

**BANCROFT ELEMENTARY
SCHOOL**

FY2010

**SCHOOL IMPROVEMENT
PLAN**

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Introduction

As always, the development of the Bancroft School Improvement Plan was truly a whole school effort. We received input from our parent community via an online needs assessment in June, 2008. The faculty completed an online needs assessment in October, 2008. The School Improvement Council reviewed the survey results and offered suggestions for the FY2010 School Improvement Plan. Priority goals were established at our School Improvement Council meetings based upon the needs that our parents and teachers identified as the most important.

Progress Report on the 2008-2009 School Improvement Plan

<u>Goal</u>	<u>Status</u>	<u>Remarks</u>
To maintain both the low class size and the re-allocation of space that conforms to the <u>very unique needs</u> of the Bancroft School.	Ongoing	All class sizes are currently below the mid-point of the School Committee policy. This was accomplished by hiring an additional teacher for the 2008-2009 school year.
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.	Completed	Bancroft made Adequate Yearly Progress across grade levels, subject areas, and NCLB subgroups.
To increase the FTE of our Education Team Facilitator (ETF) for .50 to .95	Incomplete	Redefinition of this position will better reflect the responsibility of the ETF at Bancroft.
To restore physical education classes to former levels.	Incomplete	Restoration of PE to its former level involves consideration of the budget impact as well as the impact on other programs and core academics. Given the current fiscal environment this will be reconsidered at a later date.
To expand the office and reconfigure the space to accommodate a reception area.	Incomplete	Although the immediate space needs of the office area remain, this goal will be tabled due to the proposed re-building of the Bancroft School.
To restore the schoolhouse operating budget to 2002-2003 levels.	Incomplete	The current fiscal environment precludes budget restoration at this time.

2009-2010 School Improvement Plan

Focus of the Plan

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

Impact of class size on student performance
Student academic performance
Meeting the diverse learning needs of all students

Goals of the Plan

1. Maintain both low class size and the re-allocation of space that conforms to the unique needs of the Bancroft School.

2. **a)** Provide technology and professional development to support the acquisition of 21st century skills.
b) Increase parent understanding of the Everyday Math Program and support teachers in order to improve student performance in math.
c) Increase performance of students scoring high Needs Improvement on MCAS to Proficient range through direct support to students and support to teachers.

3. **a)** Re-define the scope of responsibilities of our Educational Team Facilitator (ETF) and change the job description accordingly.

4. **a)** Install outside speakers to enable the office staff to communicate quickly and effectively with students and teachers who are at recess or traveling to and from the portables.
b) Maintain involvement in the development and execution of a plan to renovate or replace the Bancroft School.

Bancroft School Goal 1 Maintain both low class size and the re-allocation of space that conforms to the unique needs of the Bancroft School.

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: All Bancroft classrooms will continue to be at or below the midpoint of the ASC Policy.

Bancroft School Goal 2 a) Provide technology and commensurate professional development to support the acquisition of 21st century skills.

b) Increase parent understanding of the Everyday Math Program.

c) Increase performance of students scoring high Needs Improvement on the math MCAS to Proficient range through direct support to students and support to teachers.

Andover Goal/Objective: Andover Public School District will focus on improving the 21st century skills for all students through its existing curriculum and programs.

Massachusetts Goal: Student Academic Performance

What: a) Bancroft is in a unique situation in its plan for technology acquisition. The likelihood of our building being replaced means that we need to take a conservative approach in looking at acquiring technology equipment. Many of our technology needs may be met when the new building is completed. Meanwhile, we need to make sure that our students are afforded the opportunities for learning using technology that are available to other Andover students. To this end, we will take advantage of opportunities, such as establishing Global Classrooms, to receive technology equipment (Smartboards, etc.) with little or no cost to our school. Our PTO will also establish a technology goal, setting aside funds to use now and in the future to bring 21st century technology to Bancroft. As we adopt this technology, we also need to make sure that our teachers receive the professional development that will enable them to maximize the use of technology now and in the future to meet the needs of all students.

b) As a result of a parent survey conducted last spring, we learned that many parents are unfamiliar with the Everyday Math Program, and, as a result, have difficulty supporting their children in math. It

has been a number of years since the program was adopted in Andover and parent nights were held to introduce the program. It is time to educate our parents about the program so that they can partner with us in helping their children.

c) MCAS analysis revealed that while overall our students performed well on MCAS, math was weaker than ELA. Additionally, of the children who scored needs improvement in math, many were in the high needs improvement range. With focused attention to areas of weakness for these children provided through small group instruction by the learning specialist, we expect to bring their scores into the proficient range. On the 2008 Math MCAS, the following numbers of students were in the high needs improvement range:

Grade 3: 6 of 87 students
Grade 4: 15 of 78 students
Grade 5: 9 of 73 students

Persons Responsible: Principal, PTO and School Personnel

Outcome:

- a) Teachers will have access to technology to support their teaching and will have the training to use that technology effectively.
- b) Parents will attend workshops to learn about EDM and how they can best support their children in math
- c) Students who scored high NI on the 2008 math MCAS will score in the proficient range on the 2009 MCAS.

