



School Improvement Plan 2024-2025

School: Jefferson Elementary
Address: 2600 N McKinley
ESSA Score Current Year: 84.8
ESSA Score Previous Year: 82.41

Principal: Sandra Register
Phone: 501-447-5002
ESSA Letter Grade Current Year: A
ESSA Letter Grade Previous Year: A

Guiding Coalition		
Name	Position/Role	Contact (email/phone)
Sandra Register	Principal	Sandra.register@lrsd.org 501-447-5002
Sarah Relano	Parent and Family Engagement Facilitator/Academic Interventionist	Sarah.relano@lrsd.org 501-447-5040
Ashley Sims	Instructional Facilitator	Ashley.n.sims@lrsd.org 501-447-5046
Paula Ramsey	Counselor	jerri.ramsey@lrsd.org 501-447-5004
Lori Benson	Media Specialist	Lori.benson@lrsd.org 501-447-5006
Terri Cross	GT Specialist	Terri.cross@lrsd.org 501-447-5015
Katie Niebaum	PTA President/Parent	katielniebaum@gmail.com 202-577-5206
Rachel Knox	Community Member	Rachelcookknox@gmail.com 501-681-1419
Amanda Cazort	3 rd -5 th Teacher	Amanda.cazort@lrsd.org 501-447-5024

SCHOOL MISSION
The JES mission is to provide a safe, nurturing environment in which all children will develop academic, emotional, and social skills that will enable them to meet future challenges of our global society.
SCHOOL VISION
We will continue to grow each year and become the highest performing elementary school in Arkansas

PLAN: NEEDS ASSESSMENT	
Academics	
Strengths	Challenges
Student growth and high achievement TOP 5% in MATH GROWTH in the state of Arkansas All staff trained in SRO	Attendance SPED sub group achievement gap Achievement Gap between Caucasian and African American students Standardized interim assessments
Culture & Climate	
Strengths	Challenges
Parent Participation and Volunteers Parent Communication Few discipline problems Students held accountable at home and as well as school	Attendance ELL and African American parent participation
Parent/Family Engagement, Partnerships, Operations	
Strengths	Challenges

Strong PTA – very supportive High Percentage of Parents who attend Parent Conferences	Activities that will engage and encourage all families to attend More partnerships within the community
Implementation Categories Literacy Math School Culture Recruitment & Retention Parent Engagement Magnet Programs & Academies	

THEORY OF ACTION:

If...
 district leaders work collaboratively to provide relevant resources and support in the use of evidence-based practices and data, to promote fully engaging instructional activities in all classrooms;

And If...
 principals promote a safe and secure environment; are fully engaged as instructional leaders; monitor the implementation of evidence-based practice through the use of TESS and principles of the SoR; review and interpret data to drive decisions;

And If...
 teachers are fully certified and engaged; use evidence-based instructional practices acquired through relevant professional development; work in collaborative teams reviewing and interpreting data to determine next steps for instruction;

Then...
 students will be fully engaged in instructional activities that prepare them for the next step in their education and preparation for post-secondary options.

LITERACY (LRSD Board Goals)

SMART Goal:

By May 2025, we will increase student achievement and growth in literacy by at least 2 percent for all students as measured by State Assessments.

Current Supporting Data (add or link all data around this category here):

ACT ASPIRE SCORES 2023 ALL STUDENTS-67% Exceeding and Ready 3rd grade-Reading-59.4% Exceeding and Ready 4th grade-Reading-71.6% Exceeding and Ready 5th grade-Reading-69.8% Exceeding and Ready ALL STUDENTS- 87% Exceeding and Ready 3rd grade- English-81.3% Exceeding and Ready 4th grade-English-89.2% Exceeding and Ready 5th grade-English-90.6% Exceeding and Ready

