2023-2024 Continual Improvement Plan - Whittier

Year-End Mission, Vision, and Goal Reflection

What is your school's **vision statement**?

Empower every student to learn at high levels to succeed now and in the future.

What is your school's **mission statement**?

Mission Statement-
At Whittier STEAM we deliver the best outcomes and the highest quality education through the dedicated effort of every team member. Every student's unique needs come first. We will meet those needs through unsurpassed collaboration and purposeful learning experiences for success. No one is big enough to work independently of others. Together we are better, wiser, and stronger!

Collective Commitments-
We purposefully commit every day, kid by kid,
skill by skill, name by name.
We use a teamwork approach to achieve success.
We celebrate individuality with kindness.
We create safe and diverse learning environments.
We face changes and challenges with courage and a growth mindset.
We collectively hold each other accountable throughout the learning process.

How do you **communicate your vision and mission** statements to stakeholders?

It is on our website, posters hanging in the school for everyone to see. Shared on Whittier Weekly and in Newsletters. Discussed with the Community Council and Leadership Team. Shared with students in classrooms and assemblies. Poster in every classroom.

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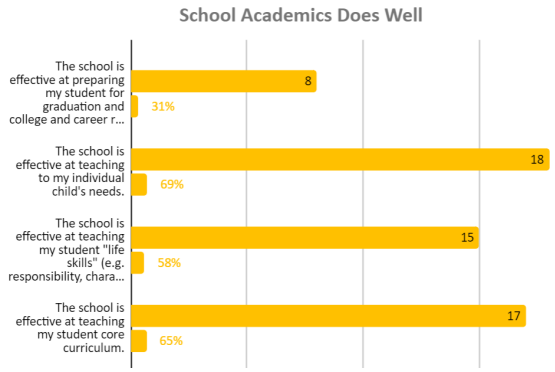
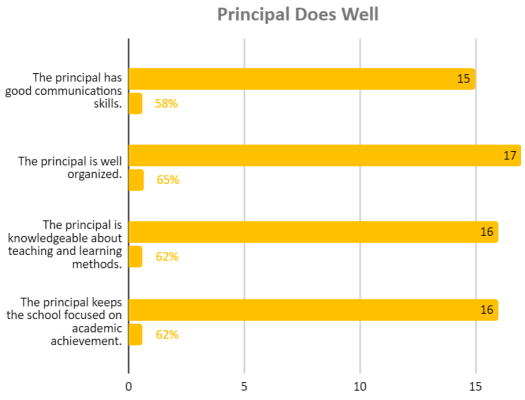
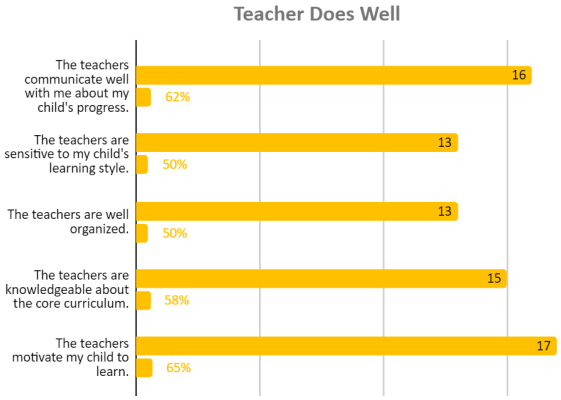
Review and Reflection of Stakeholder Input

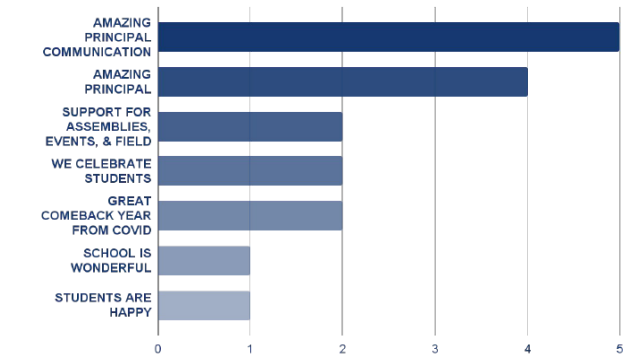
What are some themes that surfaced in the stakeholder survey responses regarding school **strengths**?







