



PUBLIC SCHOOLS of
BROOKLINE

Lawrence School: School Improvement Plan - 2022-2024



School SIP Information

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BROOKLINE



- Grades K-8-Increase use of data to strengthen instruction and inform decision making for student learning and supports
- Grades K-5-Equitable Classroom Practices (Informed by Lawrence Climate and Culture Planning Committee)
- Grades 6-8-Grading for Equity (Informed by Lawrence Climate and Culture Planning Committee)

All Lawrence goals align with district goals: Every Student Achieving/Every Student Invested in Learning/Every Student prepared for Change and Challenge/Every Educator Growing Professionally

Budgetary Impact



- Continued need for school site Lexia Licence, professional development for staff to continue to strengthen their interpretation and use of Lexia data, mClass data, and K-5 math curriculum “Investigations” to inform tier 1 instruction
- Continue important and effective work in conjunction with the Office of Equity and Diversity to further our understanding of how to be stronger culturally proficient educators.
- Continue to support summer work for Lawrence middle school staff to fine tune the Lawrence middle school Grading for Equity structure based on Joe Feldman’s book, Grading for Equity” started with students in September of 2021

A photograph of two children from behind, looking out over a cityscape. The child on the right has their hands raised. The image is overlaid with a dark blue semi-transparent filter.

SIP Goal #1

Increase use of data to strengthen instruction and decision making for student learning and supports

WHY?

- Data can measure students' areas of success and areas to grow
- Data can inform and guide educators decision about instruction and evaluate instructional effectiveness
- Data can promote accountability
- Data can ensure that all students learn

Monitoring Goal #1

Action	Responsibility	Timeline	Resources needed/used	Indication of progress/success
Utilize SEL Universal Screener Data	-Administrative Team -Clinical Team -Dr. Matt DuBois	SY2022-SY2024	-Universal Screener -Time for guidance Counselors to administer/to review data/ create actions steps and carry out action steps set by principal and guidance -Dr. Matt Dubois's monthly Newsletter and strategies	-All action steps met by deadlines Ex. "Raise Your Hand Indicator" -Increase in Positive Data Ex. Increase number of students who feel they have an adult to talk to at school. Fall completed Winter:: Week of January 22, 2023 Spring: Week of April 23, 2023
District Implementation and School Support for Investigations Math Curriculum Grades K-5	-Administrative Team -Math Specialists -Special, General and EL Educators	SY2022-SY2024	-PD time to review curriculum at November 8 PD day, and two faculty meetings: November 18, 2022 and January 10, 2023. Paraprofessional PF on December 10, 2022.	PD for math review completed and strategies used in classes. All PD meetings completed. -Grades 4-5-District PD on November 8, 2022 -MCAS Item Analysis review to inform instruction in the year ahead: *Grades K-2-November 15, 2022 *All paraprofessionals- December 7, 2022 *Grades 3-5-January 10, 2023

Monitoring Goal #1

Action	Responsibility	Timeline	Resources needed/used	Indication of progress/success
Increase Literacy Data to Inform Instruction	<ul style="list-style-type: none"> -Administrative Team -Literacy Coaches and Specialists -Grades K-5 Staff 	SY2022-SY2024	<ul style="list-style-type: none"> -mClass Screener and Training -Spelling Connections -Lexia Site Licence 	<ul style="list-style-type: none"> -Increase in scores of Identified students by providing staff PD -Grades K-2-District 3 hour training on August 31, 2022 for mClass -Grades K-2-Lawrence PD on mClass screener by literacy coach on September 27, 2022. -Grades 3-5-Lawrence PD on Spelling Connections by literacy coach on September 27, 2022. -Ongoing support of to review and analyze Lexia data.
Child Study Team	<ul style="list-style-type: none"> -Administrative Team -Child Study Team Members -Referring Staff Member 	SY2022-SY2024	<ul style="list-style-type: none"> -CST leaders support liaisons and teachers to complete all forms and protocols. 	<ul style="list-style-type: none"> -Continue use of robust and timely data available for CST meeting and actions steps. This is ongoing weekly at CST meetings.



SIP Goal #2

Grades K-5: Equitable Classroom Practices

Why?

We believe it is important to continue to engage the Lawrence K-5 staff in learning about and growing their tool kit of effective equitable instructional practices that can be used in every classroom, office and space by educators to meet the needs of all students with an intentional focus on our students of color, students in special education, English language students and our students who are economically disadvantaged.

“Cultural Proficiency is the ability to successfully teach students who come from cultures other than their own. It entails developing certain personal and interpersonal awareness and sensitivities, developing certain bodies of cultural knowledge, and mastering a set of skills that, taken together, underlie effective cross-cultural teaching.” (NEA 2008)

Monitoring Goal #2

Action	Responsibility	Timeline	Resources needed/used	Indication of progress/success
Whole Staff Overview Meeting of District Diversity and Equity Goals	-Administrative Team -All Staff -Jenee Uttaro, Senior Director of Equity and Haeyoung Koh	October 11, 2022 Faculty Meeting	Jenee Uttaro, Senior Director of Equity and Haeyoung Koh	-Meeting complete -Staff aware of district diversity and equity goals
District PD with author Debbie Irving on her book “ Waking Up White.”	-Jenee Uttaro and Haeyoung	-November 8, 2022 all district PD day at BHS	Jenee Uttaro, Senior Director of Equity and Haeyoung Koh	-Staff attended the presentation and small group breakout sessions. Many staff have signed up for the 21 day challenge
Whole Staff Overview Meeting to focus on “Willful Refusal to Learn, High Expectations & Accountability “	-Administrative Team -All staff -Jenee Uttaro, Senior Director of Equity and Haeyoung Koh	December 6, 2022	Jenee Uttaro, Senior Director of Equity and Haeyoung Koh	-Meeting complete -Individual Reading ~ “I Won’t Learn From You” by Herbert Kohl -Small Group Strategy and Accountability Brainstorming -Closing Suggestion ~ a Powerful Sort of 21-Day Challenge Reading



SIP Goal #3

Grades 6-8: Grading for Equity (Informed by Lawrence
Climate and Culture Planning Committee) Mentor Text:
Grading for Equity by Joe Feldman

Why?

The goal of creating a new grading policy is to ensure that our grading practices are “accurate, bias-resistant, and motivational” and that they “will improve learning, minimize grade inflation, reduce failure rates, and become a lever for creating stronger teacher-student relationships and more caring classrooms.” This matches the district’s equity goals as we are working to reform “grading practices that inadvertently perpetuate the achievement and opportunity gaps among our students.”

Middle school staff dedicated time to reading and discussing the book Grading for Equity by Joe Feldman during the spring of 2021. This work led to the commitment from all middle school staff to work cohesively as a group to create a new, more equitable grading structure.

Monitoring Goal #3

Action	Responsibility	Timeline	Resources needed/used	Indication of progress/success
12 Hours of Summer PD	Climate and Culture Team Facilitators	Summer 2022	-Compensation -Time -Support form OTL	-Continue to identify areas to address that will pact new grading structure -Develop more skills based learning progressions/rubrics for each performance assessment in grades 6-8.
Skills Based Learning Progressions in Grades 6-8 (Grading for Equity)	-Administrative Team -Middle School Educators	SY2022-SY2024	-Time to create learning progressions	Middle School has meet during the September 27, 2022 and November 15, 2022 faculty meetings. They are also schedule to meet during the February 7, February 28 and March 14, 2023 faculty meetings.



Questions?
Thank you!

