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| **Manor Woods ELEMENTARY SCHOOL**  **School Improvement Plan 2015 – 2016** |  |  |

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| ***Manor Woods Elementary: VISION/MISSION*** | ***KEY ACTION STEPS*** |
| Vision: A school community where academic excellence is achieved and  character education is exemplified as a foundation for success.  Mission: Manor Woods Elementary School fosters a learning  environment that upholds standards of excellence in teaching and learning,  where students, community members and staff are valued and exercise  mutual respect in a diverse and changing world. | **RIGOR ACTION STEPS:**  \*Develop student profiles for success in rigorous math coursework.  \*Define look-fors to be used in talent spotting students for participation in above grade level and G/T math classes.  \*Use the Math Resource Teachers to provide purposeful professional development to include rigorous instruction in math daily.  •Ensure purposeful questioning in daily math lessons to increase rigor.  **PERFORMANCE ACTION STEPS:**  \*Support teachers in using MAP data for instructional purposes. \*Provide vertical articulation and planning opportunities between grades to ensure consistency in instruction.  \* Use multiple measures to adjust instruction for acceleration or intervention.  \*Utilize Literacy and Math Exemplary Elementary Program Documents for planning and lesson implementation.  \*Create classroom environments that foster a growth mindset and goal setting.  **STUDENT ENGAGEMENT ACTION STEPS:**  \*Ensure consistent PBIS program implementation by collecting and analyzing behavioral data.  \*Classroom teachers will help students set academic goals.  \*Former MWES students will be invited to share their journey from MWES to college and beyond.  \*Staff will be encouraged to hang diplomas from schools they attended and share with students.  **STAFF ENGAGEMENT ACTION STEPS:**  \*Recognize staff for their efforts in the consistent implementation of PBIS.  \* Intentionally recognize staff with notes of appreciation and recognition.  \* Ensure that individual performance reviews address performance expectations, genuine praise, and individual strengths and talents. •Use results from the Clifton Strengths Finder Assessment to help staff name and claim their strengths. |
| ***HCPSS Vision and Mission*** |
| Vision 2018: Every student is inspired to learn  and empowered to excel. Mission: We cultivate a vibrant learning community that prepares students to thrive in a dynamic world. |
| ***HCPSS Goals*** |
| * Students (Goal 1): Every student achieves academic excellence in an inspiring, engaging, and supportive environment. * Staff (Goal 2): Every staff member is engaged, supported, and successful. * Families and the Community (Goal 3): Families and the community are engaged and supported as partners in education. * Organization (Goal 4): Schools are supported by world-class organizational practices. |
| ***Areas For Focused improvement*** |
| **RIGOR**: Increase the number of students participating in above grade level and G/T math classes.  **PERFORMANCE:** Increase student performance on the Reading and Math Measures of Academic Performance (MAP) assessments.  **ENGAGEMENT:** Increase student and staff engagement. |