

**Plymouth Public Schools
Indian Brook Elementary
School Improvement Plan
2025-2028**

<i>Plymouth Public Schools Mission Statement</i>
Cultivate creativity, resilience, and innovation in a safe, inclusive educational environment, empowering all learners to thrive and contribute as members of the local and global community.
<i>Indian Brook Elementary School (IBES) Mission Statement</i>
The mission of Indian Brook Elementary School is to provide a safe, nurturing environment where future leaders are inspired and prepared to succeed in an ever changing global community.
<i>IBES Vision</i>
In connection with the vision of the Plymouth Public Schools, our vision is to ensure that our students receive a well-rounded, high quality education, in a safe, accepting and inclusive environment. We are committed to empowering all students to become critical thinkers, problem solvers, creators and innovators who advocate for themselves, their community, our nation, and the world.
<i>IBES Core Values</i>
The Indian Brook community strives to create and provide children with a safe and comfortable environment where we focus on the following: <p style="text-align: center;"><u>S</u>tay Safe <u>W</u>ork Hard <u>I</u>nclude All <u>M</u>ake Positive Choices</p>
<i>Theory of Action</i>
<ul style="list-style-type: none"><input type="checkbox"/> If we support our students by creating a safe and supportive environment that allows students to become independent problem solvers and productive members of the school community, then students will have improved social emotional well being.<input type="checkbox"/> If we have a clear line of communication between families and the larger school community while also having a collaborative approach between the school, families and the surrounding community. Then a sense of community and belonging will be fostered.<input type="checkbox"/> If we provide high quality instruction across all content areas that promotes independent strategic learners then our students will be prepared to meet the ever expanding goals of the 21st Century.

- ❑ If we create and support a learning community that recognizes and embraces diversity and talents of all people then we can create a community where everyone feels a sense of belonging and is able to succeed.
- ❑ If we as a school community believe it is essential to provide a learning environment where people's identities and voices are affirmed, valued and heard, then our students will learn to become champions for change.

Strategic Focus Area

<p>1.Social Emotional Wellness: Develop and implement a network of social emotional supports for all learners.</p>	<p>2.Community Engagement: Engage all stakeholders to support the success of all students.</p>	<p>3.Teaching and Learning: Improve the outcomes of all learners through equitable, inclusive and innovative teaching and learning experiences.</p>
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Strategic Initiatives

<p>1.1 Second Step Social Competency Program: 100 percent of the Indian Brook Elementary faculty will implement the Second Step program. Teachers will deliver one thirty minute whole class lesson per week.</p>	<p>2.1 To fund our cultural events for all grade levels (partnering with the IBES PTA) we will have a yearly Fundraiser. This will involve extensive parent involvement and community support.</p>	<p>3.1 Provide professional development around Amy Berry’s Engagement Continuum and work with teachers to understand how task design can impact student engagement.</p>
<p>1.2 Hold bus expectations and safety assemblies for all students who ride buses.</p>	<p>2.2 Family and community engagement will continue through proactive communication initiatives, including: smore newsletter, Facebook page updates, emails, See Saw, Class Dojo.</p>	<p>3.2 Work with the special education department head to help all staff better understand special education and how to best support students who are on IEPs.</p>
<p>1.3 Work with paraprofessional staff to develop a more structured recess program.</p>	<p>2.3 Family and Community engagement will continue through school-wide events including but not limited to: literacy night, science night, guest readers, ED TV, Fifth grade Fun Day, Drama production, Concerts, IBES spirit days and Field Day</p>	<p>3.3 Expand Number Corner to grade 1 and STRIVE and provide professional development and resources to support the implementation.</p>
<p>1.4 Ensure that all educators have the skills and resources to</p>	<p>2.4 Through our PTA, there will be continued school beautification projects.</p>	<p>3.4 Work with teachers to understand the District Accommodation Plan (DCAP)</p>

meet the social emotional needs of all students.		and develop a system for implementing, documenting and tracking accommodations provided in the classroom.
1.5 Upper and Lower grade classrooms will have the opportunity to participate in “Big friends little friends” promoting social and emotional growth and civic responsibility.	2.5 Partner with a local agency to provide an informational night for caregivers around internet safety.	3.5 Refine our Child Study process including improving our tracking of interventions.
1.6 Fifth grade and Kindergarten students have the opportunity to participate in the bus helper program promoting social and emotional growth and civic responsibility	2.6 Develop a curriculum newsletter to go out at the beginning of each term that informs parents of what their child will be working on in each subject area.	3.6 Administer and Analyze the data from the STAR Math, STAR Early Literacy/Reading as well as the BAS. assessment. Use results to plan for Tier 2 and Tier 3 instruction.
1.7 Continue and enhance school-wide PBIS program that includes SWIM assemblies to recognize students who meet behavioral expectations.	2.7 Specialists will create a newsletter to send to families at least 3 times a year.	3.7 Provide STRIVE teachers with professional development to help them refine their practices to better meet the needs of their diverse student population.
1.8 Administration will meet monthly with counselors and nurse to address students who are chronically absent.	2.8 With the support of the PTA, provide diverse and inclusive cultural arts opportunities for students.	3.8 Implement teacher learning walks at least twice a year.

Outcomes

Strategic Objective 1: Social Emotional Wellness:

- Improvement in student behavior and decrease in office referrals.
- Reduction in bus and recess disciplinary incidents.
- Decrease in number of chronically absent students.
- Increase student’s feelings of safety and belonging.

Strategic Objective 2: Family and Community Engagement:

- Increase in communication between school staff and families.
- Improve family understanding of grade level standards and curriculum taught.
- Increase the school community's sense of belonging and feeling of being represented and recognized.

Strategic Objective 3: Academic Achievement:

- Improve academic outcomes on state and district assessments for all groups of students.
- Increased collaboration between teachers by sharing best practices and analyzing data together.
- Improvement in tier 2 and tier 3 instruction to better support underperforming students.
- Increase in student engagement and confidence.