

Norwood Public Schools  
Norwood, Massachusetts

Norwood Public School  
Early Childhood Education

SCHOOL  
IMPROVEMENT  
PLAN

2019-2020  
1-Year Plan

**Principal:** Carolyn Robbins

**Mission Statement:**

The Mission of the Willett Early Childhood Center and Little Mustangs Preschool Academy is to maximize the potential for all students to:

- ◆ Experience a safe, friendly and cooperative educational environment as a naturalistic setting for learning experiences.
- ◆ Experience developmentally appropriate programs that respect individual differences helping each child to reach his/her potential.
- ◆ Acquire intellectual and social skills in an age appropriate environment.
- ◆ Develop a positive self-concept in an environment that promotes and accepts the individual child.
- ◆ Understand, accept and respect the cultural and intellectual differences of a diverse society by example provided by staff.
- ◆ Explore technology in an age appropriate environment

# SCHOOL DATA

## Demographics

### Willett Early Childhood Center

#### **Enrollment by gender:**

	2016-2017	2017-2018	2018-2019
Male	152	141	146
Female	137	139	118
Total	289	280	264

#### **Enrollment by Race/Ethnicity %**

	2016-2017	2017-2018	2018-2019
African American	9	8.6	10.2
Asian	17	15	14.8
Hispanic or Latino	14.5	12.5	8.7
American Indian or Alaskan Native	0.3	-	0.4
Multi-Race, Non-Hispanic or Latino	2.8	2.1	1.5
Native Hawaiian or Pacific Islander	-	1.8	1.1
White	56.4	58.9	63.3

#### **Enrollment by Special Population %**

	2016-2017	2017-2018	2018-2019
High Needs	45.3	46.4	39.8
First Language not English	NA*	NA	NA
Limited English Proficient +	20	24	21.9
Economically Disadvantaged	24.6	26.8	21.2
Students w/Disabilities	9.6	9.6	7.2
Retention (# of students, not %)	5	4	2

\*NA- Data not available for Kindergarten subgroup

+ 2019-2020 %LEP is **27.4%** at the time of this data catch.

**Average Class Size**

	2016-2017	2017-2018	2018-2019
Kindergarten	23	22	20

**Little Mustangs Preschool Academy****Enrollment by gender:**

	2017-2018	2018-2019
Male	61	63
Female	48	42
Total	109	105

**Enrollment by Race/Ethnicity %**

	2017-2018	2018-2019
African American	8.5	7.6
Asian	12.8	14.3
Hispanic	8.3	4.8
Native Hawaiiin or Pacific Islander	0.9	3.8
Muti-Race Non Hispanic of Latino	0.9	-
White	68.8	69.5

**Enrollment by Special Population %**

	2017-2018	2018-2019
Economically Disadvantaged	24	24
Students with Disabilities	39	42

**Average Class Size**

	2017-2018	2018-2019
Preschool	15	15

NORWOOD PUBLIC SCHOOLS

PRIORITY AREAS  
OF THE  
2019-2020 SCHOOL IMPROVEMENT PLAN

**PRIORITY AREAS:** Please outline below the objectives to be targeted for improvement at your school this year. These objectives should be identified by the School Council upon examining data on student performance and achievement and selected as priorities identified by data collected last year showing a concern about the progress of all students.

This statement should be submitted by the Principal to the Superintendent of Schools after extensive consultation and review by the School Council.

PRIORITY	AREAS
1. The Willett and LMPA (to the extent applicable) will define and refine its curriculum and practices in English Language Arts. By the end of the 2019-2020 school year there will be a consistent ELA program in K and possibly PreK with educators ready to implement in the 2020-2021 school year.	
2. The Willett/LMPA will define and refine its curriculum and practices as they relate to Social Emotional Learning (SEL). By the end of the 2019-2020 school year a consistent approach to SEL will be mapped out and ready to implement in the 2020-2021 school year.	
3. The Willett/LMPA School Council will identify and implement strategies for engaging with families from diverse cultural backgrounds. Efforts will be focused on learning about immigrant families and their hopes and dreams for their child's education in the Norwood Public Schools.	
4. The Willett/LMPA will take an inventory of existing tech devices and software. It will then develop a proposal for purchasing additional technology tools to support instructional practices focused on blended and personalized learning.	

**NORWOOD PUBLIC SCHOOLS**  
**SCHOOL IMPROVEMENT PLAN**  
**OF THE PRINCIPAL AND SCHOOL COUNCIL**

**ACTION PLAN:** For each objective listed on the previous page, please describe a plan for improvement. The plan should include a list of activities; who will be involved; and over what time frames the problem will be addressed. A clear, concise explanation of how the improvement sought will be measured should be a part of this plan.

