

# WEBSTER ELEMENTARY SCHOOL

**OUR MISSION:** Our mission is to enter the building to inquire, inspire, and ignite a passion for lifelong learning and personal leadership.

URBANDALE



## Student Achievement

**Annual Goals:** • ISASP % Proficient or Advanced: • Math: 89% to 91% • E/LA: 84% to 87% • Science: 73% to 77%

**Strategic Actions:** • All teachers will utilize the Urandale Instructional Playbook to provide quality instruction to students • Teachers will engage in coaching cycles with the instructional coach with a focus on continuous improvement • Teachers will use school-wide processes to make data-informed instructional decisions to foster student growth • Teachers will engage in collaboration twice per week to plan quality instruction, reflect on student work and data, consider the next steps, and discuss effective instructional strategies



## Equity & Inclusion

**Annual Goals:** • Conditions for Learning % Positive Response: • Emotional Safety: 36% to 40.7% • 3rd Grade ISASP E/LA: 100% • Chronic Absenteeism: 9% to 7.8%

**Strategic Actions:** • Staff will clearly define and review the Multi-Tiered Systems of Support Process with staff • Staff will analyze student data both in academic and social-emotional constructs and create actionable steps in the area of student emotional safety • Chronic absenteeism will be tracked and communicated with families as needed to establish plans



## Service

**Annual Goals:** • Family-School Relationships Survey Percentile Rank: • School Safety: 80 to 83%tile • School Climate: Maintain 90 %tile or higher • Barriers to Engagement: Maintain 90 %tile or higher

**Strategic Actions:** • Staff will communicate positive student achievement and leadership experiences with families frequently • A handout with information concerning school safety at Webster will be available at Open House and at various school events throughout the year • There will be ample opportunities for families to share celebrations and provide feedback for improvement at Webster through the Family Feedback Form



## People

**Annual Goals:** • Teacher Survey Percentile Rank: • School Climate: 80 to 82%tile • Professional Learning: 60 to 70%tile • School Leadership: 70 to 75%tile • Feedback & Coaching: 50 to 60%tile • Teacher Efficacy: 50 to 60%tile • Staff Survey Percentile Rank: • School Climate: 70 to 75%tile • Professional Learning: 60 to 70%tile • School Leadership: 60 to 66%tile • Evaluation: 50 to 60%tile

**Strategic Actions:** • Webster staff will revise the collective commitments to reflect our current beliefs and values • Monday professional learning boosters will focus on Staff Self-Care • Differentiated professional learning opportunities will be provided to teachers based on their needs and interests • Frequent feedback and coaching will be provided for staff based on observations of their strengths and areas for improvement, leading to enhanced performance and productivity



## Safety & Well-Being

**Annual Goals:** • Conditions for Learning % Positive Response: • Emotional Safety: 36 to 41% • Physical Safety: 76 to 81% • Student to Student Relationships: Maintain 99-100% • Adult to Student Relationships: 94 to 96% • Boundaries and Expectations: Maintain 90%

**Strategic Actions:** • Teachers will use school-wide processes to make data-informed instructional decisions to foster student social and emotional well-being • The staff will provide Tier 2 Interventions using the Character Strong Program • Spaces around Webster will be updated with student pictures revolving around U Belong • Staff will teach the scope and sequence of PBIS (Positive Behavioral Interventions and Supports) in all areas of the school