

# East Dover Elementary School Capital School District | Dover, Delaware

## School Success Plan for 2022-2023





### Contact Information

<b>School:</b>	East Dover Elementary	<b>Principal:</b>	Jennifer M. Christman
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### School Success Plan Team Membership

Name	Role	Name	Role
Jennifer M. Christman	Principal	Ashley Dennis	Special Education Coordinator, Action Team Lead
Mary Murrian	Associate Principal	Jennifer Miller	Third Grade Teacher
Krista Seifert	LIM Coach	Sara North	Kindergarten Teacher
Erica Richard	Instructional Coach	Shannon Mackain	School Psychologist
Theresa Wills	First Grade Teacher, Parent Lighthouse Coordinator	Jennifer Lail	School Counselor
Melissa Fulgham	Instructional Para, Student Lighthouse Coordinator		
Dwayne Henry	21st Century Coordinator		



### School Success Plan Team Meetings

Date	Description of Meeting
6/16/2022	Whole Data Review Meeting EOY and Goal Setting
8/2/2022	Data Review, Goal Setting
8/10/2022	Leader In Me Goal Setting, Parental Engagement Planning
8/11/2022	21st Century Coordination Planning Meeting
8/17/2022	Goal Setting, Data Review - needs assessment
8/25/2022	Goal Setting, Action Planning - needs assessment
8/30/2022	Parent Review/Staff Review
9/13/2022	School Wide Review
9/23/2022	Finalize action steps
9/27/2022	Finalize Action Steps with Lighthouse Team
9/30/2022	Update all Action Teams/ Final Check



### Other Active Building Committees

<b>Committee Name:</b> Lighthouse Team	<b>Committee Name:</b> Academic Action Team	<b>Committee Name:</b> Leadership Action Team	<b>Committee Name:</b> Culture Action Team
<b>Description:</b> The building lighthouse team meets once a month and oversees the SSP implementation, LIM, and reviews data.	<b>Description:</b> This team coordinates Leadership Day, assemblies and marking period awards and events.	<b>Description:</b> This team meets monthly to plan and implement activities to increase staff morale.	<b>Description:</b>
<u>Members</u>	<u>Members</u>	<u>Members</u>	<u>Members</u>
Jennifer Christman	Erica Richard (Lead)	Sara North (Lead)	<b>Jennifer Lail (Lead)</b>
Mary Murrian	Jasmine Bunkley	Jocelyn Jones	Katie Deisem
Krista Seifert	Katheryn Cetnar	Danielle Lehman	Tavish Brice
Theresa Wills	Zadriene Zdradzinski	Nolan Katz	Jen Miller
Melissa Fulgham	Julie O'Reilly	Heather Mann	Davynn Roberts
Erica Richard	Rebecca Coffman	Joyce Needam	Vincent Chandler
Dwayne Henry	Ron Stephenson	Chrissy Hamlett	Tori Stauffer
Ashley Dennis	Wendy Reed	Chrystal Walsh	Melissa Fulgham
Jennifer Lail	Salina DeVary	Courtney Wilson	William Pitts



	Nellie Tutuwan	Brian McCrae	Shannon Hughes
		Shannon Mackain	Frederique Seals
		Heidi Moore	Krystal Little
		Dwayne Henry	
		Ashley Dennis	

### Other Active Building Committees

<b>Committee Name:</b> Parent Lighthouse	<b>Committee Name:</b> Student Lighthouse	<b>Committee Name:</b> MTSS	<b>Committee Name:</b> John Hopkins University Reimaging Grant Committee
<b>Description:</b>	<b>Description:</b>	<b>Description:</b> This team meets once a week and reviews all Tier II/Tier III students and their interventions.	<b>Description:</b> Meets once a month (60 mins) and planning (90 mins) as part of the reimaging grant
<u>Members</u>	<u>Members</u>	<u>Members</u>	<u>Members</u>
Theresa Wills (Lead)	Melissa Fulgham (Lead)	Ashley Dennis	Jennfier Christman
Dwayne Henry	Students TBD	Shannon Mackain	Mary Murrian
		Jennifer Lail	Ashley Dennis
		Frederique Seals	Erica Richard