ACTIVITY	WHO	TIME FRAME	MEASURED OUTCOME
<p>I. The Willett and LMPA (to the extent applicable) will define and refine its curriculum and practices in English Language Arts. By the end of the 2019-2020 school year there will be a consistent ELA program in PreK and K with educators ready to implement in the 2020-2021 school year.</p>			
<p>A. Refine expectations and implementation of Foundations (year 2 at Willett and LMPA).</p>	PreK and K Teachers Reading Teacher ELA Coordinator Principal	Fall 2019	10-3 PD day to discuss implementation successes and challenges  Continued research into materials and resources to support implementation
<p>B. Six K teachers will pilot the 3 ELA programs chosen by the ELA committee. They will contribute to the conversations about the strengths/weaknesses of these programs and will be part of the decision of which program to choose for NPS elementary schools.</p>	Six K Teachers (2 per program) ELA Coordinator Principal	Fall 2019	Participation in Pilot PD  Note-Catchers  ELA Pilot Committee meetings (agendas and notes)
<p>C. All K teachers, SPED teachers, and reading specialists will be trained in the new program chosen by the ELA Pilot Committee.</p>	Teachers Specialists ELA Coordinator Principal	Spring 2020	PD in April and May
<p>D. Identify how the new program will be implemented in conjunction with our existing Foundations program.</p>	Teachers Specialists ELA Coordinator Principal	Spring 2020 continuing into 2020-2021 school year	Map out a “cross-walk” of lessons from Foundations and lessons from the new program to

			ensure they support one another.
<b>2.</b> The Willett/LMPA will define and refine its curriculum and practices as they relate to Social Emotional Learning (SEL). By the end of the 2019-2020 school year a consistent approach to SEL will be mapped out and ready to implement in the 2020-2021 school year.			
A. Open Circle will be implemented by K classroom teachers. “Refresher” training will be provided.	K Teachers	2019-2020 school year	Expectations shared at opening staff meeting. Teachers schedules reflect OC time.  PD January 30 (tentative)
B. A small building-based committee will be created to develop a cohesive and consistent plan for social and emotional learning at the Willett.	SEL Committee SAC Principal	Winter/Spring 2020	Curriculum documents that map out and define SEL at the Willett.
C. School Adjustment Counselor will develop a plan for counseling services at the Willett. This will include referral processes, eligibility criteria, identification of in-class supports, and resources for counseling services.	SAC Principal	2019-2020 school year	Teacher and parent referral forms created  Referral process shared and reviewed with staff  SAC training in Social Thinking  A curriculum map of in-class SEL lessons/centers
D. At the LMPA the SLP in conjunction with the Head Teacher and classroom teachers will continue to develop and implement lessons about monthly SEL themes.	SLP LMPA Head Teacher LMPA Teachers Principal	2019-2020 school year	Monthly SEL Newsletters  Monthly All-School Meetings  In-class lessons by SLP and classroom teachers
<b>3.</b> The Willett/LMPA School Council will identify and implement strategies for engaging with families from culturally diverse backgrounds.. Efforts will be focused on learning about immigrant families and their hopes and dreams for their child’s education in the Norwood Public Schools.			

A. Organize a parent evening event at which parents can share their experiences and expectations for their child's education in Norwood.	Principal School Council	Winter 2019-2020	Meeting announcement Documentation of event
B. Prepare and execute a 2nd annual Family Culture Night in which students and families can present about their family culture in a cultural fair format.	Principal School Council	Spring 2019-2020	Invitation to participate Participant survey Documentation of event

ACTIVITY	WHO	TIME FRAME	MEASURED OUTCOME
<b>4. The Willett/LMPA will take an inventory of existing tech devices and software. It will then develop a proposal for purchasing additional technology tools to support instructional practices focused on blended and personalized learning.</b>			
A. Software and app inventory at both Willett and LMPA	Principal Willett/LMPA Staff Technology Director	Fall 2019	Technology inventory spreadsheet for LMPA and Willett
B. Identify what tools are needed	Principal Willett/LMPS Staff	2019-2020	Notes from staff discussions
C. Create proposal to purchase additional devices and/or software. Submit this proposal to Technology Director, Superintendent, and School Committee for consideration.	Principal		Presentation of proposal to Tech Dir, Superintendent, and School Committee

**PROJECTED PROFESSIONAL DEVELOPMENT  
and DATA MEETINGS 2019-2020**

<b>September</b>	<ul style="list-style-type: none"><li>● ELA Pilot Training</li></ul>
<b>October</b>	<ul style="list-style-type: none"><li>● Foundations Follow-Up; Personalized Learning; K ELA Data Review</li></ul>
<b>November</b>	<ul style="list-style-type: none"><li>●</li></ul>
<b>December</b>	<ul style="list-style-type: none"><li>● Meeting the Changing Needs of Incoming Kindergarteners</li></ul>
<b>January</b>	<ul style="list-style-type: none"><li>● Open Circle</li></ul>
<b>February</b>	<ul style="list-style-type: none"><li>● Mid-Year ELA Data Review</li></ul>
<b>March</b>	<ul style="list-style-type: none"><li>●</li></ul>
<b>April</b>	<ul style="list-style-type: none"><li>● ELA New Program Training</li></ul>
<b>May</b>	<ul style="list-style-type: none"><li>● ELA New Program Training</li></ul>
<b>June</b>	<ul style="list-style-type: none"><li>●</li></ul>