

SCHOOL ACCOUNTABILITY PLAN

**Worcester Public Schools
2015 - 2016**



**Delivering on High Expectations and Outstanding
Results for All Students**

Quinsigamond Elementary

School

Margaret Doyle

Principal or Administrator

Dr. Marco Rodrigues

Interim Superintendent

I. School Instructional Leadership Team Members

School Instructional Leadership Team (ILT) Members shall include:

- Teachers (Representation of each grade level or dept/team-specify position, i.e. 2nd grade teacher, mathematics chair, etc.)
- Representatives of support populations (Special Education, English Language Learners, and other support staff)
- Administration (Principal, Assistant Principal)

The Instructional Leadership Team's primary role is to help lead the school's effort at supporting the improvement of teaching and learning. The ILT makes decisions about the school's instructional program and leads and monitors the implementation of a sound instructional focus. This instructional focus is unique and tailored to the needs of each school.

The ILT carefully monitors student performance data regarding progress toward SMARTe goals, conducts several internal audits and self-assessments to help determine future action plans for the school. In order to maintain steady progress, Instructional Leadership Teams meet regularly and frequently, at least twice a month.

Name	Position	ILT Meeting Dates
Margaret Doyle	Principal	Sept: 9/28
Nancy O'Coin	Assistant Principal	Oct: 10/26
Stephanie Syre-Hager	Acting Assistant Principal	Nov: 11/9, 11/23, 11/30
Maureen Looney	K Teacher	Dec: 12/14
Karen Campos, Kathy Kiritsy	Gr. 1 Teachers	Jan: 1/11
Katherine Carder	Gr. 2 Teacher	Feb: 2/8, 2/29
Carmen Garcia	Gr. 3 Teacher	Mar: 3/14, 3/28
Elizabeth Bombard, Sharon Cygielnik	Gr. 4 Teachers	Apr: 4/11
Brynn Allarie	Gr. 5 Teacher	May: 5/9, 5/23
Cori Wooldridge	Gr. 6 Teacher	June: 6/13
Kathleen McGee	Special Education Teacher	
Jonathan Short	Music Teacher	

II. Comprehensive Needs Analysis (Good News, Urgent Statements)

Complete this summary of strengths and concerns after you have completed a thorough data analysis.

Areas of Strength	
Strength	Evidence
Areas of Concern	
Concern	Evidence
Children with Special Needs subgroup not making adequate progress	Preliminary PARCC data
Need focus on white, students with disabilities, Hispanic/Latinos, and high needs students	School Accountability Data

III. Action Plan

Worcester Public Schools Strategic Goal	The Worcester Public Schools will implement strategies that result in high student achievement.
School SMARTe Goal #1	In the 2015-2016 academic year, Quinsigamond will demonstrate progress toward narrowing our proficiency gap by meeting our target goal of 85 in ELA. We plan to meet our growth target of 51.
Identified Best Practice or Strategy (Include differentiation to ensure access for targeted student populations)	Differentiation to ensure access for targeted student populations
Identified Best Practice or Strategy (Include differentiation to ensure access for targeted student populations)	Differentiate assignments and homework RTI groups based on student needs Enhance classroom discussions Improve teacher-student relationships Build teacher credibility in the eyes of the student Constantly looking at and responding to data Responding Through Independence
Instructional Leadership Team Implementation (Explain how ILT members implement and measure school-wide strategies.)	Meet every other Monday Disseminate information from meeting to staff Informal check-in with grade levels Plan peer observations
School Performance Indicators and Data Sources	
ADULT IMPLEMENTATION INDICATOR	STUDENT RESULTS INDICATOR
Data Source: Professional Learning Communities, Formal and informal observations, student data from Foundations, Dibels, BAS, and RTI pre-post assessments.	Data Source: Student work samples, MAP, Dibels, PARCC, BAS, Conferencing, Foundations, Homework, and RTI assessments

IV. Action Steps – School SMARTe Goal

School SMARTe Goal: **In the 2015-2016 academic year, Quinsigamond will demonstrate progress toward narrowing our proficiency gap by meeting our target goal of 85 in ELA. We plan to meet our growth target of 51.**

Best Practice or Strategy:

ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	MEASURES USED (Degree of Implementation)	RESOURCES (Including Financial)
Targeted interventions	Oct-June	Teachers/Specialists	6 week assessments	LLI
Wilson Foundations	Sept-June	Teachers/Specialists	Unit tests	Wilson products ordered y
Scope & Sequence Planning	Sept-June	Teachers/Specialists	Grade level commo assessments	
Formal/Informal assessments	Sept-June	Teachers/Specialists		
All School Write	December	Teachers	Formative Assessm	
Accountable talk	Dec-June	Teachers/Specialists	Observation	
Student Goal Setting (AVID grade 5 & 6)	Sept - June	5/6 Teachers	Weekly Rubric	Binders & my AVID