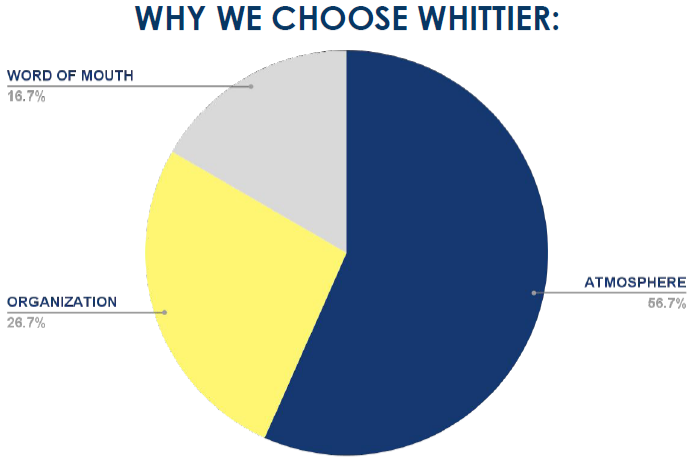
PBL Implementation			
VERY SATISFIED	5	19%	DOES WELL
SATISFIED	12	46%	
NEITHER SATISFIED NO	3	12%	
DISSATISFIED	6	23%	
VERY DISSATISFIED	0	0%	



17 COMMENTS REGARDING WHY FAMILIES LOVE WHITTIER

65% of participant comments related to a positive interaction with the principal. 29% of those stated the principal was an amazing communicator. Another 24% shared they and their children have had positive interaction with her. Lastly, they appreciated her willingness to promote school assemblies, family events, and field trips (12%).

Additionally, they shared a love that the school celebrates the students and their successes (12%). They also shared that this has been a wonderful post pandemic school year (6%). Lastly, their children are happy and love going to school (6%).



FAMILIES SHARED 30 COMMENTS ON WHY THEY CHOOSE WHITTIER.

56.7% of the comments stated families choose whittier for its atmosphere & culture. Families shared they come because there is a culture of inclusion & kindness (20%). They said that families & teachers are partners in their children's education (13%). Also, the new administration is amazing (13%) & there is Inclusivity with the SPED students in the building (10%).

Additionally, families shared they choose Whittier for its organization & structure (26.7%). 13% shared they believe in their neighborhood school. 10% shared they come for the programs & STEAM opportunities. Lastly, 3% shared they like the start time.

Families also shared they chose Whittier after suggestions from the community & poor experiences with other schools (16.7%). 10% expressed they had tried charters & found an inconsistency with teachers. 3% shared other Granite schools weren't as welcoming. Lastly, 3% shared that if they moved they would stay at Whittier.

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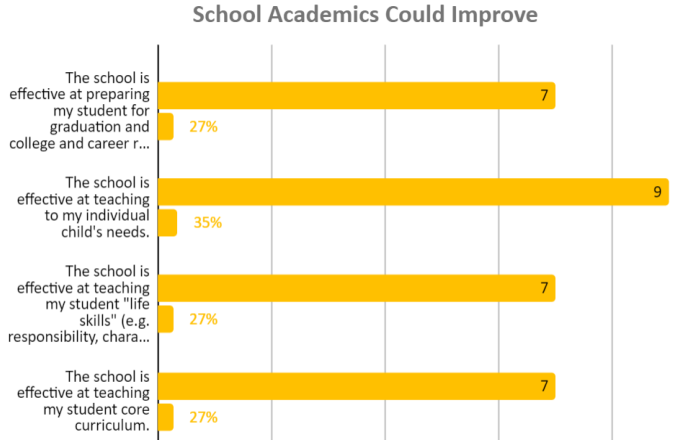
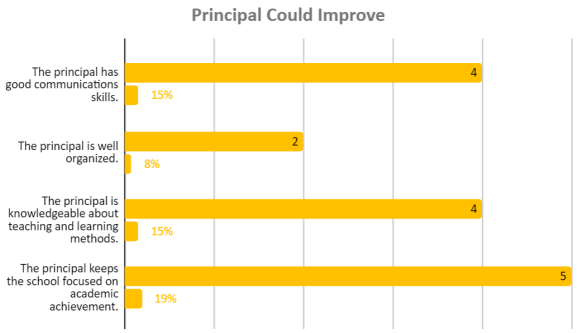
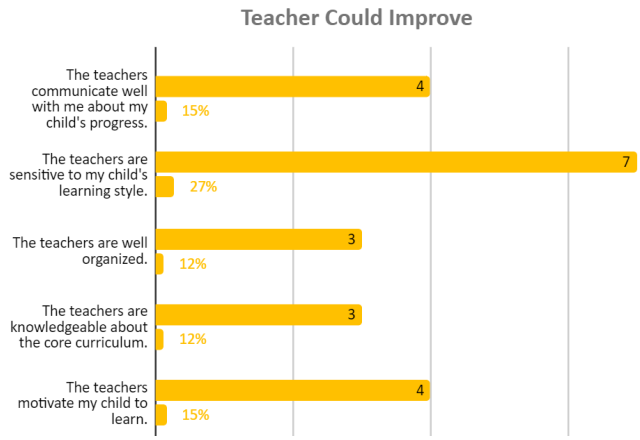
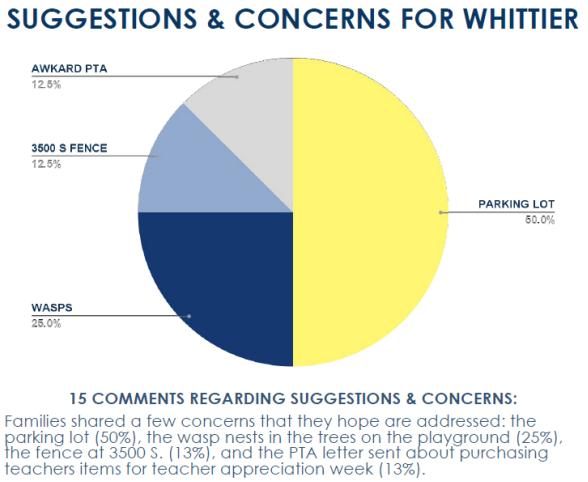
Celebrations- High scores on effective teaching to my individual child's needs. Also, we did our own Parent Focus Group and the data to celebrate is above

