

2019-20 School Improvement Plan Cathcart Elementary School Snohomish School District #201

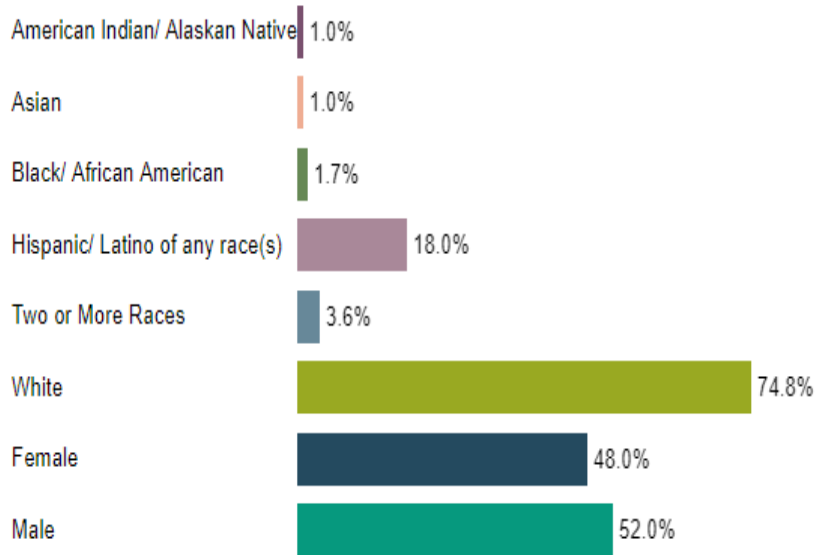
Mike Anderson
Principal

“Working together to help each student become the best that they can be.”