Worcester Public Schools Strategic Goal	The Worcester Public Schools will implement strategies that result in high student achievement.
School SMARTe Goal #2	In the 2015-2016 academic year, Quinsigamond School will demonstrate progress toward narrowing our proficiency gap by meeting our target goal of 79.9 in Math. We plan to meet our growth target of 51.
Identified Best Practice or Strategy (Include differentiation to ensure access for targeted student populations)	Differentiation to ensure access for targeted student populations Enhance classroom discussions Improve teacher-student relationships Build teacher credibility in the eyes of the students Develop instruction from looking at data Ability grouping Think, Pair, Share Meaningful lesson activities to support standards RTI for math groups
Instructional Leadership Team Implementation (Explain how ILT members implement and measure school-wide strategies.)	Meet every other Monday Disseminate information from meeting to staff Informal check-ins with staff Professional Development
School Performance Indicators and Data Sources	
ADULT IMPLEMENTATION INDICATOR	STUDENT RESULTS INDICATOR
Data Source: Participation in ongoing professional development in technology, RTI, and PLCs ILT minutes, formal and informal observations, student data from grade level assessments and MAP scores	Data Source: Student work samples, MAP, and PARCC

IV. Action Steps – School SMARTe Goal

School SMARTe Goal: In the 2015-2016 academic year, Quinsigamond School will demonstrate progress toward narrowing our proficiency gap by meeting our target goal of 79.9 in Math. We plan to meet our growth target of 51.

Best Practice or Strategy:

ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	MEASURES USED (Degree of Implementation)	RESOURCES (Including Financial)
Collecting/analyzing data	Sept-June	Coaches/Teachers	Weekly Data	Go Math
Small group differentiated instruction	Sept-June	Teachers	MAP	math games
Rigorous Center Learning	Sept-June	Coaches/Teachers	Grade level meeting	manipulatives
Formative assessments	Sept-June	Teachers	Frequent Observati	
Teacher Modeling	Sept-June	Teachers	Exit slips	
Align instruction to scope and sequence	Sept-June	Teachers	Pre/Post tests	
Performance Tasks as summative assessment	Sept-June	Teachers	Rubric	

Worcester Public Schools Strategic Goal	The Worcester Public Schools will implement strategies that result in high student achievement.
School SMARTe Goal #3	During the 2015-2016 academic year, Quinsigamond will demonstrate progress toward narrowing our proficiency gap by meeting out target goal of 61.5 in Science.
Identified Best Practice or Strategy (Include differentiation to ensure access for targeted student populations)	<p>Differentiation to ensure access for targeted student populations</p> <p>Enhance classroom discussions. Improve teacher-student relationships. Build teacher credibility in the eyes of the students. Teachers will develop a responsive classroom environment to successfully conduct hands-on experiments. Accountable talk will be used to discuss observations and conclusions. Teachers will pose higher-level thinking questions. AVID Costas levels of thinking. Technology & engineering exposure.</p>
Instructional Leadership Team Implementation (Explain how ILT members implement and measure school-wide strategies.)	Through bi-weekly meetings, analyzing data, and consultation with liaisons, ILT will oversee implementation.
School Performance Indicators and Data Sources	
ADULT IMPLEMENTATION INDICATOR	STUDENT RESULTS INDICATOR
Data Source: PLC minutes, ILT minutes, formal and informal observations	Data Source: Student work samples

IV. Action Steps – School SMARTe Goal

School SMARTe Goal: **During the 2015-2016 academic year, Quinsigamond will demonstrate progress toward narrowing our proficiency gap by meeting out target goal of 61.5 in Science.**

Best Practice or
Strategy:

ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	MEASURES USED (Degree of Implementation)	RESOURCES (Including Financial)
Holy Cross STARS	Oct- Dec	Teachers		Holy Cross Grant
Team and grade level PLC meetings (2X per we	Sept-June	Coaches/Teachers/Admin		Science liaison
Differentiated Instruction & modeling	Sept-June	Coaches/Teachers/Admin		Websites
Data analysis to guide instruction	Sept-June	Coaches/Teachers/Admin		Experiments

Worcester Public Schools Strategic Goal	The Worcester Public Schools will create a welcoming, safe, and secure school environment for their families, educators, and community members.	
School SMARTe Goal #4	Through the school-wide implementation of Responsive Classroom and C.A.R.E.S character education, we will create a physically and emotionally welcoming and safe school environment.	
Identified Best Practice or Strategy (Include differentiation to ensure access for targeted student populations)	Differentiation to ensure access for targeted student populations	
	Responsive Classroom techniques for a safe and welcoming environment Collaborative conversations and active participation Developing student, teacher, and parent relationships	
Instructional Leadership Team Implementation (Explain how ILT members implement and measure school-wide strategies.)	Communication through bi-weekly meetings	
School Performance Indicators and Data Sources		
ADULT IMPLEMENTATION INDICATOR	STUDENT RESULTS INDICATOR	
Data Source: Classroom displays and observations	Data Source: Classroom displays, increased number of students making positive choices, leadership roles.	

