



PUBLIC SCHOOLS of  
**BROOKLINE**

**Florida Ruffin Ridley School: School Improvement Plan - 22-23**



# School SIP Information



- 3 year plan, currently in year 2, monitored and updated by School Council
- 5 goals that support student social emotional and academic growth and achievement as well as support educator development and community wellness
- Full plan available here: <https://www.brookline.k12.ma.us/Page/2544>

# Budgetary Impact

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- Budget enhancements requested to fund targeted professional development as needed in response to student needs and to fund summer development work to strengthen Child Study teams and resources that support Tier 1 and 2 academic and social emotional interventions
- Analyze paraprofessional schedules for efficiency and create opportunities to increase Tier 1 and 2 clinical interventions

The background image shows two children from behind, looking out over a city skyline. The child on the left is wearing a blue shirt, and the child on the right is wearing a dark jacket. Both have their hands raised in the air. The scene is set outdoors with a clear sky and buildings in the distance.

# SIP Goal #1

## Physical Health and Safety of Students, Staff, and Families

Maintain the physical health and safety of all students, staff, and families by creating and strengthening protocols, procedures, and systems that are flexible enough to adapt to changing guidance from the Department of Elementary and Secondary Education, The Centers for Disease Control, the Brookline Department of Public Health, and other local, state, and national organizations.

# Monitoring Goal #1

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Action	Responsibility	Timeline	Resources needed/used	Indication of progress/success
Review protocols and procedures with staff and families at the start of the school year and continue weekly principal communications with staff and families to inform stakeholders about shifting guidance and implications	Principal	ongoing		<p>Review of updated protocols and procedures with all FRR staff during first two staff days.</p> <p>Updated family/student resource guide distributed to families prior to the start of the 2022-2023 school year and highlighted at all K-8 Open House events</p> <p>Monday Message (staff) and What's Happening at the Hive (families) communications are distributed weekly and include a section about COVID-19 updates</p>

The background image shows two children from behind, looking out over a landscape. The child on the left is wearing a blue shirt, and the child on the right is wearing a dark shirt. Both have their hands raised in the air. The scene is outdoors, possibly on a hillside or near a body of water, with a blue overlay on the entire image.

## SIP Goal #2

### Student Mental and Social Emotional Health and Wellness

Accurately understand students' social-emotional functioning and growth so that we can improve student mental health and social emotional wellness and mitigate the trauma of the COVID-19 pandemic while developing SEL skills across the 5 core competencies (self-awareness, self-management, responsible decision making, relationship skills, social awareness)

# Monitoring Goal #2

Action	Responsibility	Timeline	Resources needed/used	Indication of progress/success
Review PSB Code of Conduct and operationalize for FRR as it aligns with our supportive approach to discipline and commitment to social justice and anti-racist teaching practices	FRR administrators  FRR School Council  FRR Student Council	2022 - 2023		Decrease in student suspensions and time out of class  Development and implementation of student handbook that is reviewed by School Council and Student Council
Build and support a school wide schedule that allows for 4x/week SEL instruction with one longer protected block and opportunities for community meetings	Principal/Vice Principals w/FRR Staff feedback	2022 - 2023	Grade level team meetings  Administrator team meetings	Increase in SEL data in the areas of emotional regulation, self efficacy, school belonging, and connectedness
Increase and allocate resources to address rising mental health needs	Principal Central Office Staff Clinical Team	2022 - 2024	Increase social workers and psychologists in the Budget, add clinical paraprofessional	Increase the number of mental health clinicians and providers at FRR Clinical Team supports for Morning Meetings and Advisories

A photograph of two children from behind, standing in front of a stone wall. The child on the left is wearing a blue shirt, and the child on the right is wearing a dark shirt. Both children have their hands raised against the wall. The image is overlaid with a dark blue semi-transparent filter.

