

Fairfield Public Schools
District Improvement Plan
Continue the Work 2018-2020

Mission

The mission of the Fairfield Public Schools, in partnership with families and community, is to ensure that every student acquires the knowledge and skills needed to be a lifelong learner, responsible citizen, and successful participant in an ever-changing global society through a comprehensive educational program.

Long Term Goal

Fairfield Public Schools will ensure that every student is engaged in a rigorous learning experience that recognizes and values the individual and challenges each student to achieve academic progress including expressive, personal, physical, civic, and social development. Students will be respectful, ethical, and responsible citizens with an appreciation and understanding of global issues. Student achievement and performance shall rank among the best in the state and the nation.

Educational Goals

Fairfield Public School students will:

- achieve and exemplify mastery of the FPS Academic Expectations;
- perform at high levels in regards to Social and Civic Expectations;
- develop into responsible citizens who exhibit ethical behavior;
- acknowledge, explore, and value the importance of diversity;
- develop a healthy personal identity and self-reliance;
- demonstrate strong motivational persistence to learn;
- exhibit an inquisitive attitude, open mind, and curiosity;
- acquire an understanding and appreciation of other cultures;
- understand international issues and demonstrate the skills needed to participate in a global society; and
- acquire knowledge of the following areas of study: science; technology; mathematics; language arts; social studies; literary, visual, and performing arts; world language; unified arts; health and physical education.

Fairfield Vision of a Graduate

What do we want our students to know and be able to do when they graduate from Fairfield Public Schools?



The fulfillment of the mission, for all students, PK-12+, demands our ongoing commitment to realize the Vision of a Graduate.

All students will be:

Innovators

Communicators

Collaborators

Critical Thinkers

Responsible Citizens

Goal Directed- Resilient Learners

How will our students demonstrate they met our FPS Vision of a Graduate?

I. Academic Expectations PK-12+

Critical and Creative Thinking

Exploring and Understanding

Synthesizing and Evaluating

Creating and Constructing

Communicating and Collaborating

Convey Ideas

Using Communication (Media) Tools

Collaborating Strategically

II. Social and Civic Expectations PK-12+

School site-specific focus on producing responsible citizens in an ever-changing global society

The **Work** going forward are the initiatives and supports our teachers and students need to accomplish the Fairfield Vision of a Graduate.

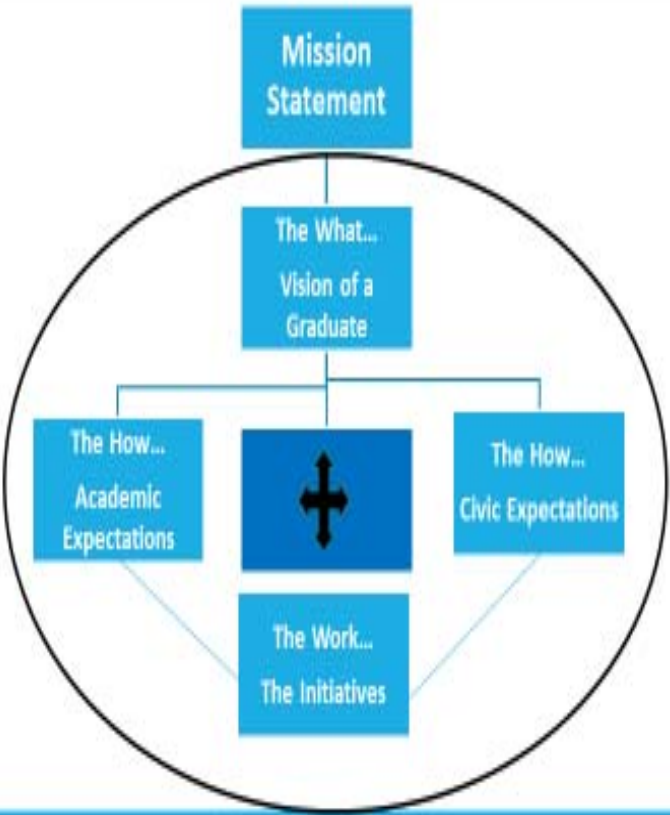
Guided by Learning Principles

In order to achieve the Mission of the Fairfield Public Schools and fulfill for every student the Vision of the Graduate, the educators are committed to the following **Learning Principles** –

