

**Brockton Public Schools
Brockton, Massachusetts**

Mary E. Baker

**TITLE I
SCHOOLWIDE
IMPROVEMENT
PLAN**

2009 - 2010

**Donna L. Haymes
Principal**

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III. MISSION AND VISION STATEMENTS

Brockton Public Schools Mission Statement

The mission of the Brockton Public Schools is to provide education of the highest quality that motivates all students to excel, meets their individual needs, and prepares them for the future.

Brockton Public Schools Vision Statement

The vision of the Brockton Public Schools is to create a dynamic learning environment, which is the focus and pride of our community. All individuals shall have the opportunity to become lifelong learners and active contributors to our global society.

Mary E. Baker School

Mission Statement

The Mary E. Baker School will provide a quality education in a safe and supportive environment, which respects the diversity of all individuals, develops strong social skills and responsible citizens, involves parents and community, and instills a love of learning in an atmosphere that promotes academic excellence and recognizes student achievement.

Vision Statement

Every member of the Baker School Learning Community will:

- Strive for continuous improvement while focusing on increasing student achievement.
- Set high expectations and continually work toward achievement of these goals.
- Learn and succeed in a positive, creative, and educationally sound environment.
- Respect, encourage, and support all members of our learning community.
- Acknowledges and celebrate the achievements of all members.
- Foster teamwork between home, school, and community.

IV. SCHOOL COUNCIL ROSTER

This School Council has reviewed the school's budget including the professional development allocations.

Name and Position

Signature

Principal

Donna L. Haymes

Teachers

Paul Anderson

Janice Carrel

Parents

Beth Neal

Benilde Vasconcelos

Kelly Sinkiewicz

Community / Other Persons

Denise Baker-Bradley

**Mary E. Baker
Elementary School Profile
2009 – 2010**

Location

Mary E. Baker Elementary School, 45 Quincy Street, Brockton, MA 02302
Main telephone (508) 894-4427, Hours: 8:50 a.m. – 3:15 p.m.; Early dismissal 12:15 p.m.
North Zone Grades K - 6

Building & Facilities

The Mary E. Baker School is the city's first "green school" to utilize the latest energy-conversation technologies. The school was named for Mary E. Baker, a community organizer and advocate for the city youth who served as Massasoit Community College's first Minority Outreach Coordinator. The 116,000 square foot building was designed by HMFH Architects and built by Agostini Construction. The school opened its doors on October 21, 2008 to a population of 790 students. The Mary E. Baker School is designed to meet the needs of the 21st century students, handicapped accessible; Media Center, Reading Room, Music and Band Practice Room, Art Room Computer lab; 2 science labs, Community Room, physical education area; cafetorium; 2 fenced-in playground areas with play equipment. Technology rich classrooms with Promethean Boards, Renaissance Student Response System, Elmo D, Front Row Sound Systems.

Philosophy

The Mary E. Baker School classrooms are technology rich while our green school utilizes the latest in energy-conservation technologies. Our teachers and students are very fortunate that this latest technology will enhance their educational journey throughout their school day.

We want our students to be excited about learning in an atmosphere where technology offers them many innovated educational experiences.

Our children are also learning about the concept of "Going Green" and the many environmental problems that our planet faces.

Take care of our Earth – Keep it in good health so that it will be able to grow plants, keep animals and humans healthy, give us clean air and water, and provide us with a beautiful place to live.

The Mary E. Baker community of learners are also taught about the importance of giving back to the community. Our students will be involved in many Community outreach projects. We teach our students that as members of our community we must also give back to our community. We began our year with a canned food drive for the Charity Guild in Brockton. All donated items will benefit many needy families during this holiday season. Our students are also involved in the Be A Santa to a Senior Project in which holiday cards will be made and placed on gifts for senior citizens in Brockton as well as the surrounding towns. Throughout this school year, the Baker Community of learners will continue to be involved in many other community based outreach initiatives.

The Mary E. Baker School is indeed a living legacy to Mary, herself. From educational opportunities for our children to community outreach initiatives... We all know that with a little effort we can all make a big difference!

Mary E. Baker Mission Statement

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- Acknowledges and celebrate the achievements of all members.
- Foster teamwork between home, school, and community.

Executive Summary

The following chart shows the MCAS, AYP (Adequate Yearly Progress) status of the Mary E. Baker School for the 2009 school year:

English Language Arts	Aggregate	No
	All Subgroups	No
Math	Aggregate	No
	All Subgroups	No

The following chart indicates the percent of students in grades 3, 4, 5 & 6 who achieved Advanced, Proficient, Needs Improvement or Warning in MCAS 2009.

Grade 3 MCAS ELA 2009				Grade 3 MCAS Math 2009			
Advanced	Proficient	Needs Improvement	Warning	Advanced	Proficient	Needs Improvement	Warning
5%	38%	32%	25%	7%	36%	28%	28%

Grade 4 MCAS ELA 2009				Grade 4 MCAS Math 2009			
Advanced	Proficient	Needs Improvement	Warning	Advanced	Proficient	Needs Improvement	Warning
4%	20%	48%	29%	0	24%	63%	14%

Grade 5 MCAS ELA 2009				Grade 5 MCAS Math 2009			
Advanced	Proficient	Needs Improvement	Warning	Advanced	Proficient	Needs Improvement	Warning
0	36%	45%	19%	4%	31%	37%	29%

Grade 6 MCAS ELA 2009				Grade 6 MCAS Math 2009			
Advanced	Proficient	Needs Improvement	Warning	Advanced	Proficient	Needs Improvement	Warning
5%	39%	45%	11%	7%	27%	33%	34%

The following chart indicates the percent of skills attained at grade levels 2-6 as a result of Edusoft ELA/Math Benchmark Tests during the fall of 2008 and midyear 2009.

EduSoft ELA Benchmark Tests					
Percent of skills attained at each grade level					
	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
Fall 2008	45%	66%	54%	61%	68%
Mid-Year	%	%	%	%	%

EduSoft Math Benchmark Tests					
Percent of skills attained at each grade level					
	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
Fall 2008	73%	67%	64%	72%	64%
Mid-Year	%	%	%	%	%

Mary E. Baker Adequate Yearly Progress History										Accountability Status
		2009	2010	2011	2012	2013	2014	2015	2016	
ELA	Aggregate	No								
	All Subgroups	No								
MATH	Aggregate	No								
	All Subgroups	No								

Mary E. Baker School Student Demographics

Enrollment by Gender

	2008-2009	2009-2010	2010-2011
Male	409		
Female	381		
Total	790		

Enrollment by Race/Ethnicity

Race	2008-2009	2009-2010	2010-2011
African American	388		
Asian	17		
Hispanic	57		
Native American	15		
White	313		

Selected Populations

	2008-2009	2009-2010	2010-2011
First Language not English	113		
Limited English Proficient			
Low-income	193		
Retentions	7		
Special Education (total)	114		
General Ed Modified	63		
Up to 20% Separate	20		
21-60% Separate			
Substantially Separate	31	20	

Average Class Size

	2008-2009	2009-2010	2010-2011
Kindergarten	22	23	
First	22	23	
Second	22	22	
Third	21	22	
Fourth	25	21	
Fifth	23	23	
Sixth	28		

Academic Support Programs:

- Title I
- Reading and Math Intervention Programs
- Sheltered English Immersion Gr. 1-6
- Jewish Coalition for Literacy Volunteers
- Peer Leaders
- Read 180
- Partners in Excellence Volunteer Program
- Second Step School
- Celebration Days

Student Enrichments Programs:

- 21st Century After School Programs
- Smart Start Extended Day Program
- Receipts For Success
- MCAS Family Nights
- Mary E. Baker Chorus
- Instrumental Band Program
- Family Involvement Activities

**Mary E. Baker School
MCAS Results
Performance Level Comparison**

MCAS Tests of Spring 2009 Percent of Students at Each Performance Level										
Grade and Subject	Advanced/ Above Proficient		Proficient		Needs Improvement		Warning/ Failing		Students Included	CPI
	School	State	School	State	School	State	School	State		
GRADE 03 - READING	5%	12%	38%	45%	32%	33%	25%	10%	108	68.1
GRADE 03 - MATHEMATICS	7%	20%	36%	40%	28%	25%	28%	15%	107	68.2
GRADE 04 - ENGLISH LANGUAGE ARTS	4%	11%	20%	42%	48%	35%	29%	11%	105	60.7
GRADE 04 - MATHEMATICS	0%	16%	24%	32%	62%	41%	14%	11%	106	65.1
GRADE 05 - ENGLISH LANGUAGE ARTS	0%	15%	36%	48%	45%	29%	19%	8%	104	69.7
GRADE 05 - MATHEMATICS	4%	22%	31%	32%	37%	29%	29%	18%	104	64.7
GRADE 05 - SCIENCE AND TECHNOLOGY	1%	17%	10%	32%	59%	39%	31%	12%	104	52.4
GRADE 06 - ENGLISH LANGUAGE ARTS	5%	16%	39%	50%	45%	24%	11%	9%	92	76.8
GRADE 06 - MATHEMATICS	7%	24%	27%	33%	33%	27%	34%	16%	92	62.5