Demographics and Special Programs

Cathcart Elementary

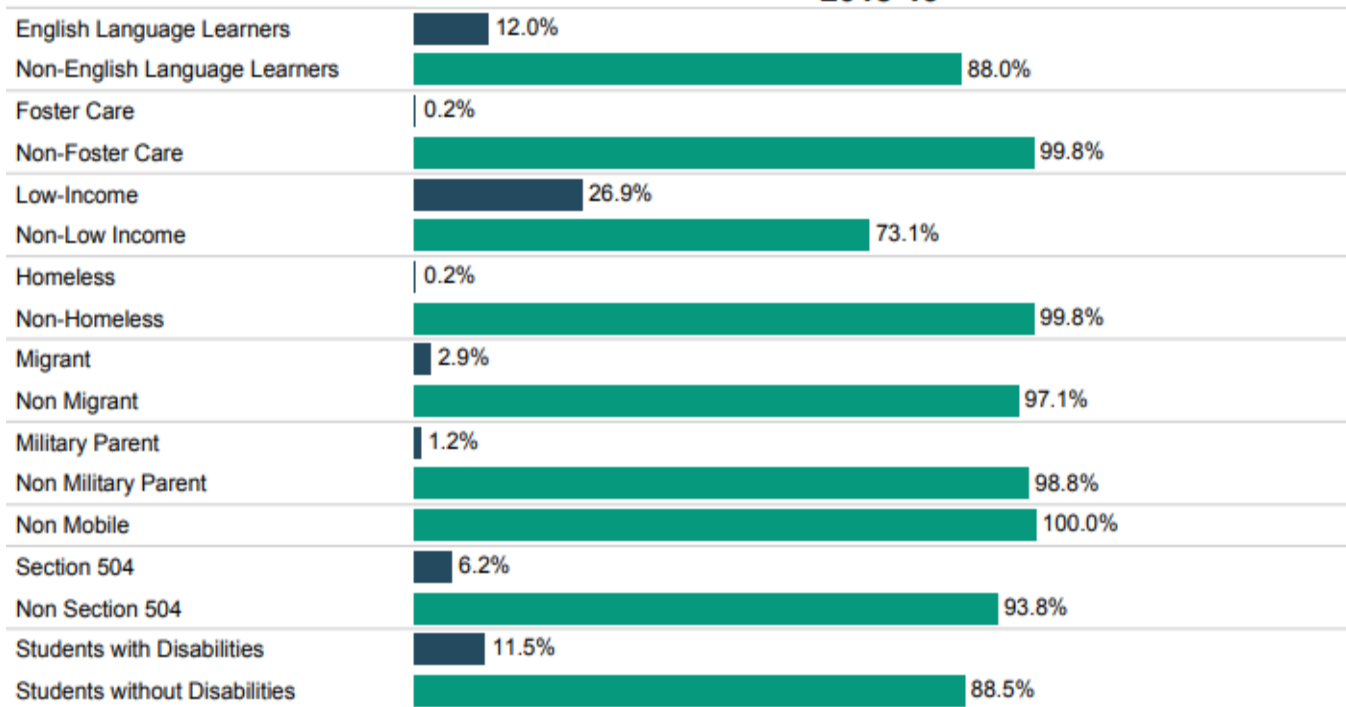
2018-19



The school year begins on different days for different school districts. The first business day in October is used as the enrollment count date for all schools and districts in Washington state.

Cathcart Elementary

2018-19



Organizational Growth and Outcomes

We continue to identify and implement opportunities to expand our effectiveness regarding the Nine Characteristics of High Performing Schools and to support professional development that is supportive of the areas of emphasis that are articulated in the criteria for effective instruction outlined and detailed, by the Danielson Framework for teacher evaluation (T-PEP) and the AWSP Evaluation Framework for administrators in the State of Washington.

Nine Characteristics of High Performing Schools		Eight Criteria of Teacher Evaluation in Washington State
1	High Standards and Expectations for All Students	(Criterion 1) Centering instruction on high expectations for student achievement
2	Curriculum, Instruction and Assessment Aligned with State Standards	(Criterion 2) Demonstrating effective teaching practices
3	Clear and Shared Purpose	(Criterion 3) Recognizing individual student learning needs and developing strategies to address those needs

4	Supportive Learning Environment	(Criterion 4) Providing clear and intentional focus on subject matter content and curriculum
5	Frequent Monitoring of Teaching and Learning	(Criterion 5) Fostering and managing a safe, positive learning environment
6	Family/Community Involvement	(Criterion 6) Using multiple student data elements to modify instruction and improve student learning
7	High Levels of Collaboration and Communication	(Criterion 7) Communicating and collaborating with parents and school community
8	Focused Professional Development	
9	Effective School Leadership	
		(Criterion 8) Exhibiting collaborative and collegial practices focusing on improving instructional practice and student learning

Our School’s Previous Goals

CA Mission 2018-19:

MTSS + ELA = SIP

District-Aligned Goal:

Cathcart teachers will work together on Professional Growth Fridays to integrate the Multi-tiered System of Supports teaching model into their planning, teaching and remediation practices. Teachers will determine 1-2 essential ELA standards to focus on for the next two weeks and will create brief common grade level assessments. This learning data will guide our collaboration with the Learning Support Specialist, Counselor, LAP Teacher and Special Education Teacher. We will measure the effectiveness of this instructional model by comparing classroom and grade level growth on essential learning formative assessments throughout the year. We expect that Cathcart Elementary School will continue to increase SBA ELA scores by 3% in grades 3-6 as measured by Smarter Balanced ELA assessments by September 2019.

Building-Specific Goals:

We will continue to implement the Second Steps social-emotional curriculum as weekly mini-lessons taught by classroom teachers. We will integrate these learning and social strategies in specialist classes and at recesses. We will have a full-time counselor for the first time and she will share Second Steps strategies and language with parents, specialists and support staff.

