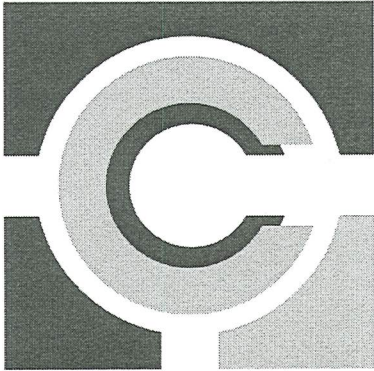


# Smoky Row Elementary - School Improvement Plan

## 2019 - 2022

<p>"Together We Achieve"</p> 	<p>•Carmel Clay Schools will provide opportunities for all students to realize their potential in an ever-changing world.</p>	<p>•We believe students thrive in a safe and welcoming environment.</p> <p>•We believe that kids do well if they can, and that as educators we can equip students with the skills they need to be able to do well.</p> <p>•We believe in supporting the unique needs of the whole child.</p>
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Social Emotional Learning	High Quality Instruction	Technology Integration	Equity, Diversity + Inclusion
<p>•Students and Staff will be supported through structures of practice that cultivate SEL competencies.</p>	<p>•Students and Staff will engage in learning that is differentiated and responsive to their needs.</p>	<p>•Students and Staff will utilize technology as a tool to improve learning, communication &amp; professional practice.</p>	<p>•Staff, students and the community will engage in activities and reflection through a lens of equity, diversity and inclusion.</p>
<ul style="list-style-type: none"> <li>• All students will have access to a safe spot across all classroom environments and will participate in Community Circle daily.</li> </ul>	<ul style="list-style-type: none"> <li>• Students will be engaged in a rigorous learning experience through reading, writing, and math workshop.</li> <li>• Teachers will work</li> </ul>	<ul style="list-style-type: none"> <li>• Canvas Courses will be created to follow district template and expectations for learning and communication.</li> </ul>	<ul style="list-style-type: none"> <li>• Staff will engage in implicit bias, microaggression, cultural competency, and equity trainings throughout the year.</li> </ul>



<p>They will also have access to the Rocket Retreat during the school day for emotional regulation.</p> <ul style="list-style-type: none"> <li>• All students will be taught explicitly the Zones of Regulation, Unexpected/Expected behaviors as a common language.</li> <li>• All students will engage in two required monthly SEL lessons as described in the SRE SEL Curriculum Map (aligned with the Indiana Competencies/CASEL).</li> <li>• All students in grades 3-5 will participate in an SEL screener 2x per year.</li> <li>• Staff will participate in activities and reflection in the areas of resilience and self-awareness.</li> </ul>	<p>with instructional coach and interventionist to support learning in the areas of balanced literacy and student agency in math.</p> <ul style="list-style-type: none"> <li>• Teachers will participate in choice professional development opportunities throughout the school year.</li> <li>• Teachers will participate in data analysis sessions monthly.</li> </ul>	<ul style="list-style-type: none"> <li>• Students will use Canvas tools during instruction throughout the school year to deepen instruction.</li> <li>• Staff will use Canvas to engage in professional growth opportunities throughout the school year.</li> <li>• Staff will be trained in the effective use of Google Suite, and have opportunities to become Google Certified Educators.</li> </ul>	<p>Including scenario based training opportunities.</p> <ul style="list-style-type: none"> <li>• Staff will have the opportunity to engage in pd related to Culturally Responsive Teaching.</li> <li>• Staff will participate in an equity audit of their classroom space.</li> <li>• A staff equity committee will be established.</li> <li>• Student lessons in the areas of equity and social justice will be developed for implementation in the future.</li> <li>• The Parent D+I committee will continue, and will provide an opportunity to parents to participate in a book study on D+I related topics.</li> </ul>
<p>Feelings Checks Data Safe Spot Audit Panorama Screener Staff SEL Checks Data Rocket Retreat Data</p>	<p>NWEA Math, Reading Data iLEARN Data Walkthrough Data Inst. Coach 4T's Log Data Day Logs</p>	<p>Canvas Usage Stats Walkthrough Data Staff Module Page Google Certification Test Submissions</p>	<p>Canvas assignment completion SEL Curriculum Map Parent attendance Equity Audit pre- and post-data</p>



## Social Emotional Learning

Students and staff will be supported through structures of practice that cultivate SEL competencies.

Critical Initiative 1: All students will have access to a safe spot across all classroom environments and will participate in Community Circle daily.