Priority 1	Priority 2	Priority 3
Utilize planned WIN effectively	Utilize data to inform high quality Tier I instruction	Utilize progress monitoring to assess students' academic performance, quantify their rates of improvement or progress toward goals, and determine how they are responding to instruction.
End of the Year Outcomes: <ul style="list-style-type: none"> Students are able to read and write words using the 6 syllable types required at their grade level. Students are able to blend three to five individual sounds to form one-syllable words Decrease the achievement gap for subgroups in literacy. 	End of the Year Outcomes: <ul style="list-style-type: none"> Decrease the number of students needing tier 3 instruction. 	End of the Year Outcomes: <ul style="list-style-type: none"> Decrease the number of students needing tier 3 instruction.
Benchmarks: <ul style="list-style-type: none"> Daily interventions Once a nine weeks-(using EOM 	Benchmarks: <ul style="list-style-type: none"> Weekly and or biweekly phonics assessments (K-3 Foundations) 	Benchmarks: <ul style="list-style-type: none"> Daily Interventions Once a nine weeks-(using EOM

assessments, District Interim Assessments, progress monitoring data	<ul style="list-style-type: none"> Review data quarterly Once a nine weeks (using EOM assessments, District Interim Assessments, progress monitoring data 	assessments, District Interim Assessments, progress monitoring data
---	---	---

	Priority	Drivers	Success Metrics
1	Utilize planned WIN effectively	<ul style="list-style-type: none"> Focus on Tier 2 small group literacy instruction and literacy work stations 	<input type="checkbox"/> Quarterly
		<ul style="list-style-type: none"> Data Meetings 	
		<ul style="list-style-type: none"> Collaboration 	<input type="checkbox"/> Every Six weeks with specialist
		<ul style="list-style-type: none"> 95% Group Phonics Library 	<input type="checkbox"/> Every Six weeks with specialist <input type="checkbox"/> PSI Data
		<ul style="list-style-type: none"> Small Group Protocols 	<input type="checkbox"/> Walkthrough data
2	Utilize data to inform high quality Tier I instruction	<ul style="list-style-type: none"> Administer weekly and or biweekly phonics assessments (K-3 Foundations) 	<input type="checkbox"/> Students performing 80% or higher on phonics assessments <input type="checkbox"/> Oral Reading Fluency Assessment
		<ul style="list-style-type: none"> Data Day 	<input type="checkbox"/> Quarterly
		<ul style="list-style-type: none"> Coaching Cycles 	<input type="checkbox"/> Quarterly
		<ul style="list-style-type: none"> Small Group Protocols 	<input type="checkbox"/> Walkthrough data
		<ul style="list-style-type: none"> Peer Visits 	<input type="checkbox"/> Walkthrough Data

3	Utilize progress monitoring to assess students' academic performance, quantify their rates of improvement or progress toward goals, and determine how they are responding to instruction.	<ul style="list-style-type: none"> Professional Development on district expectations for small groups Instructional Walks 	<input type="checkbox"/> Quarterly/Monthly
		<ul style="list-style-type: none"> Interim assessments 	<input type="checkbox"/> Quarterly
			<input type="checkbox"/>
			<input type="checkbox"/>

Drivers	Action Steps	Deliverables	Progress
Utilize planned WIN effectively	Small group literacy instruction	Work samples/Student work	Not Started ▾
	<ul style="list-style-type: none"> Small group literacy work stations. 	95% Group professional development	Not Started ▾
	<ul style="list-style-type: none"> Support staff will continue to provide daily interventions with identified students 	95% Group Consumables	Not Started ▾
	<ul style="list-style-type: none"> Provide daily interventions for identified students using collected data during small time 	<ul style="list-style-type: none"> Progress monitoring data 	
	<ul style="list-style-type: none"> Review data quarterly to determine small groups, intervention needs and progress monitoring 	<ul style="list-style-type: none"> Feedback from ILTs using district protocols 	Not Started ▾
			Not Started ▾

Drivers	Action Steps	Deliverables	Progress
Utilize data to inform high quality Tier I instruction	Data Meetings	Interim assessments	Not Started ▾
		Standards based assessments	Not Started ▾
		Consumables	Not Started ▾
		ATLAS data	Not Started ▾
			Not Started ▾
			Not Started ▾

Drivers	Action Steps	Deliverables	Progress
Utilize progress monitoring to assess students' academic performance, quantify their rates of improvement or progress toward goals, and determine how they are responding to instruction.	Progress Monitoring Data Form	Progress Monitoring Data	Not Started ▾
		Consumables	Not Started ▾
		Work samples	Not Started ▾
		Student work	Not Started ▾
			Not Started ▾
			Not Started ▾

Quarter 1

Questions

- What progress has been made toward the goal?
- What successes can you build on?
- What areas need additional focus?
- What actions/next steps will you and your team pursue?

