

John D. Runkle School

2024-2026 School Improvement Plan

School Name: John D. Runkle

Leader Name: Donna Finnegan, Principal

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.

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.

School Mission

At Runkle School, our mission is to provide a nurturing and inclusive environment where we educate, engage, and inspire our K-8 students. We are committed to fostering lifelong learners who excel in their academic pursuits and navigate their social and emotional journeys with confidence. By promoting a culture of curiosity, critical thinking, and creativity, we empower our students to become successful global citizens, equipped to thrive in an interconnected world.

Prior Mission Statement in SIP:

Runkle Mission Statement

We, the students, teachers, staff, and families of Runkle, are a community that values a love of learning, academic achievement, and knowledge in a broad range of subjects. Respect, hard work, responsibility, tolerance, empathy, and honesty serve as the basis for our relationship with each other.

The Runkle community has these goals:

- *To promote academic excellence and a love of learning through the development and mastery of basic skills*
- *To promote an environment of responsible, respectful, and disciplined behavior*

- *To promote a strong and positive sense of self, valuing best effort*
- *To promote an attitude of lifelong learning built upon curiosity, creativity, and willingness to explore new ideas*
- *To promote a generous, participatory community spirit that respects diversity*
- *To promote global awareness*
- *To promote both student and family engagement in the Hybrid/Remote Learning Model given the current pandemic; and plan for a successful transition for 2021 academic year*

Runkle School Priorities 2024-2026

- *Continue to develop a culture and climate where everyone feels welcome and included*
 - *Continue to build a culture of civility within our school community*
- *Continue to build systems and structures to ensure we are meeting the needs of ALL learners*
 - *A Deeper understanding of Equity in schools*
 - *Middle School WIN (**W**hat **I** **N**eed) blocks; Best Practice*
 - *Advisory in Grades 7 and 8*
 - *School Handbooks (Completed)*
- *Continue to develop our inclusion model*
 - *High expectations for all students: Classroom-wide strategies are conducive to the needs of all students to support children learning at their own pace within a nurturing learning environment.*
 - *Children have the maximum opportunity to be included with their peers and receive high-quality instruction by licensed professionals in the least restrictive environment.*
 - *Every student receives what he or she needs to make effective progress academically, emotionally, and socially.*
 - *Every child and family is a valued member of the classroom and school community.*
- *Hiring and Retaining BIPOC at Runkle. We support efforts to reduce the impact of reduction in force notices on BIPOC teachers.*

School Council Goal for SY 2024-2026: School Culture & Climate

- *To Support the development of strong school-family relationships*
- *To maximize the success of the children in school*
- *To increase clarity about the roles of family and school staff.*

Diversity, equity, and inclusion (DEI) is a way of thinking and being in the world that helps us respect and transcend our differences. When students and teachers feel valued, dignified, and secure, we can learn and grow through collaboration and risk-taking with trusted peers. While we all experience the world differently, there's power in honoring our shared humanity.

Schools are perfect places to build these critical skills. At Runkle, students can discuss how to create a more inclusive world that values diversity, builds solidarity, practices empathy, and battles racism, sexism, homophobia, ableism, and more.

School Highlights 2023-2024

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 2024-2026

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

Runkle Strategic Objective: Increase achievement for all Runkle students by implementing Tier 1 and Tier 2 interventions that support a consistent, high-quality, and challenging curriculum in literacy and math using evidence-based practices.

ACTIONS

Desired Outcomes	Strategic Initiatives Name technical and adaptive moves that you will use to achieve desired outcomes	Date(s) of implementation	Goals and Benchmarks	Progress Monitoring Evidence of Growth
<p>Increased student achievement in literacy and math as evidenced by state assessments and internal progress monitoring.</p> <p>Enhanced teacher capacity to deliver high-quality, evidence-based instruction.</p> <p>Improved identification and support for students requiring additional interventions.</p> <p>Greater family and community involvement in supporting student learning.</p>	<ul style="list-style-type: none"> ● Conduct a comprehensive review of the current literacy and math curriculum to ensure alignment with state standards and best practices. ● Continued implementation of Heggarty and Foundations. ● Provide ongoing professional development for teachers on evidence-based Tier 1 and Tier 2 interventions in literacy and math. ● Integrate evidence-based Tier 1 interventions into daily classroom instruction in literacy and math. ● Develop and implement a system for identifying students who need Tier 2 interventions based on assessment data. ● Establish a regular schedule for progress monitoring and data analysis to evaluate the effectiveness of interventions. ● Engage families and the community in supporting literacy and math achievement through workshops, communication, and resources. ● Allocate necessary resources, including staffing, instructional materials, and technology, to support Tier 1 and Tier 2 interventions. ● Conduct regular evaluations of the effectiveness of Tier 1 and Tier 2 interventions and make adjustments as needed. 	<p>September 2024-August 2025</p> <p>Literacy Training for all K-5 Staff</p>	<p>Evidence on aligned curriculum and standards in literacy and math during class observations.</p> <p>All K-5 Staff participate fully in Literacy Training Sept-Jan, 24-25. New curriculum training beginning in Feb. '25</p> <p>All students K-5 assessed using mClass and STAR tools.</p> <p>Hold community meetings for families about literacy initiatives and instruction in math.</p> <p>Meet with Literacy and Math Specialists bi-weekly to review progress and problem-solve any challenges.</p>	<p>Increase in percentage of students reaching grade-level benchmarks in literacy and math</p> <p>Students receiving literacy and math intervention will be monitored for progress and discharged upon reaching grade-level benchmarks.</p>

