PUBLIC SCHOOLS of
BROOKLINE

Pierce School: School Improvement Plan - SY2022-23

School SIP Information

Pierce School Site Council Members

- Jamie Yadoff, Principal, Co-Chair
- Molly Cohen, Parent, Co-Chair
- David Carter, Grade 3 Teacher
- Marlene Goncalves, Grade 7 ELA Teacher
- Greg Kester, Wellness Teacher
- Amy Woogmaster, Literacy Specialist

- Brad Coleman, Parent
- Audrey Lee, Parent
- Susie Ma, Parent
- Emily Weiss, Parent
- Jason Greenberg, Community Member
- Henry Hryniewicz, Community Member

- Pierce completed a three year SIP in June 2022 (September 2020-June 2022)
- As interim Principal in SY 2021-2022, we drafted a 1 year SIP which carries us through 2022-2023.
- School Site Council has begun to consider goals for a 3 year SIP to begin in September 2023, and continue through June 2026. These will be shared with staff by the end of March.

Budgetary Impact

- Pierce requested and received a budget of $2000 for SY 22-23 to support online software subscriptions and software purchases that would support struggling students.

- Pierce requested and received a budget of $2500 for SY 22-23 to send educators to professional development workshops and conferences that tie to our School Improvement Plan goals.

- Pierce requested and received funds to allow us to fund summer work tied to our SIP goals, as well as both general homework clubs and homework clubs that provide targeted small group support for struggling students. These funds will not be fully utilized this year due to staffing challenges.

SIP Goal #1

Ensure that Pierce educators have the training, resources, and support they need to achieve a high level of growth in MCAS for students who identify as Black or African American.

Increasing teacher supports

- Professional development in culturally responsive teaching practices built into the school day.

- Team approach to data review through the creation of a PLC.

- Support for teachers in determining best instructional steps, including support for progress monitoring and review of standards through the lens of MCAS question item analysis.

Increasing student opportunities

- Funding for after school tutoring and homework clubs that focus on building skills.

- Access to technology based supports that have embedded progress monitoring.

- Focus on building confidence and competence through the use of culturally proficient teaching methods.

Monitoring Goal #1

Action	Responsibility	Timeline	Resources needed/used	Indication of progress/success
Review existing MCAS data to identify trends and share that data with staff.	Principal, Pierce data team	Fall 2022 (based on delayed MCAS score release)	DESE dashboard, summer workshop funding	Reports and trends shared with staff.
Support students who identify as black/African American in achieving a Student Growth Percentile (SGP) at or above 60 on Spring 2023 test.	Principal, Faculty	Fall 2022 (based on delayed MCAS score release) through MCAS administration in Spring 2023	Review 2022 test data and targeted 2021-22 interventions to determine which to replicate. Provided ongoing, individualized multi-tiered supports to students.	68% of students who identify as black/African American had an SGP greater than 60 in one or more subtests in 2022. The number of students who identify as black/African American and met or exceeded expectations on both subtests more than doubled from 2021 to 2022.
Job embedded professional development	Principal, Office of Educational Equity, Pierce Equity Action Team (PEAT)	Staff meetings and collaboration time 2022-2023	Support from Office of Educational Equity; funding for workshops	Two staff meetings led by Office of Educational Equity. Ongoing PD during meetings

SIP Goal #2

Continue the work of building staff capacity for RtI implementation, including the increased use of Professional Learning Communities (PLC's) that focus on leveraging the diverse expertise of our own staff, as well as a focus group to consolidate and build a robust bank of resources and strategies to most effectively implement RtI.

Building effective PLCs

- Creating time for this work through the use of faculty meeting time, with supports for collaboration time as requested.

- Consolidating and organizing existing resources to create efficiencies for staff.

Increasing access to RtI Supports

- Access to technology resources that support targeted intervention and progress monitoring.

- Utilizing experts on staff to provide job embedded Professional Development.

Monitoring Goal #2

Action	Responsibility	Timeline	Resources needed/used	Indication of progress/success
Create an RTI focused summer PLC to organize materials and resources that support excellent in teaching and learning.	Principal, interested faculty	Summer 2022	Access to 2021-2022 learning documents and resources	Complete, shared RtI resource folder
Design three RtI capacity building units for faculty meetings that allow staff choice and "just right" learning.	Principal with support from interested faculty	Fall 2022 - May 2023	Time	Schedule of presentations Staff feedback surveys.
Provide opportunities for support for continued RtI learning and growth during collaboration time.	Principal, interested faculty	Ongoing	Funding for professional texts	Vector staff records of attendance; staff feedback surveys

SIP Goal #3

Communication and Collaboration

GOAL: Establish systems of communication that allow families to remain actively engaged in the process of planning for a Pierce School renovation, including the temporary relocation of Pierce staff and students to an as yet not determined temporary school location.

Monitoring Goal #3

Action	Responsibility	Timeline	Resources needed/used	Indication of progress/success
Monthly communication of project updates with families.	Principal	Monthly, ongoing	NA	Review of monthly Principal's Updates
Ongoing planning for relocation (site and logistics)	Principal, Project Staff, Central office staff	Ongoing	District guidance	Meeting logs, community meeting feedback, project team meeting logs

Questions?

Thank you!