MCAS Tests of Spring 2010 Percent of Students at Each Performance Level										
Grade and Subject	Advanced/ Above Proficient		Proficient		Needs Improvement		Warning/ Failing		Students Included	CPI
	School	State	School	State	School	State	School	State		
GRADE 03 - READING										
GRADE 03 - MATHEMATICS										
GRADE 04 - ENGLISH LANGUAGE ARTS										
GRADE 04 - MATHEMATICS										
GRADE 05 - ENGLISH LANGUAGE ARTS										
GRADE 05 - MATHEMATICS										
GRADE 05 - SCIENCE AND TECHNOLOGY										
GRADE 06 - ENGLISH LANGUAGE ARTS										
GRADE 06 - MATHEMATICS										

VII. School Goals and Action Plan Aligned with Brockton Public Schools Roadmap Goals 2009-2010

School Performance Goals

English Language Arts: The Mary E. Baker School will increase student academic performance, as measured by standardized and progress monitoring assessments from the CPI on the ELA MCAS
Gr. 3 From 68.1% in 2009 to 74.5% on the 2010 MCAS test and to 80.8% on the 2011 MCAS
Gr. 4 From 60.7% in 2009 to 68.6% on the 2010 MCAS test and to 76.4% on the 2011 MCAS.
Gr.5 From 69.8% in 2009 to 75.8% on the 2010 MCAS test and to 81.8% on the 2011 MCAS.

Math: The Mary E. Baker School will increase student academic performance, as measured by standardized and progress monitoring assessments from the CPI on the Math MCAS
Gr. 3 From 68.2% in 2009 to 74.5% on the 2010 MCAS test, and to 80.8% on the 2011 MCAS.
Gr. 4 From 65.1% in 2009 to 72% on the 2010 MCAS test and to 79.4% on the 2011 MCAS.
Gr.5 From 64.7% in 2009 to 71.7% on the 2010 MCAS test and to 78.8% on the 2011 MCAS.

Brockton Public Schools Roadmap Goals

- Goal 1:** Set specific, measurable student performance goals at the district, school, and classroom level.
- Goal 2:** Insure that curriculum is aligned to state standards and instruction and that programs are implemented according to district standards.
- Goal 3:** Implement a comprehensive program of formative and summative assessments at all levels.
- Goal 4:** Develop a system of monitoring data related to student achievement that is aligned at the district, school and classroom levels.
- Goal 5:** Build a culture that values regular use of data to make instructional, curriculum, resource, and planning decisions.

SCHOOL ACTION PLAN 2009-2010

Goal 1: Set specific, measurable student performance goals at the district, school, and classroom level.

School Improvement Objective:

1. Assist teachers in developing student performance goals for groups of students and individual students
2. Student data will be analyzed and used to make instructional decisions for all students.
3. Assist grade levels in developing measurable goals for each grade level.
4. Assist grade levels in developing measurable goals to meet the needs of all groups of students: Low Risk, Some Risk, At Risk
5. Assist teachers in developing performance target goals for all students.

Improvement Objectives:

- Teachers will use differentiated instruction to meet the needs of all students.
- Teachers will use data assessments to inform instruction and create intervention groups.
- Teachers will design lesson plans based on the Massachusetts Curriculum Frameworks for their grade level.
- Teachers will post and reference lesson objectives stating performance, condition, and measurable criteria.
- Teachers will ensure that all lesson components contribute to student mastery of the lesson objectives.

Student Learning Objectives: All student learning Objectives will be supported by this action plan.

Activities	Who is Responsible?	Resources Needed	Specific Timeline	Measures of Implementation
Improve communication among all service provider to ensure common direction and improvement goals for at-risk learners	Leadership Team Teachers SPED Staff Title 1 SLD Staff SEI Staff	School Budget	Fall 2009	Data/Common Planning Schedules
Use the IST process to set individual student goals for intervention services	Leadership Team SPED Staff	School Budget	Sept. 2009– June 2010	Planbooks IST goals and interventions
Provide teachers with MCAS data	Leadership Team	School Budget	Fall 2009	ILT

from prior year to analyze weaknesses and strengths and to inform instruction	Teachers			Teachers Prepared data analysis packets
After analyzing available data, teachers will complete ISSPs for at-risk students.	Leadership Team Teachers	School Budget	Fall 2009	ISSP documents
Teachers will post and reference specific, measurable student performance goals.	Leadership Team Teachers	School Budget	Sept. 2009– June 2010	Walk through observations IST Process
Teachers will post and reference the Essential Questions in math and reading.	Leadership Team Teachers	School Budget	Sept. 2009– June 2010	Walk through Observation planbook
Teachers will differentiate instruction to select appropriately leveled reading resources to meet the needs of individual students.	Leadership Team Teachers	School Budget	Sept. 2009– June 2010	Walk through Observation Planbook Specialist Intervention Walk to Read Model IST Process
Teachers will review sample MCAS questions, rubrics and student anchor responses so that students will understand the difference between a strong response and a weak response.	Leadership Team Teachers	School Budget	Sept. 2009– June 2010	Planbook Classroom Observations Student MCAS prep packets DOE online web site
IRS, RRS, Title I and MSN teachers will use intervention materials with at-risk groups.	Leadership Team Title I MSN SLD	School Budget	Sept. 2009– June 2010	Planbook Observations Sidewalks Intervention Soar to Success Lexia Orton-Gillingham FCRR Intervention websites Custom CCC programs Study Island

<p>Teachers will progress monitor all students in Both reading and math on a Monthly, bi-weekly or weekly basis throughout the year</p>	<p>Leadership Team Teachers</p>	<p>School Budget</p>	<p>Sept. 2009– June 2010</p>	<p>DIBELS progress Monitoring sheets AIMS WEB data</p>
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SCHOOL ACTION PLAN 2009-2010

Goal 2: Insure that curriculum is aligned to state standards and instruction and the programs are implemented according to district standards.

School Improvement Objective:

1. Provide teachers with opportunities to meet regularly to discuss data analysis and formulating action plans to address the needs of all learners.
2. Assist teachers in developing standards-based common instructional units
3. Assist teachers in reviewing instructional practices and procedures in regards to on going student assessments
4. Provide professional development opportunities for teachers to improve instructional practices

Improvement Objectives:

- Teachers will use common planning time to share new strategies to improve instructional practices.
- Teachers will make instructional links between new academic concepts and student's prior knowledge.
- Teachers will provide adequate wait time for all student responses.
- Teachers will use QAR strategies in daily classroom instruction.
- Teachers will design instruction that requires students to inquire, explore, solve problems, and engage in high-order thinking process.
- Teachers will provide frequent opportunities for students to practice open response type questions.
- Teachers will require students to reference text evidence when expressing opinions and defending reasoning.
- Teachers will allot time for lesson summary at the conclusion of each lesson.

Student Learning Objectives: All student learning Objectives will be supported by this action plan.

Activities	Who is Responsible?	Resources Needed	Specific Timeline	Measures of Implementation
Faculty representatives to various district steering committees will report back to all staff regarding new initiatives and plans for implementing them.	Leadership Team Teachers	School Budget District Budget	Sept. 2009 – June 2010	Meeting schedule minutes documentation
Common planning meetings (data meetings) of one hour's duration will be held twice a month at each grade level.	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	Data meetings Agenda/meetings
Teachers will create word banks for content vocabulary.	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	Walk through Observations Word walls
Teachers will continue to create, utilize and review word walls.	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	Walk through Observations Word walls
Teachers will use the 6+1 Traits of writing	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	Writing folder documentation Review by ILT
Teachers will select appropriately leveled reading resources to meet the needs of individual students.	Teachers	School Budget	Sept. 2009 – June 2010	Data analysis Planbooks RTI process Walk to Read Model
Students will be given the opportunity to read at their independent reading level daily.	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	Planbooks Observations Teachers schedule Literacy Closet Leveled Readers
RRS will continue to share comprehension and vocabulary development strategies at staff meetings and during common planning.	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	Meeting agenda Professional Develop packets
Teachers will use Literature Circles and the Reciprocal Teaching Strategy to improve Comprehension.	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	Planbooks Observation

Teachers will provide Opportunities for students To make predictions of Change.	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	Planbooks Observation
Teachers will model successful strategies for mastery of basic math facts.	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	Planbooks Observation Weekly fact drill documentation
Teachers will provide opportunities for their students to make predictions of possible outcomes.	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	Planbooks Observation Assessment units Word walls Essential questions
Teachers will provide opportunities for students to identify features of shapes.	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	Planbooks Observations Assessment units Word walls Essential questions
Teachers will provide opportunities for their students to identify and measure geometric shapes in one, two and three dimensions.	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	Planbooks Observations Assessment units Word walls Essential questions
Teachers will provide opportunities for students to identify and recognize patterns and functions in mathematical operations.	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	Planbooks Observations Assessment units Word walls Essential questions
Teachers will provide daily Practice in computation	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	AIMS-WEB Assessment units

SCHOOL ACTION PLAN 2009-2010

Goal 3: Implement a comprehensive program of formative and summative assessments at all levels.