		Dr. Shannon Hughes	Casey Huffman
		Krystal Little	Danielle Lehman
		Jennifer Christman	Jennifer Miller
		Mary Murrian	Megan Joy, Community Partner
		Erica Richard	

**Vision Statement**

Spurring the Audacity of Hope to advance Excellence through Innovation

**Mission Statement**

Capital School District, in partnership with students, families, and the community, is committed to leadership and educational excellence. We will educate all students in state-of-the-art facilities to achieve their potential by providing a safe, nurturing environment where standards are high and learning is the priority.

**Core Values**

**Excellence through Equity-** striving to differentiate how we support the needs of our students.

**Unity through Love-** striving to advance strategic partnerships that address the holistic needs of students.

**Leadership through Inclusiveness-** striving to create more transparency while strengthening our communication efforts.

**Strategic Plan Intent #1 - Linear and Streamlined District  
Linked Priorities - Communication**



**Key Outcomes: *Analysis of Community and Stakeholder Engagement; Analysis of Professional Learning, Analysis of Access to Equitable Educators***

- (1) Communication will increase to all stakeholders - students, parents, staff, and community members
- (2) Students will report greater connectedness to the school community
- (3) Student grades will improve
- (4) Student attendance will improve
- (5) Student standardized test scores improve
- (6) Student behavior incidents decrease
- (7) 10-15 year Facility Plan is accepted by community of stakeholders
- (8) Teachers report feeling supported
- (9) Highly qualified teacher retention will increase across the district
- (10) Opportunities for and participation in extracurricular activities increase



**Strategic Plan Intent #2 - Meeting the Needs of the Whole Child  
Linked Priorities - Care, Capacity, Continuous Improvement**





**Key Outcomes: *Analysis of Safe and Healthy Environment (Attendance, Behavior); Analysis of Rigorous Standards, Instruction & Assessment (MTSS)***

- (1) Proficiency rates increase
- (2) Increase accessibility to social and emotional resources
- (3) High School graduation rate increases
- (4) Student dropout rate decreases
- (5) Student attendance rates increase
- (6) Staff with dual certifications increases in Special Education, Gifted/Talented, ELL
- (7) Staff with national certifications will increase
- (8) Behavioral incidents decrease
- (9) Students receiving multiple behavior referrals decreases
- (10) Increased student engagement
- (11) Enrollment across the district increases
- (12) Increased positive perception of schools by all stakeholders
- (13) Individual Education Plans (IEPs) will be implemented with fidelity

**Strategic Plan Intent #3 - Senator Pride**

***SPURRING THE AUDACITY OF HOPE TO ADVANCE EXCELLENCE THROUGH INNOVATION***



### Linked Priorities - Community

#### Key Outcomes: ***Analysis of School Climate Areas***

- (1) Teacher job satisfaction improves
- (2) Students report feeling safe
- (3) Teacher retention improves
- (4) Parental involvement increases
- (5) An increase in educator applicants through “Join Delaware Schools”
- (6) Student enrollment will increase
- (7) Student involvement increases – curricular and extra-curricular
- (8) Partnerships with community organizations increases

### District Balanced Scorecard

#### **Link to Balanced Scorecard**

The Balanced Scorecard is the framework that communicates the targets from each Strategic Intent (SI) to all stakeholders. Each Key Performance Indicator on the Balanced Scorecard is aligned to a Key Outcome that was determined by the three SI teams. The Balanced Scorecard measures the targets over the next five years and includes annual milestones. In addition to annual milestones, work groups may identify interim data sources to more closely monitor their progress. The Scorecard will serve as an important tool for aligning our initiatives, gaining systematic feedback, and monitoring progress.



## School Profile

### **East Dover Mission Statement**

Our East Dover family is committed to teaching the whole child through collaboration and communication with families, staff, and the community. Through this commitment we strive to develop successful leaders.