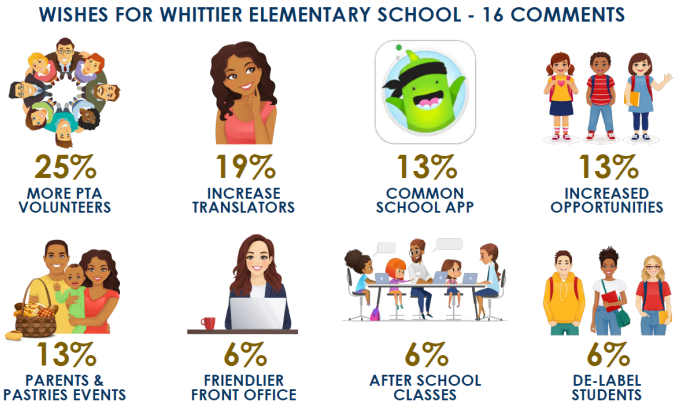
What are some themes that surfaced in the stakeholder survey responses regarding school **areas of improvement**?











CALL Survey Feedback

2023-2024 Continual Improvement Plan - Whittier

	Turnaround Leadership			Talent Development			Instructional Transform…			Culture Shift		
FOUR DOMAINS PRACTICE #	**1.1**	**1.2**	**1.3**	**2.1**	**2.2**	**2.3**	**3.1**	**3.2**	**3.3**	**4.1**	**4.2**	**4.3**
CALL National Average	3.83	3.61	3.29	3.48	3.7	3.67	3.35	3.41	3.0	3.53	3.06	3.16
Whittier Elementary School Dec 2022 — 45 responses	4.23	4.15	4.04	4.01	3.84	4.25	3.93	3.94	3.65	3.9	3.74	3.56

Reflection on School Achievement Data

What **strengths** stood out while reviewing student levels of academic achievement?

Creation of Grade Level CFAs when it comes to assessing students proficiency.
Quarterly Challenge- Students are being pushed and challenged as a school wide community to become proficient. Quarter 1- (Math Facts) 77% met the goal Quarter 2- (Reading) 95% met the goal. Quarter 3- Kindergarten- 94% of students know all their letters and sounds
3rd Grade- 76% proficient or above in Multiplication Fact Fluency
Monthly focus on an MLL Strategy a month

What are areas of school "**critical academic need**?"

MLLs- Nearly 50% of the students are Spanish Speakers and at least 10% are lower on RISE proficiency than their English speaking peers.

SPED- Nearly all SPED kids are not proficient on RISE testing. How do we support them?

Math- We're still trying to get back to where we were before COVID.

Building the capacity of our teachers- PLCs, Lesson Planning with intentionality, Scaffolding for all student groups.

Students tracking, monitoring, owning their own learning.

