

2018-19 SMES School Improvement Plan:

Academic Excellence

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	Responsibility	Timeline	Resources
A. Related Arts offer 3 rd , 4 th , and 5 th grade enrichment specials.	3 rd , 4 th and 5 th grade related arts teachers	Yearlong (adjusted quarterly)	Master Schedule
B. Wonders Enrichment built into curriculum: small group instruction, leveling up during review weeks and research projects (ELL Readers)	K – 5 teachers	yearlong	Inquire space leveled readers Chapter Books/ Novels in bookroom
C. Small group instruction is a classroom expectation for all levels of learners in academic contents on a weekly basis.	PreK - 5 teachers	yearlong	Purposeful small group lesson plans
D. Utilize Primary Talent Data to inform instructional decision making by utilizing a list of students and where they fell in the criteria	PK - 2nd grade teachers 3 rd grade teachers, principal, related arts teachers	Month the data becomes available	Updated: Primary Talent lesson plans Renzuli Scale Learning Behaviors Check - List

E. Students identified on the NNAT3 (Neglieri Nonverbal Assessment), who are showing early signs of giftedness, will receive specialized small group instruction several times throughout the year.	GT Teacher, Curriculum Supervisor for GT, K teachers	Year - Long Students will be identified in Kindergarten	Neglieri Nonverbal Assessment Results
F. STEM Enrichment Challenges	classroom teachers	year long	STEM scopes Mystery science
G. Utilize Accelerated Reader with grades 1-5.	Classroom teachers Media Specialist Reading Specialist	year long and monthly goals	Set AR as a fast finisher activity/morning work weekly Differentiate for reading levels

Strategy	1.1.4 Provide a foundation for technological skills.
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Action Steps	Responsibility	Timeline	Resources
A. Utilize the digital literacy coach for teacher trainings in utilizing the 1:1 iPads in instruction.	Principal Digital Literacy Coach		
B. Utilize Team Drives to disseminate information.	Principal	Yearlong	Time
D. Teach keyboarding programs to students in K-5 during media. Incorporate typing into classroom instruction and practice.	Principal (keyboards) Ulrich and classroom teachers (3rd, 4th, & 5th)	Yearlong	Need keyboards and program Typing.com on FROG

Strategy	1.1.5 Infuse curricula with culturally relevant material and instruction at elementary levels.
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Action Steps	Responsibility	Timeline	Resources
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<p>A. Keep CARE Team. 1. Implement CARE process within CARE Team.</p>	<p>Assistant Superintendent Principal Assistant Principal CARE Team Practitioner</p>	<p>Yearlong</p>	<p>Time</p>
<p>B. Supplement areas in need of balanced racial representation in classroom libraries. Incorporate books purchased with grant.</p> <p>Utilize a tool to measure the racial equity of authors/characters in classroom libraries mid-year and end of year.</p>	<p>E Team Classroom Teachers Principal School Manager Elementary Literacy Coach</p>	<p>Yearlong</p>	<p>Diverse literature</p>
<p>C. Utilize Mindfulness practices school wide throughout the day.</p>	<p>Classroom Teachers</p>	<p>Yearlong</p>	<p>Morning Meeting Book Study-10 <i>Mindful Minutes</i></p>
<p>D. Seek out opportunities to incorporate diverse cultural experiences throughout the school.</p>	<p>Classroom Teachers Reading Specialist Elementary Literacy Coach</p>	<p>Yearlong</p>	<p>African American Read In etc. Cultural Assemblies, Instructional resources such as Newsletter</p>
<p>Outcome</p>	<p>1.2: By 2020 Talbot County Public School students will demonstrate post graduation and college and career readiness.</p>		
<p>Strategy</p>	<p>1.2.2 Increase the number of students who are designated as Career and Technology Education completers.</p>		
<p>Action Steps</p>	<p>Responsibility</p>	<p>Timeline</p>	<p>Resources</p>
<p>A. Utilize STEM Scopes to introduce students to different science related careers. Focus on the career component in STEM Scopes</p>	<p>Principal 3-5 Classroom Teachers Curriculum Specialists</p>	<p>SY 18-19</p>	<p>StemScopes Mystery Science</p>

B. Utilize non-fiction/literary texts in Wonders to expose students to varied careers.	Reading teachers	SY 18-19	Curricular Materials
C. CTE Showcase – Take students over to learn about CTE Programs	SMES Staff SMMHS Staff	CTE Programs	
D. American Education Week: College Day- Towson & UMES will visit 3 rd -5 th grade classrooms. Career Day- Community members and parents will visit SMES and speak to classes of students for a school-wide career day	Counselor Principal Classroom Teachers	November 12th-16th	Community Members

Outcome	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	Responsibility	Timeline	Resources
A. Implement Wonders Intervention. Wonders Work for Reading.	Reading Specialist	Yearlong	Wonders Intervention Program
B. Coaching/PD for staff and Small Group Math Intervention Pull Out and Push In (Small group instruction which includes rotations within the classroom) by Math Specialist.	Math Specialist Classroom Teacher (1 st through 5 th)	Yearlong- 1-5 scheduled to be determined by students/teachers Master Schedules.	TCPS Curriculum- Eureka Math & Researched Based Math Tier 1,2 & 3 materials.

