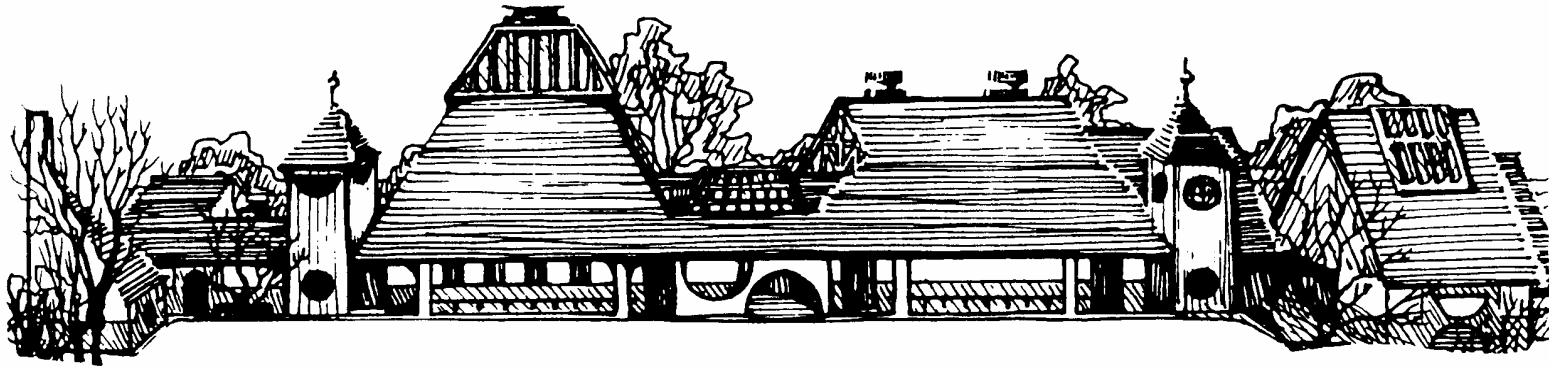


# BANCROFT ELEMENTARY SCHOOL

## FY2009

# SCHOOL IMPROVEMENT PLAN



# **School Improvement Council Members:**

## **Bancroft Principal:**

Scott R. Morrison

## **Bancroft Faculty:**

Lisa Besen

Gayle Crowley

Kristeen Hartwell

## **Bancroft Parents:**

Bini Egertson

Annie Gilbert

Becky Herrington

Ellen McGlynn

Robin Webster

## **Community Representative:**

Tom Boutureira

## **Bancroft Elementary School -- Andover, Massachusetts**

### **1) Introduction:**

Once again, the development of the Bancroft School Improvement Plan was truly a whole school effort. Input from our parent community, faculty, and School Improvement Council, was collected via an online needs assessment in June 2007.

During the summer and early autumn, members of the School Improvement Council compiled the data from the needs assessment. Priority goals were then established at our School Improvement Council meetings based upon the needs that our parents and teachers identified as the most important.

Our plan begins with an update on the status of our current 2007-2008 School Improvement Plan and concludes with budget reductions that we have experienced in past years.

### **2) Progress Report on the 2007-2008 School Improvement Plan:**

#### **Goal:**

To maintain both the low class size and the re-allocation of space that conforms to the very unique needs of the Bancroft School.

#### **Status:**

Ongoing

#### **Remarks:**

Very appreciative of the additional assistant help in 1<sup>st</sup> grade.

To increase the number of students scoring in the advanced and proficient categories on the math MCAS test above our five-year average of 66% and to decrease the number of students scoring in the needs improvement and warning categories below our five-year average of 34%.

Completed/Ongoing

Adv/Prof = 78%  
Nds Imp/Warning = 22%

To increase the FTE of our Educational Team Facilitator (ETF) from .50 to .95.

Incomplete

Still a necessary goal.

To restore physical education classes to former levels.

Incomplete

Still a necessary goal.

To expand the office and reconfigure the space to accommodate a reception area, two private offices and a conference room. Incomplete Still a necessary goal.

To restore the schoolhouse operating budget to 2002-2003 levels. Incomplete Still a necessary goal.

### **3) Focus of the Plan:**

The Andover Elementary School Improvement Councils have decided to focus on three Massachusetts Education Reform Act (**NERA**) goals this year. They are:

1. Impact of Class Size on Student Performance
2. Student Academic Performance
3. Curriculum Planning and Instructional Materials

### **4) Goals of the Plan:**

**Bancroft School Goal 1:** To maintain both low class size and the re-allocation of space that conforms to the very unique needs of the Bancroft School. *(This is the seventh year we have included this goal).*

**Andover Goal/Objective:** Student Achievement: Better staffing for student services.

**Massachusetts Goal:** Impact of class size on student performance

**What:** Ensure that student/teacher ratios are at or below the midpoint of the Andover School Committee policy. This will enable students to maximize their potential.

