

Kenneth Culbert Elementary School 2017-2018 School Improvement Plan Loudoun County Public Schools

Needs Assessment Summary: Surveys completed show that stakeholders at KWC feel they have positive relationships, are valued, and feel safe. Positive relationships are present through the entire school community, beginning with effective leadership where people feel like a valued member of the school team. Expectations are set high by administration and staff.

Data shows a need to reflect on bullying at KWC. If students feel safe, why do they also feel bullied? Does the definition of bullying need to be revisited. As a staff, we need to look at PBIS expectations to ensure they are clear to all stakeholders and implemented with fidelity school-wide. Students need to take responsibility for their own learning. They see assessments as a means for a grade, but not as feedback and reflection for future learning. CLT conversations have focused more around data, however the format of weekly meetings needs to be revised. Discipline for students with disabilities is an area of opportunity at KWC, given our referral data of students requiring support from administration. In implementing high quality PBL projects, we need to focus on the gold-standard design and essential project elements, and specific areas within that framework (student voice and choice).

Objective	The school focuses on instructional improvements.	
	1. The school leadership team will facilitate differentiated professional development.	
	Action Steps	<ol style="list-style-type: none"> 1. Professional Development will occur during staff meetings, where staff rotate to established topics. Some PD will be required, others will be teacher choice. 2. Professional Development for new initiatives will be given first to the teachers to explore (guided) on their own. Additional time after school will be given for teachers who need more coaching support. Staff meeting professional development rotations will focus on how we implement the initiative school-wide at KWC. 3. Professional development will incorporate a book study throughout the school year, where staff will learn by doing activities will have activities modeled that they can take into their classroom.
	Quarter 1 Status:	
	Quarter 2 Status:	
	Quarter 3 Status:	
	End of Year Status:	
	2. School leadership will provide ongoing explicit feedback and support to teachers on lesson planning and delivery.	
	Action Steps	<ol style="list-style-type: none"> 1. Walk-throughs will be conducted in September, December, March, April (months where formal observations are not scheduled). The Evaluation Plan at Culbert will increase formal observation by one per teacher, with both administrators in every classroom for a formal observation by December. 2. Goal setting will focus on student achievement and professional growth. Meetings are scheduled throughout the school year with assigned administrator to support staff on meeting their established goals. 3. School Leadership team will increase frequency of meetings to monthly. CLT meetings will increase frequency to weekly and follow established routine with team leader facilitating and administration participating.
	Quarter 1 Status:	
	Quarter 2 Status:	
	Quarter 3 Status:	
	End of Year Status:	
Objective	The school focuses on the achievement of all students.	

	1. The school will support students in need of intervention and enrichment using a multi-tiered system.	
	Action Steps	<ol style="list-style-type: none"> 1. SGA, PALS, DRA will be used to identify students requiring interventions. Universal screener will be implemented by winter school-wide (new to KWC). 2. Students requiring interventions will be progress monitored using an online system to measure the effectiveness of interventions on a weekly basis. 3. CLT meetings will focus on looking at current data to differentiate learning for all students. Math workshop will be implemented school-wide.
	Quarter 1 Status:	
	Quarter 2 Status:	
	Quarter 3 Status:	
	End of Year Status:	