C. Train Reading Teachers to use Data Dashboard in Wonders to use Assessment Data to target students for reading intervention/small group differentiation lessons.	Reading Teachers Liz Haslup Elementary Literacy Coach	ongoing	
D. Use of PARCC Sample Test Tasks Incorporate into instruction in grades 3-5 exposing students to rigorous problem solving. Include explicit instruction in PARCC tools.	Math Specialist Reading Specialist Classroom teacher Media Specialist	Dec-May	TCPS PARCC practice items

Strategy	1.3.2 Increase professional development for instructional strategies (including technology, Universal Design for Learning and Culturally Relevant Instruction).
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Action Steps	Responsibility	Timeline	Resources
A. See Strategy 1.1.4 (Technology)			
B. See Strategy 1.1.5 A (Culturally Relevant)	E-Team		
C. Trauma Informed Schools Training: Send teacher pairs to Naren-Trazed Conference and have those teachers teach staff.	Teachers Assistant principal	18-19 SY	Funds for Conference
D. Mindfulness Training to support Trauma Informed Instruction.	Classroom Teachers	Yearlong	Book Study Conscious Discipline Mind Up Resources Growth Mindset Material Restorative Practices
E. Poverty Simulation	Counselor Principal Outside presenter	December	

	Mary Adkins		
F. Form and meet regularly with School-Based Literacy Team to develop and monitor literacy goals, particularly for students of targeted populations, and plan appropriate instruction and professional development.	Principal Elementary Literacy Coach School-Based Literacy Team	Quarterly (or more often, as needed)	

Strategy	1.3.3 Foster partnerships with parents and families.
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Action Steps	Responsibility	Timeline	Resources
A. Hold Quarterly Parent Advisory Council Meetings	Principal	Quarterly	
B. Fall Family Night	Title 1 Math Specialist Principal	October 2018	Title I Parent Materials
C. Raise a Reader night	Early Childhood Literacy Coach PreK Teacher Early Childhood Curriculum Supervisor	September/ October	
D. Family Literacy Nights	Media Specialist Elementary Literacy Coach	Quarterly	Books for giveaways, materials for Make-and-Take activities

-Community Partnerships	
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	Responsibility	Timeline	Resources
A. Community members will participate AEW activities	Counselor Principal	During National Education Week	Community members and parents
B.PBIS Committee to seek businesses to be a part of the end of the year celebration (funding). Chipotle Night January 2019, Scholastic Book Fair (Fall)	PBIS Team		
C .Community Projects with St. Michaels Community Center	SMCC		Courtyard Project?
D. PTO Adopt a Classroom Program- Local Businesses and Families Sponsor Classrooms.	PTO Adopt a Classroom Organizer	Aug-May	
E. Principal visits local churches, town meetings and Rotary to speak on behalf of SMES.	Principal	2018-19 school year	time
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	Responsibility	Timeline	Resources
A. Utilize School Messenger for weekly principal updates and for school-wide texts as needed	Principal	SY 18-19	
B.Social Media	Publicity Committee (Principal, Assistant Principal, Media Specialist, teacher volunteers)	SY 18-19	
C.Student Run Monthly "TV Show"	Media Specialist Principal	Monthly	
D.Class Sponsor Thank You Notes	Classroom Teachers Adopt A Class Coordinator	December (Done) and May	
Strategy 2.2.3	Develop strategies to increase engagement of parents on school committees.		
Action Steps	Responsibility	Timeline	Resources
A. Parent Advisory	Principal	monthly	

• Share SIT plan for Feedback			
B. Invite Parents to join Olweus PBIS Gifted & Talented	Principal SMES Staff	November	
C. Parent Survey	Principal	January	
Strategy 2.2.5	Acclimate all families in accessing information and services to best support their students' education.		
Action Steps	Responsibility	Timeline	Resources
A. Back to School Night – tables with information/community organizations	Principal School Manager	September	
B. Classroom Managed Notification Systems I.e. Bloomz, Remind, Weekly Classroom Newsletter, etc.; Updated on SMES website	Classroom Teachers Principal Assistant Principal	Weekly	
C. Weekly Parent Information Emails	Admin	Weekly (each sunday evening)	
G. Fine Arts Night	Art Teacher Principal Music Teacher	need to check resources for displaying work	
Outcome 2.3	By 2020 Talbot County Public Schools partners with constituencies to utilize local resources.		
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	Responsibility	Timeline	Resources
A. Seek out people of color for the interview process as positions become available.	administration	Throughout the school year	
B. Support MHS students of color interested in learning about, and or pursuing a career in education.	Administration School staff	Throughout the school year	

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
A. Monthly New Teacher Meetings - school based	Admin	Each Month Sept-May	
B. Support school-based mentors through frequent communication.	Admin	Throughout the 2018-19 school year	
Outcome	3.2 By 2020 Talbot County Public Schools will design buildings and provide services that allow maximum flexibility and efficiency and are conducive to learning.		
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	Responsibility	Timeline	Resources
A.			
B.			
C.			
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
A. Conduct frequent practices in safety drills.	Admin School Manager	Throughout the 2018-19 school year	
B. Seek feedback from local law enforcement. Maintain consistent communication with local law enforcement.	Admin School Manager	Throughout the 2018-19 school year	
C.			
D.			
E.			
Outcome	3.4 By 2020 Talbot County Public Schools will improve efficiency, service levels and effectiveness of finances, operations, and business processes.		
Outcome	3.5 By 2020 Talbot County Public Schools will have a technological infrastructure capable of supporting business processes and functions while providing for a hybrid learning and teaching environment		
Strategy	3.5.5 Protect privacy, insure safety, and provide for individual and school security.		
Action Steps	Responsibility	Timeline	Resources
A.			

Institutionalized Practices

Primary Talent Development

Career lessons taught by school counselors

Tech Ed Students visit and teach a lesson

Title 1/ Intervention teachers in reading and math

Fundraising with local businesses

Facebook

Assign mentors to new teachers

Equity Walks

Curriculum Walk-Thrus

Bullying referrals

SMASH

Technology Interventions- Zearn, Moby Max , A.R.

Analyze Adjust Instruction based on Assessment Data

5th Grade Field Trip to Salisbury University.

Olweus

PBIS