

**2022-23 East 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 East Smiths Station Elementary School is to challenge every student to pursue dreams, succeed with integrity, and contribute meaningfully to a diverse society.

**Beliefs**

- All children are valued individuals who can learn.
- The education of each student is a responsibility shared by students, families, schools, and communities.
- Each individual achieves best in an environment where physical and emotional safety is guaranteed.
- Personal integrity is essential to individual success.
- Learning is a lifelong endeavor.

**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
<b>Intended Outcomes</b> <ul style="list-style-type: none"><li>• Teachers will strategically design and implement instruction that actively and cognitively engages students, develop relevant and rigorous learning, and ensure that all students learn</li><li>• Teachers will make and adjust instructional decisions based on evidence of student learning</li><li>• Students will demonstrate better performance on all readiness measures</li><li>• At least 62.8% of students will be proficient in ELA on the ACAP Summative assessment</li><li>• At least 47.2% of students will be proficient in math on the ACAP Summative assessment</li></ul>	
<b>Activities</b> <ol style="list-style-type: none"><li>1. Engage in collaborative planning</li><li>2. Conduct structured data meetings to uncover strengths in learning, areas of improvement, and next steps</li><li>3. Implement strategic teaching in all classes every lesson with a focus on learning targets, success criteria, and formative assessment (district focus and school Problem of Practice)</li></ol>	

Critical Initiative	Key Measures
Reduce the achievement and opportunity gaps for students (SS 2.1, SS 2.2, SS 2.3)	Academic Data (Subgroups) Nonacademic Data (Subgroups) Data Meeting Notes
<b>Intended Outcomes</b> <ul style="list-style-type: none"> <li>Teachers will ensure each student learns every chance and every day</li> <li>All students will demonstrate better performance on all readiness measures</li> </ul>	
<b>Activities</b> <ol style="list-style-type: none"> <li>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</li> <li>Implement after school learning programs to provide systematic interventions and enrichment opportunities</li> <li>Implement summer learning programs to provide systematic interventions and enrichment opportunities</li> <li>Provide targeted interventions to students who demonstrate the need and enrichment opportunities through contract tutors</li> </ol>	

**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
<b>Intended Outcomes</b> <ul style="list-style-type: none"> <li>All new teachers and teachers in need of support will be provided with the help and mentoring needed to be successful</li> </ul>	
<b>Activities</b> <ol style="list-style-type: none"> <li>Implement mentoring program for new teachers</li> <li>Implement coaching cycles</li> </ol>	

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
<b>Intended Outcomes</b> <ul style="list-style-type: none"> <li>All staff will be equipped with the content knowledge and teaching skills to address student needs</li> </ul>	
<b>Activities</b> <ol style="list-style-type: none"> <li>Provide teachers with job-embedded professional learning supports on collaborative planning and data meeting processes</li> <li>Turnaround district professional learning on strategic teaching with a focus on learning targets, success criteria, and formative assessment</li> <li>Provide teachers with professional learning on the ELA, Math, and Digital Literacy and Computer Science (DLCS) ALCOS</li> <li>Provide teachers with professional learning on StudySync and Step up to Writing ELA curricula</li> </ol>	

**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)	Chronic Absenteeism Data
<b>Intended Outcomes</b> <ul style="list-style-type: none"><li>Students at risk of chronic absenteeism, failure, and/or drop out will be identified early and receive interventions</li></ul>	
<b>Activities</b> <ol style="list-style-type: none"><li>Develop awareness of the impact of absences on achievement in teachers, families, and students</li><li>Frequently monitor and act upon absence data (excused and unexcused)</li><li>Recognize and incentivize good and improved attendance</li><li>Implement new district attendance policy</li></ol>	

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
<b>Intended Outcomes</b> <ul style="list-style-type: none"><li>All students will feel safe at school</li></ul>	
<b>Activities</b> <ol style="list-style-type: none"><li>Implement Positive Behavioral Interventions and Supports (PBIS) programs</li><li>Frequently monitor and act upon student incident data</li><li>Implement Rhythm social and emotional learning intervention program for student self-regulation and well-being</li></ol>	

**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
<b>Intended Outcomes</b> <ul style="list-style-type: none"><li>Employees, families, community members, and other stakeholders will be promptly informed about pertinent school information, events, and successes</li></ul>	
<b>Activities</b> <ol style="list-style-type: none"><li>Regularly communicate information with the faculty and staff through meetings and monthly newsletters</li><li>Utilize social media platforms, school website, and parent portal platforms to communicate updates, events, and successes</li><li>Create and disseminate a monthly school newsletter</li><li>Disseminate <i>The County Line</i> district newsletter</li><li>Disseminate <i>The Parent Institute</i> newsletter</li></ol>	

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
<b>Intended Outcomes</b> <ul style="list-style-type: none"><li>All families will have an opportunity to be actively engaged and support their child's school</li><li>All employees will demonstrate a commitment to fostering a positive, welcoming, and collaborative school culture</li></ul>	
<b>Activities</b> <ol style="list-style-type: none"><li>Provide opportunities for family engagement events</li><li>Implement strategies targeting school culture/employee morale (e.g., Sunshine Committee)</li></ol>	

**Communication and Culture Citations:**

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