

The Public Schools of Brookline

Driscoll School

School Improvement Plan 2021-23 School year

Approved by the Driscoll School Site Council: __Up for Ratification this Spring__

Public Schools of Brookline
Strategic Plan Goals & Core Values:

The Public Schools of Brookline (PSB) serves over 6,893 students in Kindergarten to grade 12. We operate nine elementary (K-8) schools and one high school in the Town of Brookline.

Our mission is to ensure that every student develops the skills and knowledge to pursue a productive and fulfilling life, to participate thoughtfully in a democracy, and succeed in a diverse and evolving global society.

VISION STATEMENT:

Brookline provides an extraordinary education for every child. Each child's unique path to achievement is supported in academically exciting and programmatically rich environments. A dynamic, diverse community of teaching professionals works collaboratively, innovating and inspiring each other and their students. Staff gets to know students intellectually, developmentally and culturally. Students are encouraged to question and challenge ideas and participate as active citizens. Schools use a variety of assessments to get the fullest picture of student learning and growth over time. These data are shared regularly with the community, and they form the basis of how we understand and improve student, teacher and administrator performance. Parents are partners with the schools in supporting their children's education, and schools communicate effectively so that parents are confident of the response to their child's circumstances and needs. The community, well informed and involved in the schools, supports these efforts that continue a tradition of challenging ourselves to do better, efforts that ensure the enduring value of a Brookline education.

CORE VALUES:

High Achievement for All

Our schools are dedicated to teaching students to be involved, active learners who work hard, think critically and creatively, and communicate effectively. We emphasize high expectations for all students, and support them to reach their full potential in all aspects of achievement, especially in academics, arts, sports, social skills and civic participation, all of which prepare students for success in their lives after high school.

Excellence in Teaching

Passionate, knowledgeable, skillful teachers are the core strength of our school system. We expect our faculty and staff to provide a dynamic and rewarding learning experience for students. Excellent teaching begins with strong relationships between faculty and students

and is nurtured by collaboration among colleagues. We are committed to supporting a professional community that creates and sustains an atmosphere of intellectual excitement, innovative instruction and personal growth.

Collaboration

Through collaboration we find new sources of learning and strength. The Public Schools of Brookline actively promote collaborative relationships. We seek out partnerships with community organizations that add value to our school system. We urge and support collaboration and exchange within and across our school community.

Respect for Human Difference

We are committed to acknowledging and celebrating the diversity within our community while affirming the importance of our common humanity. By promoting a safe environment for questioning and challenge, we foster the growth and value that comes from different perspectives, cultures and experiences. Our commitment is to create an atmosphere of safety in which to acknowledge and express differences while advancing true acceptance and respect for all.

Educational Equity

The Public Schools of Brookline are committed to identifying and eliminating barriers to educational achievement in our schools. To this end, we create policies and practices that are fair and just and provide educational opportunities to ensure that every student, regardless of race, color, religion, gender, sexual orientation, marital status, age, national origin, disability, or economic status, meets our standards for achievement, participation, and growth.

Michael Driscoll School Core Values and Goals

Be Safe, Show Respect, Work Hard, Work Together

Driscoll School Priorities 2021-2023

Driscoll is a vibrant learning community that values each of our students and families. We have endured many challenges during Covid, many of which have limited our ability to engage in activities, as well as traditional celebrations that make our school community so special. We are also embarking on building a new Driscoll School within our school footprint. This has provided our school with some additional challenges with limited outdoor space for recess, health and wellness activities and eating snacks outside. We are working on a two year school improvement plan that addresses the need to ensure that our students receive the social emotional support that they need, due to the pandemic, as well as bringing back school wide traditions that bridge our K-5 classrooms with our middle school. We also want to address educational equity by engaging in Equity Learning Teams and growing our Driscoll Equity Leadership Group. We also want to examine robust tier 1 and tier 2 supports to improve our students overall performance in math.

