

Hawthorne Elementary School School Improvement Plan 2006-07—Year I SIP							
1. Goal for Students: All students will perform in the Proficient or Advanced ranges in state and district standards-based assessments in reading, mathematics, language arts, science, and social studies after 3 years.							
Measureable Objectives/Program Outcomes	Activities and Services	Date Completed	Person(s) Responsible	Completed	Budgeted Amount		
					Local	State	Federal
1.1 Reading: All students (K-5) will score in the Proficient or Advanced levels on state and district assessment of achievement in reading.	Attend Dr. Escamilla’s 2 day Workshop on ELL	August 6&7, ‘03	Principal & 15 teachers	August 7, 2003			\$3,000
	Meet with 4/5 instructional team to develop plan for SAGE size reading classes	August 28, ‘04	Principal, CSRD Facilitator & 9 staff	Teacher was not hired	\$750		
	Summer Professional Reading Group Book, <i>Reading For Meaning Working with Second Language Learners In the Middle of Everywhere</i>	5 meeting times, 2 hours each ,July ‘03 8 meeting time summer ‘04	Principal, 10 teachers	July 2003 July 2004		READS Books-\$200	
	Book leveling for Bookroom Added 5000 books 2004	6/24-6/27 (72 hours) June-August 160 hours	Clark & 3 teachers	August 2003 June-August 2004			\$1120 \$3000
	Planning for K-3 ELL Literacy Instruction Leadership Team review of ELL Plan	8/11-13 4 hrs per day (48hrs)	P. Greeley & 3 teachers	August 2003 August 2004			\$750
	Summer Literacy institute for new teachers	8/11-8/15	Principal Targeted for any new hires	August 2003 and August 2004	\$500 per teacher		
	Assess all students K-3 and any new 4/5 students Provide release time if necessary .	9/16/03; 9/30/04	Classroom and Title I teachers	Sept. 30, 2003	\$750		

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	Identify students at risk of not meeting reading standards	9/16/03 and after files arrive 10/04	CSRD Facilitator & Title I Staff	Completed October 2004			
	Principal holds Profile conferences 2 times per year with revised process	Oct 03-; Feb'04;Oct'04-Feb'05	Principal and all teachers	October & February		READS-\$400	
	First grade students receive fully implemented Reading Recovery Program-modified with new numbers- review of discontinued rates.	Academic Year October '04	Principal, 3 (.5)RR teachers	3 (.5)	\$25,000		\$60,000
	Hire Reading Teacher for 4/5 team	Summer '04	Principal	.5 FTE	\$25,000		

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	Activities and Services	Date Completed	Peron(s) Responsible	Completed	Budgeted Amount		
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	Peer Coaching Literacy Conferences K-5 Released time	Oct'03-May'05	CSR D Implementor & teachers	Ongoing completed		\$11,000 (READS)	
	Monthly staff development on comprehension strategies	Sept.'03-May'05	Principal & Reads Coordinator	Completed		\$1000 (READS)	
	Training for new staff on <i>Soar to Success</i>	First semester '03 and '04	Principal and CSR D Coord	Completed			
	Purchase additional <i>Soar to Success</i> texts to implement across at 3-5 classrooms	First semester And summer' 04	CSR D Coordinator	Completed	\$800		
	Purchase Literacy professional development books Extend purchases to five areas of Reading First	First Semester '03 Spring-Summer'04	CSR D Coordinator Project Staff	Set of 5 per teacher Set of additional 6	\$500	\$500 READS	
	Purchase additional Reading Recovery & Guided Reading texts	First Semester '03 Additional Texts Summer 04	Reading Recovery	Completed		\$1500 CSR D	
	Provide external coach for teachers implementing <i>Soar to Success</i>	October '03 and August 04	District Resource	Via meetings and email	\$500		
	Provide external coach for teachers implementing <i>Reading Recovery</i>	October-Ongoing	R Recovery Teacher leader	Completed	\$60,000		
	Hold staff development session on <i>Words Their Way</i> and provide materials	First Semester '03 Study group Summer '04 to provide additional materials for teachers	CSR D Coordinator	Completed 2 nd semester with T. Kolan	\$250		

