



Norwood Public Schools  
Norwood, Massachusetts

## Balch Elementary School

### SCHOOL IMPROVEMENT PLAN

2022-2024

**Principal:** Diane Ferreira

#### **School Mission Statement:**

**Our mission is 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**

	2018-19	2019-2020	2020-2021	2021-2022
Male	151	153	150	156
Female	153	163	144	153
<b>Total</b>	304	316	294	309

**Enrollment by Race/Ethnicity %**

Race	2018-2019	2019-2020	2020-2021	2021-2022
African American	11.5	12.3	12.9	13.6
Asian	4.3	4.6	5.1	3.6
Hispanic	32.9	37	36.4	39.5
Native American	0	0	0	0
White	48	43.5	43.5	41.4
Hawaiian, Pacific Islander	0.7	1	1	1
Multi-Race, Non-Hispanic	2.6	1.6	1	1

**Selected Populations %**

	2018-2019	2019-2020	2020-2021	2021-2022
First Language not English	42.8	49.7	52	49.8
English Language Learner	31.6	35.4	35.7	34.6
Students with Disabilities	20.1	20.9	18.4	17.8
High Needs	63.8	70.3	67.3	73.8
Economically Disadvantaged	36.8	46.5	49.0	61.2

**Average Class Size**

	2018-2019	2019-2020	2020-2021	2021-2022
All Grades	19	20	18	19

**Mobility Rate**

	2018-2019	2019-2020	2020-2021	2021-2022
All Grades (Aggregate)	97.3	91.8	92.9	
Limited English Proficient	96.9	91.1	94.3	
Students with Disabilities	97.3	88.5	89.2	
Economically Disadvantaged	96.9	91.5	93.4	

## 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	8
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)**

MCAS Test of Spring 2021										
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	39	51	3	9	36	41	54	39	7	10
Grade 3 Mathematics	29	33	2	5	27	28	41	40	31	26
Grade 4 ELA	43	49	1	6	42	43	36	38	21	13
Grade 4 Mathematics	22	33	3	4	19	29	54	43	24	24
Grade 5 ELA	32	47	0	8	32	39	52	41	16	12
Grade 5 Mathematics	30	33	0	4	30	29	45	47	25	20
Grade 3-8 ELA	39	46	2	8	37	38	46	38	15	16
Grade 3-8 Mathematics	26	33	5	7	41	34	43	41	11	17

**2020 Accountability Report**  
N/A Due to Covid

Indicator	All Students			Lowest Performing		
	Points Earned	Total possible points	Weight %	Points Earned	Total possible points	Weight %

Achievement	ELA Achievement					
	Math Achievement					
	Science Achievement					
	<b>Achievement Total</b>					
Growth	ELA Growth					
	Math Growth					
	<b>Growth Total</b>					
Additional Indicators	Chronic Absenteeism					
	Advanced Coursework					
	<b>Additional Indicators Total</b>					
Weighted Total						
Percentage of Possible Points						
<b>Criterion-referenced target %</b>						

**NORWOOD PUBLIC SCHOOLS**  
**Your School Name Here**  
**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: MTSS Tiered Literacy Academy (Strategic Plan 3.1, 3.4, 3.6, 3.7)**

Continue the Balch School's work with the MTSS Tiered Literacy Academy. In Year 2 we plan to add 20-50% more of the staff onto our Tiered Literacy Team and invite them in as "early adopters" of our literacy plan.

**Priority Area #2: Implementation of Science Curriculum (Strategic Plan 3.4)**

Allow teachers to gain proficiency in the new Science-Technology-Engineering program as adopted by the district wide STE Committee through effective professional development and common implementation expectations.

**Priority Area #3: Student Experience Survey Analysis (Strategic Plan 5.1, 5.2)**

Use the analysis of the Highlander Student Experience Surveys and other data to develop a stronger school-wide behavioral program and positive school culture at the Balch School.

**Priority Area #4: Creation and implementation of Data Teams (Strategic Plan 3.3)**

Utilize the expertise of our Curriculum Coordinators, Interventionist, and Reading Specialist the Balch School teachers and principal to develop strong data teams that meet regularly to discuss student progress and achievement.

**NORWOOD PUBLIC SCHOOLS**  
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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.

