

Newfields Elementary School Based Strategic Plan



SAU 16 Vision Statement

To provide a rigorous and comprehensive education that will prepare our students for diverse post-secondary educational opportunities, a competitive workplace, and active civic participation.

SAU 16 Mission Statement

To help students gain knowledge and skills that build intellect, character, and a lifelong thirst for learning.

Newfields Elementary School Mission

The mission of the Newfields Elementary School is to encourage academic excellence in a nurturing environment where all individuals are valued intellectually, emotionally, artistically, socially and physically and are empowered to develop to their maximum potential so that they can make contributions to the global community.

Guiding Principles

Provide a rigorous and comprehensive education that challenges all students
Master core academic knowledge and skills to the best of each individual's ability

- Language arts
- Mathematics
- Science, technology, research, laboratory, and other functional academic skills
- Social Studies
- World languages
- Fine and performing arts
- Health, wellness, family/consumer science, physical education

Support a culture within our schools that builds strength of mind and character

- Critical thinking and analytical skills
- Self-discipline, self motivation, independence
- Effective communication and collaboration skills
- Personal responsibility and respect for others
- Ability to adapt and evolve with resiliency and creativity
- Passion for learning and challenge
- Physical and emotional well-being and safety

Prepare students for active participation in community and civic affairs

- Appreciation of and experience with community service
- Opportunities for leadership and community / school involvement
- Understanding and appreciation of our democratic society and civil rights

Obtain backing from SAU 16 central office operations to support our vision and achievement of these goals

- Provide high quality professional services to our member school districts at reasonable cost to taxpayers
- Build and maintain positive relationships among our communities, parents, schools, and other educational institutions
- Implement the strategic plan

SAU 16 Communications Goals - NES Action Plan

GOAL:

To review the current communications systems in the SAU school community, assess their effectiveness and make recommendations for improvement in each of the following areas:

- School to Community
- SAU to Community
- School to School
- SAU to School

Ensure timely communication between schools and parents/community members:

- Establish a policy of keeping all school Internet communication up-to-date.
 - The NES website is becoming more and more a good source of information for parents and others interested in finding out more about our school.
 - Weekly Principal Newsletters are posted to the website
 - Monthly events calendars are posted to the website
 - Monthly school menus are posted to the website
 - Photos and write-ups of special events are added as available
 - Goal- more live links on website and updated class pages for all grades
 - Change of personnel in tech position caused some delays in reaching goals. There was no one in the position for 2 ½ months.
 - Large focus has been on getting current photos and videos of school functions on the website
- Establish a specific schedule for teachers to update their grades regularly on PowerSchool.
 - Most staff currently have not used Power School for grades.
 - Grade five teachers are using Power School for grades this year.
 - Goal- as we move to a standards based report card, the use of Power School will increase
 - Grade 5 teachers have been very successful in their use of PowerSchool. Through PLC work next year, they will share their success with their team.
 - Grades 3 and 4 will look to begin using Power School to house grades.
- Establish an expectation that all school personnel will return e-mail and/or telephone messages from parents in a timely fashion.
 - Staff are expected to check email at least twice a day and return emails within 24 hours
 - The majority of staff are adhering to this expectation on a regular basis.
- Ensure great care to the quality and accuracy of all electronic communications.
 - Staff has reviewed expectations for use of electronic communications. This included review of confidentiality in emails, social media etiquette and limitations, and

professional use of electronic communication

- This is a regular topic of discussion at Faculty Meetings

Improve communication regarding student expectations and progress:

- Ensure regular communication from each elementary school, and its teachers, to the parents.
 - Teachers are expected to send weekly newsletters to parents updating class happenings and learning focuses.
 - Teachers are all sending newsletters electronically
 - Not all teachers have updated their Moodle pages
 - Not all teachers are using Moodle
- Strengthen communication between CMS and EHS teachers in terms of expectations for students.
 - NES- No Action
- Review the procedures for parent-teacher conferences in all SAU16 schools.
 - Teachers are expected to keep notes from conferences and give a copy to the parents
 - All students in grades 3-5 will be setting learning goals by using the growth targets from NWEA. These goals will be shared with parents at conferences.
 - Growth data is being tracked for each student and learning goals have been monitored each term.
 - Teachers are using the data to adjust instruction and recommend students for Rtl if needed.
 - Learning goals will be reviewed at end of year to determine if they helped to achieve the growth intended.
- Review the skills and knowledge being measured on report cards in all SAU 16 elementary schools.
 - Report card revision is a goal for NES.
 - Staff would like to see an SAU wide standards based report card
 - NES needs to review and modify all report cards