Our School's Goals for 19-20

District-Aligned Goal:

As a school district, every school has been asked for focus on Tier 1 Instruction. Cathcart teachers have used the Danielson Framework Rubric and Dufour Four Essential Questions to create a common Cathcart Teaching Model as a foundation to inform our observations, grade level walkthroughs and Professional Growth Friday collaborations. This will help us focus on student learning as our number 1 priority.

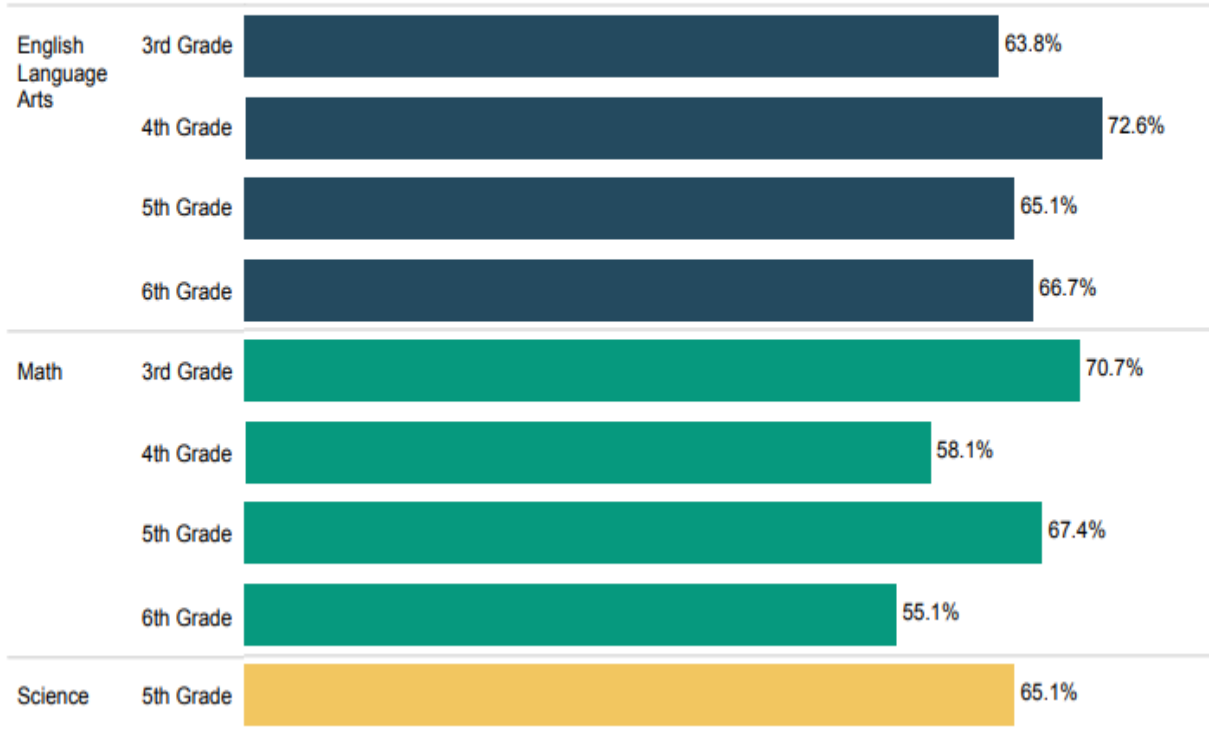
Building-Specific Goals:

1. Cathcart teachers and support staff will read *Teaching with Love and Logic* by Jim Fay and will participate in five book talks throughout the year to prepare us to come up with a common classroom management and social-emotional support program to support teaching and learning.
2. Cathcart Grade Level Teaching Teams will create a visual chart to illustrate student academic growth, subgroup growth and grade level growth based on at least one academic essential learning. This will help us communicate student learning growth over time.

