

Norwood Public Schools
Norwood, Massachusetts

Willett Early Childhood Center

School Improvement Plan

ONE-YEAR UPDATE

SY 2023-2024



Principal:

Michael L. Baulier, Ph.D.

School Mission Statement:

The mission of the Willett Early Childhood Center 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 all children to reach their 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 Snapshot

Selected Populations %

	2020-2021	2021-2022	2022-2023	2023-2024
English Language Learner	N/A	28.7	27.7	32.9
Students with Disabilities	8.6	19.7	12.9	16.7
High Needs	44.8	45.6	56.1	54.7
Economically Disadvantaged	21.2	21.8	41.4	36.6

Average Class Size

	2020-2021	2021-2022	2022-2023	2023-2024
All Grades	20	20	20	22

Accountability Measures

Please note that since the Willett only serves children at the kindergarten level, several accountability measures, including the Massachusetts Comprehensive Assessment System (MCAS), are not available for the Willett Early Childhood Center.

NORWOOD PUBLIC SCHOOLS
Willett Early Childhood Center
PRIORITY AREAS UPDATE FORM
SY 2023-2024

Priority Area #1:

Goal: Facilitate equitable literacy so that all students, especially those who have been historically underserved, fully realize their potential and become readers and creators of powerful texts

Provide an update on the progress to date in this priority area. Be sure to include the following (200 words max):

- Successes and challenges of implementation (both quantitative and qualitative)
- Proposed changes to implementation plan to increase progress towards intended outcomes

- Collaborated as a Literacy Data Leadership Team to focus on Multi Tiered Systems of Support (MTSS)
- Collaborated as a Department of Elementary and Secondary Education (DESE) Early Literacy Grant Leadership Team
- Critically consumed literacy curriculum (Foundations, Heggerty, and myView) to more closely align with the the science of reading and evidence based literacy practices
- Applied research-based practices for tier I small group literacy instruction, including heart words, elkonin boxes, David Kilpatrick drills, phoneme sorts, sound sorts, structured literacy routines, etc.
- Participated in multiple data meetings to analyze literacy data and develop action plans with colleagues for tier I and tier II instruction
- Engaged in 2 collaborative learning retreats focused on writing instruction and high frequency words, resulting in decision making and materials creation for SY24-25

Priority Area #2:

Goal: Leverage the diversity and expertise of our community and of equity and inclusion scholarship to promote inclusive, culturally responsive, and antiracist classrooms for all students

Provide an update on the progress to date in this priority area. Be sure to include the following (200 words max):

- Successes and challenges of implementation (both quantitative and qualitative)
- Proposed changes to implementation plan to increase progress towards intended outcomes

- Created and worked towards professional practice goals focused on Culturally Responsive and Sustaining Pedagogy (CRSP) classroom culture, ownership & agency, differentiation, and/or rigor & mastery

- Collaborated as a special education team to share student profiles for rising first graders and learn about student profiles for incoming kindergarteners during 6 transition meetings
- Celebrated Black History Month spirit week and collaborated with an NPD officer to facilitate a schoolwide Black History celebration focused on the text, Mae Among the Stars by Roda Ahmed
- Collaborated with community members to facilitate presentations focused on adaptive athletics and people who are blind to support students' learning about differences, neurodiversity, and inclusion
- Leveraged kindergarten screening data to plan Welcome to Kindergarten Camp for 50 incoming students, providing 1 full week of classroom instruction focused on school readiness, literacy, mathematics, and social emotional skills
- Implemented ST Math, an evidence-based and standards-aligned mathematics program that removes the barrier of language for our neurodivergent and multilingual learners, to the Willett

Priority Area #3:

Goal: Implement intentional and proactive social emotional learning lessons and supports to teach prosocial strategies and skills that promote the wellbeing of all students

Provide an update on the progress to date in this priority area. Be sure to include the following (200 words max):

- Successes and challenges of implementation (both quantitative and qualitative)
- Proposed changes to implementation plan to increase progress towards intended outcomes

- Collaborated as a Culture of Achievement Team (CAT) with 12 members and 13 meetings throughout SY23-24
- Collaborated as a Positive Behavior Intervention and Supports (PBIS) team to plan and implement the 3Bs (Be Safe, Be Kind, & Be Respectful) PBIS with schoolwide core values, 3Bs cards, and monthly assemblies
- Developed a Safety Care team with protocols for supporting students who are demonstrating complex behaviors in alignment with evidence based practices from the Quality Behavior Solutions (QBS) training
- Implemented the Second Step curriculum for social emotional learning to teach common language and skills to all kindergarten students
- Engaged in professional learning focused on creating trauma-informed classrooms to support students with diverse social, emotional, and behavioral needs

Priority Area #4:

Goal: Promote inclusive family engagement through proactive efforts, critical dialogues, open feedback, and affirming relationships so that all students and families experience a positive introduction to Norwood Public Schools

Provide an update on the progress to date in this priority area. Be sure to include the following (200 words max):

- Successes and challenges of implementation (both quantitative and qualitative)
- Proposed changes to implementation plan to increase progress towards intended outcomes

- Implemented a teacher-planned Read Across America initiative to promote early literacy and family engagement
- Administered the Family Experience Survey and analyzed data as a School Council and Willett staff
- Planned Family Literacy Night for current and incoming kindergarten families to learn about evidence based literacy practices that can be replicated at home
- Planned and implemented Family STEM (science, technology, engineering, & math) Night for kindergarten families to learn about science, technology, and math learning that can be replicated at home
- Planned and facilitated Countdown to Kindergarten orientation in June for incoming kindergarten students and families to tour the school, meet staff members and peers, and receive resources to support a smooth and successful start for all kindergarteners
- Collaborated as a School Council and PTO to plan and implement community building opportunities for students and parents, including movie night and grown-ups night out.
- Collaborated with the English Language Arts curriculum coordinator to implement the Massachusetts Early Literacy Screening Legislation. All families received letters that provided information about their students' reading skills growth in an effort to strengthen the home-school partnership.
- Planned and facilitated an evening orientation in August for grown-ups to learn about the instructional priorities and operational structures of kindergarten
- Collaborated with the Parent Teacher Organization (PTO) and Norwood Trails Committee to plan and implement a walking tour field trip to "Mt. Norwood" in the backyard of the Willett
- Collaborated with Progress Norwood and PTO to host an Earth Day event at the Willett where community members, staff, and families cleaned up the grounds, built new garden beds, and planted flowers to beautify the Willett's outdoor space and prepare the outdoor classroom for science learning