

Norwood Public Schools
Norwood, Massachusetts

Oldham Elementary School

SCHOOL IMPROVEMENT PLAN

2021-2023

Principal: Steven Olsen

School Mission Statement: The mission of the John P. Oldham School is to provide all students with the tools necessary to become lifelong learners through a challenging education focused on intellectual, emotional, and social development. The students will strive to reach high standards that maximize personal potential with support from dedicated teachers, parents and school community members.

SCHOOL DATA

Demographics

Enrollment by Gender

	2017-2018	2018-2019	2019-2020	2020-2021
Male	103	121	121	124
Female	122	117	138	122
Total	225	238	259	246

Enrollment by Race/Ethnicity %

Race	2017-2018	2018-2019	2019-2020	2020-2021
African American	12.8	13.4	16.3	13.4
Asian	5.7	8	7.6	5.7
Hispanic	8.4	8	10.8	13.4
Native American	0	0	0	0
White	72.7	68.9	63.7	65.4
Hawaiin, Pacific Islander	0	0	0	0.4
Multi-Race, Non-Hispanic	.04	1.7	1.6	1.6

Selected Populations %

	2017-2018	2018-2019	2019-2020	2020-2021
First Language not English	14.1	13.4	19.1	22.4
English Language Learner	6.2	7.1	12	13.8
Students with Disabilities	23.3	23.9	24.3	22.8
High Needs	42.3	42.7	47.8	50.4
Economically Disadvantaged	19.4	18.5	22.7	30.1

Average Class Size

	2017-2018	2018-2019	2019-2020	2020-2021
All Grades	16.07	19.8	21.58	21

Mobility Rate

	2017-2018	2018-2019	2019-2020	2020-2021
All Grades (Aggregate)	96.2	92.5	97.1	94.8
Limited English Proficient	93.8	78.6	89.5	96.6
Students with Disabilities	96.4	95	97.1	97
Economically Disadvantaged	90.9	88	91.7	92.1

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	64	56	13	10	51	46	33	36	2	8
Grade 3 Mathematics	58	49	4	9	53	40	36	38	7	13
Grade 4 ELA	66	52	9	9	57	43	30	39	5	9
Grade 4 Mathematics	80	50	30	8	50	41	16	39	5	12
Grade 5 ELA	45	52	0	7	45	45	43	39	11	9
Grade 5 Mathematics	49	48	4	6	45	43	42	42	9	10
Grade 3-8 ELA	58	52	7	10	51	42	36	37	6	11
Grade 3-8 Mathematics	61	49	12	9	49	40	32	39	7	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										

2020 Accountability Report

N/A due to Covid 19

Indicator		All Students			Lowest Performing		
		Points Earned	Total possible points	Weight %	Points Earned	Total possible points	Weight %
Achievement	ELA Achievement						
	Math Achievement						
	Science Achievement						
	Achievement Total						
Growth	ELA Growth						
	Math Growth						
	Growth Total						
Additional Indicators	Chronic Absenteeism						
	Advanced Coursework						
	Additional Indicators Total						
Weighted Total							
Percentage of Possible Points							
Criterion-referenced target %							

NORWOOD PUBLIC SCHOOLS
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PRIORITY AREAS OF THE 2020-2022 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
Priority Area #1: (Strategic Initiative)
Goal: Create a positive, cohesive and enthusiastic school community (Strategic Initiatives 5.1, 5.2, 5.3)
Priority Area #2: (Strategic Initiative)
Goal: Utilize data to continually analyze student growth in order to develop appropriate intervention plans for students (Strategic Initiatives 3.3 and 3.6)
Priority Area #3: (Strategic Initiative)
Goal: Establish clear tiered resources for both classroom teachers and specialists to utilize with students (Strategic Initiative 3.6)
Priority Area #4: (Strategic Initiative)
Goal: Continue to strengthen Tier One instruction in ELA utilizing Pearson MyView ELA Program and Foundations (3.2)

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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.

Priority Area #1: (Strategic Initiative) Goal: Creating a positive, cohesive and enthusiastic school community (Strategic Initiatives 5.1, 5.2, 5.3)			
Action Item	People Responsible	Timeline	Evidence of Success
Create and implement teaching plan for the Oldham School Wide Expectations	School Wide Culture Team	2021-2022	<p>Completed teaching plan provided to staff</p> <p>All aspects of the plan implemented by staff</p> <p>Students will be able to name the expectations and demonstrate how they are met in all defined areas of the school</p>
Create and implement a positive reinforcement plan for the Oldham School Wide Expectations including use of Spirit Days and other celebratory events	School Wide Culture Team	2021-2022	<p>Completed positive reinforcement plan provided to staff</p> <p>All aspects of the plan implemented by staff</p>
Increase Parent Engagement by creating engaging and pertinent events for parents and families to attend (examples social mixers, showcasing student work, book clubs, etc)	PTO and Principal	2021-2023	Increase # of parents/family members participating in events by 25%
Design a program to provide families new to Norwood and the Oldham with a vetted and trained Oldham parent "mentor"	PTO and Principal	2022-2023	All new families who opt into the mentor program are provided with a mentor family
Increase staff's knowledge of Culturally Responsive teaching by participating in the Highlander Institute district sponsored PD	All staff	2021-2022	All staff attend the PD
Implement staff book clubs on culturally responsive teaching	Principal	2022-2023	Staff attend and participate in the book clubs
Utilize Open Circle and related resources to create school wide common language around SEL topics	Principal and Staff	2021-2023	All students know and can define the common language
Create a way to track behavior to look for trends	Principal and Staff	2021-2022	Have a feasible and agreed upon method in place by the end of the

