

**Plymouth Public Schools**  
**Federal Furnace Elementary School**  
**Action Plan, Year 2 (April 2024-April 2025)**  
***Presented April 1, 2024***

***Focus for April 2024 through April 2025***

**Goal 1 – Academic Achievement:** *Improve the outcomes of all learners through high quality education.*

**Year two of the plan focused on the following:**

- Professional development for K-5 staff with Moss Flower Consultant, to plan tier I and tier II literacy instruction and interventions.
- The Learning Walk model continued in order to deepen feedback on trends and patterns and adjust teaching practices to improve instruction.
- Continued professional development on small group instruction in all core academic subjects.
- Administration of the BAS Reading assessment and STAR reading and math assessments to inform reading and math instruction and interventions and new literacy mandates.
- Weekly Child Study Team meetings to collaborate on strategies and interventions to meet the needs of individual students. Panorama is used to track progress and analyze data.
- Teachers receive embedded professional development around small group instruction with an emphasis on differentiation.
- One Book One School continues to foster a student’s life-long love of reading while bringing the community together.
- Common planning time to give all grade level teachers an opportunity to collaborate.
- Horizontal and vertical data team to review relevant data (MCAS, BAS, STAR, Title I) to develop action plans to improve student performance.
- Pajama Night Family event to bring the community together and strengthen literacy and math skills.
- Utilize Math and Literacy coaches to continue ongoing embedded professional development for teachers.

**Our plan for year three includes:**

- The Learning Walk model will continue with the voices of teaching staff as part of the teams visiting classrooms. Staff will learn from each other and improve pedagogy.
- On-going data team meetings to monitor student progress in academics and social-emotional learning.
- Research best practices for English language instruction and develop an action plan for implementation.
- Implement a school-wide STEM Night or enrichment club.

**Goal 2 - Social Emotional Wellness :** *Enhance student social and emotional growth, health, welfare and demonstration of civic responsibility.*

**Year two of our plan focused on the following:**

- Lunch Bunch social skills groups with the school adjustment counselor.
- Counselors out at recess daily to support students.
- Morning Meeting implemented in all classrooms daily.
- Mentor program pairing staff and students to foster positive relationships.

- Implementation of the Second Step Social Competency Program.
  - Classroom teachers are implementing a weekly 30 minute whole class Second Step Lesson.
- Monthly All School Meeting focusing on the message, “You Belong”.
- Continued emphasis on our PBIS model and ROAR behaviors (respect, ownership, accountability & responsibility).
- Students earn class/grade/school-wide incentives and can be nominated for a **Positive Call Home**.

**In year three, our plan is to focus our work toward the following areas:**

- Continue to build on and enhance our schoolwide PBIS program during all school meetings with a focus on You Belong.
- On-going CARE Club initiatives that focus on peer to peer relationships.
- Ongoing staff professional development to ensure that all educators have the skills and resources to meet the social emotional needs of all students.

**Goal 3 – Family and Community Engagement:** *Increase family and community engagement.*

**Our work during year two has included the following action steps:**

- Partner with PTA to fund cultural events for all grade levels by holding a yearly fundraiser.
- Communication tools such as S’more newsletters, social media, emails, Thrillshare, See Saw and Class Dojo are used to keep families and communities updated on important information and events.
- Attend community events at Algonquin Heights. (Summer Cookout, Trunk or Treat, Holiday Party)
- School-wide events will continue throughout the year including but not limited to: Literacy Night, Ed TV, Robotics, Spirit Days, Field Day, Guest Readers, Open House, Winter Olympics, & One Book One School: Charlie & the Chocolate Factory.

**In year three, our plan is to focus our work toward the following areas:**

- Send home a parent survey to identify areas of strengths and weaknesses.
- We will continue to build our Nature’s Classroom outdoor space, offer a gardening enrichment club, and bring in guest speakers.
- Implement a school-wide STEM Night/ Enrichment Club.
- Attend community events at Algonquin Heights to build home-school relationships.

**Goal 4 – Equity, Diversity, Inclusion, and Belonging:** *Create and support a learning community that recognizes and embraces diversity and talents of all people*

Year two has been spent reviewing and investigating resources to help Federal Furnace become a community that has a deeper understanding of Diversity, Equity and Inclusion so that everyone feels connected and accepted at our school.

