

**Inquiry 5: Taking Action – Action Plan For NES Climate Goal**

*Using your Theories of Action from Inquiry 3, create a plan that will guide the actions of staff, parents, and community.*

**School Improvement Plan (SIP)**

**School Name:** Nederland Elementary School    **Date:** 9-26-08    **When was the plan originally developed?** Aug/Sept. 08

**School SMART Goals:**

To improve attitudes about safety at Nederland Elementary School. We expect all staff and students to feel safe at school and to have the skills necessary to insure their safety.

1. We will decrease the number of bullying incidents at Nederland Elementary School as measured by a 5% increase in satisfaction in questions 12, 15, 28, and 35 of the Boulder Valley School District Student Climate Survey. We will also increase the satisfaction by 5 % on questions 3, 4, 5, 9, 11, and 12 of our Nederland Elementary School Climate Survey.
2. Students will have increase skills for dealing with bullying issues as measured by a 3% increase in satisfaction in questions 13, 25, and 32 of the Boulder Valley School District Student Climate Survey. We will also increase the satisfaction by 3% on questions 7 and 13 of our Nederland Elementary School Climate Survey.
3. We will decrease the number of bullying incidents at Nederland Elementary School by 3% as measured by the number of incidents recorded in Infinite Campus.

**Climate (C):**

<p><b>Transformational Strategies (2-4)</b> Strategies are powerful enough to change and transform our practice, programs, and policies; strategies are coherent, school-wide, focused and intensive; related to our Theories of Action in Inquiry 3</p>	<p><b>Professional Development (1<sup>3</sup>)</b> Plan aligns with goals; content is research/evidence based; introduces new Knowledge, Aspirations, Skills, Attitudes and Behaviors; implementation plan for Practice, Feedback, and Collaboration; plan to sustain over time (institutionalization)</p>	<p><b>Timeline</b> Planning cycle for continuous improvement</p>	<p><b>Person Responsible</b></p>	<p><b>Resources</b></p>	<p><b>Evidence of Progress</b> Evidence includes multiple measures at multiple times during the school year</p>
<p>1. Teachers will develop and <i>understanding</i> that it is their responsibility to implement lessons from Bully Proofing Your School, Character Matters, and Anti-Bias curricula on a regular schedule during caring community time.</p>	<ul style="list-style-type: none"> <li>• Counselor will review Bully Proofing your School curriculum with all staff</li> <li>• New teachers will attend district trainings</li> <li>• Locate and utilize previously compiled resources. Identify support materials, videos, and books that support Caring Community Curriculum</li> </ul>	<ul style="list-style-type: none"> <li>• August 08</li> <li>• As District offers training</li> <li>• September 08</li> <li>• Bi Monthly</li> </ul>	<p>All teachers  School specialists  Principal  Sue Hubert</p>	<p>Bully Proofing your School  Anti Bias  Character Matters  Professional library</p>	<ul style="list-style-type: none"> <li>• Classroom observations</li> <li>• Sample lessons shared at staff meeting</li> <li>• All staff will have required trainings and materials</li> </ul>

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	<ul style="list-style-type: none"> <li>• <b>Structure</b> staff meetings to all staff to share exemplary lessons</li> <li>• Principal will observe lessons in the classroom</li> <li>• School counselor will <b>collaborate</b> with staff in developing and implementing lessons</li> <li>• Counselor and teachers will incorporate lessons that focus on bystander behavior during Caring Community</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> <li>• As needed, lessons will be implemented weekly throughout the year</li> </ul>			
<p>2. Staff meets as grade level teams to identify which lessons they will proactively teach. Develop a caring community scope and sequence of lessons and units to present to students throughout the year.</p>	<ul style="list-style-type: none"> <li>• Principal will <b>incorporate</b> Bully Proofing titles into her read aloud time</li> <li>• Staff will <b>organize</b> supervision support during principal read aloud so as to create common planning time</li> <li>• Teachers will schedule read aloud time with principals assistant and suggest read aloud resources that coincide with what they are covering during Caring Community lessons</li> </ul>	<ul style="list-style-type: none"> <li>• Monthly beginning October 08</li> <li>• Monthly</li> <li>• Monthly</li> </ul>	<p>Principal Librarian</p> <p>Classroom teachers</p> <p>Classroom Teachers</p> <p>Meghan O'Malley</p>	<p>Books to support Character Matters curriculum</p>	<p>Scheduled read aloud dates, books used and topics discussed</p>
<p>3. <b>Construct</b> a staff word bank of common vocabulary</p>	<ul style="list-style-type: none"> <li>• School climate committee will <b>compile</b> word bank for staff use</li> </ul>	<p>October 31</p>	<p>Climate Committee</p>	<p>Bully Proofing your School</p> <p>Anti Bias</p> <p>Character Matters</p> <p>Professional library materials</p>	<p>Completed Word Bank lists</p>

