

White Marsh Elementary 2018-2019 SIT Plan

Academic Excellence (School Wide Reform Strategies)

Provide every student with equitable access to high quality and culturally relevant instruction, curriculum, support and other educational resources to ensure college and career readiness for all students.

Outcome

- 1.1: By 2020 Talbot County Public School students will have equitable access to rigorous instructional programs that are culturally relevant.

Strategy 1.1.2 Expand Enrichment programming.

Action Steps (Activities to Ensure Mastery)	Responsibility	Timeline	Resources	Completion Dates
A. Evaluate effectiveness of GT implementation.	GT Supervisor, GT Advisory Committee, Principal	Summer 2019 and annually	Schedule May meeting	June 2019
B. Identify areas for growth and plan improvements.	GT Supervisor, GT Advisory Committee, Principal	Summer 2019 and annually	Schedule Meeting Time	June 2019
C. Provide times for grade level teams to collaborate with gifted talented teacher.	GT Supervisor, Principal, GT Teacher	SY 18/19	Schedule	June 2019
D. Expand teacher understanding of enrichment strategies through professional development.	GT Supervisor, Principal, GT Teachers	SY18/19	Resource materials Teacher stipend money	June 2019
E. Provide opportunities for students to engage in before school clubs	Teachers, Principal, Parents, Community	SY18/19	Teacher stipend money	June 2019

Strategy 1.1.4 Provide a foundation for technological skills.

Action Steps (Activities to Ensure Mastery)	Responsibility	Timeline	Resources	Completion Dates
A. Reinstate and expand the Digital Learning Team to facilitate professional development in all schools.	IT Facilitator, Principal, Digital Learning Team	SY 18/19	Professional Development Days	June 2019

B. Identify and implement technology professional development to support the new curriculum in various grade levels	IT Facilitator, Principal	SY 18/19	Time	June 2019
C. Continue 1:1 iPad initiative for grades K-5 with enrichment applications	IT Facilitator, Principal, Teachers	SY 18/19	Time	June 2019
Outcome	<ul style="list-style-type: none"> 1.3: By 2020 Talbot County Public School students will be achieving at or above grade level in reading and math. 			
Strategy	1.3.1. Identify and implement reading and math interventions.			
Action Steps (Activities to Ensure Mastery)	Responsibility	Timeline	Resources	Completion Dates
A. Research interventions to meet identified student instructional needs. 1. Analyze student data (See Attached). 2. Provide staff with the appropriate PD as needed based on data.	Supervisors of Special Education, English/Language Arts and Mathematics teachers, Principal, ELL	SY 18/19	Time	Quarterly Second Semester (Spring) 2019
B. Intervention teachers will meet quarterly with the reading or math Supervisor, Title I Supervisor, and Special Education Supervisor to analyze student achievement data and assign students to the appropriate intervention program. 1. Collaborate with teachers to support student performance. 2. Survey teachers to determine PD needs. 3. Provide PD for staff to assure the quality implementation of program.	Math, Reading, Special Education and Title I Supervisors, Principal	SY 18/19	Local and Title I Funds Meeting Time	Meet each quarter. Final meeting June 2019
C. Students receiving special education services will be placed in appropriate intervention programs after an analysis of data. 1. Determine need for understanding of new programs.	Supervisor of Special Education, Principal, Special Education teachers	SY 18/19, and annually thereafter	Intervention programs	June 2019