Activity	Context	Person(s) Responsible for Implementation	Timeframe	Required Resources	Key Measures	Benchmarks
New Staff Training on Safe Spots + Community Circle	All new staff will be on-boarded with these two priority SEL practices.	Amy Satkoski	August 2020	Fidgets, carpets, posters, other SRE created resources. \$200.00	Safe Spot Audit  Walkthrough Data	Safe Spot Audit  Walkthrough Data
All students will participate in Community Circle daily.	Teachers will implement daily this structured practice during identified time of day on the building schedule.	All Homeroom Staff	August 2020 - May 2021	First 20 Days document  Building Schedule	Walkthrough Data	Walkthrough Data
All students	Students will	Amy Satkoski	August 2020	Materials to	Rocket	Rocket

will have access to the Rocket Retreat for emotional regulation .	have an additional space they can access that is outside of their classroom for emotional regulation	Elizabeth Elliott  Support Staff	- May 2021	regulate for each station throughout the Rocket Retreat. \$500.00  Support Staff Schedule	Retreat 5 Steps Data	Retreat 5 Steps Data
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### Social Emotional Learning

Students and Staff will be supported through structures of practice that cultivate SEL competencies.

Critical Initiative 2: All students will be taught explicitly the Zones of Regulation, Unexpected/Expected behaviors as a common language.

Activity	Context	Person(s) Responsible for Implementation	Timeframe	Required Resources	Key Measures	Benchmarks
First 20 Days Activities to Teach Zones of Regulation, Unexpected/ Expected Behaviors	Students will engage in learning opportunities to understand these key terms	All Homeroom Teachers	August - September 2020	SRE Created Document - First 20 Days	Walkthrough Data  Teacher Lesson Plans	Walkthrough Data  Teacher Lesson Plans



K Zones of Regulation Lessons	All K students will engage in introductory lessons to learn about the Zones of Regulation.	K teachers K IA's	September 2020	The Zones of Regulation Book + Lessons  (already purchased)	Walk-through Data  Teacher Lesson Plans	Walk-through Data  Teacher Lesson Plans
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### Social Emotional Learning

Students and Staff will be supported through structures of practice that cultivate SEL competencies.

Critical Initiative 3: All students will engage in two required monthly SEL lessons as described in the SRE SEL Curriculum Map (aligned with the Indiana Competencies/CASEL).

Activity	Context	Person(s) Responsible for Implementation	Timeframe	Required Resources	Key Measures	Benchmarks
Staff Review of SEL Curriculum	Staff will review with Social Worker lessons for the upcoming semester.  Related Arts teachers will	Elizabeth Elliott  Lila Jay  Amy Satkoski	September 2020  August 2020 - May 2021	SEL Curriculum Map  New SEL Books for instruction \$200.00  Related Arts	Meeting Attendance  Related Arts Lesson Plans	Meeting Attendance  Related Arts Lesson Plans



	look at curriculum tie ins with SEL Curriculum map			Essential Standards Documents		
Staff Feedback of SEL Curriculum	Staff will provide feedback 2x's a year on lessons to fine tune maps.	Elizabeth Elliott  Amy Satkoski	December 2020  May 2021	Staff Feedback Form	Staff Feedback Form	Staff Feedback Form
Student Monthly Instruction of SEL Lessons	Students will participate in 2 monthly lessons related to SEL competencies.	All Homeroom teachers	August 2020 - May 2021	SEL Curriculum Map  SEL Books  (already purchased)	Teacher Lesson Plans	Teacher Lesson Plans

## Social Emotional Learning

Students and Staff will be supported through structures of practice that cultivate SEL competencies.

Critical Initiative 4: Staff will participate in activities and reflection in the areas of resilience and self-awareness.

Activity	Context	Person(s) Responsible	Timeframe	Required Resources	Key Measures	Benchmarks
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		for Implementation				
Flipped Staff Meetings	Staff will participate in Canvas modules related to SEL for adults in the areas of resilience and self-awareness.	Lead Teachers  Lila Jay  Amy Satkoski	August 2020 - May 2021	<u>Onward Workbook</u>  (already purchased)  SRE Created Resources	Meeting Agendas  Canvas Course Modules	SEL Staff Screener Data  Canvas Assignment Submission Data
Staff SEL Check Ins	Staff will complete check-ins 2-3 x's a semester.	Amy Satkoski	August 2020 - May 2021	SRE Created Check In - Based on Lori Desautels work  Panorama Staff Survey	Staff SEL Check In Data	Staff SEL Check In Data  Panorama Staff Survey Data

### High Quality Instruction

Students and Staff will engage in learning that is differentiated & responsive to their needs.

Critical Initiative 1: Students will be engaged in a rigorous learning experience through reading, writing, and math workshop.



