



**Andre Lucas Elementary School**

**Principal** - Steven A. Gardner

**Assistant Principal** - April Ennis

**CSI Chair** - Lisa Reed

**CSI Members** - Rebekah Cassity, Kelli Hooks, Kim Pinneo,  
Taylor Rounsaville, and Dina Wilkins

**School Improvement Plan  
SY 2018-2021**

**Summary of Goals**

#	Name	Details	Type
1	Professional Learning Communities/Focused Collaboration	Objectives: 1 Strategies: 1 Activities: 5	Organizational
2	Mathematics	Objectives: 2 Strategies: 2 Activities: 10	Academic
3	Literacy	Objectives: 2 Strategies: 2 Activities: 13	Academic
4	Communication and Engagement	Objectives: Strategies: Activities:	Organizational

## Goal 1 – Professional Learning Communities/Focused Collaboration

**Alignment to DoDEA Blueprint for Continuous Improvement:**

- Goal 2 – Strategic Initiative 2.1.a: Quality Implementation of Professional Learning Communities/Focused Collaboration

**School SMART Goals(s):**

Smart Goal: Andre Lucas Elementary School will move from 79% “Very Evident” in SY19-20 to 82% “Very Evident” in SY20-21 on Stage 5 Indicator A, as measured by the Focus Collaboration Observation Tool.

**Information that supports the selection of SMART Goal(s)**

Data Source	Domain or Sub-skill	Measure	Scores
<b>Goal A: Focused Collaboration Tool/Agenda Minutes</b>	<b>Analyze and score student work using agreed upon protocols (formative &amp; summative assessments)</b>	<b>FCOT</b>	79% Baseline

**Name of Strategies and Activities that support SMART Goals(s)**

Strategy Name	Strategy Description			
<b>A Focus on Learning</b>	<b>Stage 2 from Professional Learning Communities Guidance for Collaboration Time</b>			
Activities	Begin Date	End Date	Staff Responsible	Completed Y/N
Common Formative Assessments given by grade level per unit	Aug 2019	June 2021	Grade Level Teams SPED and Instructional Support Staff	Ongoing
Teachers will score common assessments using agreed upon rubrics and scoring guides	Aug 2019	June 2021	Grade Level Teams SPED and Instructional Support Staff	Ongoing

Collaboratively analyze assessment results and group students for intervention/enrichment based on item analysis	Aug 2019	June 2021	Grade Level Teams SPED and Instructional Support Staff	Ongoing
Implementation of systemic and systematic intervention program	Aug 2019	June 2021	Grade Level Teams SPED and Instructional Support Staff	Ongoing
The team will collaboratively identify students not meeting the designated standard(s) and as a team determine intervention groups indicating next steps and students identified for tier 3 and 4.	Aug 2019	June 2021	Grade Level Teams SPED and Instructional Support Staff	Ongoing

**Evidence that demonstrates the effectiveness of the strategy (Use same data source and measures used to select SMART Goal)**

Baseline Score	Quarter 2 Score	Quarter 3 Score	End-of-Year Score	SMART Goal Met/Not Met
FCOT 5A - 79%				

## Goal 2 – Mathematics

### Alignment to DoDEA Blueprint for Continuous Improvement:

- Goal 1 – Strategic Initiative 1.1.c: Differentiated Instruction for All Students
- Goal 1 – Strategic Initiative 1.1.d: Access to Rigorous Instruction
- Goal 2 – Strategic Initiative 2.2.b: Aligned Standards-Based Instruction System

### School SMART Goal(s):

- All students in grades 3-5 will increase their achievement in Mathematics on the CCR Summative Assessment from 53% scoring in Meets/Exceeds Performance Levels in SY 18-19 to 56% scoring in Meets/Exceeds Performance Levels by school year 2020-21.
- 80% of Kindergarten students will meet expectations ( performance level 3 ) on the SY 20-21 Americas End- Of- Year Summative Assessment.
- All students in grades K-5 will increase their achievement in Modeling and Application from 42% scoring proficient to 50% as measured by end of unit assessments by school year 2020-21.
- Students in 3rd grade will increase achievement in Mathematics on the CCRS Summative: Sub-Claim B (Additional and Supporting Content) from 57% scoring Meets/Exceeds in SY 17-18 to 63% scoring Meets/Exceeds in SY 20-21.
- Students in 4th grade will increase achievement in Mathematics on the CCRS Summative: Sub-Claim B (Additional and Supporting Content) from 34% scoring Meets/Exceeds in SY 17-18 to 40% scoring Meets/Exceeds in SY 20-21.
- Students in 5th grade will increase achievement in Mathematics on the CCRS Summative: Sub-Claim B (Additional and Supporting Content) from 20% scoring Meets/Exceeds in SY 17-18 to 26% scoring Meets/Exceeds in SY 20-21.