School Improvement Objective:

1. Provide teachers professional development opportunities to support teachers in the areas of differentiated instruction, RTI, three-tier model, and meaningful formative and summative assessments.
2. Assist teachers in using assessment data to inform and make changes in their instructional practices.
3. Provide support for teachers in developing lesson objectives that are measurable, condition referenced, and performance based.
4. Provide support for teachers in teaching for thinking, questioning strategies, and “Talk Moves” teaching strategies.
5. Provide teachers with a schedule that will allow them to address the individual needs of all student learners.

Improvement Objectives:

- Teachers will continuously progress monitor all students and adjust student grouping and instructional practices to meet the needs of all students.
- Teachers will use assessment data to address student strengths/ weakness.
- Teachers will use different teaching methodologies when assessment data indicates that students have not mastered the lesson objective.
- Teachers will design strategic small group intervention instruction as indicated by performance assessment data.
- Teachers will model various test-taking strategies.
- Teachers will provide students frequent opportunities to respond to open response type questions.
- Teachers will provide instruction, classwork/written assignments and homework packets at the instructional level of each student.

Student Learning Objectives: All student learning Objectives will be supported by this action plan.

Activities	Who is Responsible?	Resources Needed	Specific Timeline	Measures of Implementation
Use common planning time to collaborate on assessments.	Leadership Team Teachers	School Budget	Sept. 2009 - June 2010	Data Common Planning Meetings Agendas
“Math Skill Days” will be instituted on Fridays for the purpose of reteaching weak areas in flexible groups.	Leadership Team Teachers	School Budget	Sept. 2009 - June 2010	Planbooks Observations Student work Grade level scheduling

Teachers will provide instruction on the QAR Method to help students find answers in a selection.	Leadership Team Teachers	School Budget	Sept. 2009 - June 2010	Planbooks Observations Student work
Teachers will provide opportunities for students to respond to open response questions in all subject areas.	Leadership Team Teachers	School Budget	Sept. 2009 - June 2010	Planbooks Observations Student work Writing Rubrics
Teachers will create questions that encompass a range of difficulties based on student performance.	Leadership Team Teachers	School Budget	Sept. 2009 - June 2010	Planbooks Observation Assessment data Student work
Teachers will review sample MCAS questions, rubrics and student work.	Leadership Team Teachers	School Budget	Sept. 2009 - June 2010	Planbooks Observations Data Meeting packets DOE website
The leadership team will create a “Four Points Club” To motivate children to be more complete when answering open-response questions.	Leadership Team Teachers	School Budget	Sept. 2009 - June 2010	Planbook Artifacts of student work Observation
Students will highlight question words in the first sentence of their answer.	Leadership Team Teachers Students	School Budget	Sept. 2009 - June 2010	Planbook Observations Artifacts of student work TTQA strategy
In multi-step questions, students will highlight the question and corresponding response in one color and the second question and its response in a different color.	Leadership Team Teachers	School Budget	Sept. 2009 - June 2010	Planbook Observations Artifacts of student work

MCAS Parent Nights will be held so that parents are aware of expected level of competence on state assessment.	Leadership Team Teachers	School Budget	Sept. 2009 - June 2010	MCAS Night Schedules Parent Attendance MCAS Packets Artifacts of student work
Teachers will provide weekly practice in finding text evidence.	Leadership Team Teachers	School Budget	Sept. 2009 - June 2010	Planbook Observations Artifacts of student work
IRS and RRS will model test-taking strategies in grades 3-6.	Leadership Team Teachers	School Budget	Sept. 2009 - June 2010	IRS, RRS Schedules Planbooks
MCAS Homework Night Grades 3-6.	Leadership Team Teachers	School Budget	Sept. 2009 - June 2010	Planbooks MCAS Packets Artifacts of student work
RRS will work with grade 4 teachers to develop student competence in writing the long composition.	Leadership Team Teachers	School Budget	Sept. 2009 - June 2010	DOE website Prepared MCAS prep packets 6+1 Traits
Two long composition simulations will be held each year.	Leadership Team Teachers	School Budget	Winter 2009- Spring 2010	Planbooks RRS- schedule

SCHOOL ACTION PLAN 2009-2010

Goal 4: Develop a system of monitoring data related to student achievement that is aligned at the district, school and classroom levels.

School Improvement Objectives:

1. Provide opportunities for teachers to meet by grade level teams to discuss assessment data.
2. Assist teachers in developing classroom data “dashboards” and individual classroom data centers.
3. Monitor the implementation of programs and standards-based instruction
4. Meet with individual teachers regarding assessment data and formulate action plans to increase student achievement.
5. Provide teachers access to supplemental materials/programs which will allow them to meet the needs of all students.

Improvement Objectives:

- **Teachers will analyze assessment data to inform classroom instruction.**
- **Teachers will use assessment data to progress monitor students and adapt teaching strategies to meet the needs of all learners**
- **Teachers will help children to understand how data affects them.**
- **Teachers will use rubric assessments to improve student performance.**
- **Teachers will use classroom data centers to track student performance.**
- **Teachers will provide clear guidelines and expectations for all student work.**

Activities	Who is Responsible?	Resources Needed	Specific Timeline	Measures of Implementation
Every classroom will track some sort of data.	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	Classroom data centers Dashboard folders
Provide in-service to help staff become familiar with new district-wide electronic assessment tool for tracking individual student progress.	Leadership Team Teachers	School Budget	Fall 2009	In-Service Professional Development
The leadership team will review writing folders three times a year and provide	Leadership Team Teachers	School Budget	Feb. 2010-May 2010	Writing folders Review schedule

feedback using a checklist.				
Administrators will visit classrooms daily.	Principal/Assistant Principal	School Budget	Sept. 2009 – June 2010	Observation
IRS will monitor math unit benchmarks assessments along with AIMS WEB data	Leadership Team IRS	School Budget	Sept. 2009 – June 2010	Reading unit Benchmark assessments EduSoft Data
RRS will monitor reading unit benchmark along with DIBELS data	Leadership Team RRS	School Budget	Sept. 2009 – June 2010	Math Unit Benchmark assessments EduSoft Data
RRS and IRS will meet with classroom teachers monthly to review test scores (MCAS, EduSoft, DIBELS DRA, etc.,	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	Data Meetings Schedule/agenda Benchmark assessment DIBELS data
Teachers will model how data is displayed and graphically represented in real life experiences.	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	Planbooks Observations Data Center
Provide in –service to assist staff with the integration of new technology	Central Administration ITC Leadership Team Teachers	School Budget	Fall 2009	In-Service Professional Development
DIBELS assessments will be administered grades 1-3	Leadership Team	School Budget	Sept. 2009 – June 2010	DIBELS Progress monitoring results
Using DIBELS, teachers will track student progress using “post it note” strategy.	Leadership Team	School Budget	Fall 2009- Spring 2010	Post It Note Folders Observation

SCHOOL ACTION PLAN 2009-2010

Goal 5: Build a culture that values regular use of data to make instructional, curriculum, resource, and planning decisions.

School Improvement Objectives:

1. Establish requirements for the use of meetings and common planning time for data analysis and reflection.
2. Develop a coordinated plan for professional development for administrators and teachers on using data effectively to improve achievement
3. Implement requirements for the use of meetings and common planning time for data analysis and reflection
4. Select, develop and disseminate tools for analyzing data.
5. Implement requirements for the use of meetings and common planning time for data analysis and reflection
6. Assist staff in using tools for analyzing data.
7. Require teachers to review achievement data with students

Improvement Objectives:

- Teachers will discuss data collection and usage with students
- Teachers will use classroom data centers to track student performance.
- Teachers will use data to inform instruction in the classroom.
- Teachers will build a classroom culture that values data collection and usage.