### **East Dover Vision Statement**

Everyone is a leader

Achieving

Success

Together

East Dover Elementary Senators are excited to continue implementation of The Leader in Me in our school to impact the social-emotional well-being of our students, staff & families. It teaches 21st century leadership & life skills to students & creates a culture of student empowerment based on the idea that every child can be a leader. Enrichment is provided for gifted & talented students through the ACT program. We also offer an after school program to our students that need extra support in reading, math or character education. We strive to meet the needs of the whole child by utilizing a Multi-Tiered System of Support (MTSS) to support students in reading, math and/or behavior and this is aligned to our school wide PBIS program. We strive to involve all families and the community through an active Parent/Community Lighthouse, Open House, Family Math & Literature Night, Super Science Day, Career Cafe, school wide musical programs, including chorus, parent and grandparent lunches, Leader Line Up as well as our Leadership Day for The Leader in Me.

Our curriculum is rigorous and designed with an emphasis on developing critical thinking and problem solving skills, gathering and interpreting data, working collaboratively, and communicating across all content areas. It is aligned with State of Delaware Content Standards and Common Core State Standards. Speech and ELL services are provided for identified students. Curriculum components include: Reading Wonders, iReady, and Amplify science kits. Reading Specialists, Special Education teachers, Title I and Special Education paraprofessionals serve students who need additional help with their learning. Special Curriculum areas are provided in library, technology, music, art, and physical education.

## Delaware School

### [Link to School Report Card](#)

The Delaware School Success Framework (DSSF) is the statewide system of accountability for publicly reporting progress in multiple areas at both the district and school levels. Federal law requires a single statewide system of accountability that replaces the previous Adequate Yearly



Progress (AYP) system under No Child Left Behind (NCLB). The reports focus on five areas: Achievement, Growth, On-Track to Graduate, College and Career Preparation, and Contextual Measures. Four of the areas (excluding Contextual Measures) are used to calculate star ratings (1-5 stars) in each area.

### **East Dover Needs Assessment**

#### **Link to Needs Assessment**

The Needs Assessment is a systematic process for determining and addressing needs or “gaps” between current conditions and desired conditions or “wants”. The school Needs Assessment allows teams to collect and analyze school level data in an ongoing process throughout the year in order to develop goals, monitor progress towards goals, and reflect on outcomes to determine next steps.



**Identified Goal #1**

<b>Goal Description</b>	<i>Academic: Improve Achievement in Reading and Math</i>		
<b>Strategic Intent Alignment</b>	<i>SI2</i>	<b>Key Outcomes Alignment</b>	<i>Proficiency rates increase (Acadience, STAR)</i>
<b>What identified need(s) are you looking to address?</b>	<i>Student performance on Acadience and STAR assessments.</i>		
<b>What data have you analyzed to determine the need?</b>	<i>Based on a review of Acadience Reading % of students fall below proficient. STAR data,% of students fall below proficient]</i>		
<b>Target</b>	<i>By June 2023, 100% of East Dover students will grow in reading and math proficiency.</i>		

<b>Action Plan</b>	<b>Timeline</b>	<b>Point Person(s)</b>	<b>Funding</b>	<b>Status</b>
Involving students and families in the process. Creating stronger partnerships. <ul style="list-style-type: none"> <li>● Goal Setting with Students in October</li> <li>● Student Led Conferences in November</li> <li>● Mid Year Goal conference in February</li> <li>● End of the year conference in June</li> </ul>	Weekly Goal check ins for individual goals, Monthly goal reviews for classroom; School wide goals review triannually	Lighthouse Team	Building Budget	
Staff trained in Wonders and iReady in August. Ongoing professional learning in curriculum meetings and PLC to plan with fidelity to the programs.	Year Long	District Coaches, Instructional Coach, TNTP partners	District/Building Budget	



