



School Improvement Plan 2023-2024

School: Mabelvale Elementary
Address: 9401 Mabelvale Cut-Off
ESSA Score Current Year: 50.3
ESSA Score Previous Year: 48.64

Principal: Kelecia Glover
Phone: 501-447-5400
ESSA Letter Grade Current Year: F
ESSA Letter Grade Previous Year: N/A

Guiding Coalition		
Name	Position/Role	Contact (email/phone)
Kelecia Glover	Principal	kelecia.glover@lrsd.org 447-5402
Tyneshia Adaway	Assistant Principal	tyneshia.adaway@lrsd.org 447-5424
Karonda Lowe	Library Media Specialist	karonda.lowe@lrsd.org 447-5437
Kelly Hedrick	Counselor	kelly.hedrick@lrsd.org 447-5404
Etoyi Jones	SPED Teacher	etoyi.jones@lrsd.org 447-5418
Misti Hess	1st Grade	misti.hess@lrsd.org 447-5458
Kara McGee	Instructional Lead Teacher	Kara.mcgee@lrsd.org

		447-5434
Carrie Perry	3rd Grade Teacher	carrie.perry@lrsd.org 447-5453
Telecia Ratliff	4th Grade Teacher	telecia.ratliff@lrsd.org 447- 5450
Anita Gordon	5th Grade Teacher	anita.gordon@lrsd.org 447-5451
Atira Roberson	Community School Coordinator	atira.roberson@lrsd.org 447-5410

SCHOOL MISSION

To ensure high levels of learning for all students.

SCHOOL VISION

We believe that in order to achieve the mission for our school, we as a staff are committed to:

- Working together, interdependently, in collaborative teams to achieve a common purpose and smart goals
- Monitor (provide timely, diagnostic, and direct feedback) each students progress on a frequent basis
- Demonstrate a personal commitment to the growth of students, academically, socially, and emotionally

PLAN: NEEDS ASSESSMENT

Academics	
Strengths	Challenges
<p>For the previous school year we had a goal of 90% of Kindergarten students being proficient in Foundational Skills and standards by the end of the year. We met our goal in all areas except 1 with that being 88% of students (see Link). This trend will move upward this year with 90% of students meeting proficiency in both Kindergarten and 1st grade. Kindergarten teachers will loop with their students for the 2023-2024 school year.</p> <ul style="list-style-type: none"> • Student Growth • Use of SOR • Essential Standards decomposed by skill 	<p>The challenges we face with achieving many of our goals are external factors in which we can not control. Some of those external factors include, absenteeism, highly mobile students, and extreme undiagnosed behaviors. As a school we are committed to controlling those factors that we can and being intentional about giving students the best possible academic instruction possible.</p> <ul style="list-style-type: none"> • Students reading on grade level • Achievement gap disparity amongst identified groups
Culture & Climate	
Strengths	Challenges
<p>The specialist team has compiled our HOUSE rules for students and staff members to show pride in our school. Specialist team will work again this year to have engaging Behavior Incentives and goals for students to meet. The sunshine committee will also work to ensure the culture and climate is warm, inviting, and encourages team building through-out the school year.</p> <ul style="list-style-type: none"> • House Rules • Specialist Team • Collaborative Culture 	<p>Some challenges we've faced is student and teacher buy-in with the programs that we use to motivate students. Also, some teachers have had a hard time being consistent with awarding students points when they follow HOUSE rules.</p> <ul style="list-style-type: none"> • Increased classroom/office referrals • Student/Staff Attendance • PBIS implementation/rewards

Parent/Family Engagement, Partnerships, Operations	
Strengths	Challenges
<p>MES is now a community school and thus now has a Community School Coordinator and Food Corp Member to help build partnerships and bridges between school and family. We will soon have a Social Worker to help met onsite needs as well. We also have many teachers that are a part of the PTA and help keep it going.</p> <ul style="list-style-type: none"> • Community School • Food Corp- Fight Food Insecurity • Involved Community Partners 	<p>Parental Involvement is a challenge when it comes to academic success of students. It is hard to get our parents out to support students unless there are external motivating factors.</p> <ul style="list-style-type: none"> • PTA not as strong • Most parents want to volunteer but can't do to multiple jobs

