

# Hackmann Early Childhood School Improvement Plan At-A-Glance 2021-2022

## Instruction

**1 YEAR GOAL:** Students served in the program through low and no cost options, will see growth from first quarter to fourth quarter, on readiness skills in all areas as measured on the report card. Baseline data captured in September.

**SMART STRATEGY #1 AND MEASUREMENT:** 80% of observed lessons will include at least one instructional strategy at the QFIC level, as observed by classroom observations

**ACTION STEPS:**

1. The principal will conduct collaborative walkthroughs, and provide specific feedback on QFIC instructional strategies observed and provide support to teachers as needed.
2. Refresher training will be provided to staff during PLC's, Staff Meetings, PD Days on CITW modules and strategies.
3. CITW Trainer, Director of Adult Learning, and Principal will evaluate the walkthrough tool and conduct calibration walkthroughs to ensure fidelity of implementation.

**SMART STRATEGY #2 AND MEASUREMENT:** 90% of all math lessons and learning activities observed during classroom walkthroughs will follow the new district math curriculum with fidelity as measured by walkthrough data.

**ACTION STEPS:**

1. Teachers will receive professional development on the Bridges math curriculum through the EC PD Strand.
2. Monitor and implement math curriculum expectations and pacing during PLC meetings.
3. Extend learning opportunities through school to home partnerships by providing monthly activities that relate to math curriculum and support skill building.

## Professional Learning Communities

**1 YEAR GOAL:** 100% of PLCs will meet their SMART goals for the year, as reported on the end of year SMART goal summary document during end of year collection.

**SMART STRATEGY #1 AND MEASUREMENT:** 80% of time spent during PLC meetings will include High-quality collaboration, as measured by observation of 4 PLC questions in action during monthly data collections.

**ACTION STEPS:**

1. All PLCs will set SMART goals based on identified priority standards in need of improvement.
2. All PLC teams will create and administer formative assessments each trimester.
3. Staff will receive refresher PD during PLC's related to the 4 essential questions.

# Equity/Access

**1 YEAR GOAL:** Ensure that all staff actively participate in professional development focused on equity and trauma work that in turn will improve learning and school cultures.

**SMART STRATEGY #1 AND MEASUREMENT:** 100% of the staff at Hackmann EC will increase dignity and equity awareness through culturally responsive teaching and experiences.

## **ACTION STEPS:**

1. Continue to implement “Kid Talk” meetings to meet and support the social/emotional needs of all students.
2. Establish a data collection form to gather important information for Kid Talk meetings.
3. Staff will participate in PD focused on dignity and equity.

**SMART STRATEGY #2 AND MEASUREMENT:** The TLC participants at Hackmann will participate in professional development regarding equity and dignity.

## **ACTION STEPS:**

1. Re-administer Artic Survey for baseline data and to guide next steps. (20/21, 5.71)
2. TLC Committee will increase the frequency of meetings and length of meetings.
3. Make connections with the International Institute to provide opportunities for staff that would enhance equity and dignity awareness.
4. TLC will make a timeline to address areas of weakness as identified on our Artic Survey.

# Social-Emotional Supports

**1 YEAR GOAL:** The staff at Hackmann will prepare students so they are socially and emotionally ready for Kindergarten. Students served in the program through low and no cost options, will see growth from first trimester through third trimester, demonstrated through continuous growth of readiness skills in the area of SEL as measured on the report card.

**SMART STRATEGY #1 AND MEASUREMENT:** The staff at Hackmann EC will review universal positive behavior support strategies.

## **ACTION STEPS:**

1. Basic training for new teachers will be given in the area of trauma and PBS support.
2. All staff will receive a refresher of universal trauma supports in place at Hackmann to strengthen current relational practices.

**SMART STRATEGY #2 AND MEASUREMENT:** Teachers at Hackmann EC will continue to implement the Second Steps Curriculum.

## **ACTION STEPS:**

1. A survey will be given to gather information determining which parts of the program are being utilized.
2. Teachers will increase the use of all components of Second Steps in their classrooms.

# Family Engagement Plan

- \*send weekly enews and collect feedback from families in the areas of questions/concerns
- \*continue FB page
- \*utilize Seesaw to communicate
- \*offer zoom meetings with families and ESC
- \*identify and include parents in trainings as identified during kid talk meetings, with support from the ESC
- \*ESDM classroom will provide family trainings
- \*Promote and support PALS events
- \*classroom newsletters
- \*offer virtual meet and greets and parent-teacher conferences
- \*administer parent surveys
- \*communicate school improvement plan
- \*offer tours to new families, plan an outdoor spring gathering of Hackmann families
- \*teachers send weekly newsletters and daily folders for home-school connections