effective preventative strategies, and employ "restorative" techniques when intervening with behavior situations.						
Measurement Strategies for Objective 3.1: Both office referral and suspension rates will be used to measure the effectiveness of the work entailed in this objective.					Complete this section for staff development action steps only	
#	Action Steps for Objective 3.1 List each action step for this objective on a separate line. Add lines as needed. (The action steps, considered together, should show a systemic approach to improvement that addresses the objective.)	Timeline (Specify month and year.)	Person(s) Responsible	Progress (Please date each entry)	Staff Positions Involved (grade levels, etc.)	\$ Cost Source*
1	The Climate/Behavior Support Team will assess the structures, programs, and practices at Glendale in light of the "Above the Line" model.	Spring semester				\$
2	Based upon this assessment, the Team will work with all staff to develop any needed improvements. The improvements will be planned to be fully implemented in the fall of 2007.	Spring and Summer				\$
3	Staff will be encouraged to participate in the district's professional development opportunities that support restorative techniques in behavior situations.	Summer				\$