

## School Improvement Plan for the 2002 to 2003 School Year

Is this a multiyear plan?  X  yes   no. If yes, when was the plan developed?  1999

**BVSD Mission:** The Boulder Valley School District challenges students to achieve their academic, creative and physical potential in order to become responsible, contributing citizens. **Vision:** Profile of Boulder Valley Graduate

**School Mission and Vision:** Douglass Elementary is a vibrant and dynamic center of learning. Our school advances academic knowledge, fosters confidence and compassion, and nurtures the potential and curiosity of each individual in a safe, respectful environment. We honor the diverse contributions of our staff, students and their families as we work collaboratively to meet the challenges of the future.

<b>Target Area for Improvement</b> Improve school climate for all members of the school community	<b>Rationale</b> Our goal is to increase understanding and valuing of diversity. The Douglass community values treating one another with respect and handling all interpersonal relations with responsibility, integrity and empathy. We have identified that students engage in hurtful physical and verbal and wish to decrease this through assets education, use of restorative justice strategies, bully training, peer mediation and conflict resolution initiatives.
<b>School Goal</b> To provide a safe and civil environment by decreasing the percentage of student-to-student hurtful physical and verbal behaviors. Our goal during 2002-2003 is to improve the consistency of the use of PSRs among teachers (for nature of incident and use of restorative strategies) as demonstrated by a comparison to the 2001-2002 baseline data, a 5% decrease in hurtful behaviors as measured by the Student Snapshot, and maintenance of Parent Snapshot scores at 97-98%.	<b>Baseline Data</b> School behavior referrals: 2000-2001: 102 referrals for hurtful verbal or physical behavior 2001-2002: 71 referrals (32% unsafe behavior; 27% hurtful physical behavior; 10% hurtful verbal behavior) Student snapshot data: Called names (53% agree); Been bullied (68% agree); Physically hurt (59% agree); Feel safe (88% agree). Parent snapshot data: Clear rules (98% agree); Students feel safe (98% agree); Students get along (97% agree)

<b>Action/Reform Strategies</b> Coherent, schoolwide, focused and intensive	<b>Assessments Evaluation Documentation</b> Based on a reliable and valid body of evidence	<b>Timeline</b> Planning cycle for continuous improvement	<b>Who's Responsible</b> State, district, buildings	<b>Resources</b> Research validated, philosophically supported and used by all teachers and supported by district	<b>Professional Development</b> Standards-based, data driven, job embedded, discipline focused and sustained over time
Develop staff consensus about philosophy and policies related to student discipline.	Increase in teacher understanding of school philosophy & policy; better communication with parents and students; improvement in student snapshot results.	Beginning August 2002 and continuing throughout 2002-2003 school year	Environment committee members to facilitate	Inservice and other meeting time	Environment committee book study: <u>Schools with Spirit: Nurturing the Inner Lives of Children and Teachers</u> by Linda Lantieri and All-Staff book study: <u>Educating for Character</u> by Tom Lickona.

<p>Increase consistency among staff in implementing discipline policy.</p>	<p>Increased student understanding of expectations and consequences; decrease in negative behaviors.</p>	<p>Beginning September 2002 and continuing throughout 2002-2003 school year.</p>	<p>Environment committee members to facilitate with all teachers and principal participating</p>	<p>Inservice/meeting time for discussion and training</p>	<p>Ongoing training to include all staff members, especially new employees and classified employees.</p>
<p>Increase consistency of reinforcement of positive student behaviors.</p>	<p>Increase in number of character stones awarded &amp; decrease in negative behaviors; improvement in student snapshot results</p>	<p>Throughout school year 2002-2003</p>	<p>All teachers &amp; principal</p>	<p>None</p>	<p>None</p>
<p>Provide Peace Place and No-Bully training to students, staff and parents.</p>	<p>Decrease in negative student behaviors; improvement in student snapshot results</p>	<p>Throughout school year 2002-2003</p>	<p>Student Council members, teachers</p>	<p>Staff/student time</p>	<p>Training for new staff; training of new student council sponsor</p>

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