

HELMAN
Ashland School District
School Improvement Plan (SIP) for 2019 - 2020

The School Improvement Plan (SIP) is a document outlining the status of the school's student achievement. It is revised annually based on the achievement of the previous school year and trends for recent school years. The SIP should align to the Oregon Department of Education (ODE) Multi-tiered Support Systems (MTSS) model. This alignment will ensure students are receiving differentiated instruction based on their academic and social needs.

The SIP lists the district goals, the school vision/mission statement and the quantitative academic and behavioral goals for the upcoming school year. It aligns with the MTSS model in that it allows the school to monitor reading, math, and behavior data.

Ashland School District Goals for 2018-2023:

- 1. Improve Student Achievement.**
- 2. Increase the Recruitment and Retention of High Quality and Culturally Diverse Staff.**
- 3. Create and Maintain a Safe, Welcoming, Supportive and Inclusive Environment of all Students and Staff.**

School Vision/Mission Statement:

Mission Statement

Working together to educate the whole child.

Vision

Helman school is a safe, loving community where each child is honored as an individual, challenged to take risks, develop friendships, reflect on their growth, push themselves to reach their potential, and embrace the wonder that leads to lifelong enthusiasm for learning.

* A facilitator will bring the group together to ensure the work gets done and will have the bottom line accountability.

** G (Green) = Goal Achieved Y (Yellow) = On-track to Achieve Goal

Note: A1, A2, A3 = Activity 1, Activity 2, Activity 3 (Add or subtract activities, depending on how many activities are needed to achieve a strategy)

School Improvement Plan for 2019 – 2020

GOAL 1: Improve Student Achievement				
SMART GOAL: 93% Student Graduation by 2023.				
	Key Indicator	Whom*	By When	Success Rating (G or Y)**
SMART Goal for Reading: 80% of students will score at benchmark or above on EasyCBM (Grades K-2) and 75% of students will score at Level 3 or above on SBAC (Grades 3-5) by Spring of 2020.				
Strategy: All teachers will use standards-based learning objectives for Tier I, II, and III instruction.				
A1: All teachers will participate in professional learning on the reading standards	Curriculum maps, learning targets collected on learning walks	Teachers, Consultants, Principal	June 2020	
A2: All administrators will regularly monitor reading instruction and assessment and provide timely actionable feedback to teachers.	Classroom Observations	Principal	On-going	
A3: All teachers will use standards-based learning objectives that are actionable by the student and measurable by the teachers, increasing student clarity through referencing the learning objective throughout the lesson.	Classroom Objectives	Principal	On-going	
SMART Goal for Math: 85% of students will score at benchmark or above on EasyCBM (Grades K-2) and 70% of students will score at Level 3 or above on SBAC (Grades 3-5).				
Strategy 1: All teachers will use standards-based learning objectives for Tier I, II, and III instruction.				
Strategy 2: All teachers will embed vocabulary instruction in math instruction.				
A1: All teachers will participate in professional learning to link math standards to the best instructional resources.	Teacher created standards-based math resource chart	Teachers	June 2020	
A2: Teachers will create K-5 vertically aligned math vocabulary list	Posted vocabulary words	Teachers	June 2020	
A3: Teachers will reflect on feedback received from student work, peers, and administrator observations.	Meeting agenda and observations notes	Teachers and Principal	On-going	

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School Improvement Plan for 2019 – 2020

GOAL 2: Increase the Recruitment and Retention of High Quality and Culturally Diverse Staff				
SMART GOAL: The cultural diversity of our staff will match the cultural diversity of our students by 2023.				
	Key Indicator	Whom*	By When	Success Rating (G or Y)**
Strategy 1: Increase community partnerships to bring more diversity to Helman				
A1: Reach out to SOU and OSF to increase volunteers and visitors to engage with students and staff	Volunteer/Visitor Log	Principals and Teachers	June 2020	
A2: Invite diverse speakers/cultural groups to assemblies	Assembly programs	EDI Lead Team	June 2020	
Strategy 2: Create a welcoming and safe place for diverse staff.				
A1: Provide on-going staff development/training related to diversity, cultural agility and implicit bias.	Meeting agendas	Principal and EDI Lead Team	On-going	
A2: Increase visibility of EDI work on Helman’s website	Website	EDI Lead Team and Webmaster	Feb 2020	

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School Improvement Plan for 2019 – 2020

GOAL 3: Create and maintain a safe, welcoming, supportive and inclusive environment of all students and staff

SMART GOAL: Students and staff will report a “welcoming, supportive, and inclusive environment” by 2023.

	Key Indicator	Whom*	By When	Success Rating (G or Y)**
Strategy 1: Help all students and families feel knowledgeable about the culture of the school (environment, academic rigor, social norms).				
A1: All families are invited to attend a beginning of the year Open House.	Open House Flier	Teachers	Oct 2019	G
A2: Student Council members will serve as Dragon Ambassadors, orienting new students to the school grounds.	Student Council minutes	Student Council	June 2020	
Strategy 2: Increase cultural competency and awareness of issues related to diversity, inclusion, and implicit bias throughout the Helman community.				
A1: Teachers will participate in professional learning in Culturally Responsive Teaching	Agendas	Principal, Teachers, EDI Lead	June 2020	
A2: Communicate Helman’s EDI plan to all stakeholders.	Newsletter communications	Principal	12/1/2019	
A3: Offer parent workshops on issues related to equity, diversity, and inclusion.	workshop fliers	Principal, EDI Lead, Equity Coordinator	June 2020	
Strategy 3: All staff will implement school wide PBiS and PAX.				
A1: Students will participate in explicit lessons of behavioral expectations.	Expectation Stations schedule PBIS Lesson Plans	All staff	2/x per year and as needed	
A2: All classrooms will implement PAX elements (Vision, Tootles, PAX games)	PAX visions from classrooms	Teachers	On-going	
A3: Staff will integrate restorative and mindfulness practices throughout the day.	Think Sheets, MindUp lessons, MindYeti, Second Step	Teachers, Office Staff, CDS	On-going	
A4: Staff will use proactive and positive interventions to promote positive decision-making by students.	Decrease in office referrals	All staff	June 2020	

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