

Continuous School Improvement Plan

2021-2025

(Updated for the 23-24 School Year)

School Improvement and Operational Team Committee

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Sacasha Thompson, 4th Grade Teacher

Amy Verner, 4th Grade Teacher

Michael Parker, 5th Grade Teacher

Jill Brabant, Encore Teacher Art

Signal Hill Mission Statement:

We provide a learning environment that is fun, safe, loving, engaging, and inclusive. We provide opportunities and expectations for academic excellence, healthy habits, and social/emotional prosperity. We are committed to working together as a family and partnering with our community to complete our mission.

Signal Hill Vision:

The Signal Hill Family, students and staff, will all strive to Go the Extra Mile and Do what is Right in our Hearts by caring, believing, and achieving beyond expectations.

Signal Hill Core Values:

S - Strength (strong relationships with students and community)

H- Hope (Believe in students and one another.)

E- Excellence (high expectations and rigor)

S- Success (results through strength, hope, and excellence)

Signal Hill is comprised of 696 Students. 11% of our students are Asian, 31% Hispanic, 11% Black, 41% White, and 6% two or more races. We are committed to providing all our students with an excellent education. We are focused on raising our reading and math scores overall by

10%, building our community involvement, and building the culture in our school with students and staff members.

PWC Strategic Plan Commitment 1 – Learning and Achievement for ALL:

Current State Reading:

Our current 2202-23 Unadjusted Reading SOL pass rate average overall is 72.96% which is almost a 4% increase from our overall pass rate last year of 69%. However, we are 12.04% below the Overall PWCS Strategic Goal target of 85% by 2025 and 4% below the Federal Benchmark of 77%.

Our 2022-2023 Reading SOL Unadjusted Pass Advance rate overall is 15.17%. This is a 2% increase of our 13% Advanced Reading Pass rate in 2022. However, our goal for 2025 is to have a pass advanced rate in reading of at least 25%.

Our Asian unadjusted pass rates were 78.95%, Black 72.73%, Hispanic 44.04% (63% being the Federal Benchmark for SY24), multiple races 85.71%, and our White unadjusted pass rates were 83.47% (Federal benchmark 84%). Our current unadjusted data for our ELL student subgroup shows a 36.92% pass rate with the 2022-2023 federal student subgroup target being 58% for SY 24. Students with Disability subgroup is currently at a 69.77% pass rate with the 2022-2023 federal student subgroup target of 50%.

The two subgroups that are significantly lower than the Federal Benchmarks include our Hispanic at 6% lower than the 58% SY 23 benchmark and our ELL subgroup at 15% lower than the benchmark of 52% SY23).

HMH data from SY 2022-2023 shows students in grades 3-5 averaged 58.7%. The overall average for end of unit HMH assessments in reading for 3rd grade is 65.6%, 4th is 54.5% and 5th is 56%.

Spring 2023 PALS Benchmark data shows that 81% of students in grades K-2 met the Spring PALS benchmark. This is a 7% increase from our 2022 average of 73% overall, meeting benchmark. Kinder grade students showed the most growth as measured by PALS with 92% meeting the benchmark by the end of the year. Grade 1 had a 79% pass rate, and Grade 2 had a 72% pass rate at the end of the 22-23 school year.

The 2022-23 Lexia data shows that out of 396 students that were using Lexia, 65% of those students were either working on Grade level Material or above. 43% of the students are working on grade level material, and 22% are working above.

Desired Future State Reading:

When considering goals of the PWCS Strategic Plan of 85% of students passing the Reading SOL overall, the federal targets, and examining current state, we are farthest away from meeting the identified federal target in Reading with ELL (SY22-23 36.92%) and HISPANIC (SY21-22-44.04%) subgroups.