Student Learning Information and Data Used to Develop Goals and Monitor Progress

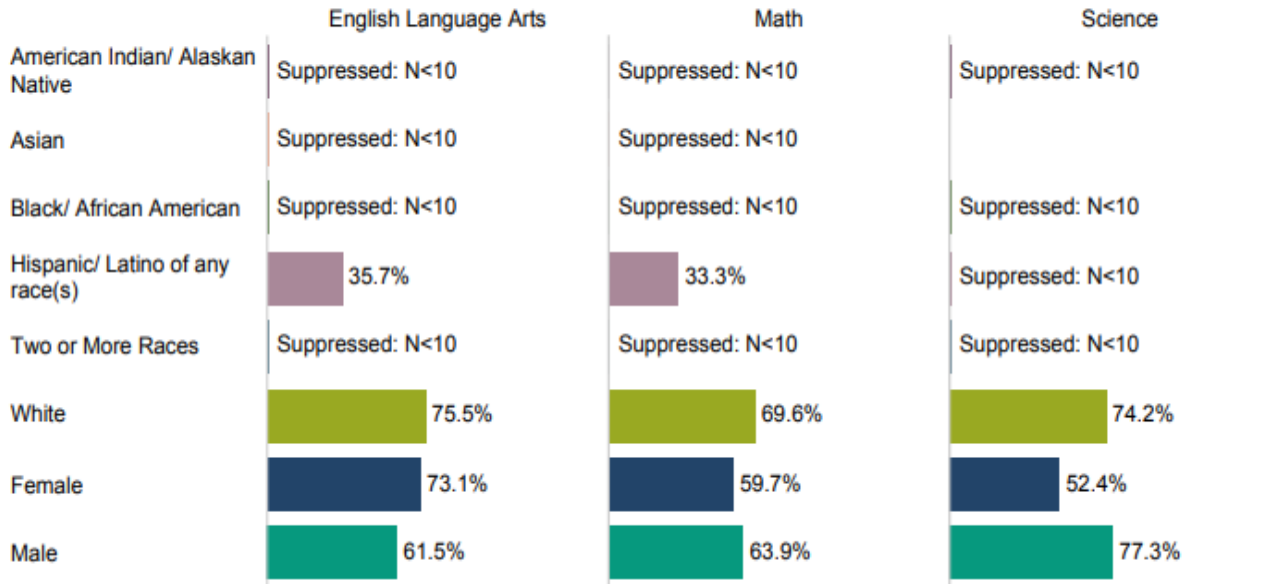
State tests and other data sources:

Cathcart Elementary 2018-19 General

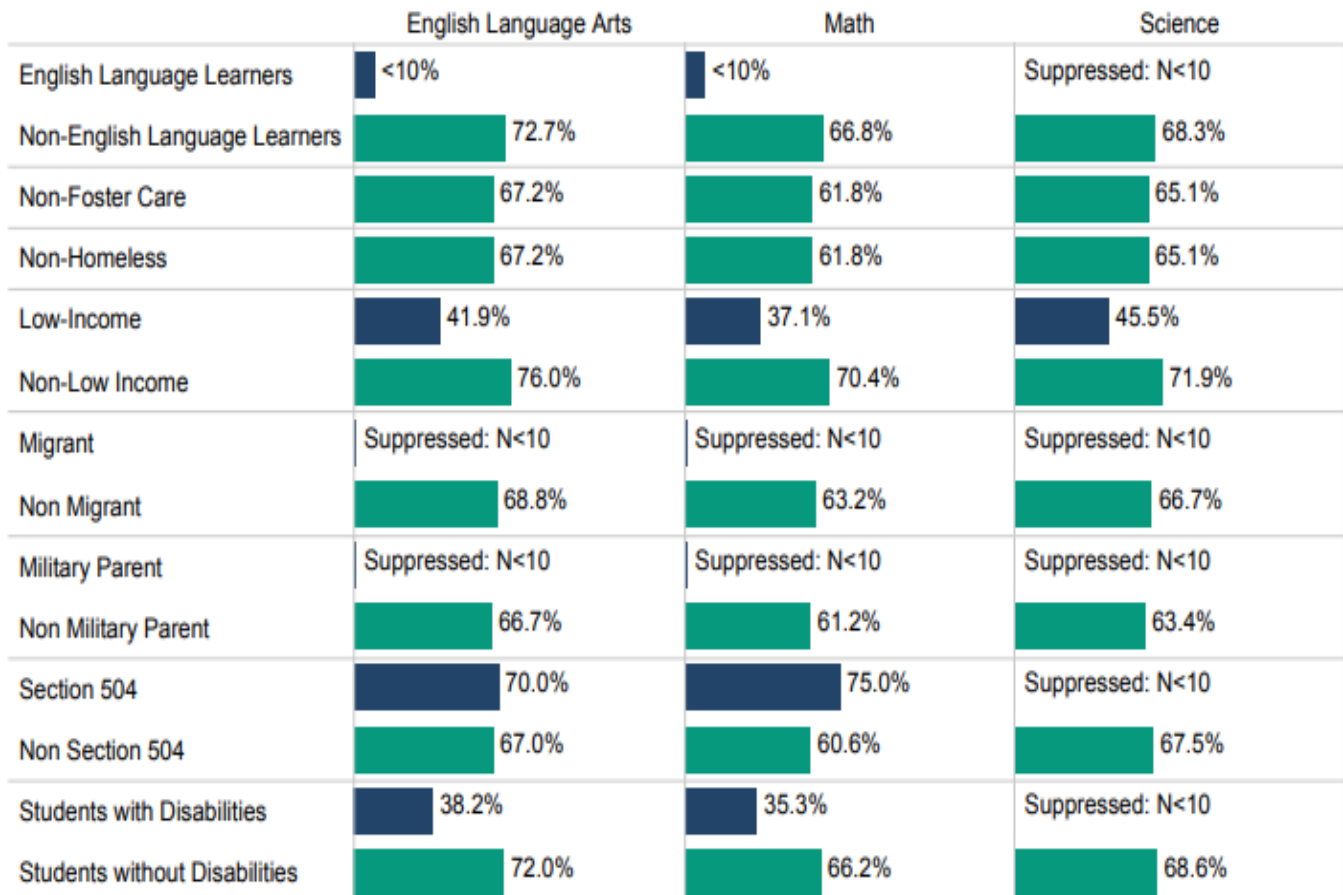


Percent of Students Meeting Standard by Subgroup

Cathcart Elementary 2018-19



Cathcart Elementary 2018-19



Other student learning information:

Support for SIP Goals

Assessment:

- Star Enterprise
- Homeroom/Data Dashboard
- WaKIDS
- ESGI Primary Academic Assessments
- Fountas and Pinnell
- Brigance Test of Basic Skills
- Smarter Balanced Assessment preparation and administration

Collaboration:

- Professional Learning Community (Dufour)
- Building Leadership Team
- Cathcart Parent Advisory
- MS Teams to document PLC work
- Canvas (Professional Resource Page)

Parent engagement:

- Cathcart Community Book Read In
- Spelling Bee
- Science Fair
- Interpreters for Parent/Teacher Conferences
- Art Smart Parent Cooperative
- Cathcart Parent Advisory
- Cathcart Parent Organization
- District/school websites and social media
- School Messenger/School Connects
- Email and List serve

Professional development:

- MS Teams
- MS Sharepoint
- Microsoft 365

Action Plan

Cathcart teachers will agree upon the Essential Teaching Look-fors that will inform our Professional Learning Community work this year. We will use this model for observations, walk throughs and curriculum planning.