Activities	Who is Responsible?	Resources Needed	Specific Timeline	Measures of Implementation
Teachers will establish data center in their classrooms.	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	Classroom Data Centers
Teachers will develop mission statements for their classrooms.	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	Mission statements posted in classrooms
Peer leaders will collect and display data on weather/temperature and the number of students who purchase lunch daily.	Leadership Team Teachers Peer Leaders	School Budget	Sept. 2009 – June 2010	Charts and Graphs posted/displayed

The “See the Math” initiative will continue to help children realize and appreciate the fact that math is all around us.	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	WalkThroughs Planbooks Professional development activities
Thematic grade-level celebration days will be held Integrating a novel with other curriculum areas.	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	Planbooks Scheduled celebrations
“Recipe for Success” sessions for parents will be held periodically so that parents can develop strategies to use with their children at home.	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	Parent calendar Scheduled parent sessions
Schoolwide enrichment activities will be planned to reinforce genre instruction.	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	Planbooks WalkThrough Classroom evidence
Title I will expand the Family Book Bag Program to include grades K and four.	Leadership Team Title 1	School Budget	Sept. 2009 – June 2010	Family Book Bag schedule
The school will provide a variety of activities for parents to promote active involvement in their child’s education (Pajama Night, Bingo for Books, Story Nights, etc).	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	Monthly calendar of events
In-service workshops will be held focusing on team-building and collaboration.	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	Scheduled events

VIII. School Climate and Citizenship Goal

ACTION PLAN

Goal 6: Promote a positive school and classroom environment which will assist in citizenship development and increase academic performance.

Needs Assessment: The Baker School ILT recognizes that positive school climate initiatives must be promoted if a safe and healthy school climate is going to be maintained.

Objectives:

1. Provide students with a school in which they feel comfortable, safe, and accepted.
2. Promote communication between parents, teachers, and students which encourages teamwork and cooperation.
3. Recognizes and celebrates the achievements of all students and staff.
4. Develop a learning community that encourages each other in a supportive and respectful atmosphere.
5. Provide opportunities for all students to practice and acquire basic pro social skills.
6. Use the Second Step program to strengthen pro social/ anti bullying programs during the school day.
7. Increase physical and nutritional awareness programs during the school day and after school for families.

Activities	Who is Responsible?	Resources Needed	Specific Timeline	Measures of Implementation
Peer leaders and peer mediation programs	ILT SAC	School Budget	Sept. 2009 – June 2010	Peer leaders/Peer mediators Meeting schedules Mediation reports
Acts Of Kindness	ILT Teachers Students	School Budget	Sept. 2009 – June 2010	Planbooks Postered Acts
Good Citizen of the Month Program and student recognition initiatives.	Leadership Team Teachers	School Budget	Sept. 2009 – June 2010	Good Citizen board Awards Pictures Pencils
Individual classroom mission statements	ILT Teachers	School Budget	Sept. 2009	Posted statements Classroom observations School wide posters

Honor Roll	ILT Teachers	School Budget	Sept. 2009 – June 2010	Honor Roll Awards Quarterly Award Ceremonies
Teachers will continue Second Step school wide program initiatives.	ILT Teachers	School Budget	Sept. 2009 – June 2010	Second Step lesson plans Posters

Parental Involvement

TITLE I PARENT INVOLVEMENT ACTION PLAN

Goal: Build a school environment that values and provides for regular inclusion of parents and family members in opportunities to support and improve student achievement.

School Improvement Objective(s): Teachers will:

1. Implement requirements established by the No Child Left Behind legislation.
2. Use results from data analysis and individual school reflection to develop coordinated parent learning and training opportunities to improve student achievement.
3. Develop and disseminate information and materials for parents to better understand school protocols and student data.
4. Assist with efforts to improve student achievement through parent involvement.
5. Review achievement data with parents and students.

Student Improvement Objectives: Students will:

1. Participate in family learning opportunities both in school and at home.
2. Gain greater confidence and motivation to learn as a result of sustained family support.
3. Achieve at higher levels.

Activities	Who is Responsible?	Resources Needed	Specific Timeline	Measures of Implementation
1. Technical Support – Title I will assist all identified schools in meeting the requirements of NCLB parent involvement and the unique challenges identified at each building.	Title I Coordinator Karen McCarthy Title I Parent Education Specialist Lisa Zolga Building Principals, Title I Teachers, Building Staff	Title I US DOE publications Tri-folds from Title I District notifications	Sept. 2009 – Aug. 2010	Title I Parent Program Survey Results

<p>2. Title I Annual Meeting/Family Breakfast - Each Title I building will conduct an Annual Parent Meeting. At that time, parents will learn about the myriad of requirements established under NCLB, school specific goals for improvement and tips for supporting learning at home.</p> <p>Each meeting will include opportunities for parents to have input regarding program planning, implementation and review.</p>	<p>Title I Parent Education Specialist Lisa Zolga</p> <p>Food Service Director</p> <p>Building Administration</p> <p>Leadership Team</p> <p>Title I Teachers</p>	<p>Title I</p> <p>School Improvement Plans</p> <p>SES Notices</p>	<p>Sept. 2009 – Nov. 2010</p>	<p>Written Parent Evaluations</p> <p>Attendance Records</p>
<p>3. Title I Family Book Bag Program – Reading at home helps children reach higher levels of academic achievement.</p> <p>School improvement plans, needs assessments, MA Curriculum Frameworks are the basis for the selection of books and activities provided for home use.</p>	<p>Title I Parent Education Specialist Lisa Zolga</p> <p>Title I Staff</p> <p>Classroom Teachers</p>	<p>Title I</p> <p>Class sets of books of all genres in a variety of levels</p> <p>Book specific activities and materials</p>	<p>Sept. 2009 - June 2010</p>	<p>Parent Permission Letters</p> <p>Attendance Sheets</p> <p>Family Evaluations</p> <p>Completed Home Activities</p>
<p>4. Recipes For Success Workshops – Using current practices and classroom strategies, parents and children participate in cross-curriculum learning activities.</p> <p>Materials to complete activities will be provided for home reinforcement/practice.</p>	<p>Title I Parent Education Specialist Lisa Zolga</p> <p>Title I Staff</p> <p>Building Staff</p>	<p>Title I</p>	<p>Sept. 2009 – Aug. 2010</p>	<p>Evaluations</p> <p>Attendance Sheets</p>
<p>5. Book Talk – Parents and children read a chapter book at home. After reading, they gather at school to have an open conversation about the book.</p> <p>Text connections, retellings and responses to literature are just some of the topics that are covered.</p>	<p>Title I Parent Education Specialist Lisa Zolga</p> <p>Title I Teachers</p> <p>Classroom Teachers</p> <p>Parents</p>	<p>Title I</p> <p>Class sets of books</p>	<p>Oct. 2009 - June 2010</p>	<p>Attendance Sheets</p> <p>Parent and Student Evaluations</p>

<p>6. Math, Muffins, Moms and Dads – These parent workshops focus on math skills introduced to students in grades K-3. Parents are given time to practice strategies taught and used as part of the math curriculum.</p>	<p>Title I Parent Education Specialist Lisa Zolga Building IRS Title I Staff</p>	<p>Title I Math Investigations games and materials</p>	<p>Oct. 2009 – June 2010</p>	<p>Evaluations Attendance Sheets</p>
<p>7. Bingo for Books – This parent/child activity serves as an avenue to meet the requirements of the NCLB/Title I legislation and provide parent training in areas of student weakness identified in the individual school improvement plan.</p> <p>Each evening a specific reading and math strategy will be introduced and practiced.</p>	<p>Title I Parent Education Specialist Lisa Zolga Building Staff and Parent Volunteers Parent Liaisons</p>	<p>Title I Books across all grade levels in a variety of genres</p>	<p>Sept. 2009 – Aug. 2010</p>	<p>Attendance Sheets Evaluations</p>
<p>8. Parent Meetings - Title I Teachers will plan, organize and conduct two parent meetings each year (Fall and Spring).</p> <p>Each meeting will address topics specific to student achievement and school improvement.</p>	<p>Title I Teachers</p>	<p>Title I</p>	<p>Oct. 2009 – June 2010</p>	<p>Scheduled Meetings Attendance Sheets Parent Evaluations</p>
<p>9. Outreach – Ongoing communication is vital to student achievement and needed to build a positive school culture.</p> <p>Through the use of a variety of contact methods Title I makes a minimum of two home connections per week.</p>	<p>Title I Teachers</p>	<p>Title I Postcards, newsletters, NCR – Notes to Parents</p>	<p>Oct. 2009 – May 2010</p>	<p>Outreach Logs Attendance at Parent Conferences</p>
<p>10. Good News Post Cards – Focusing on the positive helps to build a strong school culture. All parents, even the “unreachable” can be part of the school community and kept informed through personal correspondence.</p> <p>Title I teachers receive four postcards per month. All other teachers in Title I buildings are provided two postcards per month.</p>	<p>Title I Coordinator Karen McCarthy Title I Parent Education Specialist Lisa Zolga Title I Teachers Building Staff</p>	<p>Title I Postcards Stamps</p>	<p>Sept. 2009 - June 2010</p>	<p>Number of postcards sent Parent and child reactions and comments</p>