By SY23-24 our overall reading pass rate unadjusted will be 79%. The ELLs subgroup will increase the percentage to match Federal Targets SY23-24 60%; and SY24-25 67%; and SY25-26 75% our Hispanic subgroup will increase percentage to match HISPANIC Federal Targets SY23-24 68%; and SY24-24 73%; and SY 25-26 75%

Our 2022-2023 Reading SOL Pass Advance for 3rd, 4th, and 5th showed an overall Pass Advance rate of 15.07%. To meet the PWCS Strategic Plan Goal of increasing Pass Advance rates on the Reading SOL, the overall 3rd-5th average will increase their Pass Advanced rate on the reading SOL by 10% points by school year 2025-2026. Thus, to make a 10% increase from our baseline 13% from 21-22, we will need to increase 8% (4% each year) to meet our goal of 23% Pass Advanced Rate in Reading.

Currently, our On-Grade level reading data shows according to PALS that 92% of Kg, 79% of 1st grade and 73% in 2nd grade our meeting the benchmark. However, HMH data shows that 65.6% of 3rd grade, 54.5% of 4th grade, and 56% of 5th grade passed the end of the year unit assessment with an average of 58.7% pass rate overall for 3rd, 4th and 5th grade students. To meet the PWCS Strategic Plan Goal of 80% of students reading on-grade-level by 3rd grade, we will continue to decrease the percentage of students that qualify for intervention each year by 5%, thus increasing our PALS pass rate at the end of the year by 5% so that 80% or above students will be on level by 3rd grade. SY 24 KG 97%, 1st Grade 84%, 2nd Grade, 78%, By SY 25, we want to see Kg 100%, 1st Grade, 89% and 2nd Grade, 82%.

Current State Math:

Based on the unadjusted 2022-23 SOL data, we have an overall school pass rate of 78.96%. This is a 6.96% increase from the 21-22 school year with an overall unadjusted pass rate of 72%. This meets the overall federal target of 72% but does not meet the Strategic Plan Goal of 85% of students passing the Math SOL by 2025.

In addition, our unadjusted math performance includes a 97.37% Asian Pass rate, a 81.82% Black Pass rate, a 64.29% Hispanic Pass rate, 80.95% Multiple Races pass rate, and 85.37% for our White subgroup. Special Education students had a pass rate of 67.44% (Federal Target: 47%). Special Education increased by over 10% from 21-22%.

One Subgroup is not meeting federal targets or Division's Strategic Goal. Our ELL subgroup had a pass rate of 45.71% (Federal target is 52%).

On the 2022-2023 Math SOL, 17.38% of our students pass advanced. This is only an increase of .38% from last year. We need to continue to work to improve our pass advance rate 10% (or at 25%) by 2025.

Our overall Mastery Connect progress summary for 2022-23 in math shows that 71.5% of our grades 3-5 students either showed proficiency or mastery on the overall math standards. The areas of need are data analysis and probability, multiplication and division and place value.

Desired Future State, Math:

Based on the unadjusted 2022-2023 SOL data, we had an overall school pass rate of 78.96%. Currently, our overall pass rate meets the state accreditation average of 70% but does not meet the Strategic Plan Goal of 85%. To reach the Strategic Plan goal, we need to increase our overall SOL pass rate by 6.04%. Current Overall unadjusted math Pass Rate is 78.96%; SY24: 81.98%; SY25: 85%.

When considering the target measures of the PWCS strategic plan and examining our current state, we are farthest away from meeting the identified federal targets with the ELL subgroup and the Division's Strategic Goal of 85%. To reach the desired state, we need to meet federal targets in this subgroup. The ELL federal target for SY2023-2024 is 58%. This is a 12.19% increase from our current state of 45.71% Current ELL Federal Target SY23: 58%; SY24-25: 64%.

On the 2023-2023 Math SOL, 17.38% of students grades 3-5 Pass Advanced: To reach the desired state, we need to increase our pass advance rate to 27% by 25-26. To meet the PWCS Strategic Plan Goal of increasing Pass Advance rates by 10% (baseline 17%) on the Math SOL by SY26, we will increase our Pass Advanced rates by 3.21% each year. The current Pass Advance Rate is 17%; SY23-24: 20.59%; SY24-25: 23.8%; SY25-26: 27%.

By the end of the 2023-24 school year, we will have a consistent system for progress monitoring student performance in Math. (K-2 end of unit assessments, 3-5 Mastery Connect, 3-5 VDOE Growth Assessment).

