**­­­School Improvement Plan and PLWEP**

**Donald Fraser Memorial School: ASD-W**

**2019-2020**

**School Vision:**

**Donald Fraser Memorial School will strive to empower students to flourish in the 21st century by fostering children’s personal strength so they will develop strategies to think creatively, interpret information critically and act collaboratively.**

**Our School Mission:**

**Donald Fraser Memorial School will be a leader in providing a meaningful learning environment and preparing students with the tools and vision to achieve success in the ever-changing world.**

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| **10 Year Plan/Areas of Focus** | **Overview of Associated School Goal(s)** |
| **Ensure that all learners value diversity and a strong sense of belonging.**  **Ensure all preschool children have the competencies they need to be successful in school and in life**  **Improve literacy skills for all learners.**  **Improve math skills for all learners.**  **Improve learning in, and application of, the arts, science, trades and technology for all learners.**  **Improve levels of French language literacy to help all learners access a variety of bilingual opportunities and life experiences.**  **Foster leadership, active citizenship and an entrepreneurial mindset.** | **Donald Fraser Memorial School will use formative assessment practices to inform and drive daily instruction in order to increase student achievement.**  **Donald Fraser Memorial School will maximize practices within the teaching and learning settings to increase student engagement.**  **Donald Fraser Memorial School will foster shared leadership capacity to effectively share responsibilities.** |

**Professional Learning Resources**

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| **Priority #1** | **Priority #2** | **Priority #3** |
| **EECD Look For Documents** | **EECD Portal Site- UDL** | **School Review Indicators** |
| **EECD Formative Assessment Module** | **Portal Site- Cross Curricular Look Fors** | **CAMET Leadership Competencies** |
| **Balanced Assessment Resources** | **10 Year Plan** | **Provincial Coaching Model** |
| **Provincial Assessment Results** | **Perception Surveys** |  |
| **District and School Based Report Card Data** | **Positive Learning and Working Environment Plan** |  |
|  | **NB Student Wellness Survey** |  |
|  | **Tell it From Me Survey** |  |
|  | **Comprehensive Safety Resources** |  |

**2019-2020 School Data Sources**

1. **Tell it From Me Student Survey (Grade 4-5)**
2. **Teacher Perception Survey**
3. **Power School Data**
4. **NB School Wellness Reports**
5. **Grade 2 Provincial Reading Assessments**
6. **Grade 4 Provincial Reading, Math, Science Field Test**
7. **School Based Math data**
8. **Literacy Tracking sheets**
9. **Year End Reflection**
10. **Summary of Staff’s comments- What are we doing already for student engagement**

**Donald Fraser Memorial School Data**

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| **Provincial Assessment Results Grade 2 Reading** | **2014-2015** | **2015-2016** | **2016-2017** | **2017-2018** |
| **Provincial Assessment Results Grade 4 Reading, Math, Science** | **School 76.9%**  **District 77.4%**  **Province 76.9%** | **School 73.3%**  **District 75.2%**  **Province 73.6%** | **School 73.9%**  **District 75.9%**  **Province 75.8%** | **School 60%**  **District 72.1%**  **Province 71.3%** |
| **TTFM Data** |  |  |  |  |
| **Numeracy Benchmark Data** |  |  |  |  |