<p>11. Recipes for Success – Distributed monthly in English, Spanish, Portuguese and French Creole to all children (K-4), this newsletter builds a parent’s capacity to support learning in all curricula areas within the home.</p>	<p>Title I Parent Education Specialist Lisa Zolga</p> <p>Bilingual Coordinator Jose Pinheiro</p> <p>Parent Information Specialist Jane Feroli</p> <p>Parent Liaisons</p>	<p>Title I</p> <p>Bilingual Department</p> <p>Parent Information Center</p> <p>Monthly Prizes</p> <p>Resources for Educators</p>	<p>Sept. 2009 - June 2010</p>	<p>Sign-off Sheets and Responses to Two-Way Communication Forms</p>
<p>12. Title I Web Page – Access to school and valuable parent information is available 24/7 through the Title I web page. Parents can get the “Tip of the Day”, obtain information by “Asking the Experts”, and even “attend” school events through photos and write-ups of Title I parent/child activities.</p>	<p>Title I Parent Education Specialist Lisa Zolga</p> <p>Kathy Ettinger Webmaster</p>	<p>Title I</p> <p>Local Funds</p> <p>The Parent Institute</p>	<p>Sept. 2009 – Aug. 2010</p>	<p>Number of hits on the web page</p>
<p>13. Parents Make the Difference Newsletter – Each month four articles which address social and academic development are provided in English and Spanish for distribution to all Title I teachers. Teachers are encouraged to add a personal touch by writing a comment that is specific to their students.</p>	<p>Title I Parent Education Specialist Lisa Zolga</p> <p>Title I Teachers</p>	<p>Title I</p> <p>The Parent Institute</p>	<p>Sept. 2009 – June 2010</p>	<p>Parent Responses</p> <p>Percentage of teachers adding comments</p>
<p>14. Reading Connection Newsletter – This newsletter supports reading development at home. The primary and intermediate editions are provided to all principals and Title I Teachers in English and Spanish. In addition, they are posted on the Title I web page.</p>	<p>Title I Teachers</p> <p>Title I Parent Education Specialist Lisa Zolga</p> <p>Elementary Principals</p> <p>Kathy Ettinger, Webmaster</p>	<p>Title I</p> <p>Resources for Educators</p>	<p>Sept. 2009 – Aug. 2010</p>	<p>Parent Responses</p> <p>Number of newsletters sent home</p>

<p>15. Theme Literature Nights – Parents and children will come together to enjoy and explore a variety of genres! Family activities will address skills in the curriculum frameworks and those identified in the school improvement plan.</p>	<p>Title I Parent Education Specialist Lisa Zolga</p> <p>Title I Teachers</p> <p>Building Staff</p> <p>Parent Liaisons</p>	<p>Title I</p> <p>Books and materials to accompany activities</p>	<p>Sept. 2009 - July 2010</p>	<p>Attendance Sheets</p> <p>Evaluations</p>
<p>16. Family Game Nights – Games can teach important skills and strategies that are contained in the curriculum frameworks. These events will bring parents and children together to learn in a fun way.</p>	<p>Title I Parent Education Specialist Lisa Zolga</p> <p>Building Staff</p> <p>Parent Liaisons</p>	<p>Title I</p> <p>Variety of board games and materials housed at Central Office</p>	<p>Oct. 2009 - May 2010</p>	<p>Attendance Sheets</p> <p>Evaluations</p>
<p>17. Parent & Child Activity Calendars – Calendars with daily at-home activities to support learning are sent home. English and Spanish copies are distributed.</p>	<p>Title I Parent Education Specialist Lisa Zolga</p> <p>Title I Teachers</p>	<p>Title I</p> <p>Special Incentives</p>	<p>Sept. 2009 – Aug. 2010</p>	<p>Percentage of signed and returned calendars</p>

IX. Appendix

A. Title I Components

1. Ongoing Professional Development

BROCKTON PUBLIC SCHOOLS PROFESSIONAL DEVELOPMENT PLAN

The Education Reform Act of 1993 directs the State Board of Education and the Commissioner of Education to establish an annual statewide plan for professional development. In addition to the statewide plan for professional development, the Education Reform Act requires school districts to develop annual professional development plans.

The goal of the Professional Development Plan for the Brockton Public Schools is to insure high standards, high expectations and high achievement for all by providing meaningful, ongoing opportunities with a broad range of activities appropriate to the varied needs of individuals, schools and the district as a whole.

In order to address school and district goals, the amended recertification regulations require educators to align their Individual Professional Development Plans with school and district improvement goals. Additionally, except for those who received standard certification between 10/1/94 through 6/17/99, educators are required to obtain supervisor approval and endorsement indicating that 80% of the professional development points are consistent with the educational needs of the school and/or district.

Teacher recertification is achieved through the completion of eligible professional development programs and activities designed to support and increase student learning. Under the new regulations, educators will need to earn professional development points (PDPs) that are relevant and meaningful to their teaching or administrative duties.

The Brockton School Department has been designated as an approved Professional Development Provider by the Department of Education. As a provider, the system will offer professional development opportunities to assist all professional staff in meeting recertification requirements. Professional Development Points will be issued for appropriate activities. Guidelines for receiving PDPs, a listing of some of the offerings for the school year, and specific information on registering for each offering are annually distributed to teachers and posted on the web page.

The Professional Development Plan of the Brockton Public Schools provides for a wide variety of opportunities for professional growth, which will:

- Align professional development activities with the educational goals of the school district, the school, and the individual educator.
- Promote excellence in teaching and learning in all areas of the curriculum.
- Provide access for all students to challenging, engaging educational experiences which prepare them for the future.
- Create a learning environment that reflects understanding, acceptance and appreciation of all cultures and learning styles.
- Enhance an individual's ability to perform as an educator.
- Include training for other members of the school community.
- Reflect the Massachusetts Curriculum Frameworks.

High quality professional development should include:

- Integration of the Massachusetts Curriculum Frameworks.
- Support of the goals of the district, the school and the individual educator.
- Opportunities for reflection and processing.
- Collegiality and collaboration across and within professional roles and responsibilities.
- Expansion of educators' knowledge of subject matter.
- Incorporation of research-based strategies for teaching, learning, and assessment.
- Discipline-specific and interdisciplinary approaches to teaching, learning and assessment that reflect increased student achievement.
- Teachers in activities regarding assessments so they can provide information on, and improve the achievement of individual students and the overall instructional program.
- Participant involvement in the design, implementation and evaluation of professional development programs and activities.
- Encouragement of and support for experimentation and risk taking.
- Follow-up that focuses on the application of professional development to the improvement of student learning.
- Opportunities for training for members of the school community, classroom paraprofessionals and others.
- Strategies for reaching out to and involving families and the community.
- Support of school improvement plans.

2. Strategies to attract High-Quality, Highly Qualified Teachers

The Brockton Public Schools makes every effort to attract and recruit highly qualified teachers for all of the Brockton Educational Programs.

Some of the strategies that are used by the Human Resource Department of the Brockton Public School System are the following:

- We place advertisements for available positions in the Boston Globe, South Shore Enterprise, Patriot Ledger and cultural specific and diverse newspapers
- The Brockton School Department sends representatives to the educational job fairs that are held through out the New England Region. Examples of such events are:
 - Massachusetts Educational Recruitment Consortium (M.E.R.C.)
 - Rhode Island Consortium for Educators (R.I.C.E.)
 - New England Minority Network (NEMNET)
 - New England Association for Employment in Education (NEAEE)
 - Job Fairs held at Boston College, University of Massachusetts at Amherst, and Bridgewater State College
- The Brockton School Department also uses national teacher employment web sites for job postings.
- Campus interviews are also conducted at Bridgewater State College, Wheelock College, Lesley University, University of Massachusetts and Providence College. Certified candidates are invited to interview with principals and other administrators involved in the hiring process where openings exist.
- Available positions are also posted in national trade papers e.g., Education Week.
- Anticipated openings are posted and updated regularly on the Brockton Public Schools web page.