Bancroft School Goal 3 Re-define the scope of responsibilities of our Educational Team Facilitator (ETF) and change the job description accordingly.

Andover Goal/Objective: Commit to improve teacher quality and provide the curriculum, instruction and assessment that develops 21st century skills in all students

Massachusetts Goal: Ratios of students to other supportive adult resources

What: a) The ETF at Bancroft is hired to perform ETF duties as a .50 ETF and special education instruction as a .45 ETF. Due to the demands of the ETF position, the person in this role functions as .95 ETF in actuality.

Bancroft Elementary School provides extensive counseling, academic support, occupational therapy, physical therapy & speech services for a broad spectrum and diverse population of special needs students. Our Educational Team Facilitator (ETF) is responsible for coordinating the child study team and referral process for Special Education eligibility. This responsibility includes: scheduling all mandated testing; parent notification/communication; collaboration with consultants; and guiding the I.E.P. process to assure compliance with all state and federal guidelines. The ETF is an essential liaison for parents. In addition, our ETF provides professional development and mentoring for Special Education staff regarding appropriate instructional strategies, behavior management plans and student associated software. Our present staffing level of 0.50 FTE is inadequate to manage the extensive caseload of our ETF and effectively support the Special Education service needs of our students and their families. To effectively perform the duties of the ETF, our ETF cannot provide direct service to children. Defining the position as .95 ETF instead of .50 ETF and .45 SPED teacher will reflect current practice.

Persons Responsible: School Committee, Superintendent, Pupil Personnel Director, and Principal

Outcome: a) By September 2009, the responsibilities and time commitment of the Educational Team Facilitator will more accurately reflect the scope of the position at Bancroft School.

Bancroft School Goal 4 **a)** Install outside speakers to enable the office staff to communicate quickly and effectively with students and teachers who are traveling to and from the portables.

b) Maintain involvement in the development and execution of a plan to renovate or replace the Bancroft School.

Andover Goal: Continue to provide well-maintained facilities

Massachusetts Goal: Welcoming and Safe School Environment

What: **a)** Bancroft has a unique, campus-like setting with our fourth grade classrooms housed in a modular building. Currently, there is no means of communicating with staff or students who are en route to or from the modular classrooms. In the event of an emergency, when quick and immediate action must be taken, we will be unable to communicate with anyone who is outside of the buildings. This is an unsafe situation with dire potential. Having outside speakers will enable anyone who is outside for any reason to hear announcements and respond immediately.

b) As we move forward in our CIP for Bancroft School, vehicles for maintaining effective communication will be essential for reaching the Bancroft Community. In addition to serving on the Building Committee, the principal will establish a committee of staff and parents to report to and from their constituencies. This will help to keep the project transparent to all constituents. Additionally, periodic Building Committee reports at PTO meetings will clarify information and answer parent and community questions.

Persons Responsible: **a)** Plant and Facilities Personnel, Principal

b) Principal, Building Committee

Outcome: By September 2009, outside speakers will be installed and a staff/parent building committee will be established.

Requests if the economic climate allows for additional expenditures:

Goal 3 addition

b) To restore .2 FTE in special education that was lost in the 2008-2009 school year due to reconfiguration of staff responsibilities.

What

In the 2008-2009 school year, literacy resource instruction was reconfigured to join the services of Title One, special education and regular education. This reconfiguration has been quite successful in meeting the literacy needs of our students. However, in making this change, a .50 FTE special education teacher became a .50 FTE reading teacher and .30 FTE special education teacher. As a result, we maintained a total 1.0 FTE in reading but lost .20 FTE in special education. As the special education needs of Bancroft increase and will continue to increase in the 2009-2010 school year with in-coming kindergartners who are already identified as needing special education services, it will be important to restore the .20 FTE in special education.

Persons Responsible:

School Committee, Superintendent, Pupil Personnel Director, and Principal

Outcome:

b) By September 2009, .20 FTE in special education will be restored.

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