Walkthroughs with TNTP partners for fidelity and non evaluative feedback to support teachers.	Year Long/Once a month	TNTP partners, District Level Coaches, Instructional Coach	Reimaging Grant	
Foundational training for all staff around the instructional block (Science of Reading) and how to use the curriculum resources more effectively.	Year Long	TNTP partners, District level Coaches, Instructional Staff	Reimaging Grant	
Accelerated Reader revamped to provide goal setting for students, increase the students enjoyment of reading. The reading leaders will participate in the Leader Line Up.	Year Long - Kick off in October; check in Monthly	Instructional Coach, Reading Interventionist	Building	
Revamp of the enrichment support in the 21st Century. Focusing on Phonemic Awareness/Phonics Instruction, Current Events and Text, and implementing time for My Path from iReady.	August- June	Christman, Henry, 21st century staff	21st century	
Partnership with Johns Hopkins to increase our knowledge on best practices for students with disabilities.	September- June	District, School Leaders	Reimaging Grant (District)	
Partnership with Devereux to increase our knowledge, implement best practices within our Senator Step Up program. This includes ongoing coaching, creating an MTSS SSU leadership team, and editing our SSU handbook.	September- June	District, School leaders, Devereux Coach	District Grant	
Leader in Me Walkthroughs (SEL) to support teachers with continued implementation.	Year long	Christman, Murrian, Seifert		
Tier 1 Zones Lessons for all grade levels.	September- January	Lail		



Creating visual expectation posters; follow up with assemblies (2x year to review and reinforce).	August	Lighthouse team		
Incorporating expectations, habits, school's mission/vision statement into student-led morning zoom announcements.	Year long	Christman		
Monitoring student absences with the MTSS team and school counselor to support students to be in school to learn. Creating an attendance club to help students goal set and track.	Year long, weekly check ins	Lail	Building (if necessary)	
6 week data cycles for Cycles 2, 3, and 4 with data review.	Year Long	Instructional Coaches, Administration, Teachers, Staff		



**Identified Goal #2**

<b>Goal Description</b>	<b>Creating a culture of leadership: Increase leadership capacity of students, staff, families, and community members</b>		
<b>Strategic Intent Alignment</b>	<i>S12 and S13</i>	<b>Key Outcomes Alignment</b>	<b>Create a high trust culture</b>
<b>What identified needs are you looking to address?</b>	<b>Student Voice and Choice</b> <b>Student to Student Relationships</b> <b>Student Capacity</b>		
<b>What data have you analyzed to determine the need?</b>	<b>Leader in Me MRA</b> <b>School Climate Data</b>		
<b>Target</b>	<i>By June 2023, 100% of engagement scores will increase on the School Climate Survey.</i>		

<b>Action Steps</b>	<b>Timeline</b>	<b>Point Person(s)</b>	<b>Funding</b>	<b>Status</b>
Each grade level will allow for students to create a service learning project to complete throughout the year.	November-April	Lighthouse Team, Staff	Building	
Emotional Bank Accounts For families- Kudos cards digitized for families, students, and staff to send out.	August	Lail	Building	





Student leadership roles within the classroom as well as leadership roles school-wide. Revamping the Safety Patrol to include leadership roles such as: greeters, morning announcers, cafeteria assistants, and additional roles added throughout the year.	Ongoing beginning in October	Fulgham, Seifert	Building	
School Wide communication systems- School messages sent out every Sunday night at 6 pm for the week's events and upcoming events. ClassTag for individual classroom communication as well as school wide and 21st century announcements.	July 2022,	Murrian, Henry	21st Century	
Student Lighthouse for third and fourth graders will meet once a week. Once a month the student lighthouse will meet with the Lighthouse team.	October- May	Fulgham	Building/21st Century	
Parent Lighthouse will meet monthly either in person or zoom. The Parent Lighthouse will focus on how to support our students and teachers. Guest speakers will be invited to share information based upon the needs of the group.	October- June	Wills	Parent Lighthouse	
Increase parental in person activities at the school. <ul style="list-style-type: none"> <li>• Back to School Bash combined with Open House.</li> <li>• Lights on Afterschool and School Wide Celebration</li> <li>• Data nights to share information on how to support students at home.</li> </ul>	Year Long	Lighthouse Team	21st Century/Building/Parent Lighthouse	
Mentoring (Peer and community with Connecting Generations) to increase our support to students within the school community.	October- May	Lail	Building	



Partnering with the foster grandparent program to allow for community support within our schools.	October- May	Christman	NA	
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