Setting School Goals

Academic Goals

Goal:		Leading indicator:	Review intervals:
1a.	Compared to school wide baseline performance on the 2023 RISE, students' average test performance on the 2024 Math and ELA RISE will increase by 3%.	PBL grading, RISE Benchmarks, student standard mastery trackers, tracking student growth on Acadience Reading, Acadience Math.	End of unit assessments, bi-weekly RISE Benchmarks, Progress Monitoring for Reading and Math Acadience.

1b.	For k-2, at least 68% of students will be at Benchmark or Above on the End of Year Acadience Reading Assessment.	Acadience Reading BOY and MOY assessment and progress monitoring, teacher literacy CFA reviewed consistently in PLCs.	

Social Skills and Dispositions Goals

Goal:		Leading indicator:	Review intervals:
2a.	**Student Attendance:** During the 2023-2024 school year, daily student attendance will improve by 3% compared to average daily attendance of 83% in 2022-2023.	Monthly average daily attendance reports. Panorama student survey	Daily Weekly Monthly Each Panorama Survey

Talent Development Goals

Goal:		Leading indicator:	Review intervals:
3a.	**PLCs:** 100% of PLCs are spent lesson and unit planning using core standards with Tier 1, 2, and 3 being planned proactively in the planning phase, problem solving student learning by standard using data protocols and guiding PLC questions, and interventions and extensions embedded in the lessons/unit.	PLC minutes turned into administration.	It's on the Agenda. Check monthly. Look at lesson and unit plans at least monthly. Coaching Cycles.

Strategies

Academic Strategies

Academic Learning Strategy #1	**Tier I Instructional Focus:** If teachers implement Tier I instruction with the needs of all students in mind, then the resultant differentiation and scaffolding will allow students to receive appropriate instruction and facilitate more positive learning outcomes
Academic Learning Strategy #2	**Paraprofessionals**: If paraprofessionals are hired, trained, and assigned to facilitate interventions with students, this will enhance the classroom instruction (ex: phonemic awareness, phonics, fluency, comprehension, and vocabulary) and increase students' ability to perform well on assessments.
Academic Learning Strategy #3	If we hire a Reading Interventionist, then student growth in Literacy will increase with our struggling readers by each student showing a 20% increase or more throughout the school year.
Academic Learning	**PLCs:** If professional learning community (PLC) time is used by each team to analyze student data and to plan student interventions and extensions together, then all students will receive effective, targeted instruction to meet their needs.

Strategy #4	

Social Skills & Dispositions Strategies

School Behavioral Plan	To accomplish our school's SSD goals above, we annually create a School Behavior Plan that outlines schoolwide positive behavior expectations for students, outline our school's bully prevention, suicide prevention, and substance abuse prevention initiatives, summarize tiered student interventions, and outline our plan to communicate these efforts. The link to your current School Behavior Plan is **here**.
SSD Strategy #1	**Home Visits:** If we conduct home visits and increase contact with families throughout the school year, then we will build positive relationships between students, families and the school staff, better engaging all in the learning process leading to improved academic outcomes and student Attendance.
SSD Strategy #2	**Increased SSD Supports:** If we purchase additional (social worker, psychologist, and/or counselor) time to teach students additional coping skills and also provide more timely and targeted de-escalation strategies for students experiencing Tier III behaviors, then students will be in class more, receiving more Tier I instruction with less interruptions, allowing them to better reach proficiency in grade level standards.
SSD Strategy #3	**Parent and Family Engagement:** If we engage parents more effectively in their child's learning and provide them access to school events, through social media, surveys, parents will be active participants in their child's learning and sense of community and belonging will increase for families of Whittier.
SSD Strategy #4	**Attendance Tracking:** If the school implements an attendance tracking system that provides accurate information to teachers and parents about the attendance patterns of their students, has early interventions students, and motivates improved attendance, then attendance patterns will increase, allowing students to receive more Tier I instruction, thus improving academic performance.

Talent Development Strategies

Talent Development Strategy #1	**PLCs:** If we build the capacity of Professional Learning Communities to engage in data protocols, collaboratively problem solve to meet student needs, and design and monitor appropriate student interventions and extensions, then the capacity of PLC teams will increase, allowing them to provide quality, differentiated instruction which will increase student achievement.
Talent Development Strategy #2	**Instructional Coaching:** If administration and coaches engage in frequent coaching cycles with teachers that include a pre-conference, observation event, and post-conference that reflects on changed practice/improved performance, then teachers will improve instructional practices, increasing student growth and achievement.