Hawthorne Elementary School Improvement Plan 2006-07 YEAR 1 -SIP							
Measurable Objectives/ Program Outcomes	Activities and Services	Date completed	Person (s) Responsible	Completed	Budgeted Amount		
					Local	State	Federal
1 Reading: All students (K-5) will score in the Proficient or Advanced levels on state and district assessment of achievement in reading	Assess the value of continuing the SPARC program; tie to content area themes purchase materials	First Quarter '04	Vista Coordinator	.5 FTE position	\$150	\$750 CSR	\$6,000
	Monthly staff development on reading in content area with ELL focus	Ongoing –'03-05	CSRD coordinator ELL staff	Completed- Topic Changed to Program Review	\$500		
	Purchase social studies books-multicultural	February '04 and Summer '04	CSR Coordinator	Completed	\$500		
	Volunteer Literacy tutoring through Vista Schools of Hope project and RSVP Foster Grandparent Program	Ongoing	Vista Volunteer Coordinator	Completed			\$13,800 volunteers
	Provide training for Eas SEA's and BRS who work in literacy classrooms	4 trainings –first semester '03 Try to replicate in '04	CSR Coordinator/ Maryls Sloup	One training		\$800	
	Librarian purchases books which are highlighted in the text Wondrous Words	First semester '03 Larger purchase 'Spring Summer '04	Librarian	Completed May-June	\$500		
	After school Reading Club provided by Community Learning Center Grant '05-06-Miniclub on Fluency	Year-long '03; May need to be reduced in '04-due to lack of funding	CLC Coordinator-03 Mini-club coordinator-04	Offered November- June Offered for two rotations			\$135,000
	Reading Assessment Wall for School wide assessment	3-4 times per year	All staff 1st time Grade level, ESL EEN Title 1	October- May'06 Completed			
	Fluency Intervention Schoolwide-Pacific Heights-with Classes on Fluency	Weekly Dec-May	All Academic Staff; Consultant	December- May '06 Completed		\$5000	

	Double Dose Intervention	4 times a week Dec-May	Academic Teacher &subs	Nov-April '06 Completed with additional staff		\$15,000	
	Half -Day Collaborative Team Meetings:Essential Outcomes Interventions	4 times a year	All academic Teams	Dec-May'06 Completed		\$15,000	
	Implement Literacy Coaching Initiative	Ongoing	19 classroom teachers	Ongoing		20,000	
	Fully implement the New Heights Classroom based intervention	Ongoing	19 teachers, Title I teachers, Literacy Coach	Full Academic year	1,000		

Hawthorne Elementary School Improvement Plan 2006-07 Year One SIP							
Measurable Objectives/Program Outcomes	Activities and Services	Date Completed	Person (s) Responsible	Completed	Budgeted Amount		
					Local	State	Federal
1.2 Mathematics: All students (K-5) will score in the Proficient or Advanced levels on state and districts assessments of achievement in mathematics	Monthly grade level and teaching teams meetings on implementing the Investigations materials	Ongoing '03-'05	Janice Gratch Norma Furger	Completed	\$7,500		
	Teacher Teams meet with the Math Resource teacher to problem-solve implementation of Investigations (1/2day release per team)	Firstsemester'03-'04 completed during team meetings	Janice Gratch	Completed		\$2660 CSRD	\$1000
	Apply the peer coaching strategy to Investigations	Ongoing	Norma Furger	Will develop further in Fall '04			
	Purchase professional development books by Marilyn Burns	First Semester'04	District Resource Teachers	Alternative Plan Fall 2004		\$500 CSRD	
	Consult School with Mazie Jenkins-Meet with each team at least one time throughout year-to review ELM purchases for '06 and '07	Throughout year	Mazie Jenkins, Principal and acadmic TEams	Mazie observed in first grade intervention classroom.			
	With Mazie Jenkins input investigate potential math interventions for Mini-club classes and for teacher use.	By May	Mazie Jankins Princi-pal Action Team	First grade teacher provided information for staff during staff meeting			
	Collect data regarding the mathematics program for SIP review. For Year One	By March	SIP Data gathering Team				
1.3 Language Arts: All students (3-5) will score at the Proficient or Advanced levels on state and district assessments of achievement in language arts	Extend training from the '02-03 school year to coordinate with the <i>Words Their Way</i> work, team meetings, Balanced Literacy Work listed in the reading Section above,	Ongoing	Teachers and Title I resource teachers	Completed April 2004	\$800		
1.4 Science: All students (grade 4) will score at the proficient levels on state & district assessment /achievement in science	Grade Teams plan adaptations of FOSS – applications of rubrics	Per team's request	District Science, TAG teacher	By Summer 2005			\$3,630
	Adult role Model Volunteers in Science	-Ongoing	Dolly Ledin	August-February 05		No Fee-UW	

	Orientation for all staff to the new science supply room and experiment timetable	August	CSRD Coor	August 2004	\$100		
	Create performance based assessments with rubrics for 2 units per grade level—tie to the report cards	May	Science Support staff and all staff	Suggestions from science staff that the Foss unit test be used.			
	Review , revise and purchase an new POSS materials in line with the recent Science Standards and Curriculum Revisions	December	All k-5 teams	All instructional teams	1600		

