

Oregon School Continuous Improvement Plan Template

School Year	2022-2023
School	Hillside Elementary School

School Direction Section

Vision	Hillside Elementary provides meaningful instruction with high expectations by incorporating innovative thinking and technology to actively engage all students. The success of our students is supported by effective leadership and highly qualified educators in partnership with families and our school community to provide each child the skills for college, career, and life.
Mission	The Hillside Team ensures the success of every student through intentional instruction every day in class.

Comprehensive Needs Assessment Summary

What data did our team examine? ORIS, OSAS Historical data, STAR historical data, discipline summary, Panorama Survey data.

How did the team examine the different needs of all learner groups? Demographic data was considered when reviewing historical data. Variance according to grade level and demographics were considered.

How were inequities in student outcomes examined and brought forward in planning? There was a noticeable increase in negative referral data for male students. Some of this variance can be attributed to a few “high flyers”.

What needs did our data review elevate? The data revealed lower than state average performance in academic areas. It also revealed a need to better support self-regulation especially in the area of physical aggression. ORIS revealed a strong need to increase stakeholder engagement as well as provide ongoing professional development in target areas.

How were stakeholders involved in the needs assessment process? Representatives from every grade level along with a classified employee took the needs survey after reviewing the most recent data. The ORIS Needs Assessment domain averages were scored using the ORIS Systems Health Score Summary Sheet for Tracking Trends. The team decided on which indicators to address for our goals.

Which needs will become priority improvement areas?

Improve stakeholder engagement and partnerships;

Improve inclusive practice by removing barriers using intentional instruction of SEL curriculum and aligning behavior support systems and individual discipline practices;

Improve student performance so that all students meet growth targets.

Note: Priorities describe where the team intends to go but do not describe how the team will get there. An example priority might be to improve graduation rates or that all students will meet their growth goals.

Long Term School Goals & Metrics

All or some school goals may match district goals

Student Focused, aspirational, aligned with needs, written for all students

Example: *All students will meet their annual growth targets in math.*

Metrics are outlined for the year(s) to come.

Vision	Hillside Elementary provides meaningful instruction with high expectations by incorporating innovative thinking and technology to actively engage all students. The success of our students is supported by effective leadership and highly qualified educators in partnership with families and our school community to provide each child the skills for college, career, and life.		
Goal 1	<p>Improve student achievement by proactively supporting collaboration, implementation, and calibration of AVID WICOR instructional strategies daily in core instruction K-5.</p> <p>Students will meet growth targets as evidenced in the STAR Student Growth Percentage measurement.</p>		
Metrics	By 2022/2023	By 2023/2024	By 2024/2025
	Student Growth Percentages 22/23: STAR Reading 66% STAR Early Lit. 84% STAR Math 76%	23/24: STAR Reading 71% STAR Early Lit. 89% STAR Math 81%	24/25: STAR Reading 76% STAR Early Lit. 94% STAR Math 86%
Goal 2	Enlist family and community involvement in fulfilling the vision of HES.		
Metrics	By 2022/2023	By 2023/2024	By 2024/2025
	50% of families attend at least one event.	60% of families attend at least one event.	70% of families attend at least one event.
Goal 3	School level systems, and educators operate in concert to support the healthy development of self-regulation skills for all students.		
Metrics	By 2022/2023	By 2023/2024	By 2024/2025
	Reduce referrals by 25%	Reduce referrals by 15 %	Reduce referrals by 10%

Initiative Alignment to Support School Goals

Examples: Chronic Absenteeism, 21st Century Grant, EL Success Program, etc.

Initiative/Program	How this initiative/program supports the school to meet goals
AVID	EPSD9 teachers will intentionally plan and implement WICOR strategies into every lesson, every day as measured by lesson plans and walkthrough data.
Professional Learning Communities	It will align standards, instructional strategies and assessment to improve student engagement and achievement.
Standards Based Teaching, Learning, Grading and Assessment	Students acquire the knowledge and skills required to meet grade level standards. Plan ensures equity, college and career ready, employability skills/student success standards.

Annual Evidence Based Strategies, Measures and Actions (to meet school goals)

District or School Goal this strategy supports	Goal 1: Improve student achievement by proactively supporting collaboration, implementation, and calibration of AVID WICOR instructional strategies daily in core instruction K-5.			
What are we going to do?	Strategy # 1.1 Written as a Theory of Action and reflects evidence-based practices	If we participate in ongoing professional development focused on common AVID WICOR instructional strategies, Then educator collective agency and WICOR utilization rates will improve And students will meet their <u>growth targets</u> .		
How we will know the plan is working	Measures of Evidence for Adult Actions (“then” statements”)	Fall % staff attendance at monthly AVID training. AVID strategies observed in lesson plans and walkthrough data.	Winter %staff attendance at monthly AVID training. AVID strategies observed in lesson plans and walkthrough data.	Spring %staff attendance at monthly AVID training. AVID strategies observed in lesson plans and walkthrough data.
	Measures of Evidence for Students (“and” statement)	Fall STAR 360 Benchmark	Winter STAR 360 Benchmark	Spring STAR 360 Benchmark
How we will get the work done	Person or Team Responsible	Action Steps To be completed this year		Due Date
	district	1.Monthly AVID district PD		monthly
	instructional staff	2.PLC work		two times per month
	instructional staff	3. Alignment of Wonders and WICOR		two times per month
	instructional coach	4 .Model WICOR strategies during staff meetings		monthly
	instructional coach	5. Regular Gallery tour/exemplar binder		quarterly
ORIS Domain Alignment	ORIS Domain(s) this strategy supports	<input type="checkbox"/> Leadership <input checked="" type="checkbox"/> Talent Development <input type="checkbox"/> Stakeholder Engagement and Partnership <input checked="" type="checkbox"/> Well-Rounded, Coordinated Learning <input type="checkbox"/> Inclusive Policy and Practice		

Additional strategies may be added to support this goal (example: Strategy 1.1, 1.2, 1.3 etc.)

