

**Fiske Elementary School
School Improvement Plan
End of Year Update
2015-2016**

Site Council Members:

Lingfei Hou, Parent

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Fiske Elementary School Goals 2015-2016

Goal	Implementation	Timeline	Monitoring	Assessment	Updates: 5/2016
<p>INSTRUCTION Academic Goal 1:</p> <p>If teachers expand their use of student data to discuss student progress and select effective instructional strategies, then all students will achieve at high levels.</p>	<p>Hold two “unconference” professional learning sessions at Fiske during the school year for staff to share promising instructional practices.</p> <p>Provide at least one opportunity per year for staff to visit another colleague in the school.</p> <p>Collaborate with a partner school once per year to promote promising practices among grade level colleagues.</p>	<p>Between Fall and Spring 2015-2016</p> <p>During 2015-2016 school year (on-going as requested)</p> <p>At least once during the 2015-2016 school year.</p>	<p>Facilitate and schedule professional opportunities with input from staff.</p> <p>Share School Improvement Plan with staff at end of year and promote at start during staff meetings.</p> <p>Promote collaboration with K-5 Principals through meetings and e-mail. Establish partnerships for upcoming year during spring and summer.</p>	<p>Staff will provide feedback regarding the “unconference” professional learning experiences.</p> <p>One hundred percent of K-5 teachers will observe another colleague and 80% of other staff will also participate (specialists, etc)</p> <p>Poll staff as to the value of collaborating with a partner school and create a common repository for ideas, resources, etc.</p>	<p><i>Fiske staff positively responded to the Fiske Learns together sessions that were held this year, as reported by grade level and department representatives on the school leadership team.</i></p> <p><i>This project got started slightly later into the year. We did not reach the goal of 100%, however, visits with colleagues were well received and we intend to continue this work next year to promote sharing of best practices among and between staff.</i></p> <p><i>Fiske and Estabrook collaborated together for an ed camp style PD day on March 24th. Feedback was solicited from attendees and was extremely favorable. In all there were 28 sessions that were available for professional development that staff could choose from to participate. All professional learning was provided by teachers.</i></p>

	<p>Develop and implement a comprehensive student digital profile sheet that will follow students from year to year and provide longitudinal information for teachers and the school.</p>	<p>Develop in the spring of 2015 and implement in the Fall of 2015 with incoming K students.</p>	<p>Share with staff during early staff meeting. Created by Fiske administration.</p>	<p>One hundred percent of all incoming K students will have a digital profile sheet that will be used by staff at Fiske school during their tenure. This will document interventions as well as other supports and achievement data.</p>	<p><i>To date, all K students have digital profile sheets that will have information about performance. Those sheets will be updated for the end of the year and will move with the students from year to year. Additionally, the idea was so well received that we are working to implement for every student (527 currently) for the upcoming school year. This work will be done (whole school) in the spring of 2016 and ongoing.</i></p>
	<p>Develop a digital capture tool to track student math performance across grade levels and unit math assessments.</p>	<p>Create during summer 2015 and implement 2015-2016 school year.</p>	<p>Administrators, math specialists and teachers will use capture tools to track student math assessment data.</p>	<p>One hundred percent of students will have unit math assessment data monitored to determine trends and patterns in performance to best determine areas of need and success.</p>	<p><i>Our hope was to develop tools that could keep track of student performance on all math assessments throughout the course of the school year, however, this was found to be extremely challenging due to the amount of paperwork that was already added to teacher workloads. We will continue to implement our end of year math assessment capture tool as a way to report math performance for each student, overall, for the school year for their next year's teachers.</i></p>