### Information that supports the selection of SMART Goal(s)

Data Source	Domain or Sub-skill	Measure	Scores
<b>CCR Summative Assessment</b>	<b>Mathematics</b>	<b>Performance Levels 4/5</b>	<b>3rd: 62% 4th: 51% 5th: 47%</b>

<b>Unit Assessments</b>	<b>Mathematics</b>	<b>Proficient</b>	<b>Unit 1: 42%</b>
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<b>Name of Strategies and Activities that support SMART Goals(s)</b>				
<b>Strategy Name</b>		<b>Strategy Description</b>		
<b>Number Talks</b>		<b>Short discussions between teacher and students about how to solve a particular mental math problem. The focus is not on the correct answer, but on all the possible methods of finding the answer.</b>		
<b>Activities</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Staff Responsible</b>	<b>Completed Y/N</b>
Number Talk Introduction	08/2019	09/2019	Admin & Math IS	Y
Basic Operations Number Talks (K-5)	11/2019	02/2020	Admin & Math IS, Mrs. Burba & Teachers	Y
Fractions, Decimals, & Percent Number Talks (3-5)	02/2020	02/2020	Admin, Math IS, Mrs. Burba & Teachers	Y
Number Talks in Action	03/2020	05/2020	Admin, Math IS, Mrs. Burba & Teachers	Y
Peer Observations	09/2020	12/2020	Admin, Math IS, Mrs. Burba & Teachers	(12/2020)
Collect & Analyze data from LWT, observations, and lesson plans to gauge impact	01/2020	06/2021	Admin	Ongoing
High Yield Routines	02/2021	06/2021	Mrs. Burba and Math IS	Ongoing

<b>Strategy Name</b>		<b>Strategy Description</b>		
<b>Tiered Math Intervention</b>		<b>Standards-based math intervention and enrichment.</b>		
<b>Activities</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Staff Responsible</b>	<b>Completed Y/N</b>
Analyze student data from common assessments from Tier 1 instruction	08/2019	06/2021	Teachers	Ongoing

Identify skill deficiencies and interventions for students from Tier 1 instruction	08/2019	06/2021	Teachers	Ongoing
Plan how to implement the in-class interventions to address gaps at Tier 2 (school-wide use of individuals; gifted, ET, ...)	08/2019	06/2021	Teachers	Ongoing
Develop progress monitoring tool for interventions at Tier 1 & 2 (Intervention Block - Group Exit Ticket)	11/2019	06/2021	Admin & Teachers	Ongoing
Spiral Review Station	01/2021	06/2021	Teachers	Ongoing

**Evidence that demonstrates the effectiveness of the strategy (Use same data source and measures used to select SMART Goal)**

Grade Level	Baseline Score SY 19-20	Unit 1 SY 20-21	Unit 8 SY 20-21	Met/Not Met
CCRS Summative	3rd: 62% 4th: 51% 5th: 47%			
End of Unit Assessments		42%		

### Goal 3 – Literacy

**Alignment to DoDEA Blueprint for Continuous Improvement:**

- Goal 1 – Strategic Initiative 1.1.c: Differentiated Instruction for All Students
- Goal 1 – Strategic Initiative 1.1.d: Access to Rigorous Instruction
- Goal 2 – Strategic Initiative 2.2.b: Aligned Standards-Based Instruction System

**School SMART Goal(s):**

- All students in grades 3-5 will achieve 50% Meet/Exceeds in Literacy on the CCRS Summative Assessment for SY 20-21.
- All students in grades K-5 will achieve 60% proficiency on the Reading Proficiency Test in SY 20-21.

**Information that supports the selection of SMART Goal(s)**

Data Source	Domain or Sub-skill	Measure	Baseline Scores from 18/19
K-5 Reading Proficiency Test (RPT)	Accuracy, Reading Comprehension, Fluency	At or Above Proficiency according to DoDEA Reading Proficiency Levels Kindergarten- Level C or higher 1st grade- Level I or higher 2nd grade- Level M or higher 3rd grade- Level P or higher 4th grade- Level R or higher 5th grade- Level U or higher	Projected SY 20-21 baseline: 60% Proficient (K-5 Reading Proficiency Test)
CCRS Summative Assessments		Performance Level 4 Meets Performance Level 5 Exceeds	Projected baseline score from CCR Summative is 50%

