

# Zervas School Improvement Plan 2011-2014

## **Theme A: SUPPORT HIGH ACADEMIC ACHIEVEMENT**

### Objectives:

A1. Improve achievement for all students, including defining and narrowing achievement gaps for identified student groups.

A2. Provide students with a coherent, consistent, and aligned pre-K through grade12 curriculum that includes authentic learning experiences, a variety of assessment strategies, and use of digital tools.

A3. Ensure that instruction cultivates curiosity, and incorporates communication, collaboration, critical thinking and opportunities for students to create and invent.

A4. Develop and support educator collaboration including looking at student work, sharing effective instructional practices, and data analysis on a variety of student learning measures, and provide effective, focused, and job-embedded professional learning that supports district teaching and learning goals for all teachers, administrators and staff.

Improvement Strategies/Activities	Objectives	Person(s) Responsible for Implementation	Outcomes and Measurements
Collaborative teams will meet weekly to review student data (formative and summative assessments, MCAS, student work) as well as plan and implement appropriate instruction, interventions, and enrichment.	A1 A4	Classroom teachers, special education team, literacy specialist, math coach, ell staff, principal	Teachers will meet weekly to use recent data to adjust instruction. Students will meet grade level benchmarks. Students will score proficient or advanced on MCAS.

Implement common core curriculum in ELA and Math. Provide support to teachers through grade level teams to assist implementation.	A2 A4	Classroom teachers, special education team, literacy specialist, math coach, principal.	Teachers will effectively integrate new learning standards into the curriculum. Teachers will share integrated lessons and units with colleagues.
Increase creative and critical thinking through school wide project based learning initiative.	A2 A3	Classroom teachers, special education team, special subject teachers, principal	Whole school will dedicate one week of instruction to a school wide theme, with classroom based projects focusing on integrating the arts and developing critical thinking skills. Students will share their work during an evening curriculum showcase for the parent community.
Promote development of background knowledge, vocabulary, and oral language skills in all students in the content areas.	A1 A3	Classroom teacher, ELL teacher, special education team, literacy specialist, math coach, principal	Teachers will determine key vocabulary items and background knowledge for new science and social studies unit, assess understanding of their students, and provide pre-teaching to those students in need. Literacy specialist will train all teachers in “complexity of texts” rubric and techniques for supporting students with varying language needs.
Continue to refine RTI practices in all grade levels.	A1 A4	Classroom teachers, special education team, literacy specialist, math coach, principal	Dedicated rti times for math and language arts will be established. Benchmark assessments and formative assessments will be analyzed every 6 weeks. Referrals for special education will be reduced.

**Theme B: PROMOTE LOCAL AND GLOBAL CITIZENSHIP THROUGH COLLABORATION**

Objectives:

B1. Nurture a respectful and caring educational environment in which all students learn to become empathetic, engaged and ethical citizens.

B2. Expand beyond traditional school boundaries to cultivate collaborations within and beyond the district that support and enhance improved teaching and learning.

Improvement Strategies/Activities	Objectives	Person(s) Responsible for Implementation	Outcomes and Measurements
Implement anti-bullying curriculum in all classrooms, as well as institute whole school assemblies focused on promoting caring and empathy. Selected units from the Welcoming Schools curriculum will be implemented at each grade level.	B1	Principal, classroom teachers, social worker, school psychologist.	Steps to Respect will be implemented fully in all grade 3 to 5 classrooms. Teachers in grade K to 2 will include at least 3 Anti-bullying lessons within their Open Circle curriculum. Anti-bullying concepts will be presented in a whole school assembly at least 3 times per year. Students at all grade levels will become effective allies and bullying and negative behaviors will decrease.
Develop increased community and global citizenship and social responsibility through participation in social action projects.	B1 B2	Classroom teachers, principal, special subject teachers	Each grade will develop and implement at least one social action project during the school year. As a result, every student at Zervas will be involved in at least one social action project during the school year.
Establish sharing of best practices through teacher observations of peers at Zervas and in other Newton schools.	B2	Classroom teachers and other staff, principal	Teachers gain a broader repertoire of teaching strategies and methodologies used by their colleagues, which will increase use of best practices across the grade levels.

Continue the work of the Respect for Human Differences Committee -sponsoring book readings, movies, diversity panels, development and promotion of Kaleidoscope bags to promote diversity awareness and respectful relationships.	B1	Respect for Human Difference Committee	At least two evening diversity events for families will take place each year. Kaleidoscope Bags will be brought home by at least 60% of the school's families.
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**Theme C: ENSURE UP-TO-DATE TEACHING AND LEARNING ENVIRONMENTS**

**Objectives:**

C1. Engage in multi-year financial planning that maintains educational excellence, supports equity, and is financially sustainable.

C2. Develop concrete next steps to address the short-term and long-term facilities across the system.

C3. Across the district, build and support network infrastructure and hardware environments that support robust access to the Internet to allow students to learn anywhere, anytime.

Improvement Strategies/Activities	Objectives	Person(s) Responsible for Implementation	Outcomes and Measurements
<p>Assess and identify the best way to use space to provide appropriate learning environments for all students throughout the school day. Locate a person with space planning expertise who can provide an assessment of space use alternatives.</p>	C2	Principal, site council	<p>Space will be used efficiently for all large and small group learning and social needs. Annual review of space needs will take place in the spring for the following year.</p>
<p>Identify and support necessary network, hardware and software to provide differentiated learning experiences in the classroom.</p>	C3	Principal, technology committee	<p>Increase access to technology for students and staff.</p>