

2022-23 West Smiths Station Elementary School Alabama Continuous Improvement Plan (ACIP) At A Glance



Vision

We envision a school that promotes a passion for student learning; supports teachers, parents, and the community; and produces engaged and lifelong learners.

Mission

The mission of West Smiths Station Elementary School is to facilitate a challenging environment which encourages optimal learning and builds the foundation for our children to become lifelong learners.

Beliefs

- All children can learn with multiple methods of instructional approaches and evaluations
- Children learn and exhibit responsibility, respect and good citizenship within their home and school environment.
- A positive self-concept is important for all children.
- A cooperative relationship between school, community and home will encourage growth and learning.
- Students' use of technology will better prepare them for the future.

Student Success Objective: Graduate college- and career-ready students

Critical Initiative	Key Measures
Utilize evidence-based strategies and analyze student learning results to increase student achievement for all students (SS 1.1, SS 1.2)	Assessment Results (All Students) Collaborative Planning Evidence School Improvement Visit Data/Debriefing Notes Data Meeting Notes
Intended Outcomes <ul style="list-style-type: none"> ● Teachers will strategically design and implement instruction that actively and cognitively engages students, develop relevant and rigorous learning, and ensure that all students learn ● Teachers will make and adjust instructional decisions based on evidence of student learning ● Students will demonstrate better performance on all readiness measures ● At least 68.0% of students will be proficient in ELA on the ACAP Summative assessment ● At least 42.7% of students will be proficient in math on the ACAP Summative assessment 	
Activities <ol style="list-style-type: none"> 1. Engage in collaborative planning 2. Conduct structured data meetings to uncover strengths in learning, areas of improvement, and next steps 3. Implement strategic teaching in all classes every lesson with a focus on learning targets, success criteria, and formative assessments 4. Implement active and rigorous strategies to engage students in constructing meaning from content standards (Problem of Practice) 	

Critical Initiative	Key Measures
Reduce the achievement and opportunity gaps for students (SS 2.1, SS 2.2, SS 2.3) (ATSI Students with Disabilities subgroup strategies)	Academic Data (Subgroups) Nonacademic Data (Subgroups) Data Meeting Notes
Intended Outcomes <ul style="list-style-type: none"> ● Teachers will ensure each student learns every chance and every day ● All students will demonstrate better performance on all readiness measures 	
Activities <ol style="list-style-type: none"> 1. Participate in district structured data meetings to uncover where achievement gaps exist and determine whether the gaps are closing by disaggregating academic and nonacademic data 2. Implement after school learning programs to provide systematic intervention opportunities 3. Implement summer learning programs to provide systematic interventions and enrichment opportunities 4. Develop awareness of achievement gaps and equitable classroom practices 5. Implement coteaching 	

Student Success Citations:

[Using Student Achievement Data to Support Instructional Decision Making](#) (click to access link)

Hamilton, L.; Halverson, R.; Jackson, S.S.; Mandinach, E.; Supovitz, J. A.; & Wayman, J. C. (2009)

[John Hattie's Visible Learning Ranking of Influence on Student Achievement](#) (click to access link)

[Alabama Office of School Improvement Equity Resources](#) (click to access link)

[School Practices to Address Student Learning Loss](#) (click to access link)

Allensworth, E., & Schwartz, N. (2020, June)

[Getting to Work on Summer Learning](#) (click to access link)

Schwartz, H.L., McCombs, J.S., Augustine, C.H., & Leschitz, J.T. (2018)

Human Resources Objective: Develop and retain professionals who are effective in achieving our mission

Critical Initiative	Key Measures
Provide school-based and districtwide mentoring programs for new certified employees and current employees in need of support (HR 3.2)	Mentoring Program Materials/Meeting Agendas/Notes
<p>Intended Outcomes</p> <ul style="list-style-type: none"> All new teachers and teachers in need of support will be provided with the help and mentoring needed to be successful 	
<p>Activities</p> <ol style="list-style-type: none"> Implement mentoring program for new teachers Implement coaching cycles 	

Critical Initiative	Key Measures
Provide targeted professional learning and job-embedded supports (HR 3.4, SS 1.2)	Professional Learning Materials/Agendas/Sign-In Sheets Certified Employee Attrition Rate Certified Employee Exit Survey Results
<p>Intended Outcomes</p> <ul style="list-style-type: none"> All staff will be equipped with the content knowledge and teaching skills to address student needs 	
<p>Activities</p> <ol style="list-style-type: none"> Provide teachers with job-embedded professional learning supports on collaborative planning and data meeting processes Turnaround district professional learning on strategic teaching with a focus on learning targets, success criteria, and formative assessment Provide teachers with professional learning on active and rigorous strategies Provide teachers with professional learning on the ELA, Math, and Digital Literacy and Computer Science (DLCS) ALCOS Provide teachers with professional learning on StudySync ELA curriculum 	