Current State Science:

Our 2022-23 SOL Data indicated that our Unadjusted Science Scores showed only a 62.25% pass rate. This is below the 70% accreditation rate. However, we did improve over 10% from last year's overall unadjusted score of 56.07% This, however, is an area that needs to improve for all. Our overall unadjusted pass rate needs to increase by 7.75% to be at the state accreditation level of 70%.

Desired Future State Science:

Currently in science our overall SOL score shows a 62.25% unadjusted pass rate. This is 7.75% lower than the 70% state accreditation pass rate. Our SOL scores should increase in this area

7.75% a year. Current Pass Rate in Science: 22-23 62.25%; 23-24% 70%, 24-25 70.75%, 26-26 77.50% This increase will take place as the school focus is on common language, hands on science activities, science assessment questions, and specific areas of weakness in science.

Strategic Priorities Identifying Learning and Achievement for All:

Strategic Priority 1 (Prioritized):

- To Improve Reading Achievement overall with a focus on Hispanic and ESOL subgroup Score increase.
 - Grades 3-5 to increase Virginia State Assessment Scores to include an increase in pass advanced rates.
 - Grades Kg-2nd will decrease identified students in need of intervention according to EOY state screener.

Actions:

- We need to utilize core extension for remediation, intervention or extension of skills.
- We need continued practice in curriculum work with a focus of setting learning progressions and intentions to establish student clarity and aligned instructional purpose.
- ESOL Teachers and Gen Ed Teachers will work together to push in and co teach during literacy block.

Strategic Priority 2 (Prioritized):

- To Improve Math Achievement overall with focus on ESOL Score increase.
 - Grade 3-5 to increase Virginia State Assessment Scores including pass advanced rates.

Actions:

- We need to utilize core extension for remediation, intervention or extension of skills.
- We need continued practice in curriculum work with a focus of setting learning progressions and intentions to establish student clarity and aligned instructional purpose.
- We need to focus intently on Math vocabulary.
- We need training in developmental numeracy learning phases.

Strategic Priority 3 (Prioritized):

- To improve Science Achievement overall.

Actions:

- We need to work together vertically to focus on common vocabulary, science on inquiry activities, and overall science standards to increase student achievement.

PWC Strategic Plan Commitment 2- Positive Climate and Culture:

Positive Climate and Culture Current State:

During the 2022-23 school year the attendance rate was 93.71% which is 2% lower than the PWCS desired rate of 95%. Our attendance rate improved almost a percentage point. When school started, the chronic absenteeism rate was higher than we anticipated at the beginning of the year at 22%. We worked collectively with the families and the community to drop that rate to 14%. We are just under the threshold of 15%. As a staff we will monitor this closely so that this percentage continues to decline.

During the 2022-23 school year, 88% of employees reported high levels of satisfaction and engagement at work. This is 5% higher than last year's survey, but still 2% lower than the PWCS goal of 90%. Several staff members indicated concern for the cohesiveness of the staff to collectively work together. There were indicated concerns about staff morale and the desire to build a culture where students were our priority and where teacher dissatisfaction was not vocalized in a way that created a negative culture. A survey was given at the end of the 2022-23 School year, only 58% of our students report that their teachers review the essentials daily. We would like to see this improve. 84% of our students feel that the adults and staff at Signal Hill Elementary care about them. We believe this should improve to 100%. In addition, 85% of students report that they feel as if they are learning every day. We want all students to feel as if they are learning and growing every day.

Positive Climate and Culture Desired Future State:

Our attendance rate was 93% as reported in the 2022-23 school year. We would like to see our attendance improve by at least 1% per year to exceed the desired outcome of 95% attendance rate. Our Chronic absenteeism rate dropped from 21% to 14%, however, we would like to lower our Chronic absenteeism to 10% by SY 2026. By the end of the SY 2024 we will decrease to 12.7%, at the end of SY 2025, we will decrease to 11.4%, and by the end of SY 2026, our goal is to have less than 10% chronic absenteeism.

90% or more of employees should report as having high levels of satisfaction and commitment at work. Signal Hill would like to see an increase of 2% per year to exceed this desired outcome. We would like to see 87% of our employees report high levels of satisfaction by SY 2024, 89% by SY 2025, and 90% by SY 2026.

