

School Improvement Plan 2022 - 2023



SCHOOL NAME: New Lebanon School

SIP Membership	
Name	Role in School
Alexandra Michaelson	Principal
Lindsey Eisenstein	Assistant Principal/Interim Principal
Jenna Vaccarelli	Interim Assistant Principal
Sandra Corrente	Social Worker and PLC Leader (Family Engagement Team)
Beth Cotter	Interventionist
Amy Rose	Administrative Intern
Laura Gonzalez	Administrative Intern
Nina Dryer	Instrumental Music

<p>Introduction to your SIP/ School Profile</p> <p>(approximately 100 words)</p>	<p>As projected by a GPS demographic survey, the New Lebanon School enrollment has increased over the past several years. As of October 2022, student enrollment stands at 336 in Pre-K through fifth grade. New Lebanon continues its International Baccalaureate Magnet theme which attracts students from all over the district. Due to increased enrollment, this year, we could not accept all of the magnet students that applied. Our current K-5 magnet student enrollment is 44. Thankfully with the easing of pandemic restrictions, we have been able to return to the pre-pandemic physical design of the building this school year and have planned a variety of activities to welcome back families and community into the building. Beyond the school day, New Lebanon is home to the BANC, Family First, Barbara's House, and Literacy Volunteers programs after school and into the evening on a weekly basis. These community partner collaborations help extend and impact our students' learning in all areas and domains.</p> <p>This year's SIP extends and builds upon the previous plans. We continue our commitment to developing the whole child. We value social emotional wellbeing and academics equally as we know through Maslow's Hierarchy of needs, that if the foundational components are not met, students will not reach the highest level, self-actualization. Parents are also represented in this plan. By</p>
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	ensuring that parents feel happy, welcomed, and a valued member of the community, students and the school as a whole will benefit from this continued partnership.
Equity Vision Statement (approximately 50 words)	As a school community, we believe that building a positive learning environment where all members are valued and respected for their unique strengths and differences is fundamental to student success. By utilizing a tiered approach through the MTSS process, Universal Design for Learning, and our small group literacy strategy, students are served in all domains, not equally, but equitably based on student need.

Strategic Plan Goals - Vision of the Graduate Capacities: (Right-click on the box and select the ✓ to identify the capacities that apply)

The Vision of the Graduate provides an aspirational goal linked to community values and expectations for academic, interpersonal, and social skills.

<p>Academic Capacities</p> <ul style="list-style-type: none"> ✓ <u><i>Master a Core body of knowledge</i></u> ✓ Pose and pursue substantive questions ✓ Critically interpret, evaluate, and synthesize information ✓ <u><i>Explore, define, and solve complex problems</i></u> ✓ Generate innovative, creative ideas and products <p>Personal Capacities</p> <ul style="list-style-type: none"> ✓ Be responsible for their own mental and physical health ✓ <u><i>Conduct themselves in an ethical and responsible manner</i></u> ✓ <u><i>Recognize and respect other cultural contexts and points of view</i></u> ✓ <u><i>Pursue their unique interests, passions, and curiosities</i></u> ✓ Respond to failures and successes with reflection and resilience <p>Interpersonal Capacities</p> <ul style="list-style-type: none"> ✓ Communicate effectively for a given purpose ✓ <u><i>Advocate for ideas, causes, and actions</i></u> ✓ Collaborate with others to produce a unified work and/or heightened understanding ✓ Contribute to the community through dialogue, service, and/or leadership

GOALS

Goals: (Written in SMART language)		Goal Rationale: (Explain why your building chose each of these goals in approximately 100 words per goal.)
Academic	<p>46% of students in grades 3-5 will score at “Meets” or “Exceeds” Benchmark on the SBA Math in Spring 2023.</p> <p>52% of students in grades 3-5 will score at “Meets” or “Exceeds” Benchmark on the SBA ELA in Spring 2023.</p>	<p>Our district and school are committed to a rigorous, Standards-based curriculum that incorporates scientific based approaches to teaching reading and mathematics. The increase in the percentage of students meeting or exceeding benchmark on the SBA is higher than the district strategic success metric. In order to accelerate achievement and rapidly close the gap in achievement between title I and non-title I schools in the district, we have chosen a more rigorous percentage increase.</p> <p>The focus of the Multi Tiered System of Supports (MTSS) process and procedures to ensure students are making adequate progress and/or receiving appropriate intervention as needed in all academic areas and will help us better pinpoint origins of deficits, identify strengths, and create individualized plans of support to accelerate achievement.</p>
SEL Goal	<p>The percent of students responding favorably to the section “School Safety” on the GPS Survey will increase to 67% (baseline 64%).</p>	<p>School climate continues to be an area of needed improvement based on our GPS Survey Results and an understanding that a positive school climate has a direct impact on student performance. Overall, this is the lowest category of all of the GPS climate survey. All students have a right to feel safe at school, free from bullying and violence.</p> <p>By honing in on school safety, students will feel a stronger connection to New Lebanon and GPS as a whole and to the adults that support them.</p>