2. Provide PD for staff based on program training needed.				
D. Continue 1:1 iPad initiative for grades K-5 with intervention applications	IT Facilitator, Principal, Teachers, Digital Literacy Coach	SY 18/19	Ipads	June 2019
Strategy	1.3.2 Increase professional development for instructional strategies (including technology, Universal Design for Learning and Culturally Relevant Instruction).			
Action Steps (Activities to Ensure Mastery)	Responsibility	Timeline	Resources	Completion Dates
A. Survey staff to identify professional development needs. 1. Provide PD on FROG. 2. Provide PD on eDoctrina. 3. Provide PD on WONDERS. 4. Provide PD on Google (tools).	School Staff, Principal, Curriculum Staff	SY 18/19	Professional Development	Spring 2019
B. Conduct walkthroughs and classroom observations, and use data to identify professional development needs.	Principal, Curriculum Staff, Math and Literacy Coaches	SY 18/19		June 19
C. Provide opportunity for teachers to observe colleagues to improve instructional strategies.	School Staff, Principal, Curriculum Staff, Math and Literacy Coaches	SY 18/19	Schedule	June 19
D. Identify teacher leaders and provide professional development to enable them to serve as expert in their field	School Staff, Principal, Curriculum Staff, Math and Literacy Coaches	SY 18/19		June 19
E. Develop teacher leadership capacity to utilize their expertise in modeling effective strategies providing professional development.	School Staff, Principal, Curriculum Staff, Math and Literacy Coaches	SY 18/19		June 19
F. Implement differentiated staff development with multiple formats and options.	School Staff, Principal, Curriculum Staff, Math and Literacy Coaches	SY 18/19		June 19
G. Provide opportunities to implement vertical team meetings by end of year.	Principal, School Staff	SY 18/19		June 19

H. TCPS Title I and Title III will work together to get documents translated, materials purchased and ELL teachers hired/trained.	Principal, School Staff, Title I, Title III, ELL Teachers	SY 18/19		June 19
Strategy	1.3.3 Foster partnerships with parents and families.			
Action Steps (Activities to Ensure Mastery)	Responsibility	Timeline	Resources	Completion Dates
A. Hold beginning of the year family conferences.	Classroom teachers	SY 18/19		June 19
B. Hold parent workshops to highlight curriculum; include resources to assist in completing assignments. 1. Host Family Fun Fair in September 2. Hold Family Math Night with families. 3. Hold Family Literacy Night with families. 4. Provide parent training for Pre-K's "Raising A Reader" program. 5.. Hold Book Fair in connection with One School, One Book.	Principal, Title I, Teachers	SY 18/19		Spring 2019
Strategy	1.3.4 Improve building level PARCC performance.			
Action Steps (Activities to Ensure Mastery)	Responsibility	Timeline	Resources	Completion Dates
A. Compare PARCC subclaim data to local performance in writing to identify specific areas in need of improvement. 1. Collect and analyze data by sub claim; comparing to local assessments at each grade level, and by teacher. 2. Determine areas of strengths/weaknesses. 3. Identify lead teachers to provide PD based on subject/grade level.	ELA Curriculum Supervisor, Principal, Teachers, Literacy Coach	February 2019		June 19

4. Modify writing block within daily grade level schedules to address weaknesses identified through data analysis. 5. Analyze student work in teams.				
B. Compare PARCC subclaim data to local math benchmark data to identify specific areas in need of improvement. 1. Correlate and analyze data by subclaim; comparing to local assessments at each grade level, and by teacher. 2. Determine areas of strengths/weaknesses. 3. Identify lead teachers to provide PD based on subject/grade level.	Math Curriculum Supervisor, Principal, Teachers, Math Coach	January 2019		June 19

Community Partnerships (Coordination and Integration of Local, State, Federal Programs)

Effectively communicate with diverse constituencies to identify and facilitate ways for the community to partner with the school system.

Outcome 2.1 By 2020 Talbot County Public Schools partners with diverse constituencies to build collaborative programs.

Strategy 2.1.1 Collaborate with businesses and organizations.

