

PUBLIC SCHOOLS of  
**BROOKLINE**



# Amos A. Lawrence School School Improvement Plan Update (SIP)

March 3, 2022

## School SIP Information

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**BROOKLINE**



### GOALS:

- 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

**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

**SIP  
Goal #1**

**Monitoring Goal #1**

Action	Responsibility	Timeline	Resources needed/used	Indication of progress/success
Utilize SEL Universal Screener Data	-Administrative Team -Clinical Team	SY2021-SY2023	-Universal Screener -Time for guidance Counselors to administer/to review data/ create actions steps and carry out action steps set by principal and guidance	-All action steps met by deadlines Ex. "Raise Your Hand Indicator"  -Increase in Positive Data Ex. Increase number of students who feel they have a adult to talk to at school.
District Implementation and School Support for Investigations Math Curriculum Grades K-5	-Administrative Team -Math Specialists --Special, General and EL Educators	SY2021-SY2023	-PD time to continually review curriculum at all staff PD day in November 2021 and during Friday CT	PD for math review completed and strategies used in classes.
Understanding and Utilizing Lexia Data Grades K-3	-Administrative Team -Literacy Coaches -K-3 Educators	SY2021-SY2023	-PD time to continually review curriculum at All staff PD day in November 2021 and during Friday CT	PD for Lexia review completed and strategies used in classes.

# Monitoring Goal #1

Action	Responsibility	Timeline	Resources needed/used	Indication of progress/success
MCAS	-Administrative Team -Grades 3-8 Staff	SY2021-SY2023	-MCAS Scores -Time to review at CPT and CT	-Identified students score increase.
Child Study Team	-Administrative Team -Child Study Team Members -Referring Staff Member	SY2021-SY2023	-CST leaders support liaison and teachers to complete all forms and protocols	-Increased success of students in classroom and robust and timely data available for special education referrals.
Increase Real Time Data to Inform Special Education Goals	-Administrative Team -Special, General and EL and specialist Educators -ETF	SY2021-SY2023	-Assessments -Unite tests -Time to administer	-IEP goals based on current and robust data
Benchmarks and Skills Based Rubrics in Grades 6-8 for Grading for Equity	-Administrative Team -Middle School Educators	SY2021-SY2023	-Time to create rubrics	-Skills based rubrics for all units

## Grades K-5: Equitable Classroom Practices (Informed by Lawrence Climate and Culture Planning Committee)

### 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 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 -Climate and Culture Team -Jenee Uttaro, Senior Director of Equity	October 26, 2021 Faculty Meeting  <b>Meet Again-fall. SY 2023</b>	Jenee Uttaro, Senior Director of Equity  MS. Uttaro's Presentation	-Meeting complete -Staff aware of district diversity and equity goals
K-5 Staff Reads Introduction and Chapter 1 of <i>Culturally Responsive Teaching and the Brain</i> by Zaretta Hammond	-Administrative Team -Climate and Culture Team -Jenee Uttaro, Senior Director of Equity	November 2 and 28, 2021 Faculty Meetings	<i>Culturally Responsive Teaching and the Brain</i> by Zaretta Hammond  (Thanks to Lawrence PTO for purchasing a copy for every K-5 staff member.)	-Staff has read ch. 1 And met with Ms. Uttaro to review and choose actions step to use with students -Staff share results of strategies chosen
K-5 Staff Reads Chapter 5, 6 and 9 of <i>Culturally Responsive Teaching and the Brain</i> by Zaretta Hammond	-Administrative Team -Climate and Culture Team -Jenee Uttaro, Senior Director of Equity	January 4, February 8, March 1, March 8, 2022 Faculty Meetings  <b>Cont. SY 2023</b>	<i>Culturally Responsive Teaching and the Brain</i> by Zaretta Hammond	-Staff has read chs 5 and 6, and met with Ms. Uttaro to review and choose actions step to use with students -Staff share results of strategies chosen

## Grades 6-8: Grading for Equity (Informed by Lawrence Climate and Culture Planning Committee)

### 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-students 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
14 Hours of Summer PD	Climate and Culture Team Facilitators	Summer 2021	-Compensation -Time -Support form OTL	-Finish reading book to address that will impact new grading structure -Outline new grading structure
Create and write up the New Grading Structure	Principal Middle school educators	-Summer 2021 -Teachers Days-September 2021	-Compensation -Time -Support from OTL	-Finalizing new grading structure -Write up new grading structure
Share and explain new structure with students and families	Principal Middle School Educators	Early September 2021  <b>Monitor and review new structure for SY 22 and 23</b>	Created Video-fall 2021  Fall 2021, winter and spring 2022 and <b>SY 2023</b>	Structure shared with students-fall 2021 Video shared with parents/caregivers-fall 2021



**Thank you!**