Initiative	Progress (Data)	Successes	Additional Focus	Next Steps

Quarter 2

Questions

- What progress has been made towards the goal?
- What successes can you build on?
- What areas need additional focus?
- What actions/next steps will you and your team pursue?

Initiative	Progress (Data)	Successes	Additional Focus	Next Steps

Quarter 3				
Questions <ul style="list-style-type: none"> • What progress has been made towards the goal? • What successes can you build on? • What areas need additional focus? • What actions/next steps will you and your team pursue? 				
Initiative	Progress (Data)	Successes	Additional Focus	Next Steps
Quarter 4				
Questions <ul style="list-style-type: none"> • What progress has been made towards the goal? • What successes can you build on? • What areas need additional focus? • What actions/next steps will you and your team pursue? 				
Initiative	Progress (Data)	Successes	Additional Focus	Next Steps

MATH (<u>LRSD Board Goals</u>)		
SMART Goal:	By May 2025, we will increase student achievement and growth in math by at least 2 percent for all students as measured by State Assessments.	
Current Supporting Data (add or link all data around this category here):		
ACT ASPIRE SCORES 2023 ALL STUDENTS-81% Exceeding and Ready 3rd grade-Math-85% Exceeding and Ready 4th grade-Math-83% Exceeding and Ready 5th grade-Math-73% Exceeding and Ready ALL STUDENTS-66% Exceeding and Ready 3rd grade-Science-66% Exceeding and Ready 4th grade-Science-70% Exceeding and Ready 5th grade-Science-62% Exceeding and Ready		
Priority 1	Priority 2	Priority 3
Utilize planned WIN effectively	Improve PLC practices by reviewing data quarterly to determine small groups, intervention needs, and progress monitoring	Implement AR MATH state standards with fidelity
End of the Year Outcomes: Decrease the achievement gap for subgroups in math	End of the Year Outcomes: Decrease the number of students requiring tier 3 interventions.	End of the Year Outcomes: Increase percent of students scoring proficient in Math
Benchmarks: <ul style="list-style-type: none">Once a nine weeks using District Interim Assessments	Benchmarks: <ul style="list-style-type: none">Once a nine weeks using District Interim Assessments	Benchmarks: <ul style="list-style-type: none">Once a nine weeks using District Interim Assessments

<ul style="list-style-type: none"> Focus on Tier 2 small group math instruction and math work stations. Monthly progress monitoring by classroom teacher and/or specialist 	<ul style="list-style-type: none"> Monthly progress monitoring by classroom teacher and/or specialist 	<ul style="list-style-type: none"> Yearly State Assessments
--	--	--

	Priority	Drivers	Success Metrics
1	Utilize planned WIN effectively	Staff Collaboration	<input type="checkbox"/> Quarterly
		Professional Development	<input type="checkbox"/> Quarterly
		Small group protocols	<input type="checkbox"/> Quarterly
			<input type="checkbox"/>
2	Improve PLC practices by reviewing data quarterly to determine small groups, intervention needs, and progress monitoring	Data Day	<input type="checkbox"/> Quarterly
		Weekly grade level planning	<input type="checkbox"/> Weekly
		Instructional Walks	<input type="checkbox"/> Monthly
		Collaborative meetings	<input type="checkbox"/> Quarterly
3	Implement AR MATH state standards with fidelity	Instructional Walks	<input type="checkbox"/> Monthly
		Interim Assessments	<input type="checkbox"/> Quarterly
		Peer Visits	<input type="checkbox"/> Walkthrough Data
			<input type="checkbox"/>

Drivers	Action Steps	Deliverables	Drivers
Utilize planned WIN effectively	Small group instruction	Student Work samples	Not Started ▾
	Principal Walkthroughs during WIN time	Standards based assessment data	Not Started ▾
	Collaborative Meetings		Not Started ▾
			Not Started ▾
			Not Started ▾
			Not Started ▾

Drivers	Action Steps	Deliverables	Drivers
Improve PLC practices by reviewing data quarterly to determine small groups, intervention needs, and progress monitoring	PLC meetings	Problem solving rubrics	Not Started ▾
	Needs assessments	Weekly CFAs(daily math)	Not Started ▾
	Collect data	Weekly multiplication assessments	Not Started ▾
			Not Started ▾
			Not Started ▾
			Not Started ▾

Drivers	Action Steps	Deliverables	Drivers
Implement AR MATH	Weekly grade level planning	ATLAS Classroom Tool items	Not Started ▾

state standards with fidelity	Planning and Implementing CFAs	Open response items	Not Started ▾
	Principal INstructional Walkthroughs	Student work samples	Not Started ▾
			Not Started ▾
			Not Started ▾
			Not Started ▾

Quarter 1

Questions

- What progress has been made towards the goal?
- What successes can you build on?
- What areas need additional focus?
- What actions/next steps will you and your team pursue?