PLAN: SMART GOAL-SETTING																							
Area	SMART Goal (Include connection to LRSD Board Goals)	Current Supporting Data																					
<u>Literacy</u>	<p>A. Performance K to 2nd: Increase early literacy by ten percent in each content, based on MAP assessments</p> <p>B. Performance 3rd to 5th: Increase academic achievement and growth in literacy by five percent or more every year as compared to the prior year, based on state accountability assessments</p>	<p>NWEA Spring Data- % of students scoring below average</p> <table> <tr> <th>Grade</th><th>Math</th><th>Literacy</th></tr> <tr> <td>K</td><td>69%</td><td>78%</td></tr> <tr> <td>1st</td><td>66%</td><td>73%</td></tr> <tr> <td>2nd</td><td>71%</td><td>80%</td></tr> </table> <p>ACT Aspire Data- % of students scoring "In Need of Support"</p> <table> <tr> <td>3rd</td><td>38%</td><td>72%</td></tr> <tr> <td>4th</td><td>45%</td><td>68%</td></tr> <tr> <td>5th</td><td>56%</td><td>82%</td></tr> </table>	Grade	Math	Literacy	K	69%	78%	1st	66%	73%	2nd	71%	80%	3rd	38%	72%	4th	45%	68%	5th	56%	82%
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Math	<p>C. Performance K to 2nd: Increase early math by ten percent in each content, based on MAP assessments</p> <p>D. Performance 3rd to 5th: Increase academic achievement and growth in math by five percent or more every year as compared to the prior year, based on state accountability assessments</p>	<p>NWEA Spring Data- % of students scoring below average</p> <table> <tr> <th>Grade</th><th>Math</th><th>Literacy</th></tr> <tr> <td>K</td><td>69%</td><td>78%</td></tr> <tr> <td>1st</td><td>66%</td><td>73%</td></tr> <tr> <td>2nd</td><td>71%</td><td>80%</td></tr> </table> <p>ACT Aspire Data- % of students scoring "In Need of Support"</p> <table> <tr> <td>3rd</td><td>38%</td><td>72%</td></tr> <tr> <td>4th</td><td>45%</td><td>68%</td></tr> <tr> <td>5th</td><td>56%</td><td>82%</td></tr> </table>	Grade	Math	Literacy	K	69%	78%	1st	66%	73%	2nd	71%	80%	3rd	38%	72%	4th	45%	68%	5th	56%	82%
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School Culture	To promote positive relationships between staff, students and parents while reducing the number of student disciplinary referrals and students identified as chronically absent.	This year we had 29 school suspensions. Our positive HOUSE Rules have been effective in monitoring student behavior and transforming it to positive relationships. We currently have 89 students that have missed 20 or more days of school.																					
School Choice Goal	Continue promoting the PLC process within the building and grade levels as new staff are hired. Our goal is to become a PLC model school by showing sustainability.	After looking at the continuums, we have 2 continuums (7 and 8) that we need to sustain before applying for the model status.																					
Parent Engagement	Link to PFE	About 65% of parents attended Parent Teacher conferences in the fall and spring. More parents and extended family attended our Picnic with Parents in the Spring than the Fall.																					

THEORY OF ACTION:

If...
district leaders work collaboratively to provide relevant resources and support in the use of evidence-based practices and data, to promote fully engaging instructional activities in all classrooms;

And If...
principals promote a safe and secure environment; are fully engaged as instructional leaders; monitor the implementation of evidence-based practice through the use of TESS and principles of the SoR; review and interpret data to drive decisions;

And If...
teachers are fully certified and engaged; use evidence-based instructional practices acquired through relevant professional development; work in collaborative teams reviewing and interpreting data to determine next steps for instruction;

Then...
students will be fully engaged in instructional activities that prepare them for the next step in their education and preparation for post-secondary options.