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| **DFMS PRIORITY 1-Goal/Focus**  **ASD-W will build upon the use of formative assessment practices and strategies to allow learners to share: where they are; where they are going; how they are going to get there; and what to do next, with an emphasis on assessment capable learners**  **Donald Fraser Memorial will focus on student and staff growth to foster the engagement of all learners to achieve their goals through good teaching, persistence and effort.** | | | | |
| **Indicators of Success** | **Strategies**  **and**  **Actions** | **Data and Resources** | **Monitoring and Responsibility** | **Progress Notes** |
| * **DFMS Staff will gather and interpret data on student performance to inform decision making.** * **DFMS Staff will continue to work on short & long term planning based on data from ongoing formative, summative and common assessments.** * **Emphasis on Mental Math Strategies in all grades.** * **Emphasis on Writing skills in all grades** | * **DFMS will collect, analyze and use evidence to continuously monitor learning and inform instruction through many sources (literacy tracking sheets, common assessment, conferencing, observations, student self-assessment) Then individual interventions planned based on this formative assessment.** * **DFMS will promote the use of a variety of instructional practices (fluid student groups, purposeful discussion, project based learning, hands on activities, technology) to enhance learning.** * **DFMS will provide descriptive feedback to all students.** * **All students have baseline data gathered so that progress can be monitored and report card data will be utilized** * **Word walls will be used to make sure math language is used consistently** * **Paired math focusing on specific math components having the children explain the game to peers** * **PLC math focus on strategies for using math language monthly** * **Literacy Tracking sheets are monitored and submitted online so that children’s growth can be monitored.** * **Math common assessment completed at the beginning of the year and at the end of the year to monitor growth. This data will determine the strengths and weaknesses of the students. This data also used for teachers to help each other teach more efficiently.** * **Increase participation in citizenship activities.** * **Mental Math each day for all math students.** * **Schedule adjusted to make sure children that arrive late have Literacy later in the day** * **Clip board cruising** * **Engagement thru makerspace in each class** * **Grade 3 students focus on sight words with the help of ACT volunteers for those students struggling.** | * **School Based Data** * **District Based Data** * **Provincial Based Data** | * **Administrator** * **Teachers** * **ESST** * **PLC leadership** * **Resource Teacher** * **Subject Coordinators** * **Leads** * **Students** * **Parents/Guardians**   **Monitoring**   * **Common Math Assessment** * **Literacy Tracking** * **Student report card** * **PLP’s** * **PLC committees** |  |

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| **DFMS PRIORITY 2 –Goal/Focus**  **Anglophone School District-West will strengthen teaching practices and learning environments to foster the engagement of all learners with a focus on increasing student voice.**  **Donald Fraser Memorial school will strengthen the conditions for success by creating opportunities to promote student connectedness and student engagement through a sense of belonging in a positive learning environment** | | | | | | |
| **Indicators of Success** | **Strategies**  **and**  **Actions** | | **Data and Resources** | **Monitoring and Responsibility** | **Progress Notes** | |
| * **DFMS learning environment promotes creates and maintains a positive, safe and inclusive culture.** * **Staff will ensure that all students have a connectedness to the school by providing opportunities that promote healthy eating, physical activity and mental fitness.** * **Increase partnerships with the greater community.** * **Increased numbers of student participation in activities & groups. This will be reflected in the TTFM data.** | **DFMS staff, students and support staff will work collaboratively to promote the engagement of all students in activities during and outside instructional time to include the following:**   * **Multi age group interest Club- Mixed clusters (K-2) (3-5) (MAGIC).** * **Offer daily intramurals & clubs, activities. Also after school sports.** * **Ex: Intramurals, ACT Mentoring, Art Club, Drama Club, School Choir, Lego, Junior Janitors.** * **Increase participation in citizenship activities.** * **Field Day 3 times a year – Winter Olympics, March Break, End of Year.** * **Paired Reading Partners and Paired Helpers used in all classrooms.** * **Grade 5 ACT Team & Character development skills training.** * **Robotics, makerspace used each week for all students** * **Participate in Environmental Awareness Initiatives for all school.** * **Manor Visits, Red Rover Program for animal empathy and Increase interactions with the seniors and community members.** * **Project 11 will be used in all classrooms** | | * **Tell Them From Me Survey Results** * **Student Wellness Survey Results** * **Power School Data (behavior and attendance)** * **Provincial Literacy, Math and Science Results** * **PLC meeting notes** | **Responsibility**   * **Administrator** * **Teachers** * **ESST** * **PLC committees** * **Guidance** * **District Office Staff** * **Support Staff**   **Monitoring**   * **All activities will be monitored, celebrated and reviewed on a on-going basis throughout the year. Statistics will be kept so that we can monitor this goal.** * **Student work will be displayed around the school.** * **Student surveys.** |  | |
| **DFMS PRIORITY 3 Goal/Focus**  **Anglophone School District-West will work with all stake holders to strengthen collective efficacy through collaborative leadership**  **Donald Fraser Memorial School will strengthen collaborative leadership for all learners in order to effectively share responsibilities for both staff and students.** | | | | | | |
| **Indicators of Success** | **Strategies**  **and**  **Actions** | **Data and Resources** | | **Monitoring and Responsibility** | | **Progress Notes** |
| * **DFMS Staff are engaged in a culture continuous learning where they will work, plan collaboratively, adjust instruction to respond to student learning needs within professional learning communities.** * **DFMS staff will continue to have feedback monthly as part of the formal growth process.** * **DFMS will continue to have student lead activity groups.** * **DFMS staff and students will take a lead role in enhancing the positive learning environment.** * **DFMS will foster student leadership with the ACT program** | * **DFMS Staff has a culture of shared leadership due to its small numbers. The staff organized events for students that they are passionate about. Ex: manor visits, environmental challenges, drama, sports, kindness, makerspace.** * **DMFS PLC Meetings which focus on team leadership in their subject area. They use this time to co plan and to build capacity, inform instructional practice and deepen their understanding of the curriculum to increase student engagement.** * **DFMS staff will facilitate PD sessions during monthly staff meetings.** * **DFMS staff will survey the students to facilitate ideas for the MAGIC Groups.** * **Makerspace room is used each week by all students** * **DFMS staff will provide classroom special interest community volunteering options to students.** * **Active Citizenship Program with Grade 5’s** | * **Teacher Perception Survey** * **TTFM Survey Results** * **PLC Meeting Minutes** | | **Responsibility**   * **Administrator** * **Teachers** * **ESST** * **PLC teams** * **Subject Coordinators and Leads** * **Support Staff**   **Monitoring**   * **SIP/PLWEP** * **PLC meeting** | |  |