Action Steps (Activities to Ensure Mastery)	Responsibility	Timeline	Resources	Completion Dates
A. Seek business partnerships in each school community to assist with school programs and events.	Principal, Assistant Principal, and Volunteer Coordinator	SY 18/19	Care Packs, Grandparents Club, P.T.O, Adopt-a-Classroom, Jr. Achievement, DARE, Paris Food, Talbot Rotary, Shore United, Shop with a Cop, Trappe Fire	June 19

			Department, Easton Bowling, Smoking Cessation, Sheriff Department, Critchlow Atkins, ESPS, Title III, Talbot County Free Library, Talbot County ELL supervisor , Sodexo	
B. Continue to seek local business sponsorship for donations and discounts for school events.	Principal, Assistant Principal Volunteer Coordinator	SY18/19	Chick-Fil-A, Rise Up, BJ's, Harris Teeter, Rita's, Olive Garden, Domino's Pizza, Higginbottom Orthodontics	June 19
C. Include other stakeholders for the purpose of building collaborative programs.	Principal, Assistant Principal Volunteer Coordinator	SY18/19	Pickering Creek, Talbot County Arts Council, DARE, Trappe Fire Department, PTO, Talbot County Health Department, CarePacks, Character Counts, Talbot Mentors, Primary Project	June 19

Strategy 2.1.3		Recruit bilingual volunteers.			
Action Steps (Activities to Ensure Mastery)		Responsibility	Timeline	Resources, Maritime Museum, Echo Hill	Completion Dates
A. Advertise for bilingual volunteers.		HR Department, Volunteer Coordinator	SY 18/19	Cost of advertisement	June 19
Outcome 2.2		By 2020 Talbot County Public Schools increases community engagement through effective and continuous communication.			
Strategy 2.2.1		Develop mechanisms for interactive communications with stakeholders.			
Action Steps (Activities to Ensure Mastery)		Responsibility	Timeline	Resources	Completion Dates:
A. Identify and develop more interactive school communications through social media. 1. Utilize Twitter, Bloomz, and Facebook to communicate to families. 2. Send out weekly school messenger newsletter.		Principal, Assistant Principals, Teachers	SY 18/19		June 19
B. Maintain school Facebook, Instagram and Padlet page. Relay information, events, and announcements through social media.		Principal, Office Manager , Teachers	SY 18/19		June 19
C. Share the welcome initiative with various groups in the community.		Superintendent/Prin cipal	SY 18/19		June 19
Strategy 2.2.4		Engage all audiences using multimedia approaches.			
Action Steps (Activities to Ensure Mastery)		Responsibility	Timeline	Resources	Completion Dates
B. Remain current on the most frequently used social media tools.		Director of Communication	SY 18/19	County Parent Survey	June 19

Organizational Resources				
Maximize organizational efficiency and effectiveness in order to provide a 21st century education in equitable, safe, well-maintained environments.				
Outcome	3.1 By 2020 Talbot County Public Schools recruits, develops and retains a highly qualified and more diverse workforce of support staff, certified staff and administrators to more nearly mirror student demographics.			
Strategy	3.1.2-Develop professional growth opportunities and provide diversity training to employees.			
Action Steps (Activities to Ensure Mastery)	Responsibility	Timeline	Resources	Completion Dates
A. Continue school based equity initiatives. 1.. Conduct Equity Walks to identify school-wide needs. 2.. Develop and execute Equity Plan. 3. . Collaborate with Practitioner to determine needed PD. 4. . Ensure that 100% of staff is trained in Beyond Diversity.	Principal, Practitioner, Equity, Team Members	SY 18/19	Dr. Einhorn, Pam Clay, Equity Team	June 19
Strategy	3.1.7 Develop a mentoring program for all newly hired teachers that will support their professional, social and emotional needs.			
Action Steps	Responsibility	Timeline	Resources	Completion Dates
A. Support the social and emotional needs of Year One teachers, as well as, Year Two or Year Three teachers.	New Teacher Supervisor, Principals, Mentor Teachers, Buddy Teachers	SY 18-19		June 19
B. Meet to discuss successes and concerns.	Principal	SY 18-19		June 19