PLAN: IMPLEMENTATION

SMART Goal 1: Literacy

ACTIONS (Do)	PERSON(S) RESPONSIBLE	MONITORING TIMELINE	EVIDENCE OF MONITORING
Establish 90% Proficiency on all Foundational skills in literacy for Kindergarten students.	Kindergarten Teachers	Aug 2023-May 2024	Not Started ▾
Establish 90% Proficiency on 1st grade standards and skills in literacy for 1st grade students.	1st Grade Teachers	Aug 2023-May 2024	Not Started ▾
Establish 70% proficiency in grade levels 2-5, by providing high quality Tier 1 instruction. Teachers will collaborate and plan lessons based on essential standards.	2nd-5th Teachers	Aug 2023- May 2024	Not Started ▾

Provide Tier 2 instruction to students based on district assessments, cfas, and quarterly assessments.	Classroom Teachers	Aug 2023-May 2024	Not Started ▾
Provide Tier 3 instruction to students based on identified skills deficits during WIN time.	Classroom Teachers/ILT	Aug 2023-May 2024	Not Started ▾
Provide monthly professional development on research based strategies, data collections, and closing the achievement gap.	ILT/Principal	Aug 2023-May 2024	Not Started ▾
Provide before/after school tutoring 2 days a week to provide additional support in literacy.	Site Coordinator/Certified Staff	Sep 2023-May 2024	Not Started ▾
Provide effective and reflective feedback to teachers based on classroom observations. Observations will be purposeful used to explore data trends.	Administration, Instructional Lead Teacher	Sep 2023- May 2024	Not Started ▾
			Not Started ▾
			Not Started ▾
			Not Started ▾
Evaluation (Check)			
Quarter 1			
Questions <ul style="list-style-type: none"> • What progress has been made towards the goal? • What successes can you build on? • What areas need additional focus? • What actions/next steps will you and your team pursue? 			

Quarter 2

Questions

- What progress has been made towards the goal?
- What successes can you build on?
- What areas need additional focus?
- What actions/next steps will you and your team pursue?

Quarter 3

Questions

- What progress has been made towards the goal?
- What successes can you build on?
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- What actions/next steps will you and your team pursue?

Quarter 4

Questions

- What progress has been made towards the goal?
- What successes can you build on?
- What areas need additional focus?
- What actions/next steps will you and your team pursue?

PLAN: IMPLEMENTATION

SMART Goal 2: Math

ACTIONS (Do)	PERSON(S) RESPONSIBLE	MONITORING TIMELINE	EVIDENCE OF MONITORING
Establish 90% Proficiency on all Foundational skills in math for Kindergarten students.	Kindergarten Teachers	Aug 2023-May 2024	Not Started ▾
Establish 90% Proficiency on 1st grade standards and skills in math for 1st grade students.	1st Grade Teachers	Aug 2023-May 2024	Not Started ▾
Establish 70% proficiency in grade levels 2-5, by providing high quality Tier 1 instruction. Teachers will collaborate and plan lessons based on essential standards.	2nd-5th Teachers	Aug 2023- May 2024	Not Started ▾
Provide Tier 2 instruction to students based on district assessments, cfas, and quarterly assessments.	Classroom Teachers	Aug 2023-May 2024	Not Started ▾
Provide Tier 3 instruction to students based on identified skills deficits during WIN time.	Classroom Teachers/ILT	Aug 2023-May 2024	Not Started ▾
Provide monthly professional development on research based strategies, data collections, and closing the achievement gap.	ILT/Principal	Aug 2023-May 2024	Not Started ▾
Provide before/after school tutoring 2 days a week to provide additional support in math.	Site Coordinator/Certified Staff	Sep 2023-May 2024	Not Started ▾
Provide effective and reflective feedback to teachers based on classroom observations. Observations will be purposeful used to explore data trends.	Administration, Instructional Lead Teacher	Sep 2023- May 2024	Not Started ▾
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Evaluation (Check)
Quarter 1
Questions <ul style="list-style-type: none">• What progress has been made towards the goal?• What successes can you build on?• What areas need additional focus?• What actions/next steps will you and your team pursue?
Quarter 2
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Quarter 3
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Quarter 4

Questions

- What progress has been made towards the goal?
- What successes can you build on?
- What areas need additional focus?
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PLAN: IMPLEMENTATION