Improve communications involving administrators, paraprofessionals, and staff:

- Provide additional time/opportunity for faculty to meet with one another on professional matter, both formally and informally.
 - NES teachers have PLC time each week for one hour
 - NES teachers have two staff meetings a month
 - Title IIA funds will be used to provide a consultant for three hours, twice a month to work with teachers on Math CCSS implementation
 - Teachers have enjoyed and greatly benefited from time spent with SAU grade level colleagues
 - Each Professional Development day has been used to support this year's implementation of the Math Standards. Teachers have needed additional time to plan and research the best resources to support their teaching.
- Administrators need to seek additional methods for enhancing communication with their staffs.
 - Weekly Staff Updates are sent on Sunday evenings outlining the week ahead.
 - PLC time is available for communication around data, curriculum and instruction
 - Goal: Increase personal notes to staff to acknowledge observed actions that are noteworthy- helping a colleague, extra time for a student in need, covering others

- responsibilities without being asked, etc.
 - There have been several staff and NES families dealing with serious medical issues or family deaths this year. These unfortunate events bring us all closer and build support for each other.
 - It has been a year of great accomplishments too. We embraced and were so proud of our Blue Ribbon School Award! We are a finalist for the NH Edies from HEAL- Healthy Eating, Active Living. Our students' scores on the NECAP were amazing and our growth this year for each student looks very good. All of these events bring great opportunities to tell our staff members how great they are and how hard they work.
- Improve lines of communication with paraprofessionals to include information relative to the students with whom they work.
 - Special Education staff have time for consulting with paraprofessionals
 - Principal has monthly meeting with paraprofessionals
 - Scheduling para meetings is a challenge. Next year a schedule needs to be made before the school year gets underway. Then they will be expected and in all calendars.
- Restore the middle management department positions, (i.e. Learning Area Leaders/Department Heads) at CMS and EHS.
 - NES Action-No Action Applies
- SAU administrators need to work with all non-teaching personnel to pinpoint communication concerns and then work in unison to address the problems.
 - All staff receive the weekly Staff Update emails and also receive the Silver Arrow Newsletter that goes to families
 - Non-teaching staff has direct access to the principal for communication as needed.
 - The principal has weekly planning meetings with the secretary.
 - A new custodian began on March 1 and has shown a great deal of skill and superior work ethic.
 - We communicate daily as he arrives for his shift and we have an ongoing list of tasks and projects that we mutually developed.

SAU 16 Design and Philosophy Goals – NES Action Plan

GOAL:

The committee believes that 21st century literacy and knowledge of technology are core skills and should be considered an important part of the curriculum. The SAU should commit to developing paper-less practices, ones that support collaboration, connectivity and the development of learning networks that will extend beyond the formal education SAU 16 provides.

- Provide more flexibility for students to move among levels, courses, and disciplinary tracks before and after courses have begun.
 - All students work at their highest level of ability in all classes
 - We are looking at a model next year for grades 4 and 5 that will build in a block for Rti at all levels of need, from remediation to enrichment.
- Create a committee to explore the transitions between the elementary schools and the middle school, and between the middle school and the high school.
 - No committee has been formed at NES- this topic is part of annual planning with the fifth grade teachers, special education staff and the middle school staff.

- The principal carries out all recommendations from CMS and the Administrative Team to continue to improve this process.

SAU 16 Community Involvement Goals –NES Action Plan

GOAL:

The entire SAU16, from students to administrators, will recognize and support the value of community service and look for ways to strengthen community involvement in our schools. This is the first step to encourage growth in the connectedness of all the SAU communities.