90% or more of employees should report as feeling connected to other colleagues in their school/office. We would like to see an increase of 1.5% per year to exceed the desired outcome. The goal is to have 87.5% of teachers feel connected by SY 2024, 88.5% by SY 2025, and 90% by SY 2026.

Currently, 84% of students report that they feel connected, and that adults and staff care about them at Signal Hill. 100% of students should report as having feelings of being cared for and they should feel connected at school. We would like to see an increase of 5.3% per year. The goal is to have 100% of our students feeling connected. By the end of SY 2024, we want at least 89.3% of our students to feel connected, by the end of SY 2025, 94.6% will feel connected, and we want 100% of our students to report feeling connected and cared for by the end of the 2026 school year.

Strategic Priorities Positive Climate and Culture

Strategic Priority 1 (Prioritized):

- To Improve climate and culture so that all staff will feel satisfied and connected to other colleagues at Signal Hill.

Action:

- All Staff members will remember the "why" of the work and participate in team-building activities.

Strategic Priority 2 (Prioritized):

- To incorporate opportunities for student success so that students feel connected and feel satisfied at school.

Action:

- Teams will consistently vertically communicate about students.
- Staff will make connections, establish trust, and incorporate positive relationships.
- Staff will reinforce the Signal Hill Elementary Panda Essentials and provide positive reinforcement through our Positive Referral System.

PWC Strategic Plan Commitment 3: Family and Community Engagement

Family and Community Engagement Current State:

During the 2022-23 school year, a Principal/Parent Advisory Council was established. We currently have an official PPAC Board and committee subsets. We were able to have 5 meetings following our initial December kickoff. We averaged 22 parents per meeting.

During the 2022-23 school year, we did not have a formal business or community partnership.

During the 2022-23 school year, the school newsletter was sent out to families weekly. Teachers sent out information as well as school-wide communication went out weekly to keep parents stay informed of current and upcoming events.

During the 2022-23 school year, we were able to have 4 large school events for the community.

Parent surveys were sent out three times this year. These surveys indicated that 66% of our parents reported (88) felt very engaged to our school community. 23% of the parents that reported felt an average engagement to our school community. 72% of the parents that reported felt that they were consistently communicated with weekly. 22% felt like they were somewhat communicated with weekly.

80% of our parents report they feel very comfortable attending our school events. However, 12%, feel somewhat comfortable, and 5% do not feel comfortable at all.

For the 2022-23 school year we did secure a Parent/School Liaison.

Family and Community Engagement Desired Future State

During the 2023-24 school year we will develop an opportunity to have a parent advisory and school staff explore opportunities with our PTO to establish community partnerships that are identified to our priorities in the school improvement plan.

During the 2022-23 school year, we will continue our form of communication with the families but will be more aligned and consistent with our social media connections school wide as well as our criteria for individual teacher communication with the goal of increasing our communication satisfaction to 90%.

72% of parents are currently reporting consistent communication. We want that to increase by 6% each year to get to 90%. By the end of 2024, 77% of our parents will feel as if our communication is consistent. By the end of 2025, 84% will report positively, and by the end of the 25-26 SY, 90% or more of our parents will report consistent communication from Signal Hill.

During the school year, our school has provided the opportunity to authentically engage with the school regarding their child's learning and school experiences including but not limited to back-to-school nights, conferences, parent advisory council, and family learning events to see an increase in parent satisfaction. However, we would like to see an increase in our attendance from our Hispanic population so that all families feel welcome and comfortable at school events. Currently 80% of parents report feeling comfortable. We want to see that increase 3.3% every year so that at the end of the SY 24 school year, 83.3% of parents report feeling comfortable at school events. By the end of SY 2025, 86.6% will report positively, and by the end of SY 26, 90% of our parents will feel comfortable at school events.

