

# SY24-25-SY25-26 School Improvement Plan

**School Name:** Lincoln School

**Leader Name:** Brian Denitzio

## PSB Mission

The Public Schools of Brookline's mission is to educate and inspire every student to lead a fulfilling life and make positive contributions to our world. *The Public Schools of Brookline (PSB) serves over 6,893 students in Kindergarten to grade 12. We operate nine elementary (K-8) schools and one high school in the Town of Brookline.*

*Our mission is to ensure that every student develops the skills and knowledge to pursue a productive and fulfilling life, to participate thoughtfully in a democracy, and succeed in a diverse and evolving global society.*

## PSB Vision

Brookline provides every student with an extraordinary education through enriching learning experiences and a supportive community so that they may develop to their fullest potential. *Brookline provides an extraordinary education for every child. Each child's unique path to achievement is supported in academically exciting and programmatically rich environments. A dynamic, diverse community of teaching professionals works collaboratively, innovating and inspiring each other and their students. Staff gets to know students intellectually, developmentally and culturally. Students are encouraged to question and challenge ideas and participate as active citizens. Schools use a variety of assessments to get the fullest picture of student learning and growth over time. These data are shared regularly with the community, and they form the basis of how we understand and improve student, teacher and administrator performance. Parents are partners with the schools in supporting their children's education, and schools communicate effectively so that parents are confident of the response to their child's circumstances and needs. The community, well informed and involved in the schools, supports these efforts that continue a tradition of challenging ourselves to do better, efforts that ensure the enduring value of a Brookline education.*

## School Highlights 2023-2024

-continued growth of our Middle School Student Council: some of their work included the planning of Field Day, delivering morning announcements,

planning Spirit Days, and organizing a recycling program.

-continued meetings of our cross-grade classroom buddies, with students completing activities together around the theme of our school's core values of "Creativity" "Curiosity" and "Compassion."

-reallocation of special education staffing to support increased collaboration and fewer staff working across multiple grade-levels and grade-level teams.

-Looking ahead...development of a scheduling model for 24-25 in our middle school that creates "pure" teams in our middle school where all teachers in a grade-level have the same cohort of teachers.

-our first annual Culture Fest, where family and student volunteers presented elements of their family's culture.

-continued collaboration by middle school content teams to develop unit plans, formative assessments, and rubrics that support the continued shift towards standards-based grading.

#### District Instructional Focus 2024-2026

If educators teach explicit and systemic literacy skills following a standards-aligned scope and sequence, students will effectively apply literacy skills to communicate their thinking about grade-level complex texts and performance tasks.

#### Action Plan – Priority #1: Teaching and Learning 20\_-20\_

**District Strategic Objective:** Increase achievement for all students by establishing, implementing, and regularly assessing a consistent, high-quality, and challenging curriculum delivered using evidence-based practices

**Strategic Objective:** Students will be able to use academic language in order to increase capacity to make sense of and effectively respond to complex tasks, texts, and prompts.

## ACTIONS

<u>Desired Outcomes</u>	<u>Strategic Initiatives</u> Name technical and adaptive moves that you will use to achieve desired outcomes	Date(s) of implementation	<u>Goals and Benchmarks</u>	<u>Progress Monitoring</u> Evidence of Growth
Horizontal and vertical articulation of academic language built from common tier 2 words and connected to DOK (depth of knowledge) level 3 and 4 vocabulary.	Develop the matrix of vocabulary and a shared understanding of the target words.	First half of the 24-25 school year		
	Implementation: Instruction, review reinforcement of this high-leverage vocabulary via pedagogical routines that shift the cognitive load to the students (ie not just explicit instruction and drill review)	Second half of the 24-25 school year		
	Assess impact by measurement of ACCESS scores for EL students and MCAS scores for all students	Summer of 25 after release of spring 25 MCAS results and 25 ACCESS results		

## Year 1 Adjustments (June 2025)

<u>Desired Outcomes</u>	<u>Strategic Initiatives</u> Leads name technical and adaptive moves that you will use to achieve desired outcomes <i>(mechanism by which the outcomes happen)</i>	Date(s) of implementation	<u>Goals and Benchmarks</u>	<u>Progress Monitoring</u> Evidence of Growth

## Action Plan – Priority #2: Community and Connections 20\_-20\_

**District Strategic Objective:** Develop and implement a culturally responsive community engagement plan to foster connections among caregivers, schools, the district, and the community.

**Strategic Objective:** Organized and culturally responsive communication to families that provides insights into learning and establishes connections with educators.