SMART Goal 3: School Culture

ACTIONS (Do)	PERSON(S) RESPONSIBLE	MONITORING TIMELINE	EVIDENCE OF MONITORING
Implement Leader in Me within the whole school as a support to PBIS	Principal/All Staff	Aug 2023- May 2024	Not Started ▾
Attach monthly incentives to our school-wide PBIS House Rules supports.	Specialist Team/Principal	Aug 2023- May 2024	Not Started ▾
Coordinate quarterly outings amongst staff.	Sunshine Committee	Aug 2023- May 2024	Not Started ▾
Increase awareness of the importance of daily attendance. Feet to the Seat	Attendance Committee/ Specialist Team	Aug 2023- May 2024	Not Started ▾
Incentivize daily attendance with attendance goals for students.	Attendance Committee/ Specialist Team	Aug 2023- May 2024	Not Started ▾
			Not Started ▾

			Not Started ▾
			Not Started ▾
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Evaluation (Check)			
Quarter 1			
<p>Questions</p> <ul style="list-style-type: none"> • What progress has been made towards the goal? • What successes can you build on? • What areas need additional focus? • What actions/next steps will you and your team pursue? 			
Quarter 2			
<p>Questions</p> <ul style="list-style-type: none"> • What progress has been made towards the goal? • What successes can you build on? • What areas need additional focus? • What actions/next steps will you and your team pursue? 			
Quarter 3			

Questions <ul style="list-style-type: none"> • What progress has been made towards the goal? • What successes can you build on? • What areas need additional focus? • What actions/next steps will you and your team pursue? 			
Quarter 4			
Questions <ul style="list-style-type: none"> • What progress has been made towards the goal? • What successes can you build on? • What areas need additional focus? • What actions/next steps will you and your team pursue? 			
PLAN: IMPLEMENTATION			
SMART Goal 4: School Choice			
ACTIONS (Do)	PERSON(S) RESPONSIBLE	MONITORING TIMELINE	EVIDENCE OF MONITORING
Continuun #7 Monitor each student's learning	ILT/Principal/Teachers	Sep 2023-May 2024	Not Started ▾
Continuum #8 Provide students with systematic interventions and extensions	ILT/Principal/Teachers	Sep 2023-May 2024	Not Started ▾
			Not Started ▾

			Not Started ▾
			Not Started ▾
			Not Started ▾
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Evaluation (Check)			
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Questions <ul style="list-style-type: none"> • What progress has been made towards the goal? • What successes can you build on? • What areas need additional focus? • What actions/next steps will you and your team pursue? 			
Quarter 2			
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Quarter 3

Questions

- What progress has been made towards the goal?
- What successes can you build on?
- What areas need additional focus?
- What actions/next steps will you and your team pursue?

Quarter 4

Questions

- What progress has been made towards the goal?
- What successes can you build on?
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PLAN: IMPLEMENTATION

SMART Goal 5: PFE

ACTIONS (Do)	PERSON(S) RESPONSIBLE	MONITORING TIMELINE	EVIDENCE OF MONITORING
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Provide Increased opportunities for families and students to eat together outside of the home through our Community Cafe	Community School Coordinator	Aug 2023- May 2024	Not Started ▾
Encourage all parents/stakeholders/guardians/staff to join PTA and support its mission.	PTA President/ Principal	Aug 2023- May 2024	Not Started ▾
Provide opportunities for parents, guardians, and stakeholders engagement by offering at least five involvement activities related to learning.	Principal/ Community School Coordinator Specialists	Aug 2023- May 2024	Not Started ▾
		Aug 2023- May 2024	Not Started ▾
		Aug 2023- May 2024	Not Started ▾
			Not Started ▾
			Not Started ▾
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Evaluation (Check)
Quarter 1
Questions <ul style="list-style-type: none">• What progress has been made towards the goal?• What successes can you build on?• What areas need additional focus?• What actions/next steps will you and your team pursue?
Quarter 2
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Quarter 3
Questions <ul style="list-style-type: none">• What progress has been made towards the goal?• What successes can you build on?• What areas need additional focus?• What actions/next steps will you and your team pursue?
Quarter 4

Questions

- What progress has been made towards the goal?
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