Measurable Objectives/Program Outcomes	Activities and Services	Date to be Accomplished	Person(s) Responsible	Budgeted Amount		
				Local	State	Federal
<p>1.5 Technology: All students will develop proficiency in the district standards of keyboarding, word processing, internet access, and e-mail and apply them in language arts and social studies.</p>	Continue training/coaching grade 4-5 teachers and REACH teacher in applications of instructional technologies to enhance curriculum reforms in language arts, social studies, math and science (e.g. teaching children to use and apply internet skills for social studies research and writing; to learn and apply software such as <i>Inspirations</i> , keyboarding, word processing, internet, and e-mail.	Completed April 2004	Inacomp Trainer from previous year 4/5 teachers		\$1000 CSRD	
	Work with staff to implement the Infinites Campus software—attendance, behavior, achievement data and other data collection and report cards.	Ongoing	Principal and IC training contact			
	Purchase 3 new computers and 1 networked printer to support technology in the classrooms and in the new computer lab.	Completed with additional funding 33 computers plus printers	CSRD coordinator		\$3,240 CSR	
<p>1.5 Social Studies: All students (grade 4) will score at Proficient or Advanced levels on state and district assessments of achievement in social studies</p>	Build on previous summer training on developing and using social studies rubrics – through purchase of software which can be placed on the Hawthorn e file server. Review with Dr. Ladson-Billings in the summer	June '04 til Dec 04	UW Professor Gloria Ladson-Billings Follow-up session	\$1,720	170 sftwr CSRD. 1500 CSR-honorarium	
	Purchase social studies tradebooks	Sept-March 2004	Grade Teams with Facilitator	See Reading	See Reading	
<p>1.6 Climate: All students (K-5) will experience a harassment-free school environment that enables students to focus on achievement and other developmental goals</p>	Train new Hawthorne staff in <i>Second Step</i> classroom management program – in class modeling	Fall 2003	Social Worker	\$1,000		
	Create Equity Team (Principals and two teachers) who will attend the 2 day Race training “Beyond Diversity” . This training will be followed by 10 additional meetings and presence of the team on SIP and other planning committees.	June 19,20 August 22, September 29, Sept. 30--Ongoing	Principal, 2 teachers Dr. Glenn Singleton	\$10,000		
	Staff training in “Bully Proofing” – staff meeting, professional books Review and further discuss 2004 climate data to create action team to address bullying further	Fall 2003-Would like to do more Ongoing 2004-05	Social Worker & Psychologist	\$200		
	Institute Community Gathering focused on charater traits and critical school messages(respect, helping, etc) for all staff and students. Instituts Peaceful Playground	Monthly Sept— May'06 Completed	Barbara Chusid Leadership Team	Donation \$1000		

2. Goal for Staff: Hawthorne Elementary School will create a professional learning community in which all staff support each other toward the accomplishment of schoolwide reform goals.

Measurable Objectives/Program Outcomes	Activities and Services	Accomplished	Person(s) Responsible	Budgeted Amount		
				Local	State	Federal
2.1 Peer Coaching: Build a sustainable, non-evaluative peer coaching structure in which teachers participate in job-embedded collaborative planning and problem-solving for instruction.	Workshops and structured practice sessions on peer coaching techniques	Jan –June. '04 Modified to a Tuning Protocol Ongoing '05	School-based trainers			In-kind \$ from Staff
	Extend '04 work to new team -“consultation team”					
	Staff development on peer coaching techniques at staff meetings and district inservice day.	Sept. –June. '05 Adaptive Schools/Cognitive Coaching	School-based trainers			In-kind \$ from Staff
	Purchase materials for peer coaching staff development	Purchased Adaptive School and Cognitive Coaching Books	Facilitator		\$500 – CSR	
	Design peer coaching training for all staff	Embedded in all staff meetings August-June, 2004 and continue 2005	Principal & 6 member team			In-kind \$ staff
	Dissemination of information on outside professional development opportunities that align with reform goals and objectives	Ongoing throughout school year via various electronic communication	CSRD Facilitator		% allocation Facilitator – CSR	
	Incorporate the SIMS, Literacy Coaching, Tuning protocol strategies into the weekly, monthly and staff-embedded staff development sessions for all instructional staff	Team and staff meetings and release time			7,000	
2.3 Standards-Based Curriculum Across Grades: All instructional staff will implement a developmental standards-based curriculum and instructional approach in core content areas	Use of new curricular materials (Soar to Success, Investigations, and FOSS) and associated professional development as noted in activities supporting objectives 1.2, 1.3, 1.4 and 1.5 (including bilingual and culturally relevant materials for ELL students.	As per objectives 1.2, 1.3, 1.4 and 1.5 Fully implemented FOSS; Soar to Success and Investigations	Facilitator, with teacher teams and respective content area consultants.	As per objectives 1.2, 1.3, 1.4 and 1.5	As per objectives 1.2, 1.3, 1.4 and 1.5	As per objectives 1.2, 1.3, 1.4 and 1.5

3. Goal for Families and Community: Families of Hawthorne students and other members of the neighborhoods in the Hawthorne attendance area will provide active and wide-ranging support for attainment of the school-wide student achievement objectives.

