

Cushing Elementary School Improvement Plan 2023-2025



2023-2025

Cushing School Council Members

Kate Martin, Fourth Grade Teacher	Scott Williams, Principal
Heather O'Toole, Second Grade Teacher	Caroline Meehan, Parent Representative
Ellen Davis, Art Teacher	Pat Keeley, Community Representative
Laura Minier, Parent Representative	Sarah Papi, Parent Representative
Suzanne O'Brien, Parent Representative	

Scituate Public Schools Strategic Plan

Our Mission

Together, WE inspire, support, and challenge all learners to reach their unique potential

Our Vision

Set Sail. Dream. Explore. Discover.

Our Core Values

WE reach every student by:

Strategic Objectives

- 1 Teaching, Learning, and Leading
- 2 Communication and Community Partnerships
- 3 Finance, Facilities, Personnel, and Technology

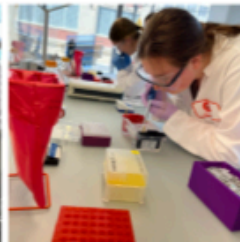
Ensuring Equity

Nurturing Perseverance, Growth, and Achievement

Valuing Love, Inclusion, and Trust

Investing in Safety

Engaging with the Community



Goal 1: By June 2025, all learners will reach their unique potential by showing typical to high growth on state and district assessments.

Connection to SPS Strategic Plan

Objective #1: Teaching Learning Leading

Strategic Initiative: Expand knowledge and uniform practices of MultiTiered Systems of Support

Action Item	Timeline	Evidence	Stakeholders Responsible
Student participation in weekly math and English language arts WIN (What I Need) instructional blocks	Present - June 2025	Tri-annual reading and math benchmark assessments, ST Math, MCAS, Holistic Student Assessment (HSA)	Principals, Curriculum Specialists, Teachers, SED Team, Instructional Leadership Team
Continue to support the implementation of new curriculum initiatives (My View, ST Math)	Present - June 2025	Professional development, vertical and horizontal alignment of curriculum	Principals, Curriculum Specialists, Teachers, Instructional Leadership Team
Analyze student achievement and growth data in grade-level collaborative time	Present - June 2025	Agendas, Data Reports, revised student support groups	Principals, Curriculum Specialists, Teachers
*New Goal (Officially added 2/7/24 at Cushing School Council Meeting) Promote student achievement with	Present - June 2025	Examine Science Technology and Engineering standards for grades 3, 4 and 5 during Common Planning times.	Principal; Heather Allen (STEM Coordinator, Scituate Public Schools); Third, Fourth and Fifth Grade teachers; Tara

<p>MCAS Science (Grade 5), targeting a 10% growth achievement rate.</p>		<p>Additional collaboration time to be held with third, fourth and fifth grade teachers during ILT staff meetings, working with Heather Allen, Scituate Public Schools Curriculum. Teacher schedules include dedicated time on learning for science content areas, reflecting DESE standards (found here) link</p> <p>Third, fourth and fifth grade teachers engaged with Heather Allen (STEM Coordinator, Scituate Public Schools) with Professional Development and Training Opportunities during the 2024-2025 or 2025-2026 academic year.</p> <p>Grade Five preparation with MCAS Science testing practice.</p>	<p>Gaudette (STEM/Technology Teacher for SPS).</p>
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<p>*New Goal (Officially added 2/12/24, suggestion from Kate Martin) Promote student achievement with MCAS Assessment for grades 3, 4, 5, in Math and English Language Arts, identifying trends and patterns over time in the content areas.</p>	<p>Present - June 2025.</p>	<p>Agendas from Grade Level Common Planning meetings and staff meetings, dedicated to focused work in English Language Arts and in Mathematics MCAS testing for grades 3, 4 and 5. Identifying trends and patterns with student performance.</p>	<p>Principal, Curriculum Specialists in ELA and Math; Third, Fourth and Fifth Grade teachers; Heather Allen and Megan Gregory.</p>
<p>Implementation of <i>Character Strong SEL Program</i></p>	<p>Present - June 2024</p>	<p>Weekly classroom lessons, morning announcements; school theme assemblies</p>	<p>Principals, Curriculum Specialists, Teachers, Adjustment Counselors, SED Team</p>
<p>Increase the administration of the Holistic Student Assessment (HSA) PEAR Survey to twice per year to track student SEL growth.</p>	<p>Present - June 2025</p>	<p>HSA fall and spring data analysis by school, grade and student</p>	<p>Principals, SED Team, Instructional Leadership Team</p>
<p>*New Goal (Officially added 2/7/24 at Cushing School Council Meeting). Organize and pilot the “Purfect PEAR Program,” assigning mentors to our K-5 Cushing students, identified as a result of the HSA PEAR Survey</p>	<p>Present - June 2025</p>	<p>Extracting tiered student data from HSA and identifying “at risk” students; meetings with the Cushing Social Emotional Development Team; Surveys to staff to participate in the program; communication from Cushing SED team to staff</p>	<p>Principal, Cushing SED Team members; Cushing staff and faculty members; Cushing Students Identified to be assigned a mentor.</p>

