**Centennial Elementary School**

**School Improvement Plan**

**School Vision:** Centennial will be a proud and united Community that motivates our students to be caring citizens and life-long learners.

**School Mission:** We learn. We care. We make a difference. We are a Community!

**School Beliefs:**

* We are kind and caring
* We believe in ourselves
* We are proud
* We love learning
* We will be the best we can be!



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**Literacy**

**Goal #1: School-wide employment of a balanced literacy block:** By June 2019, 100% of classroom teachers will employ and routinely monitor a balanced approach to literacy.

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| **Strategies** | **Timeline** | **Lead** |
| Any K-3 classroom teacher new to Centennial complete “Request for Support” to PDU Cluster to determine what support for balanced literacy is required | Annually | Teacher & Literacy Coach |
| Administrator conferences with K-3 teachers to determine each teacher’s path to sustainability as it pertains to their reflections of the BLNA | November & April | Literacy Coach, Teachers, and Admin |
| K-5 Teachers identify an area of professional growth in relation to literacy through PLC meetings and the Professional Growth Goal process. | Ongoing | K-5 Teachers & Admin |
| Regular opportunities to revisit the components of Balanced Literacy through monthly discussions at PLC’s | Monthly | K-5 PLC Teams |

**Goal #2: Reading:** By June 2020, 80% of students in grades K-5 will score three or above in Reading (independent) on the elementary report card in the second and third term. This goal will measure students on PLPs in accordance with their individual goals.

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| **Strategies** | **Timeline** | **Lead** |
| K-5 teachers collect information (reading levels/comprehension/sight words, etc.) for school wide benchmark collections.  | November MarchJune | K-5 Teachers & Administration |
| K-5 PLC teams will work together to identify students working below, approaching, meeting and exceeding expectations and target instruction for small groups within the classroom. | Weekly | K-5 Teachers & Administration |
| Literacy competency will be recognized and celebrated during monthly assemblies  | Monthly | Assembly Team & Teachers |
| Teacher will enhance student motivation by implementing periodic reading incentives and celebrations. Examples: * Author celebration
* Publications to share with classes/learning buddies
* School wide race to reading 100 books in each class (February 2018). Once every class in the school achieves the goal each student will receive a reward
 | November 30February 28April 30 | Literacy Team & Teachers |
| As a school we will promote literacy at home and Celebrate National Family Literacy Day* Each student will have turn taking home a literacy game to enjoy with their family. The game will promote oral language, reading and writing.
 | January 27th 2018 | Literacy Team & Teachers |

**Goal #3: Writing:** By June 2020, 80% of students in grades K-2 will score three or above in writing on the elementary report card in the second and third term. This goal will measure students on PLPs in accordance with their individual goals.

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| **Strategies** | **Timeline** | **Lead** |
| In collaboration with teachers, the Core Leadership Team will develop a plan to ensure all writing genres are appropriately introduced and taught. Each month there will be a writing genre that is focused on for discussion at Grade Level PLC meetings  | Monthly  | Core Leadership & Teachers |
| K-5 teachers will administer a writing Benchmark to determine student present level of performance for all 6 traits of writing. Subsequently teachers will provide targeted instruction and strategies to personalize learning. | November MarchJune | Literacy Coach & Teachers |
| Teachers will ensure all Traits are included in mini lessons and use I can statements to ensure students are aware of personal learning targets.  | Ongoing | Teachers & Admin |
| Core Leadership Team will develop a yearly plan for writing celebrations for individual classrooms, monthly assemblies and community events  | Annually | Core Leadership Team |
| Grade level teams will develop a writing continuum illustrating exemplars for appropriate products to display in the school | Spring 2019 | Teachers and Admin |

**Goal #3: Writing:** By June 2020, 60% of students in grades 3-5 will score three or above in writing on the elementary report card in the second and third term. This goal will measure students on PLPs in accordance with their individual goals.

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| **Strategies** | **Timeline** | **Lead** |
| In collaboration with teachers, the Core Leadership Team will develop a plan to ensure all writing genres are appropriately introduced and taught. Each month there will be a writing genre that is focused on for discussion at Grade Level PLC meetings  | Monthly  | Core Leadership & Teachers |
| K-5 teachers will administer a writing Benchmark to determine student present level of performance for all 6 traits of writing. Subsequently teachers will provide targeted instruction and strategies to personalize learning. | November MarchJune | Literacy Coach & Teachers |
| Teachers will ensure all Traits are included in mini lessons and use I can statements to ensure students are aware of personal learning targets.  | Ongoing | Teachers & Admin |
| Core Leadership Team will develop a yearly plan for writing celebrations for individual classrooms, monthly assemblies and community events  | Annually | Core Leadership Team |
| Grade level teams will develop a writing continuum illustrating exemplars for appropriate and strong products to display in the school | Spring 2019 | Teachers and Admin |

