

**Charlestown's School Improvement Plan
For 2009-2013
In Support of The
Chariho Regional School District's
Vision 2013**

Introduction

Charlestown School began working on the five-year School Improvement Plan in the spring of 2007. The process involved not only the members of the School Improvement Team, but also community members and the staff of Charlestown School as we examined where we are and where we want to be in the next five years. The process began as we collectively read and discussed Alan M. Blankstein's book, *Failure is Not an Option*. This work set us on the path of redefining our school's Mission, Vision, Values, and Goals.

In the fall of 2008, we began the process of developing our goals by first examining our previous School Improvement Plan and the successes or failures we experienced as we implemented that plan. We found that we had met or exceeded most of the goals. The four goals that were outlined in that plan were:

- **GOAL 1: Maintain our high performing status and become an improving school in ELA and Math.**
- **GOAL 2: Implement practices that create stronger connections between our schools and our communities.**
- **GOAL 3: Provide an integrated system of social and emotional support for all students.**
- **GOAL 4: Expand the understanding and use of technologies to integrate its use, by all teachers, throughout the classroom curriculum.**

Of those goals, we feel that we fully met Goal number 1, and made great progress on Goals 2, 3 and 4. We also felt that those three goals will always have room for improvement, and that we will never be satisfied that we have "done enough" regarding them.

The Chariho Regional School District Vision 2013 states: "All schools throughout the District will utilize the District Strategic Plan as the basis for the development of their school improvement plans. District planning and implementation of curriculum, programs, and activities will ensure equity and adequacy of resources including staff, materials, and financial support."

Based upon the District's Strategic Plan (Vision 2013) and our own self-study, we have developed the following School Improvement Plan, including our collective Mission, Vision, and Values statements.

Mission

The Mission of Charlestown School is to provide an opportunity for all students to master appropriate grade level expectations. Charlestown School is committed to educating every child to high levels of academic achievement.

Vision

- All students will aspire to become lifelong learners.
- Charlestown School must provide rigorous and challenging opportunities for all students – all grades – all competencies.
- Our school embraces its responsibility to nurture, challenge and guide our students and staff to thrive and excel.
- The Charlestown School community fosters positive growth in behavior and attitude while supporting the students' social and emotional development. All students will comply with the school-wide rules: Be Kind, Be Safe, Be Productive.

Values

- We will consistently strive to address the educational and social/emotional needs of the whole child.
- We will acknowledge the fact that all children are different and progress at varying rates.
- We will model respect by treating others the way we want to be treated.
- We will conduct ourselves as responsible members of the Charlestown School Community—everyone sharing responsibilities equally.

Goals

1. All students will acquire the knowledge to meet the increasing demands of a globally influenced world.
2. All schools will meet adequate yearly progress (AYP) and all targets as identified by federal and state law.
3. All families and the community will be expected to demonstrate respect for and value of education.
4. All schools will be ranked in the top 20% among schools in the SORICO region and in the top 10% of those that are demographically similar in the state. The District will be ranked among the top five in the state.

Strategies and Actions

Strategy #1: Assessment

Develop and implement a comprehensive pre-kindergarten through grade four student assessment and monitoring system.

- A. Beginning with mathematics and progressing to English Language Arts, the staff will work together to collaboratively develop formative and summative assessments aligned to standards and GLEs. (Goals 2 & 4)
- B. In common planning time and at other designated times, such as faculty meetings and professional development meetings, the staff will work cooperatively to analyze and use assessment data to improve instruction and meet individual needs of students. (Goals 2 & 4)
- C. Based upon our collective work we will explore and share ways to use data to assess and refine instructional programs. (Goals 2 & 4)

Strategy #2: Communication

Implement practices that create stronger connections between our school and our community. Help to create a District wide communication plan that keeps the Charlestown School community fully informed and engaged in the educational process.

- A. All classroom teachers will establish a regular system (at least monthly) of communicating with students' families. (Goals 1, 2, 3 & 4)
- B. Professional development will be offered that enables/encourages staff to maximize the use of technology in communicating with families and the community.
- C. We will explore additional technology links to the Charlestown School websites, blogs, etc. (Goals 1 & 3)

Strategy #3: Technological Resources

Provide increased resources for the technological tools that will significantly and positively impact the quality of the educational program.

- A. Ensure that our students and teachers have equitable access to state-of-the-art technology tools. (Goals 1, 3, & 4)
- B. Extend Power School access to parents at the elementary level and provide professional development to staff to enable the use of Power School as needed to implement Strategy #3. (Goal 3)

Strategy #4: Safe Schools and Student Supports

Implement a system of supports to meet the academic needs of all students and implement strategies that promote positive growth in behavior and attitude while supporting students' social emotional development.

- A. Provide a structure to identify and serve highly capable students. Design systems of programmatic and instructional options for those students who have demonstrated proficiency. (Goals 1, 2, & 4)
- B. Utilize the school's Watch Team and collaborative processes to develop and refine a comprehensive system of supports for students not making adequate progress. (Goals 1, 2, & 4)
- C. Develop a school-wide schedule that provides grade-level common teaching times so that all students performing below standard will be provided with targeted and explicit instruction that is monitored frequently and adjusted accordingly. (Goals 2 & 4)
- D. Work with the District Special Education Department and the superintendent to begin to implement a Response to Intervention system. (Goals 2 & 4)
- E. Continue implementation of Responsive Classroom strategies within the school and support the extension of these strategies to Chariho Middle School. All classroom teachers will implement morning meeting. (Goals 1, 2, 3, & 4)
- F. Evaluate the effectiveness of student behavior and attendance policies, revising if necessary. (Goals 1, 2, 3, & 4)
- G. Provide professional development for the implementation of "logical consequences". (Goals 1, 2, 3, & 4)

Strategy #5: 21st Century Skills

Enhance the curriculum by developing a world language program, expanding opportunities in mathematics and science, and focusing on the application of problem-solving, critical thinking, and workplace skills.

- A. Ensure that students learn and apply skills appropriate for the work environment, such as teamwork, punctuality, personal responsibility, and pride in work. (Goals 1, 2, & 4)
- B. Implement Personal Literacy Plans for all students who are reading below grade level. (Goals 1, 2, & 4)
- C. Examine reading practices at all grade levels to be sure that there is alignment with the Regents reading policy.
- D. Implement instructional and assessment practices that maximize student progress in reading and English Language Arts at all levels. (Goals 1, 2, & 4)

- E. Research and implement instructional and assessment strategies that maximize student progress in math at all levels. (Goals 1, 2, & 4)
- F. Implement practices that will improve Science NECAP assessment scores by identifying Grade Level Equivalent (GLEs) that are not covered in depth by the GEMS Net kits and develop supplementary units of instruction to address those GLEs. (Goals 1, 2, 3, & 4)

Strategy #6: Educator Quality

Ensure the quality of all individuals engaged in the teaching and learning process.

- A. Recruit, hire and retain *highly qualified* administrators, teachers, and support staff. Acknowledge excellence. (Goals 1, 2, 3, & 4)
- B. Develop a cost-effective, research-based professional development program in multiple formats that both supports the growth of individuals and leads to the attainment of Vision 2013. (Goals 1, 2 & 4)