3. Transitions from Preschool to Kindergarten and from Kindergarten to Grade One

Preschool to Kindergarten

The Preschool to Kindergarten Transition form is used in the Brockton Public Schools preschool classes, the Head Start Program and in all community childcare centers for their students entering the Brockton Public Schools kindergarten. During the 2002-2003 school year the use of this form was extended to the community family childcare homes. Once the forms are completed they are returned to the Early Childhood Coordinator. The Early Childhood Coordinator is responsible for getting the transition forms to the appropriate kindergarten.

Kindergarten to Grade 1

In the 2007-2008 school year, the Kindergarten to Grade One Transition Form is used on a system-wide basis and in all community kindergarten programs. The Early Childhood Coordinator is responsible for getting the transition forms to the appropriate grade one school.

School Readiness Committee (SRC)

The School Readiness Committee includes some of the members of the Early Childhood Curriculum Committee as well as: preschool, kindergarten and grade one parents; a representative from the Brockton Community Partnership for Children Council; and representatives from the following: the Head Start Program a private preschool, a private kindergarten, an after school program, a School Council, and a Bay State Readers grant representative. The School Readiness Committee will meet five times this year to work on the following initiatives:

- Collaboration and communication between and among the various early childhood community programs.
- Family involvement activities.
- Transition from preschool to kindergarten and from kindergarten to grade one.

Early Childhood Articulation Committee

The Early Childhood Articulation Committee is established for the purpose of discussing a variety of curriculum issues in the area of preschool, kindergarten and grade one. Representatives from the three grade levels will meet to focus on continuity of curriculum, best practices in early childhood and transitions. Members from community preschool, kindergarten and grade one programs are invited to join this committee.

Other Transitional Services

Transitioning and planning is a whole school, family, student and community endeavor. The Brockton Public Schools has a coordinated program that focuses on improving the academic achievement and level of functioning of students and families.

Students are transitioned from grade to grade, school to school, in the community and to communities outside of Brockton. The Parent Information Center is responsible for planning and organizing orientations that assist students and families as they go from elementary to junior high school, from junior high school to high school and from high school to beyond.

The Guidance Department and School Adjustment Counselors have established procedures and logs which aid in the seamless transition of students and families. There are strong ties and working bonds with community organizations, thus enabling students and families' access to needed academic, social and related services.

4. Coordination/Integration of Federal, State and Local Services and Programs

The Brockton Public Schools uses multiple funding sources to provide services and programs throughout all schools in the district.

The district has established pupil to teacher ratios at specific grade span splits. Classroom and content teachers are then assigned to each school to support the established pupil to teacher ratio. Each school is provided with local funds to purchase instructional materials and supplies. The allocation for these expenses is based on the per pupil enrollment of each school.

The Brockton School District also provides to each school a Challenge for Change Grant. Local funding for these building-specific professional development activities is allocated through the superintendent's office.

Additional services and programs are provided to every elementary school in Brockton through the following Federal Grants:

- **Title I Part A** - Direct Instruction Model and Computer labs, Lab Managers/Data Specialists, Reading Resource Teachers and Math Coaches
- **Title II Part A** - Improving Educator Quality, Teacher Mentoring Program, Educational Leadership, Professional Development Activities, Instructional Resource Specialists, Math Coaches
- **Title II** - Enhancing Education Through Technology
- **Title IV** - Safe and Drug Free Schools (Violence Prevention, Drug Awareness, Second Steps and Nutrition Education)
- **Title V** - Innovative Programs
- **Title X** - McKinney-Vento (Education of Homeless Children)
- **I.D.E.A.** - Special Education Grant

Other Federal Grant programs that provide services to specific schools are:

- 21st Century Community Learning Centers
- Title III Bilingual Education
- Perkins Occupational Education Grant
- Smaller Learning Communities
- Comprehensive School Reform Grants

The state also provides support through the following grants:

- Academic Support
- Community Service Learning
- Enhanced School Health Services
- Early Childhood Grant
- Integrated Tech Models
- Kindergarten Transition
- Math/Science Partnerships
- Summer Success

B. School Council Minutes

Mary E. Baker School School Improvement Council October 11, 2008

Minutes

The meeting was held in the Teachers' Room at the Ashfield School at 6:00 P.M. Present were Council Members: Principal Donna Haymes; Teacher Representatives Paul Anderson, Leslie Paul and Janice Carrel; Parent Representatives Jerome Cokley and Carol Lopes; and Community Representative Denise Baker-Bradley.

Mrs. Haymes warmly welcomed everyone to the School Improvement Council and members introduced themselves.

Mrs. Haymes announced the school motto for the Baker School: *"I can and I will make a difference,"* a quote from Mary E. Baker. The school colors will be forest green and white. Students will participate in a logo contest.

Mrs. Haymes read a poem, "Unity."

She mentioned that Jean Matson, a community Representative and owner of Matson Glass, would serve as our Principal for a Day on October 30.

In order to keep Council members informed, most of the items that were sent home with the children last month were included in the School Improvement Council packet:

- The Baker School Open House
It will be set a few weeks after we move into the building.
- The Mary E. Baker School Dedication Ceremony
It will be held on Sunday, November 30, 2008 at 2:00 P.M. Plans are underway for a nice celebration.
- The Baker School Pledge
- Examples of Mission Statements.
All mission statements will be showcased at the new school.
- A floor plan of the Baker School
Mrs. Haymes mentioned that teachers would share the floor plan with the children. Baker School also has a website with a virtual tour.
- Specific Grade level activities planned for Constitution Day
- The Green Team, "a statewide environmental awareness and education effort," sponsored by the Commonwealth of Massachusetts.
All classroom teachers registered. Green team kits will be sent to them at the Baker School.
- Making Connections
Students are encouraged to make connections to self, text and world as they read.
- The Baker School Fundraiser
The fundraiser is due tomorrow.

Denise Baker-Bradley, daughter of Mary E. Baker, was welcomed to the School Improvement Council. She spoke about her mother, a lifelong resident of Brockton. Out of thirty-two schools in Brockton, the Baker School is the first one to be named after a woman and an African-American. She described her mother as humble, mellow, and energetic. She was an educator at Massasoit and was largely responsible for the diversity at Massasoit. She did outreach and encouraged young people to attend the college. Her mother “made the impossible, possible.” Her family is so proud and wants to work with the Baker School.

Mrs. Haymes stated we plan to be moved into the Mary E. Baker School by October 21, 2008.

The next School Improvement Council meeting will be held Thursday, November 13 at 6:00 P.M. in the Mary E, Baker Community Room.

The meeting was adjourned at 6:00 P.M.

Respectfully submitted, Janice Carrel

**Mary E. Baker School
School Improvement Council
November 13, 2008
Minutes**

The meeting was held in the new Math Lab at 5:00 P.M. Present were Council Members: Principal Donna Haymes, Teacher Representatives Leslie Paul and Janice Carrel, and Parent Representative Edward Tully.

Mrs. Haymes informed the Council that the Franklin School will, once again, participate in the “Be a Santa to a Senior Day” organized by Mr. and Mrs. Sasso. Franklin School students will create approximately 288 cards. Every present given to a senior will include a card.

Mrs. Haymes mentioned that Diane Kendrick, from the Massachusetts Rehabilitation Commission, was a wonderful Franklin Principal for a Day. She stated how impressed Ms. Kendrick was with our school. Mrs. Haymes also shared a “Principal for a Day Booklet” which lists community members who have served as Principal for a Day over the past five years and includes other pertinent information about each school.

Mention was made about all the data that is displayed and shared in our new Math Lab.

The Veterans’ Lunch was held on November 6. Not as many veterans came as last year, but it was still enjoyed and appreciated by veterans, children and staff members.

Mrs. Haymes mentioned that various papers and notices are included in the SIC packet. The purpose is to keep the members of the SIC informed as to what is happening at the Franklin School.

Included are:

- Sample Grade 3-6 MCAS test questions and item analysis. In addition, Mrs. Haymes mentioned that each teacher has examined the tests, listed skills not mastered by the students and has come up with an instructional plan for intervention in reading and math.
- Good teaching strategies: Mrs. Haymes explained the SIOP Model, Content and Language Objectives and T-charts. An interesting article on Math “Manipulatives and How to Use” them is included.
- There is a resource booklet from the Wellness Committee with “alternatives for classroom rewards, healthy celebrations, fundraising and incentives.”
- The EPA- the Green Team, invites teachers to “sign up and conduct environmental activities with their students.”
- Franklin students will be participating in a citywide can recycling program from November 1 2007 - June 1, 2008.
- November Happenings and November Franklin Facts are included.
- November 9 is Hat Day. Children are encouraged to pay \$.25 and wear a hat to school. All proceeds will be donated to Main Spring Coalition for the Homeless in Brockton.
- Parent Conferences will be held in November 15 and 16, along with a Book Fair and Bake Sale.
- Mr. Tully expressed concern about difficulties parents may have helping their children with their homework. Some possible solutions were discussed.

