Clark Elementary School
Comprehensive School Improvement Plan 2019-2020

<u>Goal 1:</u> Develop a culture of data-based decision making to enhance and grow our school community specifically in the area of math.

<u>New and Different Actions:</u>
- Staff will effectively utilize the CLT process which includes the following:
  - Establish norms
  - Assign roles
  - Create and follow an agenda
  - Answer the four corollary questions
- At least eighty percent of students (and specifically, in all groups of students) will show proficiency on their SMART goals
  - Analyze data from all students with specific focus on sub groups utilizing all data points (academic, discipline, attendance) in order to determine appropriate instruction beyond SMART goals

<u>Students, Staff and Administrators Monitoring Effectiveness:</u>
- **Students will** collaborate with teachers to set math goals and monitor their progress
  - Teachers will have individual conferences with students after common formative assessment to determine growth goals
- **Staff will** examine common formative assessments for evidence of student growth through the CLT process
- **Administrators will**
  - review CLT notes and agendas with Leadership Team monthly to monitor effectiveness of the CLT grade level teams
  - evaluate effectiveness of individual team participants during CLT meetings using iObservation
    - utilize the *Criteria for Success* from Marzano's iObservation

Goal 2: Develop and consistently implement collaborative team structures

New and Different Actions
- Staff will understand the foundational concepts and definitions of collaborative teams
- Staff will reflect on the team practices and processes currently in place
- Staff will consider the challenges and potential barriers to becoming a high functioning team
    - Staff will explore Patrick Lencioni's *The Five Dysfunctions of a Team*
- Staff will explore resources to support the implementation of effective teams
    - Staff will utilize Educational Systems and Instruction for Learning as a resource

Staff and Administrators Monitoring Effectiveness
- **Staff will** utilize CLT self assessment at the beginning, middle and end of the year evaluating their individual role within the CLT and their group's effectiveness as a collaborative team
- **Administrators will** evaluate individual staff during collaborative meetings utilizing iObservation.