Impact Goals * Implementation Goals * Specific Action Steps

COMMITMENT 1 – LEARNING AND ACHIEVEMENT FOR ALL

MATH

Impact Goals:

- 82% of our students will show unadjusted overall pass rates on the 2024 Math SOLs with a 22% Pass Advanced Rate.
- 70% of students will obtain a combined percentage of 70% to show mastery and proficiency on each unit assessment grades 2-5 with at least 15% of that group would show mastery. [OBJ]
- 58% of our ELL Students will show unadjusted overall pass rates on the 2024 Math SOL Assessment.
- 45% of ESL students will show a combination of mastery and proficiency on each math unit assessment grades 2-5.

Implementation Goals:

- 100% of Teachers will highlight math vocabulary as a part of their lesson introduction.
- 100% Teachers work collaboratively to have Learning Intentions set for EVERY lesson per work in our CLT Meetings

SIGNIFICANT ACTION STEPS:

- *Vertical Math Team Formed to Meet four times per year with a focus on CSIP initiatives - These Discussions will be shared in faculty meetings.*
- *CLT ROTATION every six days with a focus on Learning Progressions to find daily learning intentions for each lesson, success criteria, important vocabulary to be reviewed with students to frame the learning.*
- *Math PDs are incorporated into the school day once every two months with a focus on Developmental Numeracy. (K-2 AMC Training) and (3-5 rich math tasks)*

- *Specialists as a part of Plannings to help with reinforcement and advancement of math levels.*
- *Push in support for gifted learners.*
- *Utilizing CORE EXTENSION opportunities for extension as well as remediation and intervention.*
- *Assessment Data reviewed in CLT 5 – 7 days following administration.*
- *SEVEN STEPS – School wide read (alignment of ESOL and Gen Ed)*
- *School Instructional Rounds to focus on goals.*

| <i>Quarter 1 Progress</i> | <i>Quarter 2 Progress</i> | <i>Quarter 3 Progress</i> | <i>Quarter 4 Progress</i> |
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READING

Impact Goals:

- **85% of students' grades k-2 will pass end of the year benchmark assessments. (PALS)**
- **79% of all students will show unadjusted pass rates on the 2024 Reading SOLS with a 20% pass advanced rate.**
- **70% of students will obtain a combined percentage of 70% to show mastery and proficiency on each grouped unit assessment grades 2-5 with at least 15% of that group would show mastery.**
- **63% of the Hispanic Subgroup will show unadjusted pass rates on the 2024 Reading SOLS.**
- **50% of Hispanic students will show a combination of mastery and proficiency on each grouped ELA unit assessment grades 2-5.**
- **58% of our ELL subgroup will show unadjusted pass rates on the 2024 Reading SOLS.**
- **45% of ESL students will show a combination of mastery and proficiency on each grouped ELA unit assessment grades 2-5.**

Implementation Goals:

- work collaboratively to set learning intentions for each lesson (CLT work)
- incorporate phonemic awareness lessons and phonics (k-2) and Phonics 3-5 within the literacy block.
- incorporate core extension for skill-based groupings for remediation, extension, and intervention as measured by PALS, HMM, and Unit Assessments.
- incorporate purposeful reading comprehension tasks that include written and oral communication to synthesize learning and demonstrate understanding.
- Push in model support from ESOL and Gifted into literacy classrooms

SIGNIFICANT ACTION STEPS

- *Literacy PDs are incorporated every two months to assist teachers with reading comprehension tasks and writing incorporated into literacy block.*
- *Core Extension time used for skill-based groups for intervention and extension.*
- *Master Schedule Changes for ELL push in support and gifted*
- *CLTs incorporated every six days for an extended one hour and 10 minutes*
- *Structured Literacy (UFLI, Heggerty, and district) and HMH to be incorporated into literacy blocks*
- *Assessment Data Reviewed 5-7 days following administration of the assessment.*
- *7 STEPS – School Wide Read (alignment of ESOL and General ED)*
- *Literacy Vertical Team will meet 4 times throughout the year –Discussion to be shared out at faculty meetings.*
- *School Instructional Rounds to focus on goals*

| <i>Quarter 1 Progress</i> | <i>Quarter 2 Progress</i> | <i>Quarter 3 Progress</i> | <i>Quarter 4 Progress</i> |
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SCIENCE

Impact Goal:

