

**SWANSFIELD ELEMENTARY SCHOOL**  
**SCHOOL IMPROVEMENT PLAN AT A GLANCE**  
**2022 – 2023**



**Swansfield Elementary School**

*SES SCHOOL: VISION AND MISSION*

To develop a community of lifelong learners among students, staff, and parents, where all learners are actively engaged, aware of others and themselves, and are critical problem solvers.

**HCPSS STRATEGIC CALL TO ACTION**  
*LEARNING AND LEADING WITH EQUITY*  
*THE FIERCE URGENCY OF NOW*

**Vision:** Every student and staff member embraces diversity and possesses the skills, knowledge and confidence to positively influence the larger community.

**Mission:** HCPSS ensures academic success and socioemotional well-being for each student in an inclusive and nurturing environment that closes opportunity gaps.

*HCPSS DESIRED OUTCOMES*

**Value** - Every HCPSS stakeholder feels happy and rewarded in their roles and takes pride in cultivating the learning community.

**Achieve-** An individual focus supports every person in reaching milestones for success.

**Connect** - Students and staff thrive in a safe, nurturing and inclusive culture that embraces diversity.

**Empower** - Schools, families and the community are mutually invested in student achievement and well-being.

*SCHOOL TARGETS AND STRATEGIES*

**Literacy Target**

- To increase the percentage of students in grades 3-5 who score 4 or higher on the Spring 2022 Maryland Comprehensive Assessment Program (MCAP) Literacy Assessment.

**Summary of Literacy Strategies**

- Instructional staff will engage in purposeful collaborative planning and professional learning on the expectations of the grade-level reading standards and instructional practices to support grade-level reading standards and school-wide areas for growth.
- Administrators will schedule structured times for teachers to collaboratively plan as well as for administration to conduct walkthroughs and provide formative feedback to support continuous growth.
- Instructional staff will be provided opportunities to observe other teachers.

**Mathematics Target**

- To increase the percentage of students in grades 3-5 who score 4 or higher on the Spring 2022 Maryland Comprehensive Assessment Program (MCAP) Mathematics Assessment.

**Summary of Mathematics Strategies**

- Instructional staff engage in professional learning to understand research-informed best practices for mathematics instruction and tenets of healthy, productive, growth mindsets and “math strengths.”
- Instructional staff engage in professional learning to better understand how to implement tasks by letting students engage, make sense, represent, use manipulatives, and discuss before the teacher provides any explicit instruction.

**School Climate Target**

- To decrease the percentage of Office Discipline Referrals (ODRs) for all grade-level students.

**Summary of Belonging Strategies:**

- All staff will engage in ongoing professional learning with Restorative Justice Partnership and other experts in the field, bi-monthly to focus on restorative justice practices, non-violent communication, language choice, micro aggressions, and implicit biases.
- Identified families, based on a specific criteria, will be part of a cohort who will meet with a Restorative Justice committee members to share experiences, provide input and give feedback regarding disparities using SES discipline and academic data.