

Norwood Public Schools
Norwood, Massachusetts

Balch Elementary School

SCHOOL IMPROVEMENT PLAN

2020-2022

Principal: Diane Ferreira

School Mission Statement:

Our mission it to ensure that all students achieve at high levels and are well-prepared as they further pursue their education.

Through the cooperation of parents and educators, the Balch School strives to provide our children a quality education that will foster a lifetime desire and ability for learning along with the confidence and skills to succeed in an ever-changing world.

We believe this mission must be pursued with compassion and caring for the strengths, weaknesses, and uniqueness of each child. Learning should be an enjoyable and rewarding experience. We hope that all students will leave the Balch School with a deep appreciation of the value of education.

In pursuit of this mission, the Balch School endeavors to help all students achieve the following educational and personal development goals:

- Develop the intellectual abilities of logical, critical, and creative thinking.
- Become proficient in the basic communication skills of reading, writing, speaking, and listening.
- Acquire a broad range of knowledge through the directed study of all core disciplines.
- Promote self-confidence, the desire and ability to achieve and the pride of good workmanship.
- Promote good citizenship and character through respect for self and others, safety in work and play, and responsible behavior.

SCHOOL DATA

Demographics

Enrollment by Gender

	2016-2017	2017-2018	2018-2019	2019-2020
Male	144	148	151	153
Female	141	148	153	163
Total	285	296	304	316

Enrollment by Race/Ethnicity %

Race	2016-2017	2017-2018	2018-2019	2019-2020
African American	10.9	11.1	11.5	12.3
Asian	3.5	3.7	4.3	5.1
Hispanic	27.4	30.4	32.9	36.4
Native American	0.0	0.1	0.0	0.0
White	55.1	52	48	43
Hawaiin, Pacific Islander			0.7	1.6
Multi-Race, Non-Hispanic			2.6	1.6

Selected Populations %

	2016-2017	2017-2018	2018-2019	2019-2020
First Language not English	32.6	35.1	42.8	49.7
English Language Learner	16.8	22.3	31.6	35.4
Students with Disabilities	20.7	20.9	20.1	20.9
High Needs	58.2	60.1	63.8	70.3
Economically Disadvantaged	35.1	36.5	36.8	46.5

Average Class Size

	2016-2017	2017-2018	2018-2019	2019-2020
All Grades	18.1	18.5	19	19.75

Mobility Rate

	2016-2017	2017-2018	2018-2019	2019-2020
All Grades (Aggregate)	93.2	95.1	97.3	91.6
Limited English Proficient	90.7	92.8	96.9	89.9
Students with Disabilities	95.5	94.5	97.3	93.2
Economically Disadvantaged	90.3	92.1	96.9	87.4

MCAS Scores

MCAS Test of Spring 2019										
Grade and Subject	Meeting or Exceeding Expectations		Exceeding Expectations		Meeting Expectations		Partially Meeting Expectations		Not Meeting Expectations	
	School	State	School	State	School	State	School	State	School	State
Grade 3 ELA	49	56	10	10	39	46	45	36	6	8
Grade 3 Mathematics	49	49	4	9	45	40	47	38	4	13
Grade 4 ELA	39	52	5	9	33	43	51	39	11	9
Grade 4 Mathematics	39	50	5	8	33	41	40	39	21	12
Grade 5 ELA	37	52	8	7	29	45	56	39	8	9
Grade 5 Mathematics	55	48	2	6	53	43	37	42	8	10
Grade 3-8 ELA	41	52	8	10	34	42	51	37	8	11
Grade 3-8 Mathematics	47	49	4	9	43	40	41	39	11	12

MCAS Test of Spring 2020 (Canceled due to COVID-19)										
Grade and Subject	Meeting or Exceeding Expectations		Exceeding Expectations		Meeting Expectations		Partially Meeting Expectations		Not Meeting Expectations	
	School	State	School	State	School	State	School	State	School	State
Grade 3 ELA										
Grade 3 Mathematics										
Grade 4 ELA										
Grade 4 Mathematics										
Grade 5 ELA										
Grade 5 Mathematics										
Grade 3-8 ELA										
Grade 3-8 Mathematics										