Initiative	Progress (Data)	Successes	Additional Focus	Next Steps

Quarter 2

Questions

- What progress has been made towards the goal?

- What successes can you build on?
- What areas need additional focus?
- What actions/next steps will you and your team pursue?

Initiative	Progress (Data)	Successes	Additional Focus	Next Steps

Quarter 3

Questions

- What progress has been made towards the goal?
- What successes can you build on?
- What areas need additional focus?
- What actions/next steps will you and your team pursue?

Initiative	Progress (Data)	Successes	Additional Focus	Next Steps

Quarter 4

Questions

- What progress has been made towards the goal?
- What successes can you build on?
- What areas need additional focus?
- What actions/next steps will you and your team pursue?

Initiative	Progress (Data)	Successes	Additional Focus	Next Steps

SCHOOL CULTURE (LRSD Board Goals)

SMART Goal:

Create a school culture of positive outcomes and achievement by empowering students and teachers as leaders and decision makers

Current Supporting Data (add or link all data around this category here):

Campus Survey, Evidence of PLCs and Guiding Coalition Meetings

Priority 1	Priority 2	Priority 3
Guiding coalition quarterly meetings to plan and review data to increase student achievement	Utilize PLC's during common planning time with the help of a master schedule that will allow for teams and or support staff to collaborate	Vertical Planning amongst grade levels quarterly

End of the Year Outcomes: Increase collaboration among entire staff to improve student achievement	End of the Year Outcomes: Increase collaboration among entire staff to improve student achievement	End of the Year Outcomes: Increase collaboration among entire staff to improve student achievement
Benchmarks: Progress monitoring and Interim/State data	Benchmarks: Progress monitoring and Interim/State data	Benchmarks: Progress monitoring and Interim/State data

	Priority	Drivers	Success Metrics
1	Guiding coalition quarterly meetings to plan and review data	Collaboration	<input type="checkbox"/> Quarterly
		Instructional Walkthrough Data	<input type="checkbox"/>
			<input type="checkbox"/>
			<input type="checkbox"/>
2	Utilize PLC's during common planning time with the help of a master schedule that will allow for teams and or support staff to plan	Common Planning time collaboration	<input type="checkbox"/> Weekly planning time
		Master schedule	<input type="checkbox"/> PLCs
		Collaborative Meetings	<input type="checkbox"/>
			<input type="checkbox"/>
3	Vertical Planning amongst grade levels quarterly	Vertical planning -district data days	<input type="checkbox"/> Quarterly
		Data Days	<input type="checkbox"/>

			<input type="checkbox"/>
			<input type="checkbox"/>

Drivers	Action Steps	Deliverables	Drivers
Guiding coalition quarterly meetings to plan and review data	Quarterly data meetings	Agendas	Not Started ▾
	Classroom Observation Data	Interim Data	Not Started ▾
	Peer Visits Data		Not Started ▾
			Not Started ▾
			Not Started ▾
			Not Started ▾

Drivers	Action Steps	Deliverables	Drivers
Utilize PLC's during common planning time with the help of a master schedule that will allow for teams and or support staff to plan	Common planning times	Master Schedule	Not Started ▾
	PLCs	Weekly grade level planning times	Not Started ▾
	Collaborative meetings		Not Started ▾
	Needs Assessments		Not Started ▾
			Not Started ▾

			Not Started ▾
--	--	--	---------------

Drivers	Action Steps	Deliverables	Drivers
Vertical Planning amongst grade levels quarterly	Quarterly District Data Days	Agendas from Data Days	Not Started ▾
	Collaborative meetings		Not Started ▾
			Not Started ▾
			Not Started ▾
			Not Started ▾
			Not Started ▾

Quarter 1

Questions

- What progress has been made towards the goal?
- What successes can you build on?
- What areas need additional focus?
- What actions/next steps will you and your team pursue?