### ACTIONS

<u>Desired Outcomes</u>	<u>Strategic Initiatives</u> Name technical and adaptive moves that you will use to achieve desired outcomes	Date(s) of implementation	<u>Goals and Benchmarks</u>	<u>Progress Monitoring</u> Evidence of Growth
An understanding of the modality and frequency of communication done by teachers at Lincoln.	Gather information from educators about existing methods for communication among each other and to families.	Fall 2024		
A year-long calendar view of classroom, grade-level, department etc. events overlaid with a calendar of PTO-sponsored events.	Create a master calendar and list of events during and after school to support teacher scheduling and parent/caregiver participation.	SY 24-25		

### Year 1 Adjustments (June 2025)

<u>Desired Outcomes</u>	<u>Strategic Initiatives</u> Name technical and adaptive moves that you will use to achieve desired outcomes	Date(s) of implementation	<u>Goals and Benchmarks</u>	<u>Progress Monitoring</u> Evidence of Growth

### Action Plan – Priority #3: Climate and Culture 20\_-20\_

**District Strategic Objective:** Partner with families and the community to create safe environments that promote belonging

**Strategic Objective:** Create and nurture a learning environment that promotes feelings of belonging and support students in developing their emotional regulation skills.

#### ACTIONS

<u>Desired Outcomes</u>	<u>Strategic Initiatives</u> Name technical and adaptive moves that you will use to achieve desired outcomes	Date(s) of implementation	<u>Goals and Benchmarks</u>	<u>Progress Monitoring</u> Evidence of Growth
Students are able to identify their emotions and feelings.	Through Tier 1 implementation of Second Step in grades K-5. This will be accompanied by explicit daily time for Morning Meeting in these grades of at least 20 minutes.	SY 24-25	Increase in percentage of students reporting feelings of school belonging and ability to identify and regulate their emotions.	Data from the Panorama survey with Spring '24 data as our baseline.
Students learn strategies to help them persevere through challenging emotions.	Through Tier 1 implementation of Second Step in grades K-5. This will be accompanied by explicit daily time for Morning Meeting in these grades of at least 20 minutes.	SY 24-25	Increase in percentage of students reporting feelings of school belonging and ability to identify and regulate their emotions.	Data from the Panorama survey with Spring '24 data as our baseline.
Students implement strategies to persevere through challenging or difficult tasks.	Through Tier 1 implementation of Second Step in grades K-5. This will be accompanied by explicit daily time for Morning Meeting in these grades of at least 20 minutes.	SY 24-25	Increase in percentage of students reporting feelings of school belonging and ability to identify and regulate their emotions.	Data from the Panorama survey with Spring '24 data as our baseline.

Students report a sense of belonging within their classroom and the broader Lincoln community.	Through Tier 1 implementation of Second Step and other SEL curricula. Regular meetings of Classroom Buddies planned by our Culture and Climate Committee with a more intentional focus on explicit SEL instruction.	SY 24-25	Increase in percentage of students reporting feelings of school belonging and ability to identify and regulate their emotions.	Data from the Panorama survey with Spring '24 data as our baseline.
<b>Year One Adjustments (June 2025)</b>				
<u>Desired Outcomes</u>	<u>Strategic Initiatives</u> Name technical and adaptive moves that you will use to achieve desired outcomes	Date(s) of implementation	<u>Goals and Benchmarks</u>	<u>Progress Monitoring</u> Evidence of Growth

## Action Plan – Priority #4: 20\_-20\_

Strategic Objective:

### ACTIONS

<u>Desired Outcomes</u>	<u>Strategic Initiatives</u> Name technical and adaptive moves that you will use to achieve desired outcomes	Date(s) of implementation	<u>Goals and Benchmarks</u>	<u>Progress Monitoring</u> Evidence of Growth

### Year One Adjustments (June 2025)

<u>Desired Outcomes</u>	<u>Strategic Initiatives</u> Name technical and adaptive moves that you will use to achieve desired outcomes	Date(s) of implementation	<u>Goals and Benchmarks</u>	<u>Progress Monitoring</u> Evidence of Growth

Plan Definitions	
Strategic Objective	A key lever for improvement that will achieve the vision (the “what” and the “why”).
Desired Outcomes	<p>The expected results: what they will be and how they will advance the school toward student achievement goals. Outcomes are SMART goals: specific and strategic; measurable; action-oriented; rigorous, realistic, results-focused; timed and tracked.</p> <p><b>Final outcomes</b> set targets for improvement achieved at the end of plan implementation - end of 3 years For example: By 2021, decrease chronic absenteeism by 2.8 percentage points to 12%.</p>
Strategic Initiatives (Leadership action)	The projects and programs that support and will achieve the strategic objectives (the “how”). The leadership actions to achieve the desired objective. Strategic Initiatives include both technical and adaptive change
Goals and Benchmarks	The goals and benchmarks that must be met during the 3-year period to be on track to meet SY26-27 goals.
Progress Monitoring Evidence of Growth	Evidence of growth towards goals and benchmarks and/or evidence of meeting the goal. Progress monitoring should take place at regular intervals during the duration of the plan, align to desired outcome, and can be related to systemic change and/or adult behavior.

List the core participants’ names and affiliations/membership in a stakeholder group (staff, students, families, community advocates, partners, etc.)	
Brian Denitzio	Principal
Courtney O’Leary	Teacher
Donald Petry	Teacher
Gretchen Thompson	Teacher
Alejandra Traub	Teacher
Chris Blessen	Parent
Sandra Weseman	Parent
Sarah Jay	Parent

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Are the participants reflective of the population that this decision impacts/involves? If not, please explain barriers to representation and the efforts to overcome them.

Supporting Documents (please add links)

School Site Council Agenda(s)	