- Learning involves teachers and students who are passionate learners.
- Learning celebrates the belief that all learners are capable of success and growth.
- Learning explores the creation of meaning and the extension of knowledge through its application to relatable real world conditions.
- Learning encourages academic and social risk taking and open communication in a safe community.
- Learning inspires self-assessment, reflection, and continuous adjustment and adaptation.

When learners develop this mindset of belief in their own capacity and in the significance and value of their work, then they are more able to overcome challenges, solve problems, thrive and celebrate growth.

District Improvement Plan



Fairfield Staff Work Plan

Updated February, 2019

The work for 2018-2020, which will support the fulfillment of our promise to each student, are:

Instructional Program: 19 Key Implementations

Communicators and Collaborators

- Implement Newcomer Academy Kindergarten -5th Grades (June 2019)
- Implement Newcomer English Language Academy in Grades 6-12 (June 2019)
 - Due to low enrollment Newcomer Academy was not implemented in elementary and middle schools
 - Newcomer Academy at FWHS includes additional collaborative class in Social Studies
 - Training in EL instructional strategies is being provided to K-12 classroom teachers of EL students
- Implement 'Innovative Learning' initiative for technology integration Grades 6-8, and 9-12 (June 2020)
 - In process. Chromebook and innovative learning lab classrooms are changing instructional strategies to increase student engagement in meaningful learning activities
- Explore k-2 options for World Language with possible implementation (June 2019)
 - We are reviewing possible World Language applications for students' independent use

Critical Thinkers and Innovators

- Implement STEAM program in grades 3-5 (June 2019)
 - In progress
- Revise and approve the Science Curriculum Grades PK-8 (June 2019)
 - Curriculum has been approved.
 - Teacher professional leaning in NGSS standards planned for the late winter.
 - Focus is on instructional shifts
- Revise and approve the Music Curriculum Grades 6-12 (June 2019)
 - On track for Board approval this spring
- Implement STEAM program in grades K-2 (June 2020)
 - Included in the BOE's 2019-2020 budget proposal
- Implement Hybrid Learning 9-12 (June 2020)
 - On track for implementation in September, 2019.

Responsible Citizens and Goal Directed- Resilient Learners

- Complete Year 2 of literacy SRBI at the elementary level (June 2019)
 - In progress
- Develop plans including benchmarks, interventions, and training for implementation of numeracy and behavior SRBI at the elementary level (June 2020)
 - In progress
- Implement CLC-S at Riverfield (June 2019)
 - In progress
- Implement DBT module “Mind Up” across all 11 elementary schools (June 2020)
 - Included in the BOE’s 2019-2020 budget proposal

Responsible Citizens and Goal Directed- Resilient Learners Continued

- Implement behavior SRBI for Grades 6-12 (June 2019)
 - In progress
- Continuation and refinement of literacy SRBI at Grades 6-12 (June 2020)
 - In progress
- Implement Academic Expectations in all courses (June 2019)
 - Completed
- Continue DBT program for students in need of support and enhance general education supports through DBT in Grades 9-12 (June 2020)
 - In progress
- Continue DBT program for students in need of support and begin small group supports through DBT in Grades 6-8 (June 2020)
 - Included in the BOE’s 2019-2020 budget proposal
- Implement IMPACT Program for Grades 9-12 (June 2019)
 - In progress

School and Team Improvement: 11 Key Implementations

- Complete training for all certified staff in student work protocols (June 2019)
 - In progress
- Use student work protocols in grade and team meetings and seek evidence of the planning in observations of classroom practice (June 2019)
 - In progress
- Develop common performance assessment for core Grades 5 and 9 (June 2019)
 - In progress and expected to be completed for implementation in September, 2019