FaCE Goal	The percent of parents responding favorably to the section “School Fit” on the GPS Survey will increase to 91% (baseline 88%).	Parent Engagement is a critical component of school and student success. This is an area of focus of the District Strategic Plan and an area New Lebanon School has focused on through a grant from the Greenwich Alliance for years. This year, the entire district will engage and embark on implementing the same strategies district wide. By honing in on school fit, families will feel a stronger connection to New Lebanon and GPS as a whole.
Staff and School Climate	The percent of staff responding favorably to the section “School Climate” on the GPS Survey will increase to 76% (baseline 73%).	Staff School Climate is a critical component of school and student success. This is an area of focus of the District Strategic Plan and an area New Lebanon School continues to focus on. At the building level administrators and staff will prioritize and empower the growth of all employees to increase a positive working environment for all.

ACADEMIC ACTION PLAN

Strategy: (For each strategy, list the steps that will be implemented to accomplish the strategy.)	Timeline	Person(s) Responsible:	Impact on Learning	Revisions (if needed)	Date Completed
<p>STRATEGY--STRATEGY– Implementation of the MTSS process with Fidelity focused on targeted Core Instruction and TIER ONE Intervention.</p> <p><u>Actions-</u></p> <ol style="list-style-type: none"> Teachers will use Benchmark Assessments in LinkIt! to create two shifts in their Tier I whole class/grade instruction on Form A and B. Teachers will use the IXL Diagnostics to provide personalized practice based to master previously unmastered skills. Teachers will use all available assessment data (BIM, IXL, LINK IT!, TC, Foundations, etc.) to determine areas of need and create targeted TIER ONE Interventions Students who are continuing to struggle even after a six-eight week TIER one intervention will be 	October 1, 2022- June 2023	Administrators, Literacy Specialists, Classroom Teachers, ALP, ESL, Interventionists, Literacy Coach, Special Education Teachers	<p>52% of students in grades 3-5 will score at “Meets” or “Exceeds” Benchmark on the SBA ELA in Spring 2023</p> <p>46% of students in grades 3-5 will score at “Meets” or “Exceeds” Benchmark on the SBA Math in Spring 2023..</p>		

discussed by the MTSS team and a Tier two or three intervention created if necessary					
ACADEMIC STRATEGY-- Small Group Literacy Block & Data Analysis Cycle STEPS-- <ol style="list-style-type: none"> 1. Create a rotation of small group rotations (8 weeks in length). 6 weeks of instruction will be implemented, followed by one week of assessment administration, and one week of data analysis per cycle. 2. Utilization of F&P and TC meta analysis to determine on a micro level the strengths and specific target areas for each student's instruction. 3. Assess targeted students using the PAST and CORE phonics assessments and continue to use these as progress monitoring tools. 4. Engage ALP, SPED, ESL, general education/classroom, literacy specialist, literacy coach, and interventionists in small group data analysis and cross-class grouping meetings. 	October 1, 2022- June 2023	Administrators, Literacy Specialists, Classroom Teachers, Interventionists, Literacy Coach	52% of students in grades 3-5 will score at "Meets" or "Exceeds" Benchmark on the SBA ELA in Spring 2023.		
ACADEMIC STRATEGY-- Data Rotations & Collaboration Meetings STEPS-- <ol style="list-style-type: none"> 1. Implement data cycle rotations on for each grade level team, applicable specialists, and essentialists to examine school/grade-wide trends 2. Create purposeful agendas and planning documents outlining the foci for the meetings, observations of the data, wonderings, trends, and next steps. 3. Implement Tier I, school wide, and grade level strategies, vocabulary, and content to 	October 1, 2022- June 2023	Administrators, Literacy Specialists, Math Interventionists, Literacy Coach	52% of students in grades 3-5 will score at "Meets" or "Exceeds" Benchmark on the SBA ELA in Spring 2023.		