			SY to implement in 2022/2021 SY
Utilize at least one staff meeting to discuss trends and patterns and decide on schoolwide implications/plans	Principal and School Wide Culture Team	2022-2023	Data available and analyzed with consequent action steps created to address the trends

Priority Area #2: (Strategic Initiative) Goal: Utilize data to continually analyze student growth in order to develop appropriate intervention plans for students (Strategic Initiatives 3.3 and 3.6)			
Action Item	People Responsible	Timeline	Evidence of Success
Participate in Renaissance- PD on how to use the reports to track progress and utilize resources create intervention groups in ELA and Math	Principal	2021-2022	All staff participate in PD and can use the data to track progress and create intervention groups
Participate in Amplify training to use reports to track progress and create intervention groups in ELA	Principal	2021-2022	All staff participate in PD and can use the data to track progress and create intervention groups
Hold at least 4 grade level data meetings in both Math and Reading	Principal	2021-2023	All data meetings held and student progress was tracked and documented
Teachers will utilize UDL techniques to create learning experiences that provide the scaffolds and choices necessary for all students to access the learning goals.	Staff	2021-2023	UDL techniques observed consistently at all grade levels

Priority Area #3: (Strategic Initiative) Goal: Establish clear tiered resources for both classroom teachers and specialists to utilize with students (Strategic Initiative 3.6)			
Action Item	People Responsible	Timeline	Evidence of Success
Purchase and be trained in the use of Geodes to advance Phonics instruction in grades 1 and 2	Principal, Elementary ELA Coordinator, grade 1 and 2 staff	2021-2022	All teachers utilizing the resource to its fullest potential and students are meeting grade level standards
Participate in Bridges Math Intervention training in order to effectively utilize the program	Principal and Elementary Math Coordinator	2021-2022	All applicable staff have participated
Continue to utilize Amplify for the allotted amount of time each week	Staff	2021-2023	Student usage reports show usage at the allotted amounts by grade level
Develop a master list of NPS endorsed resources that could be used in both ELA and Math to support in the classroom tiered instruction by the classroom teacher.	Principal/Content Specialists	2021-2023	master list completed
Examine inclusive practices and align specialist schedules to maximize time students are supported in the classroom	Principal	2021-2023	Time students are supported in the classroom has increased

Priority Area #4: (Strategic Initiative) Goal: Continue to strengthen Tier One instruction in ELA (3.2)			
Action Item	People Responsible	Timeline	Evidence of Success
Participate in district level UDL trainings	Principal and Central Administration	2021-2022	All staff have participated
Participate in district level Writing PD by Savvas	Principal and Central Administration	2021-2022	All staff have participated
Grade level meetings around Reading- with coach and leadership at least 4 times a year.	Principal and Elementary ELA Coordinator	2021-2023	Teachers have a ELA block that includes all the necessary components and flows with content rich engaging and rigorous instruction
Dedicate one faculty meeting to discuss Reading Curriculum progress and needs	Principal	2021-2023	Meeting agenda and notes reflect completion and impact on instruction

Professional Development Outline

Month	Activity
September	<ul style="list-style-type: none"> World Savvy Design Thinking Challenge (district) Highlander Culturally Responsive and Sustaining Pedagogy Session #1 (district) Grade level data meetings: Renaissance training Staff meeting: School Wide Expectations and Open Circle
October	<ul style="list-style-type: none"> Highlander Culturally Responsive and Sustaining Pedagogy Session #2 (district) Staff Meeting: Positive Reinforcement Plan and Open Circle Grade Level Reading Meetings
November	<ul style="list-style-type: none"> Staff Meeting: Amplify data analysis Grade level data meetings Savvas Writing PD Sessions
December	<ul style="list-style-type: none"> Highlander Culturally Responsive and Sustaining Pedagogy Session #3 (district) Staff Meeting: School Wide Expectations, Positive Reinforcement Plan and Open Circle Grade Level Reading Meetings
January	<ul style="list-style-type: none"> Highlander Culturally Responsive and Sustaining Pedagogy Session #4 (district) Highlander Culturally Responsive and Sustaining Pedagogy Session #5 (district) Staff Meeting: Parent Engagement
February	<ul style="list-style-type: none"> Grade level data meetings Staff Meeting: Renaissance data
March	<ul style="list-style-type: none"> Staff Meeting: Reading Curriculum Grade Level Reading Meetings
April	<ul style="list-style-type: none"> Staff Meeting: TBD Grade level data meetings
May	<ul style="list-style-type: none"> Staff Meeting: TBD Highlander Culturally Responsive and Sustaining Pedagogy Session #6 (district) Grade Level Reading Meetings
June	<ul style="list-style-type: none"> Staff Meeting: Reflect on Culturally Responsive and Sustaining Pedagogy Sessions Grade level data meetings

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

TBD:

- UDL Training (district)
- Bridges Math Intervention Training (district)
- Geodes Training (Grades 1 and 2)

2020-2021 School Improvement Plan Progress Update

PRIORITY AREAS

Priority Area #1

- **We will return the 2019-2020 priority of working to strengthen the Oldham Science program and increase our fifth graders' MCAS Science scores:** Due to our Covid restrictions and the creation of the RLA, the district moved to Mystery Science and was not able to provide the support of the Elementary Science Teachers. We provided time for the teachers to explore Mystery Science and implementation was smooth.

Priority Area #2

- **We will be rolling out all aspects of the new My View reading services in all five grades:** Teachers participated in all district level My View trainings. They also met often with the Elementary ELA Coordinator to hone their ability to implement the program.