Fiske Elementary School Goals 2015-2016

Goal	Implementation	Timeline	Monitoring	Assessment	Updates
<p>INSTRUCTION Social/Emotional Goal 2:</p> <p>If we increase student pro-social behavior and resiliency, and reduce sources of unhealthy student stress, then student academic performance and well-being will improve.</p>	<p>Promote positive use of social media with students by using a Fiske Student Twitter Center to share student work and school events.</p> <p>Implement a “Give a WHOOT” campaign where students make social contributions to the class, school and Fiske community. Recognize students at All School Meeting when projects are done.</p> <p>Reconceptualize homework (with parent feedback) and provide parents resources to support student learning outside of school.</p>	<p>Ongoing, 2015-2016 school year</p> <p>Launch in fall, ongoing, school year 2015-2016 to complete</p> <p>Pilot in Spring 2015, gather feedback, implement during 2015-2016 school year.</p>	<p>Tweets from students will be monitored and posted by school administrators as well as shared during all school meetings.</p> <p>Provide an overview for staff during an initial staff meeting with goals established by October.</p> <p>Review pilot data from spring and based on feedback, work with staff to review homework for students.</p>	<p>Monitor and share tweets with parents and the community via a Twitter feed on the school website. Set a goal of at least 50 tweets per month school wide.</p> <p>One hundred percent of K-5 classes will develop and meet at least 2 goals that relate to their class, school or the greater community which involve social contributions on behalf of students. All classes will be recognized at all school meetings.</p> <p>Use parent and staff feedback in determining what types of homework will best support student learning at Fiske.</p>	<p><i>While the Fiske Twitter account has not generated 50 tweets per month, classroom teachers along with Fiske administrators have shared school activities with the greater community regularly throughout the school year through the Fiske Twitter Account. We will continue to promote the use of the student Twitter center to provide a voice and sharing for students.</i></p> <p><i>100 percent of classes have created and worked towards classroom goals that promoted civic mindedness and community services at all levels of the school and community. As a school, we raised over 1050 food and paper items for the Lexington Food Pantry, along with identifying ways to improve our school and classrooms.</i></p> <p><i>Parents provided feedback related to the homework pilot given by Fiske last spring. In general, parents use homework to find out about work taking place in the classroom. At this time, the school committee is looking at the homework policy.</i></p>

	<p>Implement a Fiske Student Council for student input and connectedness to school.(meet monthly)</p>	<p>Begin implementation of student council by October 2015, with ongoing monthly meetings.</p>	<p>Record student meeting minutes and check in monthly with teachers facilitating student council.</p>	<p>Provide an opportunity for students on student council to give feedback on their experience on student council. Publish student council activities in monthly newsletter.</p>	<p><i>Parent feedback was shared with the superintendent. Feedback will be solicited from Student Council representatives on their experience and to date, no updates have been published in school newsletters. The upcoming school year will feature posted news pieces from the Fiske Student Council in at least five publications. The student council was active this year and spearheaded a number of initiatives in the school and helped create community connectedness with students across the K-5 setting.</i></p>
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<p>INSTRUCTION Social/Emotional Goal 2:</p> <p>If we increase student pro-social behavior and resiliency, and reduce sources of unhealthy student stress, then student academic performance and well-being will improve.</p>	<p>Build on the work of the school-wide PBIS (Positive Behavior Intervention Support) system by promoting Effort, one of the school core values with students.</p>	<p>Ongoing, 2015-2016 School Year</p>	<p>Use of staff meeting time and all school meeting time to promote student effort as it relates to academics and behavior.</p>	<p>Poll students three times per year to have them self-assess the amount of effort they feel they have given.</p>	<p><i>Effort has been highlighted by staff as part of the core values of the school and as part of our PBIS system. To date, students have not self assessed themselves. At least one self assessment will be done prior to the end of the year. All teaching staff and other staff received and used effort posters with students throughout the school this year to promote increased effort on behalf of students. This focus will continue, whether part of future school improvement plans or not.</i></p>