<b>Priority Area #1: (Strategic Initiative- 3. Innovative and Personalized Learning)</b> <b>Goal:</b> Continue the Balch School's work with the MTSS Tiered Literacy Academy. In Year 2 we plan to add 20-50% more of the staff onto our Tiered Literacy Team and invite them in as "early adopters" of our literacy plan.			
Action Item	People Responsible	Timeline	Evidence of Success
Increase participation in our Tiered Literacy group, specifically teachers in gr. 3-5.	Diane Ferreira Stefanie West	Fall 2022	group names
Team participates in PD provided by DESE.	Tiered Literacy Team	2022-2023	attendance at PD
Team begins to implement learnings from PD.	Tiered Literacy Team	2022-2023	lesson plans, Renaissance reports
Team tracks Renaissance Reading data.	Tiered Literacy Team	2022-2023	Renaissance reports
Year 3 goals will be added at end of 2022-2023	Balch School	2023-2024	goals in SIP

<b>Priority Area #2: (Strategic Initiative- 3. Innovative and Personalized Learning)</b> <b>Goal:</b> Allow teachers to gain proficiency in the new Science-Technology-Engineering program as adopted by the district wide STE Committee through effective professional development and common implementation expectations.			
Action Item	People Responsible	Timeline	Evidence of Success
Teachers in grades 3-5 will participate in district PD around the newly adopted Science Curriculum.	gr. 3-5 teachers Elizabeth Warren	September 2022 and throughout the year	attendance at PD
Implementation of the newly adopted Science Curriculum.	gr. 3-5 teachers Elizabeth Warren	2022-2023	lesson plans walk throughs/observations
Teachers in grades 1 and 2 will continue with Mystery Science.	gr. 1-2 teachers Elizabeth Warren	2022-2023	lesson plans walk throughs/

			observations
Teachers in grades 1 and 2 will participate in district PD around the newly adopted Science Curriculum.	gr. 1-2 teachers Elizabeth Warren	2023-2024	attendance at PD
Full implementation of newly adopted Science Curriculum in all grades.	Balch School teachers Elizabeth Warren	2023-2024	lesson plans walk throughs/ observations

<b>Priority Area #3: (Strategic Initiative- 5. Safe and Supportive Schools)</b> <b>Goal:</b> Use the analysis of the Highlander Student Experience Surveys and other data to develop a stronger school-wide behavioral program and positive school culture at the Balch School.			
Action Item	People Responsible	Timeline	Evidence of Success
Continued analysis of the Student Experience Surveys (SES) from Highlander.	Diane Ferreira School Council Balch Staff	Fall 2022	actionable steps taken from the analysis
Create a School Culture Committee to address needs uncovered in the SES.	Diane Ferreira SAC Balch Staff	2022-2023	meeting agendas
Develop a school-wide behavior management program.	School Culture Committee	2022-2023	articulation and communication of program
Full implementation of school-wide behavior and positive culture program.	Balch School staff	2023-2024	walk throughs/ observations whole school activities

<b>Priority Area #4: (Strategic Initiative- 3. Innovative and Personalized Learning)</b> <b>Goal:</b> Utilize the expertise of our Curriculum Coordinators, Interventionist, and Reading Specialist, the Balch School teachers, and principal to develop strong data teams that meet regularly to discuss student progress and achievement.			
Action Item	People Responsible	Timeline	Evidence of Success
Create and communicate a meeting schedule for Curriculum Coordinators to meet with grade level teachers.	Elem. Principals Curriculum Coordinators Dr. Wyeth	Summer/Fall 2022	Published schedule
Determine data sources, goal priorities, and instructional planning as it relates to data analysis.	Diane Ferreira Curriculum Coordinators	2022-2023	Goal development and communication

	Balch Teachers		Data team meeting agendas
Require specific data sources at every SST meeting.	Diane Ferreira	2022-2023	SST paperwork
Create protocols and procedures for collecting, analyzing and utilizing data to inform instruction and improve student achievement.	Diane Ferreira Curr. Coordinators Balch Teachers	2022-2023	published protocols and procedures communication of both
Utilize the newly adopted protocols and procedures	Balch Teachers Diane Ferreira	2023-2024	participation at SST, CPT, and data team meetings

## Professional Development Outline

Month	Activity
September	<ul style="list-style-type: none"> <li>● Staff Meetings</li> <li>● CPT</li> <li>● PD- STE for grades 3-5 (9/6)</li> <li>● PD- CRSP (9/29)</li> </ul>
October	<ul style="list-style-type: none"> <li>● Staff Meetings</li> <li>● CPT</li> </ul>
November	<ul style="list-style-type: none"> <li>● Staff Meetings</li> <li>● CPT</li> </ul>
December	<ul style="list-style-type: none"> <li>● Staff Meetings</li> <li>● CPT</li> <li>● PD- CRSP (12/8)</li> </ul>
January	<ul style="list-style-type: none"> <li>● Staff Meetings</li> <li>● CPT</li> </ul>
February	<ul style="list-style-type: none"> <li>● Staff Meetings</li> <li>● CPT</li> </ul>
March	<ul style="list-style-type: none"> <li>● Staff Meetings</li> <li>● CPT</li> </ul>
April	<ul style="list-style-type: none"> <li>● Staff Meetings</li> <li>● CPT</li> </ul>
May	<ul style="list-style-type: none"> <li>● Staff Meetings</li> <li>● CPT</li> </ul>
June	<ul style="list-style-type: none"> <li>● Staff Meetings</li> <li>● CPT</li> </ul>

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

