

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

Academic				
<b>Goal: By the spring of 2023, 75% of students will meet their growth projection on the NWEA MAP math assessment.</b>				
<b>Rationale for the Goal:</b> Our belief is that if we increase student growth as a school, achievement data will increase as well. The only way to close achievement gaps is to accelerate growth. Utilizing student growth correlates with an increased focus on MTTs best practice at Naper.				
<b>Benchmarks for Success:</b> In the spring of 2022, 58% of students met their growth projection on the NWEA MAP math assessment. In the spring of 2022, 45% of students were above the 80th percentile as measured by the NWEA Math test. In the spring of 2022, 52% of students met or exceeded on the math section of the Illinois Assessment of Readiness (IAR) assessment.				
Action Steps	Tasks	Person(s) Responsible	Predicted Target Date	Actual Completion Date
Foster an equitable and high-performance culture focused on student learning, well-being, and engagement.	<ul style="list-style-type: none"> <li>● Equity Team continues to promote an understanding that current school and societal structures and practices create barriers to an equitable, safe, and welcoming school environment.</li> <li>● Hire and retain a diverse workforce that represents district and school demographics.</li> <li>● Classroom and school-wide academic, curriculum and practices, align to educational equity (Access-Representation-Meaningful Participation-High Outcomes)                             <ul style="list-style-type: none"> <li>○ Staff will engage in a personal equity</li> </ul> </li> </ul>	Naper Equity Team  Naper Administration  Naper Staff	May 2023	

	<p>audit with Dr. Rachel Mahmood.</p> <ul style="list-style-type: none"> <li>○ Staff will engage in Gender Equity 101 PD provided by Lurie Children’s Hospital.</li> <li>○ Staff will participate in PD focused on overidentification of EL students for Special Education Services.</li> <li>● Examine current practices and begin to build a climate of constructive collaboration. <ul style="list-style-type: none"> <li>○ Staff members will observe colleagues in order to increase collective teacher efficacy.</li> <li>○ New educators will engage in coaching cycles with LSC to understand high priority areas that increase student learning.</li> </ul> </li> <li>● Evaluate and select instructional resources and learning experiences that are culturally responsive and represent all students.</li> </ul>	<p>Naper LSC Naper Administration</p> <p>Naper Staff</p>		
Utilize PLCs to engage in continuous learning targeted on curriculum, data and high impact strategies	<ul style="list-style-type: none"> <li>● PLC practice will be enhanced utilizing: <ul style="list-style-type: none"> <li>○ <i>PLC+ Better Decisions and Greater Impact by Design</i></li> <li>○ <i>The PLC+ Playbook</i></li> <li>○ <i>The PLC+ Activator’s Guide</i></li> </ul> </li> <li>● Utilize CFA, MAP, Panorama, 5Essentials, and IAR data to inform instruction.</li> <li>● Tier I instruction is aligned to district approved curriculum maps and resources</li> <li>● Develop and Implement CFAs aligned to essential standards</li> <li>● Utilize MTSS to make purposeful and intentional instructional decisions in response to students’ needs.</li> </ul>	<p>Naper LSC Naper Administration Naper Staff</p>	May 2023	
Implement MTSS to increase academic and social-emotional growth for	<ul style="list-style-type: none"> <li>● Provide Tier I instruction aligned to district approved curriculum maps and resources to all students</li> </ul>	<p>Naper Staff</p>	May 2023	

