

SIP

Lincoln-Douglas Elementary School

Resources

Instructions: Develop activities for each strategy that you will implement. Activities are significant steps that a school must accomplish in the implementation of the strategy. Milestones/Activities are key actions that must take place in order to move the work. Indicate the category, and the responsible. You will update the status and next steps throughout the year as part of your continuous improvement cycle.

- Illinois PBIS Network
- Second Step curriculum
- "Hacking School Discipline" book

Provide Your priority Description (Using a SMART GOAL format)

Root Cause

What are the root causes of the situation within our sphere of control.

Possible Solutions

Potential ways to solve or correct the root cause.

Lincoln-Douglas, grade K-4, will reduce Office Managed referrals by at least 10% each year as a result of implementing professional development focused on PBIS-related behavioral instruction by June 2020 - 2021.

- Staff inconsistently enforce expected behaviors related to student safety in unstructured settings.
- Students have not mastered self regulation.
- Zones of regulation are not implemented consistently.
- Staff tend to address misconduct issues with a limited variety of discipline strategies.
- Staff does not always take ownership of their role in escalating or de-escalating tense situations.

- Provide staff with training in a variety of management techniques to better address student misconduct.
- Provide staff with ongoing support (peer coaching) and feedback for PBIS and Second Step training.
- Develop monitoring systems for students who have been identified as high risk for tier 2 support.

If we...

Which leads to....

implement professional development focused on behavioral instruction for teachers and support this with peer coaching and a variety of approaches to managing student conduct, and monitor the progress the students are making on specific strategies that are being implemented.

... Lincoln-Douglas will see teachers increase knowledge, skills, and ability to address behavior issues more effectively,
 ... and staff will use a common language and consistent approach to discipline throughout the building.
 ... and students will be able to learn self-regulation strategies instead of choosing to fight as the only option to express themselves.

10% decrease in Office Discipline Referrals each year for students in grades K-4.

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Resources

- NWEA
- PBL teacher leaders
- PBL Works

Provide Your priority Description (Using a SMART GOAL format)

Lincoln-Douglas Elementary will see a 10% increase in MAP Reading growth as a result of implementing targeted interventions with a focus on reading comprehension instructional strategies in grades K-4 by end of the 2020-21 school year.

Root Cause

What are the root causes of the situation within our sphere of control.

- Teachers tend to use a "one-size fits all" approach to instruction with very little differentiation.
- Students' limited reading comprehension skills impact success on high stakes testing.
- Students do not have real world experiences to reinforce their learning and create context for vocabulary development.

Possible Solutions

Potential ways to solve or correct the root cause.

- Train staff in the use of the NWEA MAP learning continuum to target instruction to support individual student learning.
- Provide students with Project Based Learning opportunities that provide context for student vocabulary development.
- Identify and implement research based interventions to support successful reading comprehension strategies.
- Provide students with real world context (field trips, guest speakers, etc.) to support and reinforce vocabulary development.
- Increase student engagement in reading by using culturally relevant literature and non-fiction texts.

If we...

train teachers to use a variety of instructional strategies that emphasize reading comprehension and we embed those practices in authentic and engaging learning opportunities such as PBL and we support those practices with real world experiences...

Then...

students will receive instructional support that fits their specific learning needs related to reading comprehension and that instruction will have contextual meaning to support that learning...

Which leads to....

MAP Reading scores increasing 10% each year for K-4 all students.

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5 Essentials Survey
Lead up training - ROE 8 - June 10, 2019

Provide Your priority Description (Using a SMART GOAL format)

Root Cause

What are the root causes of the situation within our sphere of control.

Possible Solutions

Potential ways to solve or correct the root cause.

By June of 2021, teachers will move our responses from **LEAST** to **MORE** on the 5 Essentials Survey, in our efforts to engage and develop trusting, professional relationships, and to create stronger collaborative teams and a more positive school environment for students and staff. This will be accomplished by the time the 5 Essentials is given in the spring of 2020.

- Staff inconsistently apply collaborative practices to teaching, planning, and professional learning.
- Teachers appear to struggle with trust relationships with school leadership, colleagues, and parents.
- Teachers perceptions indicate the need for additional instructional leadership and support.
- There is a lack of staff commitment to our collective shared goals.

- research and implement best practices in fostering teacher collaboration and professional growth.
- provide professional development in highly effective teams as it relates to interpersonal conflicts, team building, diversity and inclusion.
- identify and train key teacher leaders to assist in co-planning and classroom support for their colleagues.
- Coaching on how to interpret questions and answers on the 5 Essentials survey.
- Leverage the ROE for additional training focused on effective teams.

If we...

research and implement best practices, team building, and develop strong interpersonal skills in an effort to foster teacher collaboration and professional growth...

Then...

teachers will develop the skills necessary to improve their trusting relationships and will develop skills to collaborate as more effective teams...

Which leads to....

positive, supportive, professional relationships as measured by internal staff surveys and the 5 Essential Survey.