District or School Goal this strategy supports	Goal 2: Enlist family and community involvement in fulfilling the vision of HES.			
What are we going to do?	Strategy # 2.1 Written as a Theory of Action and reflects evidence-based practices	If we commit to family outreach and provide multiple community activities that are inclusive of local college and career opportunities Then we will have greater community participation in events And student and family engagement and involvement in the promotion of student college and career readiness will increase.		
How we will know the plan is working	Measures of Evidence for Adult Actions ("then" statements")	Fall Staff participation in Math Night	Winter Staff participation in Reading Night	Spring Staff participation in College and Career Night
	Measures of Evidence for Students ("and" statement)	Fall Student/family sign-in (attendance).	Winter Student/family sign-in (attendance).	Spring Student/family sign-in (attendance).
How we will get the work done	Person or Team Responsible	Action Steps To be completed this year		Due Date
	HES Staff	1. Back to School Night		Sept. 29th
	HES Staff	2. Math Night		By Dec. 2022
	HES Staff	3. College and Career Night		Spring 2023
	HES Staff	4. Reading Night		Spring 2023
	HES Staff	5. Art Tour and Auction		April
	PTO/HES	6. HES Carnival		May 2023
ORIS Domain Alignment	ORIS Domain(s) this strategy supports	<input type="checkbox"/> Leadership <input type="checkbox"/> Talent Development <input checked="" type="checkbox"/> Stakeholder Engagement and Partnership <input type="checkbox"/> Well-Rounded, Coordinated Learning <input checked="" type="checkbox"/> Inclusive Policy and Practice		

Additional strategies may be added to support this goal (example: Strategy 2.1, 2.2, 2.3 etc.)

District or School Goal this strategy supports	Goal 3: School level systems, and educators operate in concert to support the healthy development of self-regulation skills for all students.			
What are we going to do?	Strategy # 3.1 Written as a Theory of Action and reflects evidence-based practices	If we provide ongoing calibration of school-wide behavior expectations Then all staff will have a shared understanding of school norms to teach and reinforce And students will have the self-regulation skills needed to succeed in their career and academic pursuits.		
How we will know the plan is working	Measures of Evidence for Adult Actions (“then” statements”)	Fall % staff attendance at monthly calibration meetings. Monitor % referral override/approval to gather baseline	Winter % staff attendance at monthly calibration meetings. % referral override/approval will decrease	Spring % staff attendance at monthly calibration meetings. % referral override/ will decrease
	Measures of Evidence for Students (“and” statement)	Fall Reduce referrals by 10%	Winter Reduce referrals by 7.5%	Spring Reduce referrals by 7.5%
How we will get the work done	Person or Team Responsible	Action Steps To be completed this year		Due Date
	Disciplinarian/ PBIS Team, Principal	1. Monthly staff meetings- scenarios to promote calibration of implementation of the behavior matrix		Monthly
	All Teachers	2. Teachers will teach weekly Purposeful People Lessons (SEL Curriculum)		Weekly
	PBIS Team	3. PBIS team will monitor and/or analyze referral rates monthly		Monthly
	Office/Support Staff	4. Quarterly attendance rewards for students who have 95% or more attendance rates		Quarterly
	Jen Durham	5. BOY and EOY family Survey		Two times a year
	PBIS Team	6. Husky Store		Weekly
ORIS Domain Alignment	ORIS Domain(s) this strategy supports	<input type="checkbox"/> Leadership <input type="checkbox"/> Talent Development <input type="checkbox"/> Stakeholder Engagement and Partnership <input checked="" type="checkbox"/> Well-Rounded, Coordinated Learning <input checked="" type="checkbox"/> Inclusive Policy and Practice		

Additional strategies may be added to support this goal (example: Strategy 3.1, 3.2, 3.3 etc.)

School Plan Self-Monitoring Routines

Please describe the school plan to install quarterly plan-review/monitoring routines (see example below):

The Leadership team will meet monthly to review progress and assure future action items are met using the suggested routine and chart below. Additionally, PBIS Team Attendance Teams meet monthly to support data analysis and action planning to meet the CIP goals.

Routine Example:

The chart below does not need to be completed prior to installation of school self-monitoring routines. It is placed here as a preview for the types of information a quarterly self-monitoring routine aims to answer and the subsequent steps and actions taken after each routine.

- What did we say we were going to do?
- How are we doing?
- How do we know?
- What will we do next?

	Update Date	Strategy	What does your evidence show?	What is working? What is not?	What will you do? What adjustments are needed?	What supports are being provided? Are they helpful? What more is needed?
<i>Performance Updates</i>	<h1 style="margin: 0;">SAMPLE School</h1> <h2 style="margin: 0;">Self-Monitoring Routine</h2> <h3 style="margin: 0;">Template</h3>					