**Persons Responsible:** School Committee, Superintendent, and Principal

**Outcome:** By September of 2008, all Bancroft classrooms will be at or below ASC Policy. This will necessitate the hiring of an additional teacher for the 2008-2009 school year.

**Bancroft School Goal 2:** To meet or exceed the state performance target or our individual improvement target for all of our subgroups in the English/Language Arts (ELA) MCAS test. *(This is the first year we have included this goal)*

**Andover Goal/Objective:** Student Achievement: On-going improvement of student performance on standardized assessments

**Massachusetts Goal:** Student Academic Performance

**What:** The development of an ELA Team comprised of both regular and special education staff to review the performance data of our students on the ELA test.

**Persons Responsible:** Principal and School Personnel

**Outcome:** All subgroups of students will meet or exceed state performance targets or individual targets in ELA.

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**Bancroft School Goal 3:** To increase the FTE of our Educational Team Facilitator (ETF) from .50 to .95. *(This is the second year we have included this goal).*

**Andover Goal/Objective:** Student Achievement: Better staffing for student services

**Massachusetts Goal:** Ratios of students to other supportive adult resources

**What:** Presently our ETF is a .50 FTE, however, her job responsibilities and case load have increased necessitating the request for an increase to .95 FTE.

**Persons Responsible:** School Committee, Superintendent, and Principal

**Outcome:** By September of 2008, we will have a .95 FTE Educational Team Facilitator.

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**Bancroft School Goal 4:** To restore physical education classes to former levels. *(This is the third year we have included this goal).*

**Andover Goal/Objective:** Student Achievement: To ensure the health, safety and security of all children

**Massachusetts Goal:** Health, Safety, and Discipline

**What:** Presently 1<sup>st</sup>-4<sup>th</sup> grade students receive forty-five minutes of physical education per week, which is half the amount of direct instruction that was formerly received.

**Persons Responsible:** School Committee, Superintendent, Principal

**Outcome:** By September of 2008, physical education classes will be restored to their former levels.

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**Bancroft School Goal 5:** a) To expand the office and reconfigure the space to accommodate a reception area, two private offices and a conference room. *(This is the second year we have included this goal)*

b) To install a fully integrated access control/security system. *(This is the first year we have included this goal)*

**Andover Goal:** Involving all stakeholders, we will develop and implement a multi-year rebuilding plan

**Massachusetts Goal:** Welcoming and Safe School Environment

**What:** Presently, our school office is extremely overcrowded and the space is not ADA compliant. All visitors must be welcomed as they stand outside the office. With this configuration the secretary is not able to observe visitors entering and exiting the building. This negatively impacts the safety standards that we have been implementing as a school.

**Persons Responsible:** Plant and Facilities Personnel, School Committee, Superintendent, Principal

**Outcome:** By August of 2008, the office will have been completely renovated and a new security system installed.

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- Bancroft School Goal 6:** To restore the schoolhouse operating budget to 2002-2003 levels.  
(*This is the second year we have included this goal.*)
- Andover Goal:** Continue to ensure that the budget reflects a focus at the schoolhouse level so that the maximum dollars possible go to the classroom
- Massachusetts Goal:** Curriculum Planning, Instructional Materials and Professional Development
- What:** In 2002-2003, our school operating budget was reduced by over 30%. This has severely impacted the purchase of classroom supplies, curriculum materials, copying costs, and office supplies. We have had to rely heavily on parent contributions and donations.
- Persons Responsible:** School Committee, Business Manager, Superintendent, Principal
- Outcome:** By July of 2008, the school operating budget will have been restored to the 2002-2003 level.

### 5) Budget Reductions from Past Years:

- Operating Budget: A reduction of more than 30% in our general operating budget resulting in limited purchasing of classroom supplies, curriculum materials, etc. This 30% reduction has actually “increased” over the years because costs have risen, however, our expense budget has not.
- Physical Education: Class time cut in half from 90 minutes per week to 45 minutes per week in grades 1-4.
- Technology: Technology teacher instructs 12 classes per week for 45 minutes each. He is less able to support classroom teachers or plan integrated lessons with staff.
- Custodians: Positions have been reduced from 3.5 to 3.0. As a result, not all classrooms and offices are cleaned on a daily basis.
- Team Leaders: These positions have been eliminated thus making communication between staff and the principal more challenging for the principal.