Initiative	Progress (Data)	Successes	Additional Focus	Next Steps

Quarter 2

Questions

- What progress has been made towards the goal?
- What successes can you build on?
- What areas need additional focus?
- What actions/next steps will you and your team pursue?

Initiative	Progress (Data)	Successes	Additional Focus	Next Steps

Quarter 3

Questions

- What progress has been made towards the goal?
- What successes can you build on?
- What areas need additional focus?
- What actions/next steps will you and your team pursue?

Initiative	Progress (Data)	Successes	Additional Focus	Next Steps
------------	-----------------	-----------	------------------	------------

Quarter 4				
Questions <ul style="list-style-type: none"> • What progress has been made towards the goal? • What successes can you build on? • What areas need additional focus? • What actions/next steps will you and your team pursue? 				
Initiative	Progress (Data)	Successes	Additional Focus	Next Steps

STUDENT RECRUITMENT & RETENTION (LRSD Board Goals)		
SMART Goal:	Increase K-5 enrollment every year	
Current Supporting Data (add or link all data around this category here):		
23-24 School Year Enrollment: 386 and 24-25 School Year Current Enrollment: 370		
Priority 1	Priority 2	Priority 3
Encourage families and attract potential students to increase enrollment		
End of the Year Outcomes: Increase K-5 enrollment every year	End of the Year Outcomes:	End of the Year Outcomes:
Benchmarks: Increased enrollment and enrollment Data	Benchmarks:	Benchmarks:

	Priority	Drivers	Success Metrics
1	Encourage families and attract potential students to increase enrollment	"We Need You" Campaign	<input type="checkbox"/> annually
		Social Media	<input type="checkbox"/> weekly
		District Recruitment Days	<input type="checkbox"/> annually
		Building Tours	<input type="checkbox"/> frequently(by appointment)

2			<input type="checkbox"/>
			<input type="checkbox"/>
			<input type="checkbox"/>
			<input type="checkbox"/>
3			<input type="checkbox"/>
			<input type="checkbox"/>
			<input type="checkbox"/>
			<input type="checkbox"/>

Drivers	Action Steps	Deliverables	Drivers
Encourage families and attract potential students to increase enrollment	"We Need You" Campaign	"We Need You" Campaign Video	Not Started ▾
	Social Media	Apptegy (Rooms)posts	Not Started ▾
	District Recruitment Days	Social Media	Not Started ▾
	Building Tours	Calendar of guided tours	Not Started ▾
			Not Started ▾
			Not Started ▾

Drivers	Action Steps	Deliverables	Drivers
			Not Started ▾
			Not Started ▾
			Not Started ▾
			Not Started ▾
			Not Started ▾
			Not Started ▾

Drivers	Action Steps	Deliverables	Drivers
			Not Started ▾
			Not Started ▾
			Not Started ▾
			Not Started ▾
			Not Started ▾
			Not Started ▾

Quarter 1

Questions

- What progress has been made towards the goal?
- What successes can you build on?
- What areas need additional focus?
- What actions/next steps will you and your team pursue?

Initiative	Progress (Data)	Successes	Additional Focus	Next Steps

Quarter 2

Questions

- What progress has been made towards the goal?
- What successes can you build on?
- What areas need additional focus?
- What actions/next steps will you and your team pursue?

Initiative	Progress (Data)	Successes	Additional Focus	Next Steps

Quarter 3				
Questions <ul style="list-style-type: none"> • What progress has been made towards the goal? • What successes can you build on? • What areas need additional focus? • What actions/next steps will you and your team pursue? 				
Initiative	Progress (Data)	Successes	Additional Focus	Next Steps
Quarter 4				
Questions <ul style="list-style-type: none"> • What progress has been made towards the goal? • What successes can you build on? • What areas need additional focus? • What actions/next steps will you and your team pursue? 				
Initiative	Progress (Data)	Successes	Additional Focus	Next Steps

PARENT & FAMILY ENGAGEMENT (LRSD Board Goals)

SMART Goal: Create and implement a culturally responsive family engagement plan encouraging partnerships between home and school