Activity	Context	Person(s) Responsible for Implementation	Timeframe	Required Resources	Key Measures	Benchmarks
Classroom Observation + Walkthroughs	Administration will observe teachers and provide feedback in these areas	Lila Jay Amy Satkoski	August 2020 - May 2021	SFS Database  Walkthrough Tool	SFS Data Domain 2  Walkthrough Data  Teacher Lesson Plans	SFS Data Domain 2  Walkthrough Data
Instructional Rounds	Staff will participate in opportunities to observe other teachers.	Aleks Johnson  Lead Teachers	Spring 2021	Teacher Feedback Forms	Teacher Feedback Forms	Staff Participation Log

### High Quality Instruction

Students and Staff will engage in learning that is differentiated & responsive to their needs.

Critical Initiative 2: Teachers will work with instructional coach and interventionist to support learning in the areas of balanced literacy and student agency in math.

Activity	Context	Person(s) Responsible for	Timeframe	Required Resources	Key Measures	Benchmarks
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		Implementation				
Staff Meetings	Teachers will participate in meetings on these topics	Aleks Johnson Brooke Adams	August 2020 - May 2021	Canvas Course Modules	Canvas Assignments Teacher Attendance Walkthrough Data	Canvas Assignments Teacher Attendance Walkthrough Data 4T's Log

### High Quality Instruction

Students and Staff will engage in learning that is differentiated & responsive to their needs.

Critical Initiative 3: Teachers will participate in choice professional development opportunities throughout the school year.

Activity	Context	Person(s) Responsible for Implementation	Timeframe	Required Resources	Key Measures	Benchmarks
Late Start Self - Selected PD	Teachers will have the opportunity to participate in choice PD throughout the year.	Lila Jay Amy Satkoski	August 2020 - May 2021	SRE Created Materials	Staff Sign Ups Attendance Logs Walkthrough Data	Staff Sign Ups Attendance Logs Walkthrough Data

### High Quality Instruction

Students and Staff will engage in learning that is differentiated & responsive to their needs.

Critical Initiative 4: Teachers will participate in data analysis sessions monthly.

Activity	Context	Person(s) Responsible for Implementation	Timeframe	Required Resources	Key Measures	Benchmarks
Late Start Data Days	Teachers will participate in data analysis monthly with their teams.	Aleks Johnson  Amy Satkoski	August 2020 - May 2021	Data Log/ Reflection Sheets	NWEA Data Growth Scores  Teacher Attendance	NWEA Data Growth Scores  Teacher Attendance

### Technology Integration

Students and staff will utilize tech as a tool to improve learning, communication & professional practice.

Critical Initiative 1: Canvas Courses will be created to follow district template and expectations for learning and communication.

Activity	Context	Person(s) Responsible for Implementation	Timeframe	Required Resources	Key Measures	Benchmarks



Canvas Course Audit	Admin and staff will do a canvas audit to share out canvas sites.	Lila Jay Aleks Johnson Kristen Cannady	Fall 2020	None.	Staff Checklist  SFS Data - Domain 2  Walkthrough Data	Staff Checklist
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### Technology Integration

Staff and staff will utilize tech as a tool to improve learning, communication & professional practice.

Critical Initiative 2: Students will use Canvas tools during instruction throughout the school year to deepen instruction.

Activity	Context	Person(s) Responsible for Implementation	Timeframe	Required Resources	Key Measures	Benchmarks
Student Canvas Use During Instruction	Students will engage in using Canvas during instruction.	All Teachers	August 2020 - May 2021	None.	Walkthrough Data  SFS Domain 2 Data  Student User Stats	SFS Domain 2 Data

## Technology Integration

Students and staff will utilize tech as a tool to improve learning, communication & professional practice.

Critical Initiative 3: Staff will use Canvas to engage in professional growth opportunities throughout the school year.

Activity	Context	Person(s) Responsible for Implementation	Timeframe	Required Resources	Key Measures	Benchmarks
Flipped PD Learning Modules	Teachers will participate in flipped PD using Canvas modules.	Lila Jay  Amy Satkoski  Aleks Johnson  Lead Teachers	August 2020 - May 2021	Books, other materials to create PD for Flipped Modules  \$150.00  Blended Learning E-Course  \$200	PGP Logs  Canvas Assignment Completion	PGP Logs  Canvas Assignment Completion

## Technology Integration

Students and staff will utilize tech as a tool to improve learning, communication & professional practice.

Critical Initiative 4: Staff will be trained in the effective use of Google Suite, and have opportunities to become Google Certified Educators.



Activity	Context	Person(s) Responsible for Implementation	Timeframe	Required Resources	Key Measures	Benchmarks
Late Start Self-Selected PD	Teachers will have the opportunity to complete Google Certification	Kristen Cannady	Spring 2021	Google Certification Course	Google Certification Test	# of Teachers with Google Certification

### Equity, Diversity + Inclusion

Staff, students and the community will engage in activities and reflection through a lense of equity, diversity and inclusion.