2019 Accountability Report

Indicator		All Students			Lowest Performing		
		Points Earned	Total possible points	Weight %	Points Earned	Total possible points	Weight %
Achievement	ELA Achievement	3	4	-	2	4	-
	Math Achievement	0	4	-	4	4	-
	Science Achievement	1	4	-	-	-	-
	Achievement Total	4	12	60.0	6	8	67.5
Growth	ELA Growth	2	4	-	2	4	-
	Math Growth	3	4	-	3	4	-
	Growth Total	5	8	20.0	5	8	22.5
Additional Indicators	Chronic Absenteeism	0	4	-	0	4	-
	Advanced Coursework	-	-	-	-	-	-
	Additional Indicators Total	0	4	10.0	0	4	10.0
Weighted Total		3.7	9.6	-	5.2	7.6	-
Percentage of Possible Points		39%		-	68%		-
Criterion-referenced target %		54%					

**NORWOOD PUBLIC SCHOOLS
BALCH ELEMENTARY SCHOOL
PRIORITY AREAS
OF THE
2020-2022 SCHOOL IMPROVEMENT PLAN**

PRIORITY AREAS:	<p>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.</p> <p>This statement should be submitted by the Principal to the Superintendent of Schools after extensive consultation and review by the School Council.</p>
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PRIORITY AREAS	
Priority Area #1:	
Goal: The Balch Elementary School will learn and implement the Pearson MyView Reading/ELA curriculum across all grade levels.	
Priority Area #2	
Goal: The Balch Elementary School will capitalize on the new learning they acquired during the school closure period to continuously develop and improve remote learning plans to supplement in-school blended and personalized learning activities.	
Priority Area #3:	
Goal: The Balch School Council will develop, distribute, and assess survey results as it relates to school climate and safety.	
Priority Area #4	
Goal: Increase the capacity for culturally responsive practices that encompass all aspects of school life	

**NORWOOD PUBLIC SCHOOLS
BALCH ELEMENTARY SCHOOL
SCHOOL IMPROVEMENT PLAN**

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.
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Priority Area #1:			
Goal: The Balch Elementary School will learn and implement the Pearson MyView Reading/ELA curriculum across all grade levels.			
Action Item	People Responsible	Timeline	Evidence of Success
All staff members will participate in Professional Development offerings around Pearson MyView.	All 1-5 staff Stefanie West, ELA Coordinator	2020-2021	Attendance and implementation
Common Planning Time sessions across the grade levels will be dedicated to the new ELA program.	All 1-5 staff Diane Ferreira, Principal	2020-2021	CPT agendas Lesson plans
Time will be spent learning the online platform as well as the assessments that come with MyView.	All 1-5 staff	2020-2021	Assessment grades

Priority Area #2:			
Goal: The Balch Elementary School will capitalize on the new learning they acquired during the school closure period to continuously develop and improve remote learning plans to supplement in-school blended and personalized learning activities.			
Action Item	People Responsible	Timeline	Evidence of Success
All staff will participate in PD opportunities around new programs, apps, and supports for remote learning.	All 1-5 staff Diane Ferreira, Principal District level PD providers	2020-2022	Blended and personalized learning plans, remote learning plans, use of various programs
Staff meeting time will be utilized to share new learning around remote and blended and personalized learning.	All 1-5 staff Tech facilitator	2020-2022	Staff meeting agendas
Remote learning plans will be adjusted and improved as new and updated guidance comes out from DESE.	Diane Ferreira, Principal	2020-2022	Updated plans

	All 1-5 staff District Leaders		

Priority Area #3: Goal: The Balch School Council will develop, distribute, and assess survey results as it relates to school climate and safety.			
Action Item	People Responsible	Timeline	Evidence of Success
The Balch School Council will work together to create a school climate and safety survey to be administered to all stakeholders.	School Council Diane Ferreira, Principal	Sept- November 2020	Completed survey
School climate and safety survey administered.	Diane Ferreira, Principal	November- December 2020	Survey administered
Results from survey will be collected and analyzed.	School Council Diane Ferreira, Principal	January 2021- March 2021	Analysis report
Results from the survey will be shared with all stakeholders.	Diane Ferreira, Principal	March- April 2021	Meeting agendas
School practices and policies will be updated and improved based on results of survey.	School Council Diane Ferreira, Principal All 1-5 staff	April 2021-June 2022	Policy updates- Balch School Handbook updates

