

**Wellesley Public Schools  
Upham School Improvement Plan  
2013-2016**

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**Strategy 1: Focus on Every Child, in Every Classroom, Every Day**

- 1a. Close Achievement Gaps
- 1b. Expand Support for Differentiated Learning
- 1c. Develop District-Wide Assessment Strategy
- 1d. Implement House Model at Wellesley High School
- 1e. Town-wide PreK / Full-Day Kindergarten
- 1f. Support for Transition years

<b>WPS Objectives</b>	<b>Upham Elementary School Improvement Strategies/Activities</b>	<b>Person(s) Responsible for Implementation</b>	<b>Upham Elementary School Outcomes and Measurements</b>
1a, 1b, 1c	Collaborative teams will meet regularly to review student data (including: MCAS, district assessments, student work, teacher developed formative & summative assessments) to identify SMART (Specific, Measurable, Achievable, Realistic & Time Bound) goals as well as plan and implement appropriate instruction, interventions & enrichment. <b>Goal Completed/Ongoing</b>	Classroom Teachers, Special Education Staff, Principal, Literacy Specialist and Math Specialist	<i>Outcome:</i> Teachers will meet regularly to use relevant data to inform instruction to meet the needs of the grade level learners in order for students to meet grade level benchmarks. <i>Measurement:</i> Formative and summative assessments will demonstrate student's progress towards grade level benchmarks as well as students meeting proficient or advanced on MCAS.



1e

District Wide Full Day K Program  
Implementation of K Stay Day Pilot  
-Year 2 Implementation of Full Day K  
-Professional Development for Full Day  
K Teachers  
**Completed/Ongoing**

District Full Day K  
Committee, K Teachers,  
Principal

*Outcome:*  
Implement Full Day Kindergarten Program  
providing professional development for  
classroom teachers as well as teaching  
assistants.

*Measurement:*  
Use the TELL Survey to determine the  
effectiveness. Survey parents to determine  
attitudes regarding the effectiveness of a full  
day K program.

**Next Steps:**  
**November 2014** –  
Parent Survey-  
Teacher Survey –  
Teacher Assistant Survey –

Year 2 Full Day K Implementation

Full Day K Steering  
Committee, Elementary  
Principals

*TA Handbook Discussion*  
**December 2014** – *Wednesday, PLC Day*  
*12/17 1:00- 3:00*  
Teacher Focus Group – Led by Rebecca Z.  
(Data Wise Facilitation/CFG Protocol)  
Teacher Assistant Focus Group – Led by  
Karen A.  
(Data Wise Facilitation/CFG Protocol)  
Parent Focus Group

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**February 2015 –**

**February 12 and 26**

**March 2015 –**

**April 2015 –**

**Strategy 2: Invest in Our Educators**

- 2a. Professional Collaboration
- 2b. Recruitment, Mentoring, and Induction
- 2c. Educator Evaluation System
- 2d. Compensation for Staff

<b>WPS Objectives</b>	<b>Upham Elementary School Improvement Strategies/Activities</b>	<b>Person(s) Responsible for Implementation</b>	<b>Upham Elementary School Outcomes and Measurements</b>
2c.	Continue administering the TELL Survey to gain knowledge on what teachers think about working conditions, class sizes, community support, student discipline, the quality of professional development, the atmosphere of trust. The survey will be given in spring of 2014 and 2016. <b>Completed/Ongoing Spring 2014</b>  <b>Teacher Evaluation System</b>		

	support the advancement of the school improvement plan and/or their PLC work.		The survey will be given in spring of 2014 and 2016.
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2a.

2013-2014:  
Implemen

	principal will present full rubrics for a school wide implementation.		reporting form, Think About it Forms and language. <ul style="list-style-type: none"><li>• Plan parent workshop with the school psychologist.</li><li>• Gather parent feedback and teacher feedback in May.</li></ul>

**Strategy 3: Provide Broad-based Learning Opportunities as part of a World Class Public School System**

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	<p>Our goals for the 2014-15 school year are to raise the bar in our efforts to think sustainably about how we do things. This includes focusing on the first two R's: <b>Reduce and Reuse BEFORE Recycle.</b></p>	<p>Green Team Representatives (Teachers), Parent Leaders, Principal, Students (Green Ambassadors), Faculty, Students.</p>	<p>recyclable BUT must be clean. Food waste will contaminate the process, so when in doubt, leave it out!</p> <p><b>Walk to School and Litterless Lunch:</b> Every Wednesday is <u>Walk to School Wednesday</u> and every <u>Thursday is litterless snack and lunch day</u>. We will publicize these in the Upham Update, but reminders from teachers are extremely helpful as well.</p> <p><b>Green Week:</b> we will host our annual Green Week in the spring of 2015</p> <p><b>Technology:</b> Last year some of our teachers decided they could easily move away from printed permission slips and conference forms to online options. Consider using e-mail, sign up genius, doodle, etc.</p> <p>The office has laminated tardy slips (this idea was generated by Upham students!)</p>
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3b

Collaborate with the Upham PTO's Creative Enrichment Team to develop STEM Science learning opportunities for all students.

Ongoing

2014 STEM Opportunities

Upham Creative Enrichment Team, Science Coordinators, District k-5 Science Specialist, Principal

*Outcomes:*

Provide STEM science activities, classes, and labs for all students.

*Measurement:*

Survey students, teachers, and families.

*Next Steps:*

- District coordination with other elementary principals, PTO Central Council, Carolyn Collins (K-5 Science Coordinator) to ascertain individual school needs.

3c

2013-2014 Feasibility study of K-5  
World Language Program  
After school language program  
sponsored by PTO  
2014-2015 Planning  
2015-2016 Target Launch  
**Ongoing**

World Language Committee,  
Principal, PTO

*Outcomes:*  
Reporting to Superintendent on

**2014-2015**

World Language Committee,  
Principal, FLES pilot K-2 staff