Measurable Objectives/Program Outcomes	Activities and Services	Date Completed	Person(s) Responsible	Budgeted Amount		
				Local	State	Federal
3.1 Parent and Community Participation in School Leadership: Parents and other Hawthorne community members will be active participants in Accelerated Schools governance structure, with parents of students of color and ELL students represented throughout.	Stipends, child care and interpreters for parent representatives to attend Steering Committee and cadre meetings	Sept. '04–June '05 Childcare–Would develop more	Principal Bilingual Resource Specialists		\$1,990 – CSR	
	Cultivate leadership potential among low-income, minority, and ELL parents by offering FAST, Parenting for School Success, and Even Start Family Literacy programs	Ongoing PTA and Focus groups expanded through Dec 2004	School Social Worker, Title I Family Liaison, MMSD Even Start Coordinator, Parent-Community Response Team Coordinator	\$15,000 United Way	\$2,000 – CSR	\$15,000 Even Start
	For Year 1 SIP collect data regarding the levels of parent participations described in Joyce Epstein's model of parent involvement.	SIP Year 1 Information Gathering Team				
	Evaluate the current PTA/School activity model for increased participation.					
3.2 School/Family Partnerships: During non-school hours, all parents will reinforce positive student behavior and academic effort	Monthly parent meetings at East Madison Community Center, targeting low-income, minority and ELL parents on school climate issues affecting student learning	October – Not completed—need different venue	Principal, School Social Worker	\$500		
	Parent meeting for Spanish- and Hmong-speaking parents with ELL staff on ways to support student learning	March –Oct '04	ELL Teacher Bilingual Resource Specialist		\$2,560 – CSR	
	Presentations on new standards-based curricula at PTO mtgs, through monthly newsletters, and monthly mtgs at East Madison Community Center	Sept – June '05 Reading ,Math and Science Nights	Principal, School Social Worker	\$500		
	Cultivate parent knowledge of ways to help their child succeed in school by offering FAST, Parenting for School Success, and Even Start Family Literacy programs;in '06-Testing Evening with dinner for 3 rd , 4 th ,5 th grade students.	October – March '05 October- 11, '05	School Social Worker, Title I Family Liaison, MMSD Even Start Coordinator	As per objective # 3.1	As per objective # 3.1	As per objective # 3.1
	Newcomer family orientation to school (tours for new families, orientation meetings)	Sept – March '05	Principal, School Social Worker, School Psychologist	\$1,000	\$500 – CSR	

	Family Literacy, Math and Science Nights/Saturdays (staff, materials) Continue Science Night in '06	Dec'04-May'05 Completed Feb. 2006	Title I Parent Liason, Title I Math Resource Teacher, ARMS Science Coordinator		\$750 – CSR	\$400
	Home Reading Tape-Book project for ELL families (purchase books, tapes, tape recorders) Implement new Fluency program Continue in '05-06	Feb-Dec. '04; October 2004 Expanded in 2006	ELL teacher, Bilingual Resource Specialist		\$800 – CSR	
	Parent Involvement "Parents in the Park" for & by parents PTA Parent Room Helper program continue from '05- to '06	June 17,'03 Revamped the entire PTA. all year long	3 parents-MBorleske and the Smiths		\$50 CSR	
	Work with community members to write and obtain a new CLC grant	Jan 2007-June 2007	Principal, district and community Team		135,000	

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3.3 School/Community Partnerships: Increase the sense of ownership that community members without elementary school-age children have for the success of Hawthorne Elementary School.	Implement communication system to increase coordination between volunteers and staff	Completed Feb-May 2004	VISTA Volunteer Coordinator			\$2,260
	Implement plan for one community-based project to improve the school experience for students Continue. IN -05-06 Create service learning club to address a “green school project”.	Summer '03 Implemented April 04 -06- Principal and Mary Ringlestetter	Principal, Neighborhood Planning Council			\$150,000
	Develop and implement plan for raising funds needed to establish an endowment for Hawthorne school. Continue in 05-06	Fall '03—Tabled until Fall'04 pending PTA/Foundation for Madison Schools Campaign Completed '05	Principal, Neighborhood Planning Council, Principal, Kathy Markeland , Chris Gingher			
	Continue recruitment of mentors for students from 3 area businesses Continue in '05-06	Ongoing 50 mentors at present	School Psychologist and social Worker			
	With the endowment committee, create a 5 year plan for sustaining current fundraising efforts	Ongoing	Hawthorne FMPS Committee			

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Recd. 10/12/06