**Math**

**Goal #1 K-3:** By June 2020, 65% of students in grades K-3 will score appropriate or above on the 3rd round common assessment benchmark

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| **Strategies** | **Timeline** | **Lead** |
| Math Coach and Admin will support K-3 teachers in developing a path to ***sustaining*** on the learning cycle as it pertains to PDCA (Plan Do Check Act) Formative Assessment. | November and March Annually | Teachers, Math Coach and Administration |
| K-3 PLC have access to the Math Coach who can support individuals and teams in examining bench mark data to form specific and targeted instructional groupings (those below, approaching, meeting and exceeding expectations). | November and March | Teachers, Math Coach and Administration |
| K-3 PLC’s and individuals can access Math Coach support for any identified need in the PDCA cycle and PDU initiatives.  | Ongoing | Teachers, Math Coach and Administration |
| Administer the common assessment benchmark | October, February and May annually | Teachers & Math Coach |

**Goal #2 4-5:** By June 2020, 60% of students in grades 4-5 will score 60% or above on the grade appropriate Number Sense Key Skills assessment. This goal will measure students on PLPs in accordance with their individual goals.

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| **Strategies** | **Timeline** | **Lead** |
| Teachers will administer the Key Skills Assessment to their classes in order to collect data of number sense prior knowledge. Teachers will use the Key Skills grading rubric to mark the assessment, and use the spreadsheet provided to input their data. This spreadsheet will be used to review progress and plan for targeted instructional groupings | October, February and May annually | 4-5 PLC Team |
| Teachers will regularly use formative assessment data to plan for targeted instructional groupings | Ongoing | Teachers |

**Culture & Diversity**

**Goal:** At Centennial 100% of our school community will encourage and support the engagement, active involvement and inclusion of every student focusing specifically on multiculturalism and LGBTQ2S+.

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| **Strategies** | **Timeline** | **Lead** | **Indicators of Success** |
| Multicultural Family/Community Event | Annually | Guidance & Culture/ Diversity Committee | RSVP’s to the event & Staff participation at the event |
| School Culture Club in collaboration with the YMCA for students Grade 3-5 | Mondays weekly 2019 onward | Guidance & Culture/Diversity Committee | Weekly program operationalNumber of participants involved |
| School Culture Club in collaboration with the YMCA for students Grade K-2 | September 2020 | Guidance & Culture/Diversity Committee | Weekly program operationalNumber of participants involved |
| Segment to promote Culture and Diversity LGBTQ2S+ on Live at the Hive | Monthly in September 2020 | Administration | You tube Channel “Centennial School Live at the Hive” |
| Entry/Lobby improvements (flags/signage) to create a more welcoming environment through artistry and language.* Flags representative of each of the countries of our students and/or their families as well the LGBTQ flag
* Banner with “Hello” written in both official languages of New Brunswick as well as each of the languages spoken by our students and/or their families
* Banner with “Welcome” written in both official languages of New Brunswick as well as each of the languages spoken by our students and/or their families
* Pride Art Piece
* Pride painted walkway or stairs to enter building
 | September 2020 | Administration, Guidance & Culture/Diversity Committee | Parent Engagement SurveyOur School Survey results- sense of belongingStaff ranking of Provincial School Improvement Framework Indicator 7 during annual SIP day |
| Recognizing and celebrating various cultural celebrations* Announcements
* School calendar
 | September 2020 | Administration | Monthly calendar posted on the website and sent home to all families  |
| Use of the Newcomer welcome team when receiving newcomer students and families | Ongoing  | Administration  |  |
| Diversity book bins for classroom use and regular in-class lessons | September 2020 | Administration, Guidance & Core Leadership | Sign in and sign out of resources  |
| LGBTQ2S+ Professional Learning for Staff who have not participated | August 2020 | Administration, Core Leadership & Respect and Diversity Leads | PL Completed |
| Cultural Competency Training/ Professional Learning for staff who have not participated | 2020-2021 | Administration, Core Leadership, EAL Coaches and Newcomer and International Coordinator | PL Completed |
| Culture and Diversity School Based Committee regularly scheduled for meetings (bi monthly) | 2020-2021 | Guidance and Culture/Diversity Committee | Meeting MinutesScheduled in our calendar dates for the year |

**Positive Learning Environment**

**Goal #1 Student Motivation:** By June 2020, 90% of students completing the TTFM survey will report positive behavior

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| **Strategies** | **Timeline** | **Lead** |
| Assembly team will develop and implement an inventory of school-wide events that recognize student leadership and academic performance | September 15 | Assembly Team |
| Each classroom will host a learning celebration that includes the family community | DecemberApril | Teachers |
| Classroom teachers will continuously reinforce the strategies presented in the PATHS training (recognizing emotions and problem solving) | Ongoing | Teachers |
| PGP Goals |  |  |
| PBIS School |  |  |
| POI revisions |  |  |
| Learning Commons |  |  |

