



School Improvement Plan 2019-2020

MSIP Performance Standard	Goal #	Written Goal	Action Step(s) / Strategy to Meet Goal	Alignment to Strategic Plan	Person(s) Responsible	Data Source	Start Date	End Date	Met/Progressing/Not Met
Academic Achievement	1	All students will read on grade level, or show one year's growth by the conclusion of SY19-20.	All K-5 classrooms will utilize a workshop model for conferring and providing target reading instruction based on student needs. Grade level teams will meet regularly throughout the year to share ideas and strategize for improving reading instruction. Reading specialists will provide instruction in LLI and Phonics First for those qualifying students. School-wide PDSAs will be used and presented to students quarterly to ensure student buy-in.	Continuous Improvement	All certified staff	NSGRA	Aug. '19	May '20	
Academic Achievement	2	All students will demonstrate typical annual growth as determined by iReady diagnostic assessment.	All K-5 classrooms will utilize a workshop model for math instruction. Grade level teams will meet regularly throughout the year to share ideas and strategize for improving math instruction. Math Innovator teachers will receive regular coaching with Innovator coaches from Discovery Education. School-wide PDSAs will be used and presented to students quarterly to ensure student buy-in.	Continuous Improvement	All certified staff	iReady Benchmark	Sept. '19	May '20	
Subgroup Achievement	3	Increase collaboration between general education teachers and both EL teachers and special education teachers to increase student achievement.	EL teacher schedules and special education resource schedules will be designed to align with general education teacher plan time to create more opportunities for collaboration. Professional development for EL teachers, special education teachers, and general education teachers pertaining to co-teaching.	Continuous Improvement	Principal(s) & Teachers	district benchmarks, MAP test	July '19	May '20	
Academic Achievement	4	Maintain high levels of engagement during classroom instruction.	Utilize cooperative learning strategies designed to promote higher levels of thinking. Monitor student engagement by administering the Instructional Practices Inventory three times per year.	Student Engagement	All certified staff	IPI	Aug. '19	May '20	
Attendance Rate	5	Increase the percentage of students meeting the 90/90 attendance requirement to meet or exceed 90% of all students.	Engage (through meetings, letters, etc) parents of students with less than 90/90 attendance in order to help those children attend school. Recognize students for achieving perfect attendance. Utilize counselors and school social worker to reach out to families with continuous attendance concerns.	Student Engagement	Principal(s) & Counselor	SIS Attendance Data	Aug. '19	May '20	
Academic Achievement	6	Create a systemic approach to social emotional learning.	Maintain Zones of Regulation in Grades K-1 to help support Social/Emotional Development and behavior management in class. Utilize healthy habit strategies in all classrooms. Utilize Panorama to identify building and student needs. All classes will begin the day with a class meeting, following a universal class meeting schedule designed to promote social soft skills.	Student Engagement	Principal(s) & Teachers	SIS Discipline Data	July '19	May '20	
Effective and Efficient	7	We will be stewards of community and district resources	Bierbaum will foster the responsibilities of being a member of a global community by practicing environmental safeguards to reduce energy costs and paper usage. Lights will be turned off when not in rooms. Print shop will be utilized as much as possible. When applicable, information will be shared using paperless means.	Innovation	Principal(s)	Building Energy Usage Building Paper Usage	July '19	June '20	
Family & Community Engagement	8	Engage community members, organizations, and other relevant stakeholders in continuous dialogue for the purpose of strengthening community relationships.	Engage businesses and organizations that already provide support to the building and create a strategic plan to better utilize the support that they already offer. Invite organizations to assist in a parent engagement event at school. Collect customer satisfaction survey data twice a year.	Community Engagement	All Staff	Attendance at Community Events, Customer Service Satisfaction Survey	July '19	June '20	
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[Link to Performance Standards](#)

*Reference the Performance Standards on pg. 6-7 for K-12 districts

**Use the Performance Standards to help write your goals

[link to MSIP 6 standards \(still in development\)](#)

*You can use the MSIP 6 guidelines to assist if desired