Current Supporting Data (add or link all data around this category here):

https://core-docs.s3.us-east-1.amazonaws.com/documents/asset/uploaded_file/3892/Jefferson/4391104/24-25_Jefferson_PFE_LRSD_INFORMATION_PACKET.pdf

Priority 1	Priority 2	Priority 3
Provide multiple opportunities for all families to stay involved		
End of the Year Outcomes: Increase parent engagement of all families	End of the Year Outcomes:	End of the Year Outcomes:
Benchmarks: Attendance at all events	Benchmarks:	Benchmarks:

	Priority	Drivers	Success Metrics
1	Provide multiple	Parent Interest Survey	<input type="checkbox"/> Calendar

	opportunities for all families to stay involved	Parent Involvement Survey	<input type="checkbox"/> Survey
		Schedule and Calendar of Parent Events	<input type="checkbox"/> Attendance Rates
			<input type="checkbox"/>
2			<input type="checkbox"/>
			<input type="checkbox"/>
			<input type="checkbox"/>
			<input type="checkbox"/>
3			<input type="checkbox"/>
			<input type="checkbox"/>
			<input type="checkbox"/>
			<input type="checkbox"/>

Drivers	Action Steps	Deliverables	Drivers
Provide multiple opportunities for all families to stay involved	Meet with PTA	Calendar	Not Started ▾
	Reach out to all parents in a variety of ways to reach everyone	Sign IN sheets/Agendas	Not Started ▾
	Create parent surveys	Survey results	Not Started ▾
			Not Started ▾

			Not Started ▾
			Not Started ▾

Drivers	Action Steps	Deliverables	Drivers
			Not Started ▾
			Not Started ▾
			Not Started ▾
			Not Started ▾
			Not Started ▾
			Not Started ▾

Drivers	Action Steps	Deliverables	Drivers
			Not Started ▾
			Not Started ▾
			Not Started ▾
			Not Started ▾

			Not Started ▾
			Not Started ▾

Quarter 1

Questions

- What progress has been made towards the goal?
- What successes can you build on?
- What areas need additional focus?
- What actions/next steps will you and your team pursue?

Initiative	Progress (Data)	Successes	Additional Focus	Next Steps

Quarter 2

Questions

- What progress has been made towards the goal?
- What successes can you build on?
- What areas need additional focus?
- What actions/next steps will you and your team pursue?

Initiative	Progress (Data)	Successes	Additional Focus	Next Steps
------------	-----------------	-----------	------------------	------------

Quarter 3

Questions

- What progress has been made towards the goal?
- What successes can you build on?
- What areas need additional focus?
- What actions/next steps will you and your team pursue?

Initiative	Progress (Data)	Successes	Additional Focus	Next Steps

Quarter 4

Questions

- What progress has been made towards the goal?
- What successes can you build on?
- What areas need additional focus?

<ul style="list-style-type: none"> What actions/next steps will you and your team pursue? 				
Initiative	Progress (Data)	Successes	Additional Focus	Next Steps

MAGNET PROGRAM/ACADEMIES (LRSD Board Goals)		
SMART Goal:		
Current Supporting Data (add or link all data around this category here):		
Priority 1	Priority 2	Priority 3
End of the Year Outcomes:	End of the Year Outcomes:	End of the Year Outcomes:

	Priority	Drivers	Success Metrics
1			<input type="checkbox"/>
			<input type="checkbox"/>
			<input type="checkbox"/>
			<input type="checkbox"/>
2			<input type="checkbox"/>
			<input type="checkbox"/>
			<input type="checkbox"/>
			<input type="checkbox"/>
3			<input type="checkbox"/>
			<input type="checkbox"/>

			<input type="checkbox"/>
			<input type="checkbox"/>

Drivers	Action Steps	Deliverables	Drivers
			Not Started ▾
			Not Started ▾
			Not Started ▾
			Not Started ▾
			Not Started ▾
			Not Started ▾

Drivers	Action Steps	Deliverables	Drivers
			Not Started ▾
			Not Started ▾

			Not Started ▾
			Not Started ▾
			Not Started ▾
			Not Started ▾

Drivers	Action Steps	Deliverables	Drivers
			Not Started ▾
			Not Started ▾
			Not Started ▾
			Not Started ▾
			Not Started ▾
			Not Started ▾

<ul style="list-style-type: none"> 				

•				
•				

•				