- **70% of Students will show an unadjusted pass rate on 2024 Science SOLS.**
- **70% of students will obtain a combined percentage of 70% to show mastery and proficiency on each unit assessment grades 4-5.** ^[OBJ]

Implementation Goals:

- Focus on vertical vocabulary during instruction as measured through walkthrough survey.
- One hands on science experiment per unit as measured by teacher documentation and unit assessments

SIGNIFICANT ACTION STEPS

- *Documentation of one hand on experiment per unit with faculty share out (k-5)*
- *The Vertical Science Team will be established to generate aligned science vocabulary and to discuss meaningful experiments k-5 to enrich the science curriculum that should be a focus during classroom instruction.*
- *7 STEPS – School Wide Read (Alignment of ESOL and Gen Ed.)*
- *School Instructional Rounds to focus on goals*

| <i>Quarter 1 Progress</i> | <i>Quarter 2 Progress</i> | <i>Quarter 3 Progress</i> | <i>Quarter 4 Progress</i> |
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COMMITMENT 2 – POSITIVE CLIMATE AND CULTURE

Positive Climate and Culture

Impact Goals:

- Attendance will increase by 2%, which will show a decrease of below 14% chronic absenteeism rate.
- 90% of students will report that the weekly Panda Essential is reviewed daily by their teacher.
- 90% of students will feel as if staff members genuinely care about them.
- 90% of students will report that they are learning and growing every day.
- 90% of staff members will report satisfaction in the workplace.
- 90% of staff members will feel connected to other colleagues.

Implementation Goals:

- The Counseling and Administrative Team will meet weekly to review students.
- 100% of Teachers and Staff will incorporate the weekly Panda Essential Daily and use Positive Referrals for Reinforcement of Essentials.
- A Staff Vertical Team will be established to work on Team Building Activities for the staff.

Significant Action Steps:

- *The Counseling and Administrative Team will meet weekly to review students as measured by school status.*
- *100% of Teachers and Staff will incorporate the weekly Panda Essential Daily and use Positive Referrals for Reinforcement of Essentials as measured by data and survey results.*
- *A Staff Vertical Team will be established to work on four Team Building Activities for the staff.*

| <i>Quarter 1 Progress</i> | <i>Quarter 2 Progress</i> | <i>Quarter 3 Progress</i> | <i>Quarter 4 Progress</i> |
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COMMITMENT 3 – FAMILY AND COMMUNITY ENGAGEMENT

Family and Community Engagement

Impact Goals:

- 90% of parents will report that they feel communication from the school is consistent, helpful and effective.
- 90% of parents will report that they feel connected to the school.

Implementation Goals:

- 100% of teachers and will use school status to communicate with parents weekly.
- Staff will work with PTO and PPAC to develop and explore outreach opportunities for our non-English speaking families for parent school connection.

Significant Actions:

- *School Status will be used weekly for Admin Panda Updates and individually for parents to receive class specific information regarding events, grades, and tests.*
- *School Committee, PTO, and PPAC will work to develop and explore outreach opportunities for our non-English speaking families for parent school connection.*

| <i>Quarter 1 Progress</i> | <i>Quarter 2 Progress</i> | <i>Quarter 3 Progress</i> | <i>Quarter 4 Progress</i> |
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PANDA ESSENTIALS

- **We are Family!**
- **We take school-wide drills and precautions seriously.**
- **In the hallways, we walk quickly and quietly on the right-hand side and at voice level zero.**
- **We know the names of our Panda Family and greet them appropriately.**
- **When greeting new people, we are kind and say, “hello”.**
- **Make eye contact with others.**
- **During transitions, we are quick, quiet, and orderly.**
- **We are honest!**
- **We learn from our mistakes and move on positively!**
- **We are POSITIVE!**
- **When another adult is present, ALL rules still apply!**
- **During a conversation, we ask questions and always answer in a complete sentence.**
- **We always congratulate and lift up others.**

- **We never ask for a reward!**
- **We go out of our way to make others feel better.**
- **We hold the door for others and NEVER let the door close on them.**
- **If someone drops something, we always help them pick it up.**
- **We are good listeners and ALWAYS respect other's comments and opinions.**
- **We ALWAYS say, "THANK YOU"!**