



The Elementary School Improvement Plan was created in collaboration with members of the Elementary Leadership Team.

Strategic Goals:

Strategy #1: Focus on Every Child Every Day

Strategy #2: Investing in our Educators

Strategy #3: Broad-based World Class Curriculum

Strategy #4: Diversity, Equity and Inclusion

Focus Areas for SY20-21:

1. Safe School Reopening
2. Diversity, Equity & Inclusion

Core Values:	Priorities:
Academic Excellence (AE) Commitment to Community (CC) Respect for Human Differences (RHD) Cooperative & Caring Relationships (CR)	Social and Emotional Learning (SEL) Tiered Systems of Support (TSS) 21st Century Teaching & Learning (21st T & L) Diversity, Equity, & Inclusion (DE&I)



Goal 1: Develop & Implement DESE-Required School Reopening Plans for SY2020-21

WPS Strategic Plan	Year/Action Steps	Outcomes/measures:
<p><i>Strategy #1: Focus on Every Child Every Day</i></p> <p><i>Strategy #2: Investing in our Educators</i></p> <p><i>Strategy #3: Broad-based World Class Curriculum</i></p>	<ul style="list-style-type: none"> ● Safety and Operations <ul style="list-style-type: none"> ○ Develop and manage cohorts and building schedule for hybrid model ○ Design and adapt physical set up of building and campus for safety requirements ○ Create, manage and adapt operations for arrival/dismissal, lunch and recess, transitions, contact tracing ○ Support coordination of baseline and surveillance viral testing ○ Collaborate with nursing department to train staff, students and families on safety protocols: WPS Nursing and reinforce the following of protocols ○ Hire and support new staff for hybrid model, manage absences ○ Support Remote Learning School and manage enrollment transitions ○ Maintaining effective communication with district, parent community and staff ○ Manage and adapt all operations in response to evolving conditions ● Hybrid Teaching and Learning <ul style="list-style-type: none"> ○ Design technology and pedagogy of hybrid instructional model and support implementation ○ Train teachers in technology tools required for hybrid instruction 	<ul style="list-style-type: none"> ● Staff will follow all safety protocols and implement them throughout the day. ● Staff will engage in viral testing ● Elementary schools fully staffed ● Teachers will attend a variety of PD sessions to support safety protocols, changes to teaching expectations and the effective use of technology. ● Frequent check-ins with nurse. ● Weekly updates to families and broader community. <ul style="list-style-type: none"> ● Provide time for teacher collaboration. ● Providing 1:1 devices PreK-5 and expand tech support for students and families ● Work with technology department to support teachers.



	<ul style="list-style-type: none">○ Prioritize learning standards and adjust curriculum content maps○ Coordinate student assessment, identify interventions and lead Student Support Process○ Support students' social emotional wellness○ Consistently communicate with and support families around learning model	<ul style="list-style-type: none">● Students will continue to work on grade level standards as measured by the Standards Based Report Card (SBRC)● Data supports creation of intervention groups.
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Goal 2: *Establish and implement a coordinated, district-wide approach around cultural proficiency and inclusiveness that promotes a deeper understanding of and commitment to the strengths of diversity.*

WPS Strategic Plan	Year/Action Steps	Outcomes/measures:
<p><i>Strategy #1: Focus on Every Child Every Day</i></p> <p><i>Strategy #2: Investing in our Educators</i></p> <p><i>Strategy #3: Broad-based World Class Curriculum</i></p>	<ul style="list-style-type: none"> ● Equity Professional Learning for Staff <ul style="list-style-type: none"> ○ 100% of staff will take 8 hours of training on Equity Literacy Institute. All faculty and staff to complete two foundational courses. ○ Equity facilitators selected in four schools (2 at the elementary level, 1 at the WHS, 1 at WMS); other schools will develop DEI Committee ○ 100% of staff to complete Mandatory Training on Equity Protocols ○ Review and begin implementation of Equity Toolkit w/staff ● Equity Learning for the Community <ul style="list-style-type: none"> ○ Culturally Responsive Practices Leadership Academy will collaborate with DE&I Council to craft consistent messaging tied to district goals ● Accountability <ul style="list-style-type: none"> ○ Administer Panorama Educator and Staff Survey ○ Review and analyze Panorama Educator and Staff Survey to determine goals and action steps ○ As a result of the analysis, begin work on Professional Development goals and objectives as a result of survey data ○ Achieve 100% completion for all WPS staff on required Equity Protocol Training 	<ul style="list-style-type: none"> ● 7 forms of bias protocols and applying to daily practice ● Equity course for all staff ● Collaborative work and products with Equity Facilitators ● Exploring and implementing the practices of the equity toolkit ● Consistent messaging to the community as a result of active collaboration with DE&I council and Culturally Responsive Practices Leadership Academy ● Utilize Panorama Educator & Staff Survey data to implement racial equity recruitment/hiring/retention plan ● Utilize Panorama Educator & Staff Survey to begin to develop professional development goals based on data results ● Identify the chosen DE&I goals



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| | <ul style="list-style-type: none">○ Utilize Panorama Educator & Staff Survey data to implement racial equity recruitment/hiring/retention plan○ Set 3-year DE&I goals with assistance from WPS participation in DESE Culturally Responsive Practices Leadership Academy | |
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