address areas of need as evidenced by assessment data.					
ACADEMIC STRATEGY-- Answering Question Types STEPS-- <ol style="list-style-type: none"> Teachers will incorporate more Multiple Choice, multi-select, and other question types into their teaching (Second Step, TC pre/post, small group). Teachers will use the RACE acronym and rubric to have students respond to open ended questions orally and in written form . Teachers will incorporate IABs into their units of instruction with whole group and independent practice in both math and reading. 	October 1, 2022- June 2023	Administrators, Literacy Specialists, Literacy Coach	52% of students in grades 3-5 will score at “Meets” or “Exceeds” Benchmark on the SBA ELA in Spring 2023. 46% of students in grades 3-5 will score at “Meets” or “Exceeds” Benchmark on the SBA Math in Spring 2023.		

ACTION PLAN: Social Emotional Learning

Strategy: (For each strategy, list the steps that will be implemented to accomplish the strategy.)	Timeline	Person(s) Responsible:	Impact on Learning	Revisions (if needed)	Date Completed
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<p>SEL STRATEGY-- Calming Corner STEPS--</p> <ol style="list-style-type: none"> 1. The School Psychologist and School Social Worker will present lessons in each classroom to successfully set up calming corners. 2. The School Psychologist and School Social Worker will gradually release the responsibility of the Calming Corners to the classroom teachers to implement. 3. Student use of calming corner will increase when appropriate, reducing the number of discipline referrals 4. Calming Corner Materials will be purchased and installed in remaining rooms that did not have materials in the 21-22 school year 	<p>September 2022-June 2023</p>	<p>Classroom Teachers, Mental Health Support Staff, Administration Team</p>	<p>The percent of students responding favorably to the section “School Safety” on the GPS Survey will increase to 67% (baseline 64%).</p>		
<p>SEL STRATEGY-- Additional opportunities for Social and Emotional Learning (end of day, SS block)</p> <ol style="list-style-type: none"> 1. Master Schedule includes 15 minutes of AM and PM time for each classroom to implement SEL, Morning Meetings, Routines, Mindfulness, <i>Second Step</i> lessons, or other routines to develop classroom culture and community. 2. Teachers will implement morning meeting and direct instruction of SEL with fidelity 5 days a week in the morning. 3. Teachers will utilize a variety of resources including <i>Second Step</i> lessons and materials along with additional district approved mindfulness and SEL resources during morning meeting, social studies (as appropriate), and end of day meeting. 	<p>September 2022-June 2023</p>	<p>Classroom Teachers, Mental Health Support Staff, Administration Team</p>	<p>The percent of students responding favorably to the section “School Safety” on the GPS Survey will increase to 67% (baseline 64%).</p>	<p>School climate continues to be an area of needed improvement based on our GPS Survey Results and an understanding that a positive school climate has a direct impact on student performance. Overall, this is the lowest category of all of the GPS climate survey. All students have a right to feel safe at school, free from bullying and violence.</p> <p>By honing in on school safety, students will feel a stronger connection to New Lebanon and GPS as a whole and to the adults that</p>	

				support them.	
SEL STRATEGY-- PBIS & Safety training and implementation in cafeteria <ol style="list-style-type: none"> Administrators will train lunch monitors & Kitchen Staff about what to do in an emergency (fire, shelter in place, lockdown drill) Administrators will train lunch monitors in best practices of supervision and PBIS strategies Administrators will teach Cafeteria Norms to all grades during the lunch waves Administrators will provide drive by coaching in real time to monitors for feedback and next steps related to implementation of safety and norms Cafeteria monitors will give cafeteria dojos to students who exhibit the norms and read them at Friday announcements 	September 2022-June 2023	Classroom Teachers, Mental Health Support Staff, Administration Team, Cafeteria staff	The percent of students responding favorably to the section “School Safety” on the GPS Survey will increase to 67% (baseline 64%).		
SEL STRATEGY-- Second Step Out of School Time additional lessons for reteaching and after school providers <ol style="list-style-type: none"> Administrators and support staff will have access to and implement the <u>Second Step Out of School Time</u> lessons as reteaches for students who need to be retaught skills throughout the school day Administration will work collaboratively with community partners to collaborate and implement Second Step materials including <u>Second Step Out of School Time</u> 	November 2022-June 2023	Mental Health Support Staff, Administration Team, Community/After School Providers	The percent of students responding favorably to the section “School Safety” on the GPS Survey will increase to 67% (baseline 64%).		