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<p>4. Staff will <i>design</i> and present a parent presentation about the Bully Proofing your School curriculum</p>	<ul style="list-style-type: none"> <li>• School climate committee will <i>collaborate</i> with our school counselor to develop key points for parent presentation</li> <li>• School climate committee will schedule presentation date and assign responsibilities. Committee will <i>collaborate</i> with PTA to <i>assess</i> the possibility of offering the parent presentation in conjunction with a movie night to increase attendance</li> <li>• Staff will support parent presentation by attending parent presentation</li> </ul>	<ul style="list-style-type: none"> <li>• Fall 08</li> <li>• Winter 08</li> <li>• Winter/Spring 08</li> </ul>	<p>Climate committee Jeanne Caldwell</p> <p>NES Staff</p> <p>School Counselor and other Mental Health providers</p>	<p>Bully Proofing your School curriculum</p>	<p>Presentation materials</p> <p>Attendance at presentation</p>
<p>5. Review as a staff the specific criteria for office referrals</p>	<ul style="list-style-type: none"> <li>• <i>Structure</i> staff meetings to include time for staff to review referral reasons and process and reach concensus</li> <li>• <i>Revise</i> current referral form to reflect discussions</li> </ul>	<ul style="list-style-type: none"> <li>• October and November 08</li> <li>• December 08</li> </ul>	<p>Climate committee</p> <p>NES staff</p> <p>Mary Joyce</p>	<p>Discipline Report Form</p>	<ul style="list-style-type: none"> <li>• Revised report form</li> <li>• Staff meeting agenda</li> <li>• Infinite Campus discipline date</li> </ul>
<p>6. Support school climate by recognizing staff dedication and hard work on a regular basis</p>	<ul style="list-style-type: none"> <li>• Initiate a “U-Rock” system of recognition for certified staff during weekly staff meetings</li> <li>• Initiate a “chocolate hugs and kisses” thank you notes for classified staff</li> <li>• Climate team will explain both recognition systems to staff</li> </ul>	<ul style="list-style-type: none"> <li>• September 25 meeting</li> <li>• October 08 and weekly thereafter</li> <li>• September 25 meeting</li> </ul>	<p>Climate Committee</p> <p>NES staff</p>	<p>Rock, cards, candy</p>	<p>Staff presentations</p>
<p>7. Design a Positive Behavior Support matrix that identifies consistent expectations in all areas of our school</p>	<ul style="list-style-type: none"> <li>• Review matrices from other schools</li> <li>• Decide on a school acronym or list of character traits on which to base our matrix</li> <li>• <i>Structure</i> staff meetings to <i>incorporate</i> time to <i>design</i> components of the matrix</li> <li>• Complete PBS matrix to meet student needs</li> </ul>	<ul style="list-style-type: none"> <li>• November 08</li> <li>• December 08</li> <li>• Monthly</li> <li>• May 09</li> </ul>	<p>Climate committee</p> <p>Kelly Teitelbaum</p> <p>NES staff</p>	<p>PBS PowerPoint presentation from RtI workshop</p> <p>Sample Matrices</p>	<ul style="list-style-type: none"> <li>• Staff meeting agenda</li> <li>• Completed matrix</li> </ul>

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<p>8. Coordinate and develop and Anti-Bullying week long activity with the PTA</p>	<ul style="list-style-type: none"> <li>• <b>Generate</b> possible guest speakers or performances that center on bullying</li> <li>• Identify a possible date for an Anti-Bullying week</li> <li>• <b>Incorporate</b> literature into classroom instruction that supports anti-bullying</li> <li>• Schedule activities and coordinate building use with school staff</li> <li>• <b>Incorporate</b> parent volunteers into classroom and school-wide activities</li> </ul>	<ul style="list-style-type: none"> <li>• Fall 08</li>   <li>• Spring 08</li> </ul>	<p>NES staff  PTA  Parent Volunteers  Librarian</p>	<ul style="list-style-type: none"> <li>• Anti-Bullying presenters and resources</li> <li>• Literature connections</li> </ul>	<ul style="list-style-type: none"> <li>• List of possible presenters and activities</li> <li>• List of books to support Anti-bullying week</li> <li>• List of parent volunteers</li> <li>• Schedule of events</li> </ul>
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Two year plans: Year 1 – use black font    Year 2 – use blue font