

**Naperville 203
School Improvement Plan
2022 - 2023**

Academic				
Goal: By 2023, 80% of students will meet or exceed ELA learning standard expectations as measured by IAR.				
Rationale for the Goal: During the 2021-2022 school year 77% of Highlands students met or exceeded ELA Learning standard expectations as measured by IAR which was an increase of 6% from the prior year. With a 6% increase from 2021 to 2022 our gaps in ELA are closing.				
Benchmarks for Success: 2022 - 2023 Benchmarks on NWEA MAP Growth In the fall of 2022, 54% of students were above the 80th percentile as measured by NWEA MAP Growth's Reading test. By the spring of 2023, 60% of students will be above the 80th percentile as measured by NWEA MAP Growth's Reading test.				
Action Steps	Tasks	Person(s) Responsible	Predicted Target Date	Actual Completion Date
Implement instructional agreements in ELA (Classroom/Teacher)	<ul style="list-style-type: none"> Research and develop quality literacy instruction in the areas of <ul style="list-style-type: none"> Explicit phonics instruction Vocabulary development Integrating conventions into writing instruction 	Gwen, Melissa, Lora, Laura, David		
Utilize the PLC + framework to deepen and refine ELA instruction.	<ul style="list-style-type: none"> Use a variety of available student evidence to determine areas of need for teacher clarity and instructional practices. 	Gwen, Melissa, Lora, Laura, David		

	<ul style="list-style-type: none"> Reflect on student evidence to determine instructional impact on areas of need. 			
Deepen and refine intervention structures and resources to promote student growth (School-wide systems)	<ul style="list-style-type: none"> Develop and implement high-quality targeted tier 2 instruction aligned to the essential standards for ELA Periodically perform data reviews with staff after Fall, Winter and Spring assessment windows. During PLC consider how and where we can differentiate the curriculum to move learning forward. 	Gwen, Melissa, Lora, Laura, David		
<p>Specific ways this goal is aligned with our focus on MTSS, SEL, and/or Equity: The PLC+ framework promotes equity, high expectations for all, individual and collective efficacy and activation. Data Reviews ensure that all learners' needs are being met in the area of ELA.</p>				

Academic
<p>Goal: By 2023, 77% of students will meet or exceed Math learning standard expectations as measured by IAR.</p>
<p>Rationale for the Goal: During the 2021-2022 school year 73% of Highlands students met or exceeded Math Learning standard expectations as measured by IAR which was an increase of 3% from the prior year. With a 3% increase from 2021 to 2022 our gaps in Math are closing.</p>
<p>Benchmarks for Success: 2022 - 2023 Benchmarks on NWEA MAP Growth</p> <p>In the fall of 2022, 59% of students were above the 80th percentile as measured by NWEA MAP Growth's Mathematics test.</p> <p>By the spring of 2023, 65% of students will be above the 80th percentile as measured by NWEA MAP Growth's Mathematics test.</p>

Action Steps	Tasks	Person(s) Responsible	Predicted Target Date	Actual Completion Date
Implement and reflect on instructional agreements in Math (Classroom/Teacher)	<ul style="list-style-type: none"> Research and develop quality for small group instruction. <ul style="list-style-type: none"> Create classroom structures that support small group instruction Using data to inform small group instruction Create systems for creating flexible groups Independent practice for students that are not in small group 	Debbie, Stephanie, Brian, Lora, Laura		
Utilize the PLC + framework to deepen and refine Math instruction	<ul style="list-style-type: none"> Use a variety of available student evidence to determine areas of need for teacher clarity and instructional practices. Reflect on student evidence to determine instructional impact on areas of need. 	Debbie, Stephanie, Brian, Lora, Laura		
Deepen and refine intervention and extension structures and resources to promote student growth (School-wide systems)	<ul style="list-style-type: none"> Develop and implement high-quality targeted tier 2 instruction aligned to the essential standards for Math Periodically perform data reviews with staff after Fall, Winter and Spring assessment windows. During PLC consider how and where we can differentiate the curriculum to move learning forward. 	Debbie, Stephanie, Brian, Lora, Laura		

Belonging

Goal: Highlands will develop and promote a culture of belonging where students' identities and backgrounds are celebrated, integrated and appreciated as measured by Panorama Survey. By trimester 3 of 2023, 75% of our students will respond favorably on the Panorama survey about their sense of belonging.

Rationale for the Goal:

Currently our student's sense of belonging is at 72% as measured by the Panorama Survey. In 2022, Panorama survey data noted 60% of students felt they were understood as a person. Additionally, the 2022 Panorama survey also noted that 62% of students felt they were respected by one another

Benchmarks for Success:

- By Fall of 2022, 65% of our students will report they felt they were understood as a person and by Spring of 2023, 70% of our students will feel they are understood as a person.
- By Fall of 2022, 66% of our students will report they felt respected by one another and by Spring of 2023, 70% of our students will report they felt respected by one another

Action Steps	Tasks	Person(s) Responsible	Predicted Target Date	Actual Completion Date
Center student voice and identity in building classroom community	<ul style="list-style-type: none"> • Students create teacher videos to share passions, needs, identities, backgrounds, strengths, etc (Dear Future Teacher) • Teachers will use Student 360 template to record various aspects of student identity in order to determine which students to strengthen relationships with as well as strategies to adapt curriculum and resources 	Classroom Teachers, David, Lora, Laura		
Implement Zones of Regulation	<ul style="list-style-type: none"> • Provide professional development on implementing Zones of Regulation Curriculum. • Create an assessment to determine impact. • Provide vertical collaboration time for teams to share successes and problem solve areas of need. 	David, Lora, Laura, Bonnie, Maggie, Jen, Jessie		
Implement Morning Meetings	<ul style="list-style-type: none"> • Provide professional development on implementing Morning Meetings. • Create instructional schedules to ensure Morning Meetings occur. • Partner support staff with classrooms to foster community building. 	David, Lora, Laura, Classroom Teachers		

Specific ways this goal is aligned with our focus on MTSS, SEL, and/or Equity: This goal allows us to center our work on the whole child through the MTSS process. We are working on growing our students academically but also through the lens of connecting them to our school community. This work will create an awareness and appreciation of each student's identity.