	Assistant Principal, Math and Literacy Coach, Buddy Teachers Year One, Two or Three Year Teachers			
Strategy	3.2.4 Provide environments that are clean, safe, and conducive to learning and that apply best practices for energy efficiency and environmental sustainability.			
Action Steps (Activities to Ensure Mastery)	Responsibility	Timeline	Resources	Completion Dates
A. Implement quality of services evaluation with Principals and Office Manager.	Support Services, Principal, Office Manager	SY 18/19	Local funding	June 19
Outcome	3.3 By 2020 Talbot County Public Schools follows best practices, maximizes use of technology, train staff and coordinates with local agencies to insure safe and secure schools.			
Strategy	3.3.2 Evaluate and update a robust safety and security plan for every building.			
Action Steps	Responsibility	Timeline	Resources	Completion Dates
A. Utilize local, federal, state resources to evaluate and update security plans.	Support Services, Administration	SY 18/19		June 19
B. Update Crisis Plans.	Support Services Administration	SY 18/19	Local funding	June 19
C. Complete required drills, and implement new “active shooter” drills within classrooms.	Support Services Administration Teachers	SY 18/19	Local funding	June 19
D. Retrain staff on the different types of drills and the expectations, such as the “run-hide-fight” teacher training, door barricading practice.	Support Services Administration Teachers	SY 18/19	All staff need magnetic strips for their doors	June 19

E. Schedule and hold a meeting with local law enforcement members to allow for streamlining, if an incident should occur.	Local law enforcement Crisis Team Members Administration	SY 18/19	Obtain a PA system for EMS (to be heard in the gym) Hire a SRO (School Resource Officer) for EMS	June 19
H. Complete required drills: 1. Fire 2. Evacuation 3. Shelter In Place 4. Lockdown	Support Services, Principal, Office Managers, Transportation Dept.	SY 18-19	Local funding	June 19

Strategy	3.4.3 Achieve transparency and efficiency in the allocation and expenditures of local, state and federal funds during the budget development.			
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Action Steps (Activities to Ensure Mastery)	Responsibility	Timeline	Resources	Completion Dates
A. Utilize a standardized template that details all expenditures presented in the budget.	Director of Finance, Superintendent, Assistant Superintendent for Instruction, Principal, Supervisors, Office Managers, Grade Level Chairs	SY 18-19		June 19

Strategy	3.3.3 Expand The PBIS Program to incorporate all stakeholders: students, staff, families and community members.			
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Action Steps	Responsibility	Timeline	Resources	Completion Dates
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A. Reward students with Dolphin Points when following the Dolphin Ex: Respectful, Responsible and Safe	Teachers, Administration	SY 18-19	Bloomz, PBIS Posters, Lessons	June 19
B. Have engaging incentives for students who earn the required amount of Dolphin Points	PBIS Committee Members, Teachers, Administration	SY 18-19	Materials for incentives	June 19
C. Recognize and Reward teachers for following the Dolphin Expectations Being Respectful, Being Responsible, Being Safe	PBIS Committee Members, Teachers, Administration, Parents	SY 18-19	Dedicated Dolphin Awards Parking Space Paper Nominations Online Nominations	June 19
D. Complete all paperwork that pertains to submitting for the Gold Award.	PBIS Committee Members, Committee Chair, Administration	SY 18-19	Application SWIS Data Discipline Data (PowerSchool)	June 19
E. Teach expectations in natural settings	PBIS Committee Members, Teachers, Administration, Parents	SY18-19	Lessons, Posters, Expectations, Schedules	June 19

Institutionalized Practices:

- Title I teachers in reading and math 1.3.1
- Equity Walks 1.1.5
- Curriculum Walk-Thurs 1.1.5
- Primary Talent Development 1.1.2

Adopt a Classroom 2.1.1
Facebook 2.2.1
Instagram 2.2.1
Twitter 2.2.1
Math and Literacy Night 2.2.1
Donor's Choose Projects 2.2.1
Courageous Conversations 3.1.2
Bullying Referrals 3.2.4
PBIS 3.2.4
ESPS 2.1.1
PTO Bingo Night 2.1.1
Book Fair Family Night 2.1.1
Raising a Reader Night 2.1.1
Monthly PTO Meetings 2.1.1
Grandparent's Club 2.1.1
Career Lessons taught by school counselors 1.2.2
Talbot Goes Purple Partnership 1.2.2
Partnerships with local business owners 1.2.2