SEL STRATEGY-- Continuum of Supports for students who require Tier II and Tier III intervention supports <ol style="list-style-type: none"> Teachers will identify students who need tier II behavioral/SEL interventions by using the MTSS process Teachers will collaborate with mental health providers, administration, and other applicable support staff to provide interventions and track data for these students District social worker and district behavior support coach will be invited to collaborate as needed 	October 2022- June 2023	Mental Health Support Staff, Administration Team, Classroom Teachers	The percent of students responding favorably to the section “School Safety” on the GPS Survey will increase to 67% (baseline 64%).		
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ACTION PLAN: Family and Community Engagement (FaCE)

Strategy: (For each strategy, list the steps that will be implemented to accomplish the strategy.)	Timeline	Person(s) Responsible:	Impact on Learning	Revisions (if needed)	Date Completed
FACE STRATEGY-- 2nd Parent-Teacher Conference (March Conference) STEPS-- <ol style="list-style-type: none"> All staff will participate in a second parent teacher conference in March. Parents will fill out the pre-conference questionnaire before the March and November conference to increase collaboration and communication pre-conference. This will also enhance the effectiveness and efficiency of the conference. 	September 2022- June 2023	All Certified Staff	The percent of parents responding favorably to the section “School Fit” on the GPS Survey will increase to 91% (baseline 88%).		
FACE STRATEGY-- Welcome Calls STEPS-- <ol style="list-style-type: none"> Teachers will engage in welcome calls to all families before the start of the school year. 	September 2022- October 2022	All Certified Staff	The percent of parents responding favorably to the section “School Fit” on the GPS Survey will increase to 91% (baseline 88%).		

2. Teachers will use the FAPIL guiding documents for welcome calls.					
FACE STRATEGY-- Parents of students with IEPs Listening Circles STEPS-- 1. School administrators will communicate Listening Circles in school wide parent communications. 2. Parents will engage in listening circles virtually and in person.	October 2022-June 2023	Special Education Coordinators, Assistant Principal	The percent of parents responding favorably to the section “School Fit” on the GPS Survey will increase to 91% (baseline 88%).		
FACE STRATEGY-- Emphasis on translated written communication materials STEPS-- 1. School will provide documents for the special education families regarding PPTs and special education resources in the family's native language through CT-SEDS 2. School staff will utilize Class dojo as a means of communication which features an automatic translation option. 3. School staff will utilize SMORE for newsletter options which allows automatic translation into more than 100 languages. 4. Administrator will communicate with district translation services to provide translation for conferences, open house, and other events 5. PTA meetings will provide translation in Spanish	September 2022-June 2023	Asst. Principal, Principal, PTA	The percent of parents responding favorably to the section “School Fit” on the GPS Survey will increase to 91% (baseline 88%).		

ACTION PLAN: School Climate

Strategy: (For each strategy, list the steps that will be implemented to accomplish the strategy.)	Timeline	Person(s) Responsible:	Impact on Learning	Revisions (if needed)	Date Completed
<p>STAFF AND SCHOOL CLIMATE STRATEGY--SubCommittee of PBIS - The PBIS team and Safe School Climate Committee will focus on increasing school climate.</p> <p>STEPS--</p> <ol style="list-style-type: none"> 1. PBIS/SSCC will meet monthly during the Wednesday PLC time. 2. The PBIS team will collaborate to update the New Lebanon PBIS Handbook and PBIS lessons. 3. The PBIS team will create a calendar of events for staff to boost morale, school climate, and encourage a sense of community amongst staff. 4. The PBIS team will create a positive bulletin board to be posted in the staff lounge that will be updated throughout the year. 5. The PBIS/SSCC will collaborate with the social committee to plan events for staff throughout the year. 6. The PBIS team will create and administer a mid year survey to gauge progress toward goal and consider action steps and revisions. 	September 2022-June 2023	Administration and PBIS/Safe School Climate Committees	<p>The percent of staff responding favorably to the section "School Climate" on the GPS Survey will increase to 76% (baseline 73%).</p> <p>1. Collaboration will produce more perspectives and favorable outcomes for the staff.</p> <p>2. Fidelity of lessons will allow more time to be focused on learning and less time will be spent on behavior incidents.</p> <p>3-5. Boosting staff morale and school climate will lead to improved sense of belonging and improved outcomes for all staff.</p>		