Human Resources Citations:

[Alabama Office of School Improvement Coaching Community Resource Page](#) (click to access link)

Learning Environment Objective: Provide safe, supportive, and equitable environments

Critical Initiative	Key Measures
Monitor chronic absenteeism, analyze data, and act upon results (LE 2.1) (ATSI Students with Disabilities subgroup strategies)	Chronic Absenteeism Data
Intended Outcomes <ul style="list-style-type: none"> Students at risk of chronic absenteeism, failure, and/or drop out will be identified early and receive interventions 	
Activities <ol style="list-style-type: none"> Develop awareness of the impact of absences on achievement in teachers, families, and students with a focus on students with disabilities Recognize and incentivize good and improved attendance Frequently monitor and act upon absence data (unexcused and excused) with a focus on students with disabilities Implement new district attendance policy 	

Critical Initiative	Key Measures
Promote the use of evidence-based classroom management and social and emotional learning methods and monitor Student Incident data (LE 2.2, LE 2.3)	Student Incident Data
Intended Outcomes <ul style="list-style-type: none"> All students will feel safe at school 	
Activities <ol style="list-style-type: none"> Implement Positive Behavioral Interventions and Supports (PBIS) programs Frequently monitor and act upon student incident data Implement Rhithm social-emotional learning intervention program for student self-regulation and well-being Implement PBIS Kickboard App to document and communicate academic success, positive interactions, behavioral trends, and other daily activities with students and families 	

Learning Environment Citations:

[Attendance Works: Advancing Student Success by Reducing Chronic Absence](#) (click to access link)

[Attendance Playbook: Smart Strategies for Reducing Chronic Absenteeism in the COVID Era](#) (click to access link)

[Alabama Positive Behavior Support Overview and Awareness](#) (click to access link)

[Alabama Office of School Improvement Social Emotional Resources](#) (click to access link)

Communication and Culture Objective: Communicate with employees and the community to inform, engage, and foster a culture of commitment

Critical Initiative	Key Measures
Expand internal and external communication strategies and processes to inform and engage employees and the community (CC 1.1, CC 2.1, CC 2.2)	Newsletters Faculty Meeting Materials/Agendas/Sign-In Sheets
<p>Intended Outcomes</p> <ul style="list-style-type: none"> Employees, families, community members, and other stakeholders will be promptly informed about pertinent school information, events, and successes 	
<p>Activities</p> <ol style="list-style-type: none"> Regularly communicate information with the faculty and staff through meetings and weekly Monday Memo Utilize social media platforms, school website, parent portal platforms, and outside marquee sign to communicate updates, events, and successes Create and disseminate a monthly parent newsletter Disseminate <i>The County Line</i> district newsletter Disseminate <i>The Parent Institute</i> newsletter 	

Critical Initiative	Key Measures
Demonstrate a commitment to fostering a positive, welcoming, and collaborative culture among parents, employees, and students (CC 3.1, CC 3.2)	Events Calendar Student Survey Results Teacher Survey Results Parent Survey Results
<p>Intended Outcomes</p> <ul style="list-style-type: none"> All families will have an opportunity to be actively engaged and support their child's school All employees will demonstrate a commitment to fostering a positive, welcoming, and collaborative school culture 	
<p>Activities</p> <ol style="list-style-type: none"> Provide opportunities for family engagement events Implement strategies targeting school culture/employee morale (e.g., recognition, celebrations, attendance incentives, team building activities) 	

Communication and Culture Citations:

[The National Center on Safe Supportive Learning](#) (click to access link)

Additional Targeted Support and Improvement (ATSI) Strategies for Students with Disabilities

Achievement and Growth	
Activities: <ol style="list-style-type: none">1. Participate in district structured data meetings to uncover where achievement gaps exist and determine whether the gaps are closing by disaggregating academic and nonacademic data2. Implement after school learning programs to provide systematic intervention opportunities3. Implement summer learning programs to provide systematic interventions and enrichment opportunities4. Develop awareness of achievement gaps and equitable classroom practices5. Implement coteaching	Key Measures: <p>Academic Data (Subgroups) Nonacademic Data (Subgroups) Data Meeting Notes</p>
Chronic Absenteeism	
Activities: <ol style="list-style-type: none">1. Develop awareness of the impact of absences on achievement in teachers, families, and students with a focus on students with disabilities2. Recognize and incentivize good and improved attendance3. Frequently monitor and act upon absence data (unexcused and excused) with a focus on students with disabilities4. Implement new district attendance policy	Key Measures: <p>Chronic Absenteeism Data</p>