Priority Area #4: Goal: Increase the capacity for culturally responsive practices that encompass all aspects of school life			
Action Item	People Responsible	Timeline	Evidence of Success
All school PLC around the book, “Culturally Responsive Teaching and the Brain” by Zaretta Hammond	Diane Ferreira, Principal All staff 1-5	September 2020- April 2021	PLC agendas
Create a diverse committee of students, parents, and teachers who work together to increase cultural responsive practices at the Balch.	Diane Ferreira, Principal	January 2021	
Use expertise of ELL staff to educate staff about the various cultures represented in our school.	ELL staff All staff 1-5	September 2020	Staff meeting agendas

	Diane Ferreira, Principal		

Professional Development Outline

Month	Activity
September	<ul style="list-style-type: none"> • Two Staff meetings • District PD 9/1/2020 • Common Planning Time (CPT)
October	<ul style="list-style-type: none"> • Two Staff Meetings • Early Release 10/14/2020 • CPT
November	<ul style="list-style-type: none"> • Two Staff Meetings • Parent/Teacher Conferences • CPT
December	<ul style="list-style-type: none"> • Two Staff Meetings • CPT
January	<ul style="list-style-type: none"> • Two Staff Meetings • District PD 1/4/2021 • CPT
February	<ul style="list-style-type: none"> • Two Staff Meetings • CPT
March	<ul style="list-style-type: none"> • Two Staff Meetings • CPT • Parent/Teacher Conferences • Early Release 3/23/2021
April	<ul style="list-style-type: none"> • Two Staff Meetings • CPT • Early Release 4/1/2021
May	<ul style="list-style-type: none"> • Two Staff Meetings • CPT • Early Release 5/14/2021
June	<ul style="list-style-type: none"> • Two Staff Meetings • CPT

Dates for staff meetings subject to change. Specific PD Day information can be found on the PD Inservice website maintained by Dr. Wyeth

2019-2020 School Improvement Plan Progress Update

PRIORITY AREAS	
<p style="text-align: center;"><u>Priority Area #1</u></p> <ul style="list-style-type: none"> The Balch Elementary School will participate in piloting Elementary English Language Arts Curriculums and give informative feedback about each one for decision-making purposes. <p style="text-align: center;"><u>Status Update</u></p> <ul style="list-style-type: none"> Teams at grades 2, 4, and 5 participated in this September – February pilot and feedback sessions. This goal was 100% complete with the selection of Pearson MyView. 	
<p style="text-align: center;"><u>Priority Area #2</u></p> <ul style="list-style-type: none"> The Balch Elementary School will focus on student writing across the grade levels, especially as it relates to responding to text. <p style="text-align: center;"><u>Status Update</u></p> <ul style="list-style-type: none"> The Balch School staff made significant progress on this goal in the 2019-2020 school year (prior to closure). Grade level teams and specialists met during CPT to create rubrics and benchmarks in writing. Grade level writing pieces were graded collaboratively to calibrate expectations. MCAS sample writing activities were taught in grades 3-5. 	
<p style="text-align: center;"><u>Priority Area #3</u></p> <ul style="list-style-type: none"> The Balch Elementary School will participate in piloting Renaissance Flow 360 in grades 3-5. <p style="text-align: center;"><u>Status Update</u></p> <ul style="list-style-type: none"> Significant progress was made on this goal as grades 3-5 administered Star Assessments in Fall, Winter, and deciding what to do about Spring and the remote learning environment. Renaissance reports were analyzed and used to inform instruction, grouping, and parent/teacher conferences. 	
<p style="text-align: center;"><u>Priority Area #4</u></p> <ul style="list-style-type: none"> The Balch Elementary School will continue to work toward improving student learning through the use of innovative teaching practices. <p style="text-align: center;"><u>Status Update</u></p> <ul style="list-style-type: none"> Balch Teachers continued to move forward with blended and personalized learning opportunities for all students across curriculum areas. Two staff members became FUSE early adopters, joining our 4 early adopters from 2018-2019. 	

- The onset of school closure and Remote Learning exponentially moved all teachers to increase their capacity and abilities in google classroom, screencastify, google sheets, google slides, hyperdocs, google meets, and much more to meet the needs of our students as they participated in their learning from home.

Priority Area #5

- **The Balch Elementary School will provide 60 min/week of Common Planning Time (CPT) to all teaching staff.**

Status Update

- This goal was met with CPT provided 30 minutes twice a week. The schedule will be looked at and tweaked for next school year to allow for the principal to participate in CPT more often.