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 2024-2025				
<p>District Strategic Objective: Develop and implement a culturally responsive community engagement plan to foster connections among caregivers, schools, the district, and the community.</p> <p>Runkle Strategic Objective: All Runkle educators are given opportunities to engage in cultural proficiency training and implement culturally proficient learning to decrease implicit bias and foster a community for understanding differences.</p>				
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
Create a Runkle Equity Team to promote community and provide a structure for courageous conversations and staff training to continue.	<ul style="list-style-type: none"> Name Runkle Equity Leader, possibly 2 staff (K-5, 6-8, facilitator/coaching) Connect with Culture and Climate Committee OR combine the two 	September 2024 Sept/Oct 2024	Hold monthly meetings with Equity Team and OEE directors.	Completed Equity Cycle for Grade 6-8 Staff

[illegible]

Action Plan – Priority #3: Climate and Culture 2024-2025

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

Goal: Enhance Family and Staff Engagement to Foster a Safe and Inclusive Environment and Positive Climate and Culture.

By fostering strong partnerships with families, staff, and the community, we aim to create a supportive and inclusive environment where every student feels safe, valued, and empowered to succeed.

ACTIONS

Desired Outcomes	Strategic Initiatives Name technical and adaptive moves that you will use to achieve desired outcomes	Date(s) of implementation	Goals and Benchmarks	Progress Monitoring Evidence of Growth
Increased participation in Runkle events from all families and students, especially BIPOC families, families with students on IEPs, and our RISE families.	Organize monthly coffee mornings and evening Zoom sessions for parents to discuss school updates, share concerns, and provide feedback.	Oct 24- June 25	Increased attendance for these families (BIPOC, students with disabilities and RISE families)	Improved feedback in Panorama Survey.
Improved Communications between school and families.	Develop a communication plan that includes regular newsletters and a dedicated section on the school website for family engagement resources.	Sept 24- June 25	Create a section in the Principal Message that addresses family engagement resources. Add these sections to Runkle's website	Improved feedback in Panorama Survey.
Implement anti-bullying initiatives and social-emotional learning programs to promote respect and inclusion.	Continued implementation of Second Step (K-5), Wayfinder (6-8), Social Thinking (all grades) for SEL/anti-bullying in classroom meetings and Advisories.	Sept 24- June 25	Staff will complete the required lessons for each curriculum and	

			provide feedback to Administration.	
Staff will feel more positive about the culture and climate at Runkle.	<p>Seek feedback from staff through monthly meetings, morning coffees with Administrators, and Exit Tickets.</p> <p>Staff participation in Runkle Sunshine activities both inside and outside of school.</p> <p>Find more ways to include and express our appreciation of our paraprofessional staff at Runkle.</p>	Sept 24- June 25	<p>Staff attendance at meetings will increase.</p> <p>Staff will sign up to meet individually with Administrators to share both good news and concerns.</p> <p>Hold more para trainings and celebratory events.</p>	<p>Increase staff reporting a positive climate from 63% to 80% on the Panorama survey.</p> <p>Paraprofessional attendance will improve.</p>
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.</p> <p>Outcomes are SMART goals: specific and strategic; measurable; action-oriented; rigorous, realistic, results-focused; timed and tracked.</p> <p>Final outcomes 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	The projects and programs that support and will achieve the strategic objectives (the “how”). The leadership actions to

action)	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.)	
Donna Finnegan, Principal	Nina Max Daly, SSC Parent
Chad Pelton, Vice Principal	Lynne Chuang, SSC Community Member
Marian Voros, Grade 2 Teacher	Todd MacFadden, SSC Parent
Rebecca Sneider, Guidance Counselor	
Jenny Murphy, Educational Technology Specialist	
Chloe Crocker, Social Studies Teacher	
Kathleen Kane, Special Education Teacher RISE	
Devon Powell, SSC Parent	
Elizabeth Solinga, SSC Parent	
Jonathan Miller, SSC Parent	

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.

YES

Supporting Documents (please add links)

School Site Council Agenda(s)	