# SIP Goal #3

## Equity

Strengthen, repair, and rebuild our community so that all students, staff, and families feel connected, valued, and respected in the Florida Ruffin Ridley school community and align our school mission statement and core values so that they reflect our commitment as a community to anti-racist teaching practice, social justice work, and dismantling systems of oppression.



# Monitoring Goal #3

Action	Responsibility	Timeline	Resources needed/used	Indication of progress/success
Develop middle school advisory lessons that address topics of identity, community, digital media literacy	Advisory working group	2022 - 2023	METCO grant	Increase in students in grades 6-8 reporting connectedness, belonging, and trusted adults as measured by the SEL screener
Develop and implement a set of lessons for K-2 that align with the Learning for Justice standards	Access and Equity Team	2022 - 2023	METCO grant SCCC stipend	Completed digital resource bank for K-2 educators to implement lessons that align with the Learning for Justice Social Justice frameworks
Assess and remove barriers to summer programming	Access and Equity Team	2022 - 2023	SCCC stipend	Increase in access for SWD and low SES to summer programming at PSB/Rec/BACE

A photograph of two children from behind, with their hands raised in a classroom setting. The image is overlaid with a dark blue semi-transparent filter. The text 'SIP Goal #4' is centered over the image in white.

## **SIP Goal #4**

### Teaching and Learning

Through the use of instructional strategies that encourage student agency, academic and social emotional instruction is delivered using culturally responsive strategies that honor/recognize students' identities while providing entry points for all students into the grade level content so that each student experiences growth and achievement.

# Monitoring Goal #4

Action	Responsibility	Timeline	Resources needed/used	Indication of progress/success
<p>Identify, develop, and support a system and procedure for collecting, analyzing, monitoring and responding to student growth and achievement data</p>	<p>Office of Teaching and Learning FRR administrators Grade level teams and support staff</p>	<p>2022 - 2023</p>	<p>Grade level team meetings, staff Meetings, release time</p>	<p>Identification of students with low to limited engagement, growth, and achievement during 2021-2022 school year and development of individualized support plans</p> <p>A clear outline of data cycle and plan for progress monitoring that is communicated and implemented at each grade level</p> <p>Budget is developed to allocate and advocate resources in response to emerging data trends and identified needs</p>
<p>Establish grade level team meeting time (outside of prep time) that is designed for work outlined in our SIP and as needed</p>	<p>Principal Vice Principal</p>	<p>Spring/summer 2022</p>		<p>Individual grade level team time with grade band vice principal built into the school day</p>



## **SIP Goal #5**

### **Professional Growth for All Educators**

Support educators at Ruffin Ridley with implementation of content defined in the Essential Curriculum through provision of professional development opportunities that exemplify best practices as well as prepare and support educators to be fluid and effective as they navigate the ever changing educational landscape and diversity of learners in their

# Monitoring Goal #5

Action	Responsibility	Timeline	Resources needed/used	Indication of progress/success
Support and foster the development of strong educator teams	FRR Educators  Principal and Vice Principals	2022 - 2023	Team meeting time	Creation and development of team norms and expectations that are posted publicly and followed for each team meeting  Team meetings with clearly communicated objectives, agendas, and actionable next steps  Creation of a schedule with time built in for team meetings
Strengthen and expand Child Study Team	CST Leaders Principal and Vice Principal CST Team Members Academic content educators and interventionists	2022 - 2024	Summer workshop funds and time Office of Teaching and Learning support and resources	Well resourced Child Study Teams that align with each grade level band (K-2, 3-5, 6-8) and can support educators in RtI  Professional library of intervention and extension resources and materials (digital and hard copy)  Professional development opportunities for Child Study Team members

The background of the slide is a composite image. The top half shows a bright, snowy sky with several snowflakes falling. The bottom half shows a row of trees with yellow and orange autumn foliage, with a building visible in the distance. The entire background is overlaid with a semi-transparent dark blue band in the center.

**Questions?**  
Thank you!