**Positive Learning Work Environment Plan**

**Name of School: DONALD FRASER MEMORIAL SCHOOL**

**2019-2020 School Year**

| ***SIP Priority*: To decrease the incidents of children conflict on the playground and the buses.** | | | | | |
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| ***SMART Goal*: By June 2020, DFMS will increase knowledge on conflict management and how to mediate conflict by students** | | | | | |
| ***Baseline Data*** | ***Indicators of Success*** | ***Targeted Research-Based Strategies / Actions*** | ***Monitoring and Accountability*** | ***Responsibility / Timeline*** | ***Progress Notes*** |
| **How do you know action**  **is needed? What does the data tell you? Why is this goal necessary?** | **What will you see at the school/classroom level from students and staff?** | **What specific strategies**  **will be implemented at the school?** |  | **Who is working on the strategy and when will it**  **be implemented at the school?** |  |
| **Donald Fraser Memorial School children have many students who feel that they are verbally and socially bullied. The students indicated that outside the school and on the bus are the most frequent areas where bullying occurs.**  **Figure 1: Prevalence of bullying at Donald Fraser**  **Memorial School**  **C:\Users\lisa.doucette\AppData\Local\Temp\Temp1_reports.zip\Bullying and Exclusion.png** | **Children are better equipped to identify the difference between bullying and conflict and are able to mediate a peaceful existence.**  **Children can learn to self-regulate their behavior and their reactions to others**  **Children increase empathy and kindness towards others.** | **Peace Pals on the playground**  **Emphasis on conflict resolution taught in all classes.**    **Yoga and Mindfulness sessions for all children**  **School Newspaper to give children voice and allow them to celebrate their accomplishments**  **Bucket filler ballots to increase student empathy and reinforce kindness** | **Guidance and Classroom teachers**  **Amanda Ward Parish**  **Andrina Walton and her literacy classes**  **All classrooms** | **All staff – yearly emphasis**  **Last hour of the day for K-2 students**  **All year long**  **All year long** |  |