**Our work during year two has included the following action steps:**

- Improve cultural awareness for all students throughout the year by incorporating events and activities that support the diversity within the school community.
- Ensure that subject matter and resources reflect the ethnic background of our students.
- Create a stronger link between our ILC program and the general school population.
- CARE Club initiatives throughout the building (recess buddies, Kindness Clips)

**Our plan for Year Three includes the following:**

- Continue school-wide activities with our CARE Club ambassadors.
- Continue our Unified Sports Program with ILC students with the general education students.
- Supplement classroom libraries focusing on titles that represent diversity, equity, inclusion and belonging..
- Attend community events at Algonquin Heights to build home-school relationships.
- Create opportunities for students to showcase their talents and share their cultural heritage with peers.
- Implement a Career Day to highlight community members and alumni who have achieved success in their chosen fields.

### ***Action Plan For Strategic Initiative/Objective #1:***

<b>Priority Strategic Objective Initiative:</b>	<p><b>Goal 3 – Academic Achievement:</b> <i>Improve the outcomes of all learners through high quality education.</i></p> <p><b><i>We will continue to develop and fine tune our grade level data teams in order to analyze student academic strengths and weaknesses to determine how to best meet all student’s needs. We will use MCAS data to identify trends &amp; patterns.</i></b></p>
<b>Data that supports this initiative as a priority for your school:</b>	<p>Currently our state accountability percentage is 68%. Improvement from last year, but still struggling with high absenteeism rates.</p>
<b>Student Outcome at end of year:</b>	<p>Students will perform better than average on district and state assessments.</p>
<b>What are you trying to achieve with this initiative by the end of 2025:</b>	<p>The goal of this initiative is to utilize data in a more effective and impactful way to plan instruction for students. We hope to identify where intervention or increased academic rigor is needed.</p>

### ***Action Plan For Strategic Initiative/Objective #2:***

<b>Priority Strategic Objective Initiative:</b>	<p><b>Goal 1 - Social Emotional Wellness :</b> <i>Enhance student social and emotional growth, health, welfare and demonstration of civic responsibility.</i></p> <p><b><i>We will continue to implement and enhance our school wide PBIS program and You Belong messaging.</i></b></p>
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<p><b>Data that supports this initiative as a priority for your school:</b></p>	<p>Since introducing PBIS we have seen a decrease in office referrals, bus slips and disciplinary actions. We would like to see this trend continue.</p>
<p><b>Student Outcome at end of year:</b></p>	<p>Students will feel safe and supported while at school.</p>
<p><b>What are you trying to achieve with this initiative by the end of 2025:</b></p>	<p>The goal of this initiative is to create a positive school culture and climate where all students and staff feel safe and supported at school. We want all students to feel represented in our building.</p>

### **Action Plan For Strategic Initiative/Objective #3:**

<p><b>Priority Strategic Objective Initiative:</b></p>	<p><b>Goal 2 – Family and Community Engagement:</b> <i>Increase family and community engagement.</i></p> <p><b><i>Every spring, we will create and distribute a survey to all families seeking input and identifying strengths and weaknesses.</i></b></p>
<p><b>Data that supports this initiative as a priority for your school:</b></p>	<p>We have a strong PTA that coordinates many events to bring the community together. Our attendance has been maxed out at every event offered.</p>
<p><b>Student Outcome at end of year:</b></p>	<p>Students and families will feel a stronger school/home connection.</p>
<p><b>What are you trying to achieve with this initiative by the end of 2025:</b></p>	<p>The goal of this initiative is to find ways to engage families in the school community. We would like to see parents take an active role in their child’s education and work as a unified team with teachers and administration.</p>

## **Action Plan For Strategic Initiative/Objective #4:**

<p><b>Priority Strategic Objective Initiative:</b></p>	<p><b>Goal 4 – Equity, Diversity, Inclusion, and Belonging:</b> <i>Create and support a learning community that recognizes and embraces diversity and talents of all people</i></p> <p><b><i>We will work to enhance our CARE Club and celebrate our differences through assemblies and all-school meetings and programming.</i></b></p>
<p><b>Data that supports this initiative as a priority for your school:</b></p>	<p>Currently <b>20%</b> of the students at Federal Furnace identify as a race other than white. Federal Furnace is also home to one of the district’s sub-separate programs (ILC).</p>
<p><b>Student Outcome at end of year:</b></p>	<p>Students will feel that Federal Furnace is a place that fosters a sense of belonging and is an environment of respect, safety, trust and celebration of diversity.</p>
<p><b>What are you trying to achieve with this initiative by the end of 2025:</b></p>	<p>All students and staff will feel welcomed and accepted at Federal Furnace.</p>