School Council Goal for SY 2021-2023

- Look for ways to provide social emotional support for all of our students.
- Continue to develop a culture and climate where everyone feels supported, welcomed and included.
- To support the development of strong school-family relationships
- To maximize the success of our children in school
- Continue to build systems and structures to ensure we are meeting the needs of ALL learners
 - A Deeper understanding of Equity in schools.
 - Schoolwide WIN (**W**hat **I** Need) blocks; How will this work to provide math intervention.
 - Advisory in Grades 7 and 8.
 - Landmark PD for our middle school.
 - Bring back Community Building Events and Activities.
 - Middle School PBIS to reinforce expected behavior and values.
- Ensure that all students are invested in their own learning.
- To Prepare the Driscoll school community for a move to a new and larger school building.

District Goal

Every Student Prepared for Change and Challenge: Instill in every student the habits of mind and life strategies critical for success in meeting the intellectual, civic, and social demands of life in a diverse, ever-changing, global environment.

Driscoll School Goal #1

Social Emotional Goal

Identify individual student needs and social emotional health as a result of the pandemic. We want students to have a sense of belonging and feel respected and valued by their classmates and teachers.

Desired Outcome:

We will maximize opportunities for students to reach their highest potential and we will increase academic/social emotional growth across all student groups and achievement levels

by implementing best practices. We also want to help students identify and manage their emotions as they arise throughout the day.

Action	Person(s)/ Teams Involved in the work	Timeline	Resources Needed	Indicators
As a team we need to look at Social-Emotional Learning data from Panorama. Use staff meeting time and Professional Development Days for faculty to review Panorama data by grade level.	Principal, Assistant Principals, Teachers, Clinical Team	2021-2023	Meeting Time Materials for lesson Professional Development Additional Time. PD Day 11/2021-Invite Matt Dubois to present Panorama.	Clinical Team Review Panorama Data using weekly meetings to determine best support for students.
Look at the middle school schedule and staffing to see if we can incorporate time and resources for 7th and 8th grade advisory.	Assistant Principal, Guidance staff, Middle School Team	2021-2023	Middle School schedule, Driscoll K-8 schedule	Middle School meeting notes as we present iterations to staff.
Re-introduction of community building events, such as Community Meeting, International Potluck, e.g.	Principal, Assistant Principals, School Psychologist, Guidance Staff, Performing Arts, Visual Arts Teachers	2021-2023	Student Lists. Student High Fives to represent each of the Driscoll Core Values: Be Safe, Show Respect, Work Hard, Work Together	Communication to staff and families about reintroducing "High Fives" each Friday over announcements. We hope to return to in person '22-'23

6-8 PBIS initiative with postcards and incentives.	Principal, Assistant Principals, K-2 teachers and students. Middle school staff and faculty.	2021-2023	K-2 students decorate postcards for middle schoolers. Stamps. Incentives.	Postcards mailed to each middle school student.
Maintaining Guidance Support During Covid	Principal, Assistant Principals, Clinical Team	2021-2023	<i>Second Step, Mind Up, Zones of Regulation, Incredible Flexible You.</i>	Classroom guidance lessons, lunch groups, individual guidance meetings as needed.

District Goal
Every Student Achieving: Ensure that every student meets or exceeds Brookline's high standards and eliminates persistent gaps in student achievement by establishing educational equity across all classrooms, schools, and programs.
Driscoll School Goal #2
Tiered Intervention in Math Across Grade Levels
Need to identify successful instructional strategies that provide robust tier 1 and tier 2 intervention in math across grade levels to address student regression due to the pandemic.
Desired Outcome:
Build conceptual understanding, procedural fluency, and problem solving skills for all students, particularly groups with the lowest levels of proficiency. We will identify ways in which students may be inequitably served and seek to reduce disparities.