<p>(administered twice a year).</p> <p>Assign students identified as “Tier 3” to mentors at Cushing, based on PEAR survey (administered twice a year).</p>		<p>about mentoring program, format and suggestions for student engagement.</p> <p>Students are assigned mentors for six week intervals.</p>	
<p>*New Goal (Officially added 2/9/24). Organize and pilot the district-wide S3 MTSS (Multi-Tiered Support System) program for Student Support and Intervention.</p>	<p>Fall 2024 - June 2025</p>	<p>Professional Development and Training offered to staff (August of 2024 and throughout the 2024-25 academic year; recalibration of WIN (What I Need) blocks; recalibration of Student Support Team Referral, Data, and Reporting protocols and procedures; Recalibration of RTI (Response to Intervention) Protocols); increased parent engagement and involvement with identified student needs and prescribed interventions; Adopting Whole Child Approach (academic testing, Social Emotional Learning</p>	<p>Principal, Cushing K-5 teachers; para-professionals; adjustment counselors; School Psychologist; Parents.</p>
<p>*New Goal (Officially added 2/7/24 at Cushing School Council Meeting) Support families to decrease chronic</p>	<p>Present - June 2025</p>	<p>Attendance data, proactive communications with caregivers, access to community resources.</p>	<p>Principal, SED Team, office staff, general education teachers; special education teachers (if applicable); School</p>

<p>absenteeism with new attendance policy and parent communication (5 days absent, 10 days absent, 15 days absent, 20 days absent).</p>		<p>New attendance parent letters (5 days absent, 10 days absent, 15 days absent, 20 days absent).</p> <p>Communication will include letters generated at 5,10,15 and 20 day intervals; parent phone calls made by principal and/or teacher; meetings held with chronically absent families involving principal, teacher (s), Special Education staff (if applicable); School Resource Officer (if applicable).</p>	<p>Resource Officer; METO Director (if applicable).</p>
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Goal 2: By June of 2025, expand events and opportunities at the elementary schools celebrating inclusion of all learners.

Connection to SPS Strategic Plan

Objective #2: Communication and Community Partnerships

Strategic Initiative: Create/Sustain a series of events that communicate, celebrate and support our core values with students, staff, and families

Action Item	Timeline	Evidence	Stakeholders Responsible
Schedule and Align School Assemblies to celebrate our core values.	Present - June 2025	Monthly assemblies (Enrichment, This Is Our House, PBIS, Fire Department Safety)	Principal, PTO members, SED/PBIS Committee members, Scituate Fire and Police Departments, DEI Director, METCO Director
Increase inclusive opportunities for all learners and diverse cultures	Present - June 2025	LIT Teams, focus on monthly cultural themes, all school assemblies, Free of Charge After School interest based clubs (Cushing Specific Clubs include Lego, Homework, and Clay Club).	DEI Director, LIT Team Advisors, Principal, SED Team, METCO Director

<p>Strengthen community partnerships</p>	<p>Present - June 2025</p>	<p>Veterans Day Celebration (Veterans hosted at Cushing for Lunch; Cards from Students To National Veterans Association; Student Thank You Cards to local vets), Local Charities (Scituate Food Pantry Drives; Student Cards to Food Pantry); Scituate Police and Fire Departments, Scituate Recreation, Holly Hill Farm</p>	<p>Principal, PTO, Staff, Director of Facilities, Town DPW</p>
<p>Increase elementary participation in district-wide cultural celebrations</p>	<p>Present - June 2025</p>	<p>Participation at MLK and Juneteenth Celebration</p>	<p>Principals, DEI Director, LIT Team Advisor</p>