- Provide administrator training in evaluating for content area literacy instruction, across all curricular areas and support implementation through classroom walkthroughs and professional learning experiences (June 2019)
 - In progress
- Establish a Fairfield Planning Factor Guiding Document for assisting with staffing decisions in PK-12+ Special Education (November 2018)
 - In progress
- Train all Elementary Program Facilitators in PPT facilitation and IEP implementation (October 2018)
 - In progress
- Train all District Leadership Team members in the tenants of DBT (September 2018)
 - Completed.
- Complete Academic Expectations for elementary and middle school with implementations on Grades 5 and 8 to complete the continuum PK-12+ (June 2020)
 - Grade 5 and 8 versions completed; assessments are in progress
- Define Social and Civic Expectations for all 17 schools sites and ECC in regards to how they will be taught across PK-12+ (June 2020)
 - In progress
- Restructure the Secondary PPT process for more team consistency and efficiency (June 2020)
 - In progress; evaluation teams and additional High School coordinator included in 2019-2020 Budget proposal
- Examine grading practices and homework guidelines (June 2020)
 - In progress

Leadership Capacity: 5 Key Implementations

- Provide administrator support for feedback on school use of student work protocols (June 2019)
 - In progress
- Provide a mentor for all new administrators on the District Leadership Team and provide training in: grade level expectations, curriculum, district initiatives, and SRBI support (June 2019)
 - Completed
- Implement the new Elementary Program Facilitator position across all 11 elementary schools (June 2019)
 - In progress

- Continue the New Teacher Academy program and add teacher based facilitator leadership (June 2019)
 - In progress
- Expand high school home connection in understanding the purpose and value of the Academic Expectations and the rubric scoring assigned (June 2019)
 - In progress

Resources: 8 Key Implementations

- Complete a technology wireless project for better accessibility in Gr 6-12 (September 2018)
 - Completed
- Complete the Voice Over IP Project for enhanced telephone service (June 2020)
 - In progress
- Complete e-mail conversion for a seamless user experience (June 2020)
 - In progress
- Support Maker-Space and Innovation Space development K-12 to provide equity and access across the district (June 2020)
 - In progress
- Examine and study the 6 Day Rotation in elementary to make adjustments or refine for 2019-2020 (June 2019)
 - Completed
- Study and refine the middle school schedule (June 2020)
 - In progress with expected Board presentation in May/June, 2019
- Enhance district communication across K-5 for consistency in on-going communication (June 2019)
 - In progress
- Implement new FPS website which is ADA compliant (December 2018)
 - In progress

Facilities: 4 Key Implementations

- Support the principal, staff, and students at Holland Hill through the construction phase (December 2019)
 - In progress

- Work with the Building Committee at Mill Hill to complete the planning phase (June 2019)
 - In progress
- Work with the Building Committee at Sherman to support the principal, staff and students through the Phase III Construction (June 2020)
 - In progress
- Update the FPS Waterfall Schedule (December 2018)
 - Completed

Safety and Security: 6 Key Implementations

- Find a solution to enhance building entry security PK-12 (June 2019)
 - In progress
- Complete all building window safety glazing (November 2018)
 - In progress, one elementary school remains to be done
- Complete 40% duct cleaning at FLHS (September 2018)
 - Completed
- Complete 60% duct cleaning at FLHS (June 2019)
 - In progress
- Practice relocation methods with at least 3 schools sites (June 2019)
 - In progress
- Implement solutions for all door strike plates which provide options for locked doors at all times (September 2018)
 - Completed

Student Performance Indicators: 8 Key Measures

- 4 Year Graduation Rate- Cohort
- AP Test Performance and Enrollment
- Smarter Balanced Assessments
- SAT
- Academic Expectations Rubric
- NGSS (2019-20)
- School Climate (2019)
- STAR Growth