<p>all students.</p>	<ul style="list-style-type: none"> <li>● Naper staff will utilize MTSS tiers to promote academic and SEL growth for all students.</li> <li>● Naper Staff will continue to utilize Problem Solving and CSTs to meet the needs of all students through data analysis and collaborative planning.</li> <li>● Grade Level teams will meet with the Math Specialist and Reading Specialist every 6 weeks to examine Tier 1 data in order to plan for Tier 2 instruction as needed.</li> <li>● Create and implement a whole school instructional schedule to promote collaboration, co-planning, and co-teaching to meet the needs of all learners.</li> <li>● Utilize longitudinal and formative data analysis to guide differentiated instruction, interventions and extensions.</li> <li>● Develop and Implement CFAs aligned to the essential standards in ELA and Math</li> <li>● Classroom teachers will develop and implement Tier 2 interventions aligned to the essential standards</li> </ul>	<p>Naper Staff</p> <p>Naper IST/Staff</p> <p>Naper Reading &amp; Math Specialist Grade Level Teams</p> <p>Naper Administration Naper LSC</p> <p>Naper Staff</p> <p>Naper Staff</p> <p>Naper Staff</p>		
<p>Create a school climate that proactively supports all students and their social-emotional well-being to support increased student achievement.</p>	<ul style="list-style-type: none"> <li>● Support emotional regulation in students. <ul style="list-style-type: none"> <li>○ Provide Tier 1 SEL instruction aligned to curriculum maps, standards, and resources to all students.</li> <li>○ Utilize Calming Corners in each classroom and provide instruction for all students and staff on best practice.</li> <li>○ Utilize best practice to create Trauma Sensitive Classrooms.</li> <li>○ Implement Tier 2 SEL instruction/interventions as needed.</li> <li>○ Explicitly implement all school expectations for all school</li> </ul> </li> </ul>	<p>Naper Staff</p>	<p>May 2023</p>	

	<p>environments</p> <ul style="list-style-type: none"> <li>○ Implement Peaceful Playground to improve student sense of belonging and school safety.</li> <li>● Classroom and school-wide academic, curriculum and practices, align to educational equity (Access-Representation-Meaningful Participation-High Outcomes) <ul style="list-style-type: none"> <li>○ Staff will engage in a personal equity audit with Dr. Rachel Mahmood.</li> <li>○ Staff will engage in Gender Equity 101 PD provided by Lurie Children’s Hospital.</li> </ul> </li> </ul>	<p>Naper Social Worker Peaceful Playground Team Naper Staff</p> <p>Naper Staff</p>		
Examine and implement best practice instructional strategies to accelerate learning and student growth.	<ul style="list-style-type: none"> <li>● Naper staff will continue to implement co-planning and co-teaching to support student growth.</li> <li>● New Educators engage in coaching cycles with LSCs to understand high priority areas that increase student learning</li> <li>● Peer observation will be used to enhance professional practice and collective teacher efficacy.</li> <li>● Longitudinal and formative data analysis to guide differentiated instruction, interventions, and extensions.</li> <li>● Provide 1/1 tutoring for our most at risk students through NEF/Title 1 funding</li> <li>● Engage in professional learning centered around: <ul style="list-style-type: none"> <li>○ MTSS</li> <li>○ Peaceful Playground</li> <li>○ Conscious Discipline</li> </ul> </li> </ul>	<p>Naper Staff</p> <p>Naper LSC</p> <p>Naper LSC Naper Staff</p> <p>Naper Staff</p> <p>Naper Administration Naper Staff</p> <p>Naper Administration Naper LSC Naper Social Worker</p>	May 2023	
Enhance communication and	<ul style="list-style-type: none"> <li>● Naper will promote shared leadership and</li> </ul>	Naper Staff	May 2023	

<p>stakeholder relations.</p>	<p>collective responsibility through SIT, IST, Sunshine Committee, Equity Team and Safer Together Team who will assist with school initiatives and leadership.</p> <ul style="list-style-type: none"> <li>● Key Leader Meetings will occur weekly to ensure administration, LSC, SSC and LC communicate effectively to promote collective responsibility.</li> <li>● Create a professional culture of trust, respect and candor that leads to collective teacher efficacy and increased student growth. <ul style="list-style-type: none"> <li>○ New Educators engage in coaching cycles with LSCs to understand high priority areas that increase student learning</li> <li>○ PLC practice will be enhanced utilizing: <ul style="list-style-type: none"> <li>■ <i>PLC+ Better Decisions and Greater Impact by Design</i></li> <li>■ <i>The PLC+ Playbook</i></li> <li>■ <i>The PLC+ Activator's Guide</i></li> </ul> </li> <li>○ Provide opportunity for peer observations</li> </ul> </li> <li>● Naper will promote a positive climate of trust, respect through proactive communication structures: <ul style="list-style-type: none"> <li>○ Weekly school level communication (WAG)</li> <li>○ Weekly classroom newsletters</li> <li>○ PLC structures</li> <li>○ SIT Meetings, IST Meetings, Sunshine Committee Meetings, Equity Team Meetings, Safer Together</li> <li>○ Weekly Staff Calendar and Principal Update</li> </ul> </li> </ul>	<p>Naper Administration Naper LSC Naper LC Director</p> <p>Naper Administration Naper LSC Naper Staff</p> <p>Home &amp; School, Office Staff, Admin Naper Classroom Teachers</p>		
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	○ Daily staff attendance update			
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**Specific ways this goal is aligned with our focus on MTSS, SEL, and/or Equity:**  
**This goal is specifically aligned to Equity, MTSS and SEL. Staff will engage in personal equity audits and PD in the area of educational equity with Dr. Rachel Mahmood. PD on MTSS structures with a focus on Tier 1 implementation with integrity and Increased collaboration around Tier 2 structures will promote increased understanding with Naper staff. Increased coaching opportunities will promote a strong understanding of best practice instruction and MTSS. School level committees will focus on the school improvement process, school safety/SEL and equity.**