Action	Person(s)/ Teams Involved in the work	Timeline	Resources Needed	Indicators
Grade level teams analyze data to identify students in need of improvement.	Principal, Assistant Principals, Teacher Teams, Math Specialists, Erin Cooley (Data Analyst)	2021-2023	Faculty Meeting to review MCAS results. Time for teacher teams to examine data and to meet with math specialists. Ensure schedule reflects additional common planning time	Adjustment to practice in both classroom and faculty environments Examples include: data to review include feedback from math performance forms completed by previous math teachers, MCAS results, grade level benchmark assessments, Kindergarten screening.
Determine tier 1 and tier 2 interventions effective in helping students build conceptual understanding, procedural fluency, and problem solving skills.	Teacher Teams, Math Specialists	Ongoing	Determine collaborative time needed for our math specialists to work with our teachers.	In Class assessments.
Deliberately partner with and provide guidance to all families to help them reinforce math skills at home with those whose children are not yet proficient.	Principal, Assistant Principals, Teachers, Driscoll ETS	2021-2023	Summer funding to pay teachers to produce grade level math games and other resources that families can access throughout the year.	Producing a bank of math resources for families to access in Google Drive.

District Goal				
Every Student Invested in Learning: Increase every student's ownership of his/her learning and achievement by using rigor, relevance, and relationships to foster a spirit of inquiry and the joy of learning.				
Driscoll School Goal #3				
Goal #3 -- School Climate and Culture Bridge the K-5 and 6-8 communities in order to solidify our identity as a K-8 school.				
Desired Outcome:				
We will improve our school culture and climate by continuing to develop a connection from our elementary grades to our middle school. We also want to maintain continuity between grade levels.				
Action	Responsibility	Timeline	Resources Needed	Indicators
Develop an outline that highlights the habits and skills students are expected to possess when they enter/exit each grade level.	Principal, Assistant Principals, Teachers, School Counselors, School Psychologist	2021-2023	Grades 6-8 Landmark PD during opening days of SY 2022-23 Dragon Books Binders 2 column notes Summer Grant Money	Students and staff use consistent language from these resources. Data documenting strategies used by students. Middle School summer workshop: Staff to get together to develop a common set of core expectations across grades 6-8 as well as a common response for unexpected behaviors.

Reintroduce Arts Equinox as a schoolwide celebration, K-8.	Principal, Assistant Principals, Visual and Performing Arts, Teachers, PTO	Spring 2022	Funding from PTO to hire an outside artist to work with grades 5-8.	Set date for Arts Equinox celebration. PTO announcement.
Establish experiences for students and parents to ease the transition from elementary to middle school grades.	Principal, Assistant Principals, School Counselors,	Spring 2022		5th grade parent night: May or June 5th grade parents would come into the building for a transition meeting. Our 6th grade mentors would provide a presentation about 6th grade as well as a tour of the middle school.

District Goal

Every Educator Growing Professionally: Foster dynamic professional learning communities that inspire inquiry, reflection, collaboration, and innovation, and use data to improve teaching, advance student learning, and refine the programs and practices of the Public Schools of Brookline.

Driscoll School Goal #4

Professional Development

The goal of our professional development is to support the other three goals in providing teachers the support that they need to promote social emotional learning, meet educational equity, and improve school climate. We want all of our teachers to develop competencies that match the goals of our school and our district.

Desired Outcome:

We want our staff to be engaged in equity learning by working in equity teams.

Action	Responsibility	Timeline	Resources Needed	Indicators
Establish Equity Team- Equity team to receive training	Equity Team, Jenee Uttaro, Principal, Assistant Principals	Fall/Spring/Summer 2021	Stipend work over summer to compile resources to share with staff.	Develop a Driscoll vision statement for what Equity looks like at school. (April 2022)
Continue our K-8 ELTs	District Leader Equity and Inclusion/ Principal, Assistant Principals, Teachers	2021-2022	Equity Learning Team Slide Decks, Meeting time during staff meetings	Personal reflection, ELT group reflections through a communication framework
Receive Training from Landmark	Principal, Assistant Principals Anne Larson Middle School Team	Summer 2022	Stipend work over summer to compile resources to share with staff	Grades 6-8 Landmark PD during opening days of SY 2022-23 2 column notes Dragonbooks