IV. Action Steps – School SMARTe Goal

School SMARTe Goal: **Through the school-wide implementation of Responsive Classroom and C.A.R.E.S character education, we will create a physically and emotionally welcoming and safe school environment.**

Best Practice or Strategy: Developing teacher, parent, and student relationships

ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	MEASURES USED (Degree of Implementation)	RESOURCES (Including Financial)
Responsive Classroom techniques (Morning Meeting, Give Me 5, Power of Words, Rules Congress, RTI behavior groups)	Ongoing	Coaches/Teachers/Admin	Staff Meetings Discipline Reports	PD Book studies
Crisis Management Team	Ongoing	Coaches/Teachers/Admin		
I-Safe - internet safety	Ongoing			
Moodle for communication	Ongoing			
PTO Opportunities	Ongoing		% of staff involvement	
Annual EXPO	April		% of staff involvement	
Volunteer Opportunities	Ongoing		% of parent involvement	
Food Pantry	Ongoing		% of students helped	
School Performance Indicators and Data Sources				
ADULT IMPLEMENTATION INDICATOR		STUDENT RESULTS INDICATOR		
Data Source: Attendance records		Data Source: Product, participation, and attendance		

Worcester Public Schools Strategic Goal	The Worcester Public Schools will foster high levels of family and community engagement, commitment, and partnership.
School SMARTe Goal #5	During the 2015-2016 academic year, all Quinsigamond families will be provided with opportunities to become actively involved in their child’s educational life with a focus on supporting of becoming a more proficient learner.
Identified Best Practice or Strategy (Include differentiation to ensure access for targeted student populations)	Differentiation to ensure access for targeted student populations
	Developing teacher, parent, and student relationships Foster collaborative conversations, events, programs, and conferences in a variety of formats and times of day Offer communications in multiple languages
Instructional Leadership Team Implementation (Explain how ILT members implement and measure school-wide strategies.)	Constant communication Bi-weekly meetings Newsletters Collaborative Conversations
School Performance Indicators and Data Sources	
ADULT IMPLEMENTATION INDICATOR	STUDENT RESULTS INDICATOR
Data Source:	Data Source:

IV. Action Steps – School SMARTe Goal

School SMARTe Goal: **During the 2015-2016 academic year, all Quinsigamond families will be provided with opportunities to become actively involved in their child’s educational life with a focus on supporting of becoming a more proficient learner.**

Best Practice or Strategy:

ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	MEASURES USED (Degree of Implementation)	RESOURCES (Including Financial)
Home/School connections/communication	Sept - June	Teachers, Admin, Coaches, S	Attendance	
PTO events (movie night, dance etc...)	Sept - June	Teachers, Admin, Coaches	Attendance	
Parent outreach events	Sept - June	Teachers, Admin	Attendance	
Encourage Volunteers (i.e. library)	Sept - June	Teachers, Admin, Coaches	Attendance	
Moodle	Sept - June	Admin, Teachers, Coaches	Data	
Parent Expo	April	Teachers, Admin, Coaches	Attendance	
AVID Nights	Dec, Mar, May	Teachers	Attendance	

Worcester Public Schools Professional Learning Plan (PLP) Template

District Name	School Name	Principal Name	Plan Begin/End Dates
Worcester Public Schools	Quinsigamond	Margaret Doyle	2015-2016

1: Professional Learning Goals

No.	Goal	Identified Group	Rationale/Sources of Evidence
1	Responsive Classroom	All teachers, staff, and administrators	Create a physically and emotionally safe environment. Supports best practices of developing student-teacher relationships
2	Accountable Talk	All teachers, staff, and administrators	Support best practice of classroom discussions

2: Professional Learning Activities

PL Goal No.	Initial Activities	Follow-up Activities (as appropriate)
1	Book Study – The Morning Meeting Book during staff meetings Sept. - Dec.	Review past books studies – Rules in School and the Power of Our Words
2	Introduce Accountable Talk during staff meetings - Jan-June	School-wide expectation to implement Responsive Classroom

3: Essential Resources

PL Goal No.	Resources	Other Implementation Considerations
1	Copies of Morning Meeting book. Teacher facilitator Training. (Year 2 of Professional Learning on the topic)	
2	Bulletin boards Informational packets on Accountable Talk	

4: Progress Summary

PL Goal No.	Notes on Plan Implementation	Notes on Goal Attainment
1	ILT summit over the summer supported the continuation of studying and implementing Responsive Classroom.	