**Name of Strategies and Activities that support SMART Goals(s)**

Strategy Name	Strategy Description
R.A.C.E.S. Writing Strategy	A strategy to help students remember to Reword the question, Answer all parts of the question, Cite text

	evidence, Explain how evidence supports inferences, and Sum it all up by restating the question as a conclusion. (R.A.C.E.S.)			
Activities	Begin Date	End Date	Staff Responsible	Completed Y/N
R.A.C.E.S. video included in the WLES broadcast each morning. - <a href="https://www.youtube.com/watch?v=PRPSxDAEbug">https://www.youtube.com/watch?v=PRPSxDAEbug</a>	12/01/2020	06/2021	Reed	Ongoing
Student challenge for 3rd through 5th grades to create a rap for the "S" to finalize the R.A.C.E.S. strategy rap	12/01/2021	12/19/2020	Reed, Brinson, Burba, & Bowers/Skinner	(12/19/2020)
Students trained to write R.A.C.E.S. on their paper and check off each as they write their responses.	12/2021	06/2021	Teachers	Ongoing
Train students and staff on R.A.C.E.S. writing strategy. - R (Reword the question)	12/2020	06/2021	Teachers & Admin	Ongoing
Train students and staff on R.A.C.E.S. writing strategy. - A (Answer all parts of the question)	01/2021	06/2021	Teachers & Admin	Ongoing
Train students and staff on R.A.C.E.S. writing strategy. - C (Cite evidence and examples from the text)	02/2021	06/2021	Teachers & Admin	Ongoing
Train students and staff on R.A.C.E.S. writing strategy. - E (Explain how your evidence supports your answer)	03/2021	06/2021	Teachers & Admin	Ongoing
Train students and staff on R.A.C.E.S. writing strategy. - S (Sum it up, end with a summary sentence)	04/2021	06/2021	Teachers & Admin	Ongoing

**Name of Strategies and Activities that support SMART Goals(s)**

Strategy Name	Strategy Description			
Reading Workshop	Use of guided reading and differentiated workstations to instruct students on their individual level.			
Activities	Begin Date	End Date	Staff Responsible	Completed Y/N
“Guided Reading: Before & After” Training	9/11/2018	9/11/2018	Ennis & Hicks	Y
“Reading for Meaning” Training	2/12/2019	2/12/2019	Hicks	Y
“Differentiated Reading Stations” Development	10/8/2019	10/8/2019	Teachers	Y
“Tiered Literacy Stations” Training & Development	4/2/2019	06/2021	Ennis	Ongoing
Train teachers on identifying skill deficiencies and planning targeted guided reading instruction through LWT	11/2020	06/2021	Teachers	Ongoing

Evidence that demonstrates the effectiveness of the strategy (Use same data source and measures used to select SMART Goal)					
Grade Level	Baseline SY 20-21	EOY SY 20-21	BOY SY 21-22	EOY SY 21-22	Met/Not Met
CCRS Summative	April 2021: _____				
RPT	Nov 2020: <span style="background-color: yellow;">    </span>	June 2021: _____			

## Goal 4 – Communication & Engagement

### Alignment to DoDEA Blueprint for Continuous Improvement:

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### School SMART Goal(s):

Parent Goal: Andre Lucas Elementary School will increase its score on Communication and Engagement Feedback Form with regards to Parent Input and Feedback Usage from 39% “Quite A Lot” in 2020 to 42% “Quite A Lot” in 2021.

Staff Goal: Andre Lucas Elementary School will increase its score on Communication and Engagement Feedback Form with regards to Staff Input and Feedback Usage from 44% “Quite A Lot” in 2020 to 47% “Quite A Lot” in 2021.

### Information that supports the selection of SMART Goal(s)

Data Source	Domain or Sub-skill	Measure	Scores
Communication Survey			

### Name of Strategies and Activities that support SMART Goals(s)

Strategy Name	Strategy Description			
Input and Feedback Usage	Increase score on Communication and Engagement Feedback Form with regards to Input and Feedback Usage			
Activities	Begin Date	End Date	Staff Responsible	Completed Y/N
Lucas Parent Town Hall with Live Q & A twice a year	1/30/2021	Ongoing	Admin & CSI	
Grade Level monthly Google Meets with Parents	11/1/2020	Ongoing	All Staff	
Monthly Grade Level Newsletter to Parents	9/1/2020	Ongoing	All Staff	
Monthly School Newsletter to Parents	Ongoing	Ongoing	Admin & Office Staff	
Quarterly Parent & Staff Surveys for Input	1/30/2021	Ongoing	Admin	
School & Parent Facebook Pages FAQs Posted	Ongoing	Ongoing	Admin & FB Coordinator	
Lucas Staff Town Hall with Live Q & A twice a year	1/30/2021	Ongoing	Admin & CSI	
Small Group Survey/Q&A sessions with staff quarterly	1/30/2021	Ongoing	Admin & All Staff	

<b>Evidence that demonstrates the effectiveness of the strategy (Use same data source and measures used to select SMART Goal)</b>			
<b>Baseline Score</b>	<b>Quarter 2 Score</b>	<b>End-of-Year Score</b>	<b>SMART Goal Met/Not Met</b>
Parents - 44% Staff - 39%			