SAU16 shall establish a community service website, linked to each school’s website, which enables individual districts to:

- Publicize student volunteer opportunities.
 - NES will create a list for our website of volunteer opportunities
 - Not yet accomplished
- Build a master list of community volunteers.
 - NES will keep a list of volunteers and their work
- Encourage students to be active, caring members of the community.
 - NES students participate in multiple community service projects each year.
- Provide opportunities for community service.
 - NES is a highly engaged partner with End 68 Hours of Hunger, Pease Greeters, The Trail to Recovery Project, Jump Rope for Heart
 - Community Service projects this year in addition to those above are: Red Sox Rally Day for the Jimmy Fund; monthly food drives for End 68 Hours of Hunger; Wear Purple for Military Families Recognition Day; Read-A-Thon to raise money for Sargent Camp trip

SAU 16 Curriculum and Assessment Goals – NES Action Plan

Improve the clarity and consistency of K-12 curricula:

- Establish a simplified one-page core curriculum for each class, with progressively increasing levels of depth and complexity through each grade level.
 - NES staff members participate in SAU curriculum work. These committees have created useful documents for all grades in Math.
 - NES staff will continue to actively participate in the creation of documents at the SAU level for Reading and Writing
 - NES staff participated in SAU wide PD work in math with grade level colleagues.

- PLC time is used to develop and share materials for all subjects
- Enhance standard curricula by implementing consistent procedures and programs for remediation and extension in all SAU 16 schools.
 - Through the use of data, students are identified that are in need of RtI to enhance skills or enrich skills.
 - The RtI Coach position has enabled NES to identify students that are at risk for not meeting the standards and to offer them Level III- intensive intervention.
 - Teachers at NES are providing Level I and II interventions in the classroom. They are tracking data and graphing the results.
 - Students that are high achievers are identified through the use of data and offered extended learning opportunities.
 - Goal- High achievers receive extended learning opportunities as part of the regular class lesson.
 - This goal is in process and will need to be a continued focus

Facilitate teacher development, coordination, and review of curricular changes to achieve a consistent and cohesive educational program:

- Create more time for common planning, curriculum development, and interdisciplinary collaboration.
 - NES teachers meet weekly in PLC teams
 - NES teachers have common planning time with their grade level colleague
- Enhance professional development by improving on-site training opportunities and implementing a consistent teacher mentor program in all SAU 16 schools.
 - UNH consultant is providing 3 hours of training twice a month to teachers to assist with the full implementation of CCSS math
 - Consultant was not used this year - teachers were working well with colleagues.
 - Should consider if consultant would be useful next year to fine tune instructional strategies in math and provide additional resources for math and reading/writing.

Increase rigor throughout the curriculum and clarify, as well as promote, all possible learning opportunities:

- Address specific needs identified within each subject area.
 - Areas that NES teachers will review- reading, writing, spelling, vocabulary development. Through the study of the CCSS in these areas teachers will prepare for the depth of knowledge required.
 - Continue the review of above areas as full implementation of CCSS for ELA begins next fall.
- Increase administrative support for teachers in their pursuit of higher standards.
 - The principal encourages teachers to have students reach higher. Funds are provided to support innovative ideas in this area. Technology uses are promoted and supported.
 - Release time is offered for teachers to work with colleagues on planning and preparation of new units of study or new instructional approaches

Improve the statistical validity and consistency of K-12 assessments:

- Evaluate student learning with teacher-developed annual exit assessments that are aligned to the curriculum.
 - NES teachers worked with the SAU math committee to create end of quarter assessments.
 - NES teachers will continue this work in other curriculum areas this year.
 - Quarterly Common Assessments have been used in math

- These assessments have provided some data to assist teachers in adjusting plans and instruction
- Create a committee to study our standardized assessment program to make it more statistically relevant and useful.
 - NES is using NWEA and administering the fall and spring assessment.
 - Student growth projections will be used to set student goals
 - Staff will examine the use of NWEA Primary for grades K-2
 - This is the first year of using the NWEA for 3 assessment periods to enable teachers to monitor growth and measure it.
 - NWEA Primary will be introduced to grades K-2
- Improve communication among schools and parents by creating a system to capture and store assessment data on student skill levels that identifies those who have mastered the material and those who remain deficient.
 - NES teachers will work with grade level colleagues and SAU committees to create an effective system.
 - PLC teams will address the best ways to store and share student data
 - New recording documents have been developed to record student data that will be shared with the next teacher.
 - An Excel spreadsheet is being used to store this data so that it can be sorted.