**Goal # 2 Attendance:** By June 2020, 70% of students will arrive on time and attend school on a regular basis

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| **Strategies** | **Timeline** | **Lead** |
| Assembly Team will collect and celebrate student attendance at monthly assemblies | Monthly | Assembly Team |
| Assembly Team will develop an incentive program for students maintaining perfect attendance | Monthly | Assembly Team |
| Annual Field Trip for students who achieve perfect attendance | Annually | Community School Coordinator |
| Chronic absenteeism will result in case conferences at the school  | As needed | Admin, Resource, Homeroom teacher |
| Perfect Attendance celebrated at the annual Awards Ceremony | Annually | Administration |

**Goal #3 Student Behaviour:** 100% of students will be directly taught our school wide and classroom expectations and will be reinforced accordingly with positive office referrals.

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| **Strategies** | **Timeline** | **Lead** |
| PBIS 5 Week Launch* Training in all environments
* Weekly Assemblies (K-2 & 3-5)
* WITS Kick Off
 | September/October Annually | All Staff |
| Co-construction of classroom expectations | September/October Annually | Homeroom Classrooms |
| Positive Office Referrals for following expectations* Daily photo
* Name on announcements
* Postcard for home communication
* Tangible swag for incremental milestones (1,3,5,10,15 & 20)
* Top Earner incentive (monthly)
* Staff Champion and Incentive (monthly)
 | Ongoing | All Staff |
| OMPUA (observable, measureable, positively stated, understandable, always applicable) Professional Learning for co-construction of classroom expectations | August 2020 | Stu Kearney  |
| PBIS Team will meet bi-monthly | Ongoing | Admin |
| Incident management data shared monthly | Monthly | Admin |
| Flow chart of actions and supports for student behaviour processes & procedures developed and shared | 2020 | PBIS Team |
| Mid-year review of expectations for all students | February annually | Guidance  |
| Ongoing staff professional learning on restorative practices | Ongoing | Admin |

**Goal #4 Family Engagement**: 80% of families who complete the parent participation survey will report positive engagement.

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| **Strategies** | **Timeline** | **Lead** |
| Send a monthly calendar with important events to parents | Each month | Administration |
| Invitations to parent-teacher/student led will be extended by the Principal  | November and March annually  | Administration |
| Teachers will book appointment times for either student led or parent teacher | November and March annually | Teachers |
| Book fair will align with the Fall & Spring parent teacher/student led  | November and March annually | Staff |
| An incentive for parental attendance will be offered | November and March annually | Community School |
| Annual Open House event | August annually | Staff |
| Extend invitations to monthly celebrations (assemblies) | September 2019 | PBIS Team |
| Positive Office Referrals and notes | February 2019 | Staff |
| Celebrate achievement with an annual curriculum evening | Spring annually | Staff |
| Annual parent participation survey | Spring annually | Staff |

**Goal #5 Staff Wellness**

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| **Strategies** | **Timeline** | **Lead** |
| The Wellness Coordinator and team will plan a minimum of one staff event per month such as a social gathering or event | Monthly | Wellness Coordinator and Wellness Team |
| Annually an esthetic building improvement will be determined and completed and the school will establish a school beautification committee* 2018 King’s Church Love Week Painting (hallways, inspirational quotes and murals)
* 2018 NBCC Staff room refresh
* 2018 NB Art piece acquired- Canada 150 Art Grant
* 2019- School Gymnasium
* 2019 (wish list) Staffroom counters, blinds in the staffroom, blinds in classrooms, school art project during annual curriculum evening
 | Annually | Core Leadership Team and School Beautification Committee |
| Health & Safety Committee will monitor the number of violent incidents reported by educational assistants and ensure programming/support is timely | Monthly | Joint Health and Safety Committee, and Administration |
| Staff will receive a refresher course on NVCI annually. New staff will be provided an opportunity to receive training | Annually | Administration |
| PBIS monthly staff incentives | Monthly | PBIS Team |
| Staff celebrate with card and acknowledgement at month staff meetings | Monthly | Administration |
| Prizes at Professional learning days | Annually | Administration and Core Leadership Team |
| Water service provided onsite | Annually | Administration |

**Centennial Teams**

**Core Leadership**

The Core Leadership Team monitors and supports all other teams working towards the goals of the school improvement plan and concentrates all other effort to the positive learning environment domain.

**PBIS Team**

The PBIS Team monitors the PBIS Action Plan and supports progress towards the goals of the school improvement plan within the Positive Learning Environment section

**Wellness Team**

The Wellness Team is a school improvement team that does not require Administration membership. The team supports the components of the positive learning environment domain that pertain to staff well-being.

**Assembly**

The Assembly Team coordinates and facilitates monthly school assemblies and is often called upon to assist with other assemblies.