**Academic**

**Goal:**  
**By the spring of 2023, 75% of students will meet their growth projection on the NWEA MAP reading assessment.**

**Rationale for the Goal:**  
**Our belief is that if we increase student growth as a school, achievement data will increase as well. The only way to close achievement gaps is to accelerate growth. Utilizing student growth correlates with an increased focus on MTTs best practice at Naper.**

**Benchmarks for Success:**  
**In the spring of 2022, 58% of students met their growth projection on the NWEA MAP Reading assessment.**  
**In the spring of 2022, 46% of students were above the 80th percentile as measured by the NWEA Reading test.**  
**In the spring of 2022, 55 % of students met or exceeded on the math section of the Illinois Assessment of Readiness (IAR) assessment.**

<b>Action Steps</b>	<b>Tasks</b>	<b>Person(s) Responsible</b>	<b>Predicted Target Date</b>	<b>Actual Completion Date</b>
Foster an equitable and high-performance culture focused on student learning, well-being, and engagement.	<ul style="list-style-type: none"> <li>Equity Team continues to promote an understanding that current school and societal structures and practices create barriers to an equitable, safe, and welcoming school environment.</li> <li>Hire and retain a diverse workforce that represents district and school demographics.</li> </ul>	<p>Naper Equity Team</p> <p>Naper Administration</p>	May 2023	



	<p>Ways to Bring the Science of Reading into the Balanced Literacy Classroom and implement recommended instructional shifts</p> <ul style="list-style-type: none"> <li>● Develop and Implement CFAs aligned to essential standards</li> <li>● Utilize MTSS to make purposeful and intentional instructional decisions in response to students' needs.</li> </ul>	<p>LSC, Administration and Reading Specialist</p> <p>Naper Staff</p>		
<p>Implement MTSS to increase academic and social-emotional growth for all students.</p>	<ul style="list-style-type: none"> <li>● Provide Tier I instruction aligned to district approved curriculum maps and resources to all students</li> <li>● Naper staff will utilize MTSS tiers to promote academic and SEL growth for all students.</li> <li>● Naper Staff will continue to utilize problem Solving and CSTs to meet the needs of all students through data analysis and collaborative planning.</li> <li>● Grade Level teams will meet with the Math Specialist and Reading Specialist every 6 weeks to examine Tier 1 data in order to plan for Tier 2 instruction as needed.</li> <li>● Create and implement a whole school instructional schedule to promote collaboration, co-planning, and co-teaching to meet the needs of all learners.</li> <li>● Utilize longitudinal and formative data analysis to guide differentiated instruction, interventions and extensions.</li> <li>● Develop and Implement CFAs aligned to the essential standards in ELA and Math</li> <li>● Classroom teachers will develop and implement Tier 2 interventions aligned to the essential standards</li> </ul>	<p>Naper Staff</p> <p>Naper Staff</p> <p>Naper IST Team, Staff</p> <p>Naper Reading/Math Specialist and Naper Grade Level Teams</p> <p>Naper Administration</p> <p>Naper Staff</p> <p>Naper Staff</p> <p>Naper Staff</p>	<p>May 2023</p>	
<p>Create a school climate that proactively supports all students and their</p>	<ul style="list-style-type: none"> <li>● Support emotional regulation in students. <ul style="list-style-type: none"> <li>○ Provide Tier 1 SEL instruction aligned to curriculum maps, standards, and</li> </ul> </li> </ul>	<p>Naper Staff</p>	<p>May 2023</p>	