The meeting was adjourned at 5:50 P.M.

Respectfully submitted, Janice Carrel

**Mary E. Baker School
School Improvement Council
December 11, 2008**

Minutes

The meeting was held in the Mary E. Baker Conference Room at 6:00 P.M. Present were Council Members: Principal Donna Haymes; Teacher Representatives Leslie Paul and Janice Carrel; Parent Representative Jerome Cokley and Community Representative Denise Baker-Bradley. Mr. James Daley, School Committee member, also attended the meeting.

The minutes from the November 13 School Improvement Council Meeting were read and accepted. The P.T.A. minutes from November 13 were included in the packet.

Mrs. Haymes reported that the "Polar Express Story Hour" and "Make and Take Wreath" Program run by Posh Flowers was held at the Baker School on Sunday, December 7. More than 200 people attended.

Mrs. Haymes described the "Be a Santa to a Senior" Program, sponsored by Home Instead Senior Care. Over 400 cards will be created by grades 1-4 Baker students. The cards will be picked up on December 16, and they will be attached to gifts for seniors.

Peer Leaders will sell ornaments for the holidays. 50% of the proceeds will go to Main Spring House and 50% will go to the Peer Leaders.

Mrs. Haymes mentioned that the Youth Risk Behavior Survey was sent home.

Included in the SIC packet was notification of a fundraiser. The children will be selling Entertainment Books. Mrs. Haymes stressed that all unsold books are to be returned, but the children and the PTA will not responsible for unreturned books.

Title I Bingo for Books was held on December 3, 2008. 196 people attended.

Bridgewater State College Students were at the Baker School from December 1st to December 5th.

Each of the kindergarten teachers sends home a monthly newsletter. Included the packet was a December Kindergarten Newsletter written by Mrs. Cinelli.

A copy of the Parent Letter pertaining to the deer incident on December 3 was included.

Mrs. Haymes included a letter from Daisy Ruiz, a parent of a child at the Baker School. She notified us of a school gift of \$500 by Five Star Quality Care, Inc. The donation will be deposited in the Brockton Education Foundation for the Mary E. Baker School. The money will be used to pay for special programs for the children. Some possibilities include a Traveling Globe and a Traveling Opera program.

Various Happenings around Brockton were included in the packet. In addition, Denise Baker-Bradley mentioned First Night activities have been organized by the Mayor's Office. The activities will be appropriate for children. She will contact the Mayor and request that flyers be sent to the Baker School. Mr. Daly brought notices of a swimming program for children with special needs and an aquatics program at Brockton High School.

Denise Baker-Bradley stated that Governor Patrick's Office was in touch with her and that he would like to visit the Baker School. She would like to invite him to visit during Black History month.

The extraordinary Mary E. Baker Dedication Ceremony, which was held on November 30, was discussed. Approximately 400 people attended. A copy of the Citation from the House of Representatives, recognizing the Mary E Baker School as the first "green school," was included, in addition to a thank you letter from State Representative, Christine Canavan. Denise Baker-Bradley explained to the Council the significance of each of the gifts she gave to the school, and to Mrs. Haymes, during the Dedication Ceremony.

The meeting was adjourned at 7:00 P.M.

The next School Improvement Council meeting will be held Thursday, January 8, 2009, at 6:00 P.M.

Respectfully submitted, Janice Carrel

**Mary E. Baker School
School Improvement Council
January 8, 2009**

Minutes

The meeting was held in the Mary E. Baker Conference Room at 6:00 P.M. Present were Council Members: Principal Donna Haymes; Teacher Representatives Leslie Paul, Paul Anderson and Janice Carrel; Community Representatives Denise Baker-Bradley and Jean Matson. Mr. James Daley, School Committee member, also attended the meeting.

The minutes from the December 11 School Improvement Council Meeting were read and accepted. The P.T.A. minutes from December 11 were included in the packet.

Mr. Holzman, Baker Lab Manager, presented an overview of some of the computer programs and technology used at the Baker School. Mr Holzman stressed that the technology is a work in progress. Teachers are being trained to use this technology.

- Successmaker - used in the lab by students in grades 1-6, for math and reading, includes auditory support for those who have difficulty reading
- Edusoft - an assessment program, standards based
- Study Island - web-based, hope to pilot in grades 3 and 4
- Promethean Board (Active Studio software) - in each classroom. Teachers can create interactive flip charts.
- Renaissance Learning Classroom response systems receivers - children answer questions using Renaissance responders
- Front Row Pro Digital assures a clear distribution of the teacher's voice to every student
- Elmo digital visual presenter
- 5 laptop carts - 30 computers on each cart

Mr. Anderson received a Brockton Education Foundation Grant for \$1000 for the Baker School Green Legacy Project. One goal is to find out what it means to be a green school. Six graders will also do research and teach K-5 students the importance of protecting our environment.

Mr. Daly mentioned that the Baker School is the first green school built from scratch in Massachusetts and it will be determined if it is more economical to run than the Matt George School.

Mrs. Haymes discussed bid items for the FY 2010 Budget. She requested \$25,226 for supplies.

Mr. Daly mentioned the state might cut the budget for this year. Next year, Brockton Schools are expecting a major decrease of \$16,000.

MCAS Homework nights are starting. Children in grades three to six will have MCAS practice homework once a week.

The genre of the month for January is poetry. Each morning, one teacher reads a poem to the school.

In February, "For the Love of Books," City Celebrity Readers will come to the Baker School to read to the children.

For Black History month, selected students in grade 6 will read a paragraph about a famous black American during morning announcements.

Mrs. Sasso, from Home Instead Senior Care, wrote a thank you letter for the cards created by the Baker students.

Mr. Daly suggested that Governor Patrick be invited to the Baker School to be Principal for a Day next year. Denise Baker-Bradley will contact him.

Denise Baker-Bradley explained O Ambassador Clubs, sponsored by Oprah. She suggested that teachers create user names and passwords and use it as a resource. She recommended that teachers follow the project this year to see how it works.

The next School Improvement Council meeting will be held Thursday, February 12, 2009, at 6:00 P.M.

Mary E. Baker
School Improvement Council
February 12, 2009
Minutes

The meeting was held in the Mary E. Baker Conference Room at 6:00 P.M. Present were Council Members: Principal Donna Haymes; Teacher Representatives: Leslie Paul, Paul Anderson and Janice Carrel; Community Representatives: Denise Baker-Bradley and Jerome Cokley. Mr. James Daley, School Committee member, also attended the meeting.

The minutes from the January 8 School Improvement Council Meeting were read and accepted.

The P.T.A. minutes from January 8 were included in the packet. Mrs. Haymes noted that the Cosco Program would not work out.

The FY 2010 Budget is balanced to the penny at \$60,480.

The Day of Discovery was held on January 24, 2009. It was fabulous! About 100 teachers attended.

The 3-Tier Intervention Model was discussed at length. It allows teachers to meet the needs of all the students. The new IST model was explained.

During Black History Month, students have been reading short biographies of a famous person each morning after the announcements.

In February and March, Celebrity Readers will be invited into the school to read to the children.

Tomorrow, February 14, is the Bring Your Teddy Bear to School Fundraiser, organized by the peer leaders. All funds raised will be donated to the Mayor's Children's Fund.

Another fundraiser will entail collecting keys for the Keys for Hope Program.

A teacher letter was included explaining the Box Tops Collection Contest.

Tomorrow there will be a reward party for the sixth graders.

February Facts and Happenings were included in the packet. Mrs. Haymes noted that Skate Night was a huge success. About \$400 was raised.

Included in the packet was a Parent Information Calendar listing events at other Brockton Schools.

On March 13, a Spaghetti Supper and Dance will be held at the Baker School. There will be raffles. Anyone in the community who would like to donate is welcomed to do so. Bill Marsh will be the DJ.

Denise Baker-Bradley proudly announced that Delta Sigma Theta Sorority has officially adopted the Mary E. Baker School. She explained that it is a National Sorority, created in 1913 by women from Howard University. On March 2, about 10 Sorority members will be at the Baker to participate in the Celebrity Readers' Program.

Denise Baker-Bradley also explained the Kindness Initiative that she helped to develop. Each month, each student must document an act of kindness. She hopes to bring this program to the Baker School.

Mr. Daly mentioned that Principal for a Day has tentatively been scheduled for October 29th next year. He suggested that Denise Baker-Bradley check with Governor Patrick to see if he will be available to attend that day. If not, he asked that she request other possible dates from the Governor.