SAU 16 Governance Goals –NES Action Plan

- Continue the community-wide discussion to identify ways to increase the efficiency and effectiveness of the SAU governing structure.
 - NES teachers will continue to be highly involved in all SAU initiatives.
 - The principal will be the link to the SAU and provide vital information to staff.
 - At least one NES staff member is a member of each SAU curriculum Committee
 - Technology is the only committee where we need representation

SAU 16 Lifestyles Goals – NES Action Plan

- By 2015, SAU 16 schools will provide a healthy environment for our students, faculty, and staff with a yearly inspection of the physical plants for mold, mildew, ventilation, pests, and other environmental problems.
 - NES contracts for monthly pest control
 - NES inspects all areas for mold and mildew during shut downs and summer cleaning
 - The ventilation system/ heating ducts are in need of cleaning- funds will be budgeted in the 2014-15 budget.
 - No changes
- By 2015, all food offerings including vending machines in the SAU 16 schools will comply with the gold standard A list from the USDA and encourage a lifetime of healthy eating.
 - NES's Wellness Team continues to look at ways to promote healthy eating at school and at home.
 - One Friday a month the school celebrates High Five Friday as part of our work with the 5,2,1,0 program. Once a month a new and different fruit or vegetable is offer to all students during lunch. All those who try receive a sticker saying High Five Friday.

Students vote on large posters whether or not they like the new food. The data is tallied and reported back to the students during announcements. Well-liked foods find their way to the school lunch menu!

- NES is a finalist for the NH Edies from HEAL- Healthy Eating, Active Living!
- By December 2011, SAU 16 schools will continue to move forward in providing an environment and programs where students and staff can learn to care for each other and to appreciate individual differences. The entire school community will treat each other with respect and bullying and other degrading behaviors will not be tolerated.
 - NES partnered with The Browne Center at UNH to facilitate groups of fourth graders in team building and problem solving. Seven sessions at school and one trip to their facility enabled all students to learn and practice cooperation, empathy, communication skills, teamwork and tolerance.
 - The NES guidance counselor teaches classes about friendship, feelings, harassment and bullying.
 - NES is a Responsive Classroom school. Staff received a refresher class in the components of RC last spring.
 - ‘Have You Filled a Bucket Today’ is a book about caring and small acts of kindness. The story was read by first graders and recorded with the pages of the story. The video was presented to the school at an all school Morning Meeting. All NES students strive to be a bucket filler and not dippers.
 - The Browne Center continues to work with our student in grade 4 and 5.
 - We are beginning work with grade 3 this spring
- SAU 16 shall continue to provide a breadth of offerings in the arts to address the whole student and their interests and talents. This shall include the opportunity for a minimum of weekly participation in music, art, or drama from grades K-12.
 - NES students have Art and Music once a week.
 - NES offers a variety of Artist in Residences programs through the funds raised at its Annual Auction and Escape to Italy Spaghetti Sauce Contest.
 - NES is participating in a new instrumental music program that offers free lessons during the school day.
 - Many NES students have participated in the new instrumental program. The data on the retention rate is not yet available.
- By 2012, regular physical activity will be required of all students with an increased breadth of choices—team sports, club sports, individual sports, and life sports. The staff will be encouraged to model good exercise habits by participating when and where possible with the students.
 - NES has a Cross Country Team with about 20 boys and girls. They practice and have meets during the month of September to early October.
 - Students have Physical Education class once a week.
 - The NES P. E. instructor offers before school walking club during the winter months.
 - Students in grades K-3 have two recesses per day; students in grades 4 & 5 have one recess per day.
 - NES offers our site for the Girls on the Run Program. About 10 NES students participate.
 - Goal: P.E. class twice a week for all students
 - This is still a goal. Data about our student population and their outside activities for frequency and duration are needed. This data will help determine the true need for additional PE time.

SAU 16 Special Education Goals –NES Action Plan

- Work toward a common governance agreement among districts for a SAU-wide preschool program. (This would include the Exeter Region Cooperative District because it governs the Wright Start Pre-School program that is part of the Seacoast School of Technology.)
 - NES continues to find creative ways to serve our preschool population. We have brought students into our kindergarten as preschoolers and offered them a modified program with paraprofessional assistance. This year we have a student enrolled in another SAU's program.
 - Preschool placements for special needs students continues to be a challenge
- Increase the graduation rate of students with disabilities to 90% by June 2015.
- Further investigate special education across all districts for potential sharing of resources.
 - NES shares PT services with the SAU. We have equipment that can be inventoried for sharing with other SAU schools.
 - No change