<p>social-emotional well-being to support increased student achievement.</p>	<p>resources to all students.</p> <ul style="list-style-type: none"> <li>○ Utilize Calming Corners in each classroom and provide instruction for all students and staff on best practice.</li> <li>○ Utilize best practice to create Trauma Sensitive Classrooms.</li> <li>○ Implement Tier 2 SEL instruction/interventions as needed.</li> <li>○ Explicitly implement all school expectations for all school environments</li> <li>○ Implement Peaceful Playground to improve student sense of belonging and school safety.</li> </ul> <ul style="list-style-type: none"> <li>● Classroom and school-wide academic, curriculum and practices, align to educational equity (Access-Representation-Meaningful Participation-High Outcomes) <ul style="list-style-type: none"> <li>○ Staff will engage in a personal equity audit with Dr. Rachel Mahmood.</li> <li>○ Staff will engage in Gender Equity 101 PD provided by Lurie Children’s Hospital.</li> </ul> </li> </ul>	<p>Naper Social Worker/ Peaceful Playground Team/Naper Staff</p> <p>Naper Staff</p>		
<p>Examine and implement best practice instructional strategies to accelerate learning and student growth</p>	<ul style="list-style-type: none"> <li>● Naper staff will continue to implement co-planning and co-teaching to support student growth.</li> <li>● New Educators engage in coaching cycles with LSCs to understand high priority areas that increase student learning</li> <li>● Peer observation will be used to enhance professional practice and collective teacher efficacy.</li> <li>● Longitudinal and formative data analysis to</li> </ul>	<p>Naper Staff</p> <p>Naper LSC</p> <p>Naper LSC Naper Staff</p>	<p>May 2023</p>	

	<p>guide differentiated instruction, interventions, and extensions.</p> <ul style="list-style-type: none"> <li>● Provide 1/1 tutoring for our most at risk students through NEF funding</li> <li>● Engage in professional learning centered around: <ul style="list-style-type: none"> <li>○ MTSS</li> <li>○ Peaceful Playground</li> <li>○ Conscious Discipline</li> </ul> </li> </ul>	<p>Naper Staff</p> <p>Naper Administration Naper Staff</p> <p>Naper Administration Naper LSC Naper Staff</p>		
<p>Enhance communication and stakeholder relations.</p>	<ul style="list-style-type: none"> <li>● Naper will promote shared leadership and collective responsibility through SIT, IST, Sunshine Committee, Equity Team and Safer Together Team who will assist with school initiatives and leadership.</li> <li>● Key Leader Meetings will occur monthly to ensure administration, LSC, SSC and LC communicate effectively to promote collective responsibility.</li> <li>● Create a professional culture of trust, respect and candor that leads to collective teacher efficacy and increased student growth. <ul style="list-style-type: none"> <li>○ New Educators engage in coaching cycles with LSCs to understand high priority areas that increase student learning</li> <li>○ PLC practice will be enhanced utilizing: <ul style="list-style-type: none"> <li>■ <i>PLC+ Better Decisions and Greater Impact by Design</i></li> <li>■ <i>The PLC+ Playbook</i></li> <li>■ <i>The PLC+ Activator’s Guide</i></li> </ul> </li> <li>○ Provide opportunity for peer observations</li> </ul> </li> <li>● Naper will promote a positive climate of trust, respect through proactive communication</li> </ul>	<p>Naper Staff</p> <p>Naper Administration Naper LSC Naper LC Director</p> <p>Naper Administration Naper LSC Naper Staff</p> <p>Home &amp; School Office Staff</p>	<p>May 2023</p>	

	<p>structures:</p> <ul style="list-style-type: none"> <li>○ Weekly school level communication (WAG)</li> <li>○ Weekly classroom newsletters</li> <li>○ PLC structures</li> <li>○ SIT Meetings, IST Meetings, Sunshine Committee Meetings, Equity Team Meetings, Safer Together</li> <li>○ Weekly Staff Calendar and Principal Update</li> <li>○ Daily staff attendance update</li> </ul>	<p>Naper Administration Naper Classroom Teachers</p>		
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**Specific ways this goal is aligned with our focus on MTSS, SEL, and/or Equity:**  
**This goal is specifically aligned to Equity, MTSS and SEL. Staff will engage in personal equity audits and PD in the area of educational equity with Dr. Rachel Mahmood. PD on MTSS structures with a focus on Tier 1 implementation with integrity and Increased collaboration around Tier 2 structures will promote increased understanding with Naper staff. Increased coaching opportunities will promote a strong understanding of best practice instruction and MTSS. School level committees will focus on the school improvement process, school safety/SEL and equity.**