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<p>COLLABORATION Parent and Community Engagement</p> <p>If we increase communications with parents/community and provide information about school programming, parents will be better informed and able to support students which will help them be more successful.</p>	<p>Use a branding process to promote Fiske School through Mission/Vision development, social media, and local press opportunities on a monthly basis.</p> <p>Provide professional learning opportunities for grade five parents to support the use of technology in the classroom and at home.</p> <p>Collaborate with Fiske PTO to provide learning opportunities for parents 2 times per year.</p>	<p>Ongoing, 2015-2016 School Year</p> <p>Ongoing, 2015-2016 School Year</p> <p>Ongoing, 2015-2016 School Year</p>	<p>Publish updated mission vision on school documents, and use social media and press to showcase school events and student work.</p> <p>Hold at least 3 parent focused learning sessions during the year.</p> <p>Attend monthly PTO meetings to collaborate around pertinent topics for parents and the school community.</p>	<p>Document all publicity provided to the school through local media, as well as poll parents regarding feedback on school coverage.</p> <p>Keep parent sign-in logs of each event held.</p> <p>Document collaboration between the school and PTO around two parent learning opportunities. Keep parent sign-in logs for each event held.</p>	<p><i>Fiske has been highlighted for its mentoring program and ELL iPad use. Additionally, news coverage has been provided for the Student-Community Give a Whoot Campaign as well as well as a Global Art Project ELL students created and shared with a school overseas.</i></p> <p><i>To date, no parent forums have been held. This will be carried over into the next school year.</i></p> <p><i>The PTO has been asked to partner with the school related to parent learning opportunities. To date, no topics have been brought forward. The school is looking at speakers for special education and ELL topics for 16-17 and is currently scheduling these events to coincide with teacher professional development to provide a more cohesive approach to supporting students at both school and home .</i></p>

Fiske Elementary School Goals 2015-2016

Goal	Implementation	Timeline	Monitoring	Assessment	
<p>FACILITY Enrollment and School Capacity</p> <p>Address the space needs at Fiske School and monitor enrollment through collaboration with the Enrollment Working Group, Facilities and Central Office to ensure high quality teaching and learning for all students.</p>	<p>Monitor enrollment to determine staffing and space needs for the 2015-2016 school year. Hire additional staff as needed and allocated space as warranted.</p> <p>Communicate with parents and families about enrollment on a regular basis to maintain positive working relationships.</p> <p>Monitor enrollment throughout the 2014-2015 school year to assess the need for possible additional classroom space in 2015-2016.</p>	<p>Spring 2015-Fall 2015</p> <p>Ongoing, Spring 2015-Spring 2016</p> <p>January 2015-August 2015</p>	<p>Periodically update central office with enrollment as K registration and move-ins take place.</p> <p>As significant changes in enrollment take place or events occur, share information with the Fiske School Community.</p> <p>Use Kindergarten registration and other enrollment data to assess the need for additional space at Fiske.</p>	<p>Based on student enrollment, advocate for additional positions as necessary.</p> <p>Collect communications to the Fiske Community as evidence of sharing information related to enrollment and overcrowding.</p> <p>Maintain records (spreadsheets) that monitor enrollment, students moving out, and those moving in as way to determine if additional space will be needed at Fiske.</p>	<p><i>Class sizes were monitored throughout the year and decisions will be made based on enrollment in the spring of 2016. To date, Fiske will go down by one section (from 23 homerooms to 22 homerooms).</i></p> <p><i>Communications were developed last spring/summer related to enrollment. To date, communications have been somewhat limited based on the changing nature of modular plans, enrollment and budgets. Due to the changing nature of enrollment and projects, some communications were intentionally delayed.</i></p> <p><i>Enrollment was tracked in regards to which students moved in and out at Fiske over the course of the school year. Data is available to support the nature of move in and move out students. At the current time, Fiske will go down one section (homeroom) due to a smaller</i></p>

	Develop space plan for 2015-2016 school year to address the needs of additional classroom spaces.	April 2015-August 2015	Monitor fluctuations and increases in enrollment to determine if a 24th classroom will be needed in 2015-2016 school year.	Share space plan with Superintendent of Schools and School Committee.	<i>incoming Kindergarten. Modular plans and space allocations have been shared with the superintendent and school committee throughout the process of looking at enrollment at Fiske. Space plans have been created for multiple scenarios to address decompression at Fiske.</i>
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