The next School Improvement Council meeting will be held Thursday, March 12, 2009, at 6:00 P.M. The meeting was adjourned at 7:00 P.M.

Respectfully submitted, Janice Carrel

**Mary E. Baker School
School Improvement Council
March 12, 2009**

Minutes

The meeting was held in the Mary E. Baker Conference Room at 6:00 P.M. Present were Council Members: Principal Donna Haymes; Teacher Representatives: Leslie Paul, Paul Anderson and Janice Carrel; Community Representative Jean Matson, and Parent Representative Carol Lopez. Mr. James Daley, School Committee member, also attended the meeting.

The minutes from the February 12 School Improvement Council Meeting were read and accepted.

Mrs. Haymes mentioned that the Bring your Teddy to School fundraiser was a success. \$260.00 was raised.

It was decided by a vote of the student body that The Baker School mascot would be the Bobcat. The PAC will come up with a logo.

Mrs. Haymes mentioned, once again, that the Delta Sigma Theta Sorority has adopted the Mary E. Baker School. Its websites are included in our packet, for further information. In addition, Alpha Kappa Alpha Sorority also expressed interest in adopting our school.

Lance Corporal Edward Brown's visit was wonderful. Eddie recently returned from Iraq and was given a hero's welcome at the Baker. His brother, James Cokley, is a fifth grader in Mrs. Decourcy's class.

Reading Rox is a new initiative. Each child at the Baker School was given a bookmark. If a student reads ten books and his/her parents sign off on the bookmark, the child will receive a free ticket to a Rox game. For each "A" on the report card, one will also be entitled to a free ticket. Mrs. Lopez mentioned that her son in Kindergarten is so excited about the initiative that he insists on reading ten books every night!

Hat Day was held on March 11. Funds raised will be donated to YMCA Strong Kids Campaign. Teachers will participate in Mix It Up Day on Friday, March 13, to raise money for this worthy cause.

Tool School, sponsored by Home Depot, was held a few weeks ago. Sixth graders participated in hands-on activities. Jean Matson, of CA Matson Glass Company, stressed the importance, in her business, of being able to measure to a sixteenth of an inch.

Baker Facts and Happenings for March were included in the packet. Mrs. Haymes noted that the MCAS website and testing dates are included on the bottom of the sheet for a parent's convenience.

The Box Tops for Education fundraiser was held. The winning classrooms were: Mrs. Kue's, Ms. Pelletier's and Mrs. Berube's.

Good Morning America is doing a series of interviews in Brockton.

Celebrity Readers will be coming during the month of March. Rescheduling was required because of the snow day.

Helping Hands has donated books to the Baker. In addition, Congressman Lynch has donated books to the library. Baker students are indeed lucky!

The Spaghetti Supper and Dance will be held tomorrow evening.

The next School Improvement Council meeting will be held Thursday, April 9, 2009, at 6:00 P.M.

The meeting was adjourned at 7:00 P.M.

Respectfully submitted, Janice Carrel

Mary E. Baker School
School Improvement Council
April 9, 2009
Minutes

The meeting was held in the Mary E. Baker Conference Room at 6:00 P.M. Present were Council Members: Principal Donna Haymes; Teacher Representatives: Paul Anderson and Janice Carrel; and Parent Representative Jerome Cokley. Mr. James Daley, School Committee member, also attended the meeting.

The minutes from the March 12 School Improvement Council Meeting were read and accepted.

The MCAS Testing Schedule for the ELA/Reading Comprehension is included in the packet. The notice includes the DOE website and helpful reminders for parents.

Mrs. Agolia, the Reading Resource Specialist, has put together the Reading ROX Bulletin Board. Children who read 10 books, or get an A on their report card, will be eligible to receive a free ticket to a Rox game.

Mr. Anderson reported on his interview with John Nurrari, the lead architect for HMFH Architects of Cambridge. He said that there are two major green aspects to our school: energy conservation and an underground water detention system. Mr. Anderson stated that recycling of paper products has already begun. Peer Leaders have taken the responsibility for this project. Appropriate materials will be purchased so that sixth graders can introduce recycling ideas to the younger grades. Mr. Anderson's daughter, an employee of a green chemistry company, intends to come with of a group of her coworkers to talk to the children. Details have not yet been worked out.

Mrs. Haymes explained that Project Earth View could not be scheduled for this school year, but it has already been scheduled for next year at a cost of \$300.

Metro West Opera will be performing at the Baker School on April 29. Jen Sterling, our music teacher, will be starring in the performance. Children in grades 5 and 6 will have the opportunity to attend. The cost of this program is \$300.

Family Fun While Learning Nights for Grades 1-3, sponsored by Brockton Title I, was held on Wednesday evening, April 8. Approximately 50 people attended.

Baker Facts and Happenings for April were included in the packet. Parent Conferences will be April 16 and 17th. There will be a Scholastic Book Fair and a Bake Sale during Parent Conferences. The Baker School is also conducting a canned food drive. All food will be donated to the Women's Place Crisis Center, inasmuch as Delta Sigma Theta Sorority has adopted the Baker School and also works with this Center. A Costco membership drive will be held at this time.

Mrs. Haymes mentioned that the geese situation seems to be under control. Flight Control 2 has been placed on the grounds.

The School Improvement Plan will be written. Mrs. Haymes plans to include ELA, Math, Parent Involvement, and a Citizenship/Community Outreach goal. Tracking of data will be included.

Bridgewater College students will be doing a pre-practicum next week in grade 1 in science and math. Last Tuesday, they held a math carnival with grade 2 students.

The population of the Baker is now 797 students. The sixth graders and present fifth graders will be leaving at the end of the school year. A dance has been scheduled for June 17.

The next School Improvement Council meeting will be held Thursday, May 14, 2009, at 6:00 P.M. The meeting was adjourned at 7:00 P.M.

Respectfully submitted, Janice Carrel

**Mary E. Baker School
School Improvement Council
May 14, 2009
Minutes**

The meeting was held in the Mary E. Baker Conference Room at 6:00 P.M. Present were Council Members: Principal Donna Haymes; Teacher Representatives: Leslie Paul and Janice Carrel; Community Representative Denise Baker-Bradley. Mr. James Daley, School Committee member, also attended the meeting.

The minutes from the April 9 School Improvement Council were read and accepted. It was noted that the fifth and sixth grade dance would be held on June 18, rather than June 17.

The MCAS Math Science/Technology Test Schedule was included in the packet. The notice includes the DOE website and helpful reminders for parents.

A letter from Superintendent Nembirkow went home regarding the H1N1 virus. A Swine Flu Fact Sheet was included. Mrs. Haymes mentioned that health posters have been placed all over the school and the custodians have frequently been washing doorknobs and handrails.

Mrs. Haymes and a few teachers attended a Formative Assessment Workshop. Teachers were provided with information at the May staff meeting. This should be helpful at the beginning of the year for self-assessment purposes.

Baker-On-The-Move will be held on Friday, June 12. A letter to the parents, a tentative schedule, and a sponsor sheet was sent home. Mrs. Haymes said this could be a great moneymaker. Approximately \$6000 was raised at the Hancock and \$3000 at the Franklin. Our goal is 100% participation.

Denise Baker Bradley will e-mail the assistant of Governor Patrick to see if the Governor can come to the Baker School in the fall as Principal for a Day.

Green Facts were included in the packet explaining what makes this school a green building. Green Chemistry Company will come to the Baker School next Thursday to talk to Grade 6 students. Beyond Benign will speak to Grade 6 on May 21.

Project Earth View has been scheduled for October 23, all day.

Study Island has been purchased for grade 3 (number sense) and grade 4 (computation). It can be used for the rest of this year and next year. Children have also been using it at home. Mrs. Haymes clarified that because the Baker School has no past history, this will be year one for our MCAS scores. Baker Facts and Happenings for May were included in the packet. Parents are kept informed and can reinforce skills at home. Grade 1 will be going on a field trip to "Seussical" on May 19 and Grade 2 will be going to the Franklin Park Zoo on May 26.

The Metro West Opera came to the Baker School on April 29 and performed for Grade 5 and Grade 6 students. Mrs. Haymes reported that it was an excellent program.

The May Calendar of School Events in the Brockton Public Schools was included in the packet.

Denise Baker-Bradley mentioned that she is now a member of Delta Sigma Theta, a Black sorority dedicated to public service. This sorority has adopted the Baker School. Delta D.E.A.R.S., women over 60 years old, plan to come to the Baker School to help.

The meeting was adjourned at 7:00 P.M.

Respectfully submitted, Janice Carrel