<b>Belonging</b>
<p><b>Goal: By Spring 2023, students at Naper will consistently feel valued, respected, included, and safe by all school personnel and one another as shown by an increase of 10% on the Panorama survey in the subcategories of sense of belonging and school safety.</b></p>
<p><b>Rationale for the Goal:</b>  <b>Naper saw a drop of 8% in the category of Sense of Belonging on the Panorama Survey in the spring of 2022. 70% of students responded favorably.</b></p>

**Naper saw a drop of 9% in the category of School Safety on the Panorama Survey in the spring of 2022. 68% of students responded favorably.**

**Benchmarks for Success:**

**In the fall of 2022, Naper will see an increase of 5% in the areas of Sense of Belonging and School Safety on the Panorama Survey.**

**In the fall of 2021, 77% of students responded favorably in the category of School Safety on the Panorama Survey.**

**In the fall of 2021, 78% of the students responded favorably in the category of Sense of Belonging on the Panorama Survey.**

**In the spring of 2021, 86% of students responded favorably in the category of School Safety on the Panorama Survey.**

**In the spring of 2021, 77% of students responded favorably in the category of Sense of Belonging on the Panorama Survey.**

Action Steps	Tasks	Person(s) Responsible	Predicted Target Date	Actual Completion Date
<p>Implement best practice strategies to promote a sense of belonging and safety among Naper students to create an environment where equity and inclusion is evident in who we are and what we do.</p>	<ul style="list-style-type: none"> <li>● Utilize an Equity Team to promote an understanding that current school and societal structures and practices create barriers to an equitable, safe, and welcoming school environment.</li> <li>● Implement instructional strategies learned through professional development with Dr. Rachel Mahmood that promote educational equity.</li> <li>● Classroom and school-wide academic, curriculum and practices, align to educational equity (Access-Representation-Meaningful Participation-High Outcomes)                             <ul style="list-style-type: none"> <li>○ Staff will engage in a personal equity audit with Dr. Rachel Mahmood.</li> <li>○ Staff will engage in Gender Equity 101 PD provided by Lurie Children’s Hospital.</li> </ul> </li> <li>● Examine current practices and Panorama Data and implement Peaceful Playground to promote a sense of belonging and school safety for all.</li> <li>● Evaluate and select instructional resources and learning experiences that are culturally responsive and represent all students.</li> <li>● Efforts to create and improve an authentic</li> </ul>	<p>Naper Equity Team</p> <p>Naper Staff</p> <p>Naper Staff</p> <p>Naper Social Worker, Peaceful Playground Team and staff</p> <p>Naper Staff</p>	<p>May 2023</p>	

	<p>sense of belonging for all students, staff and families</p> <ul style="list-style-type: none"> <li>○ Collaborate with RISE and Bridge Communities to provide wrap around services for select families to promote student success in the school environment.</li> <li>○ Create a SUCCESS chapter</li> <li>○ Opportunities for counseling on site for select students.</li> <li>● Implement Restorative Justice school wide as a way for students to repair and learn from mistakes.</li> <li>● Promote partnerships with all school staff to engage in ongoing dialogue and growth regarding the SEL look fors, focusing on: <ul style="list-style-type: none"> <li>○ Academic &amp; Social-Emotional learning targets</li> <li>○ Positive staff-student and student-student interactions</li> </ul> </li> </ul>	<p>Naper Social Worker/Admin</p> <p>Naper Parents, Social Worker and Admin</p> <p>Naper Staff</p> <p>Naper Staff</p>		
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**Specific ways this goal is aligned with our focus on MTSS, SEL, and/or Equity:**

**This goal promotes equity and inclusion for all students through an examination of school and classroom resources, collaboration with RISE, Bridge and Ebony Baker along. In addition, SEL at recess will be addressed with explicit teaching and the implementation of Peaceful Playground. An increased emphasis on all school expectations with monthly incentives for classrooms will promote common language along with a kind, safe and respectful school environment.**