Critical Initiative 1: Staff will engage in implicit bias, microaggression, cultural competency, and equity training throughout the year. Including scenario based training opportunities.

Activity	Context	Person(s) Responsible for Implementation	Timeframe	Required Resources	Key Measures	Benchmarks
All Teachers, IAs and Office Staff Training	Staff will participate in training to create self-awareness in the area of bias,	Lila Jay	August 2020 - May 2021	IUPUI Equity Course Content Topics  Cultural Competence	Meeting Attendance  Canvas Assignment Completion	Meeting Attendance  Canvas Assignment Completion





Critical Initiative 3: Staff will participate in an equity audit of their classroom space.						
Activity	Context	Person(s) Responsible for Implementation	Timeframe	Required Resources	Key Measures	Benchmarks
Staff Equity Audit	Staff will utilize classroom specific audit questions to audit their classroom space for equity.	Lila Jay	August 2020 - May 2021	Indiana Department of Education Equity Audit Selected Items	Equity Audit Responses	Equity Audit Responses

Equity, Diversity + Inclusion						
Staff, students and the community will engage in activities and reflection through a lense of equity, diversity and inclusion.						
Critical Initiative 4: A staff equity committee will be established.						
Activity	Context	Person(s) Responsible for Implementation	Timeframe	Required Resources	Key Measures	Benchmarks
Equity Committee will meet	Staff will participate in looking at	Lila Jay	October 2020 - May 2021	IUPUI Equity Course Content	Meeting Attendance	Meeting Attendance

monthly	scenario based equity problem solving for SRE.			<p>Topics</p> <p>Cultural Competence Now</p> <p>So You Want to Talk About Race</p> <p>SRE Curated Materials</p>	Meeting Schedule	Meeting Schedule
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### Equity, Diversity + Inclusion

Staff, students and the community will engage in activities and reflection through a lense of equity, diversity and inclusion.

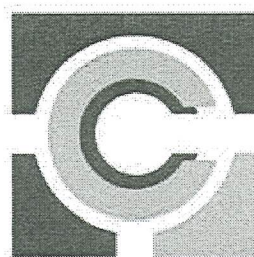
Critical Initiative 5: Student lessons in the areas of equity and social justice will be developed for implementation in the future.

Activity	Context	Person(s) Responsible for Implementation	Timeframe	Required Resources	Key Measures	Benchmarks
Develop Lessons to Blend into SEL Curriculum in the areas of	Students will be able to engage in work to develop Social Justice,	Lila Jay Equity Committee SEL	October 2020 - May 2021	Teaching Tolerance Social Justice Standards CASEL and IN	Completed Lessons  Adjusted Scope and Sequence	Completed Lessons  Adjusted Scope and Sequence

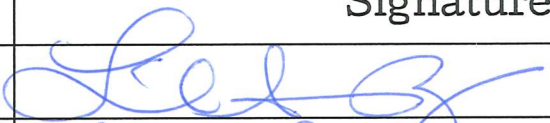




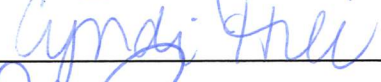

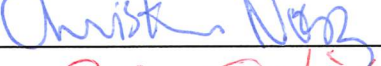

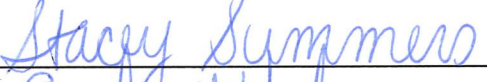



Social Justice and Equity.	Advocacy skills.	Committee		SEL Competencies  SRE Curriculum Map		
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Equity, Diversity + Inclusion						
Staff, students and the community will engage in activities and reflection through a lense of equity, diversity and inclusion.						
Critical Initiative 6: Parent D+I committee will continue, and will provide an opportunity to parents to participate in a book study on D+I related topics.						
Activity	Context	Person(s) Responsible for Implementation	Timeframe	Required Resources	Key Measures	Benchmarks
Parent D+I Committee Meetings	Admin will work with PTO to coordinate opportunities for parents to continue work in the area of D+I.	Lila Jay  Parent Committee Chairs	August 2020 - May 2021	Selected Book for Book Study	Parent Attendance at Meetings	Parent Attendance at Meetings



**Carmel Clay Schools  
-Smoky Row Elementary-  
School Improvement Committee**

Committee Member	Signature	Date
Lila Jay, Principal		9.30.20
Amy Satkoski, Assistant Principal		9-30-20
Kristen Cannady, Teacher		09.30.20
Elizabeth Elliott, MSW		9.29.2020
Tracie Greene, Teacher		9-30-2020
Cyndi Hill, Teacher		9/29/20
Aleks Johnson, Instructional Coach		9/30/20
Christine Noss, Teacher		9-30-20
Alexa Silvius, Teacher		9/30/20
Stacey Summers, Teacher		9-30-20
Emily Wikle, Teacher		9-30-20