Activities	Lead Person	Others	Timeline		Resources we will need/use	Our plan for monitoring effectiveness	Character or criterion addressed
			Start	End			
At a fall Staff Meeting, teachers will be given a simple teaching/learning model as a foundation for grade level teams to determine our own Essential Teaching Look-fors to use for the 2019-20 school year.	Principal		8/27/19	9/30/19	<i>Dufour 4 Essential Questions</i>	Is this model used consistently in observations.	Criterion 3,6,7
The Building Leadership Team will review the first draft of the Cathcart Essentials Teaching Model and will complete the first draft.		Building Leadership Team	9/30/19	10/30/19		BLT Process	Criterion 8
The principal will use the Cathcart Essentials Teaching Model as a framework to observe teaching and learning. This will allow for common teaching and learning conversations with	Principal	Teachers	10/1/19	6/1/20	<i>Danielson Teaching Rubric</i>	Admin Assistant will keep an ongoing check off progress monitoring list.	Criterion 2.2

every teacher, every grade level team and in professional development on Professional Growth Fridays.							
During first semester observations, the principal will use the Rigor Relevance Framework to collect baseline data on how we are challenging student learning. This data will be collected by grade level strands and will not identify individual teachers.	Principal	Teachers	10/1/19	6/1/20	<i>Rigor Relevance Framework</i>	Draft Rigor Summary Chart	Criterion 2.2
At the semester, if the data is useful, the Rigor Relevance Framework will be shared with the Cathcart Building Leadership Team. We will decide if this data should inform our teaching and learning PD for Second Semester.		BLT	1/20/20	2/30/20		BLT Process	Criterion 8

Cathcart teachers and support staff will read *Teaching with Love and Logic* by Jim Fay and will participate in five book talks throughout the year to prepare us to come up with a common classroom management and social-emotional support program to support teaching and learning.

Activities	Lead Person	Others	Timeline		Resources we will need/use	Our plan for monitoring effectiveness	Character or criterion addressed
			Start	End			
All Cathcart staff will read <i>Teaching with Love and Logic</i> and will participate in five professional conversations about classroom management, discipline and building positive relationships.	Teachers		8/27/19	6/1/20	<i>Teaching with Love and Logic</i>	Five Meeting Inquiry Conversations completed	Criterion 2.2
Teachers will meet in grade level teams on five Professional Growth Fridays to talk about <i>Love and Logic</i> .	BLT Reps	Teachers, PLCs	8/27/19	6/1/20	PGF five 1-hour meetings	Teacher Input to BLT Rep	Criterion 8.2, 8.3
Non-certificated Support Staff will meet on five scheduled non-PGFs to discuss <i>Love and Logic</i> .	Principal	Non-cert Staff	9/4/19	6/1/20	Non-PGF 5 1 hour meetings	Non-cert Staff Input to BLT Rep	
The Building Leadership Team Representatives will meet with their teams to discuss and agree upon shared school-wide classroom management and discipline teaching strategies.	Principal	BLT	5/1/20	6/1/20	CA BLT	2020-21 School Improvement Plan	Criterion 8

Cathcart Grade Level Teaching Teams will create visual charts to illustrate student academic growth, subgroup growth and grade level growth based on at least one academic essential learning.

Activities	Lead Person	Others	Timeline		Resources we will need/use	Our plan for monitoring effectiveness	Character or criterion addressed
			Start	End			
Staff Meeting Professional Development to share models of visual charts that illustrate student academic growth.	LSS	Principal	8/16/19	9/1/19	K-2 ELA Reading Level Growth 2018-19		8
Principal and Counselor will create visual chart to illustrate social-emotional growth based on 2018-19 Focus students.	Principal, Counselor		8/27/19	9/30/19		Physical chart	1, 8
Principal will create a visual chart to illustrate physical behavior incidents and actions taken for the 2019-20 school year. (modeling)	Principal		8/27/19	9/30/19		Physical chart	1, 8
Every Cathcart grade level team will agree upon, design and produce a visual chart that illustrates student academic growth. By spring 2020, grade level teams will share their chart at a Cathcart Staff Meeting for teachers to learn from each other.	BLT Rep	Grade Level Teams	9/4/19	6/1/20		Staff Meeting Presentations	8