



School Improvement Plans

Our Mission Statement

The Mission of the Harlem Consolidated School District, as a vital part of the community, is to help diverse learners realize their unlimited potential by providing an educational program dedicated to academic excellence and the development of strong character in a safe and respectful learning environment.

District Mission and Beliefs

- We believe each individual has unlimited potential to reach their goals and ambitions.
- We believe that every student has an equal right to a quality education that builds on their individual strengths and needs.
- We believe in interrupting inequities within our system which prevent students from realizing their unlimited potential.
- We believe in fostering individual academic, social and character growth and development of the learner.
- We believe the Harlem Consolidated School District, its families, and the Community as a whole, are equally vital partners in the pursuit of lifelong learning.
- We believe every person has the right to learn and work in a safe, non-threatening environment.
- We believe in effective and responsible use of our resources.

Harlem Middle School

Priority # 1

- HMS will decrease the chronic absenteeism rate by 5% by the end of 2026-2027 school year.
 - More than 5% develop a personalized support plan
 - More than 10% school will initiate weekly communication through phone calls, emails and home visits.
 - Welcome to the Pack and Targeted activities to support transitions to middle school to create sense of belonging. Lean on Me program
 - Opportunities for extracurricular activities

Priority # 2

- HMS will increase academic achievement in literacy by increasing the number of students meeting growth by 5%.
 - Explicit Instruction
 - Data conferences

Harlem Middle School

Priority # 3

- HMS will increase academic achievement in mathematics by increasing the number of students meeting growth by 5%.
 - Targeted Tier 1 intervention tied to coherent instruction
 - Data chats
 - Provided vocabulary and points of inclusion into curricular areas

Priority # 4

- HMS will actively invite families to participate in the school community and support all learners.
 - Teacher/parent interaction opportunities to provide connection to school community
 - Streamlined communication

Loves Park Elementary School

Priority # 1

To increase all students' reading scores

- If we provide targeted professional development for the Into Reading curriculum (close reading & engagement strategies), then teacher proficiency throughout implementation of the reading program will result in improved student reading growth.
- If we strategically collect and analyze data to gain a deeper understanding of our readers' individual strengths and needs then we will increase our ability to provide differentiated instruction and resources, leading to measurable growth in their reading proficiency.
- If we provide tiered instructional support through MTSS, then the students will show growth on the iReady assessments.

Priority # 2

To increase all students' math

- If fact fluency practice is intentionally embedded into daily math instruction, then students will develop greater computational efficiency, leading to improved problem-solving accuracy and contributing to an overall increase in math proficiency scores as measured by classroom assessments, iReady, and standardized benchmarks.
- If teachers consistently implement explicit instruction strategies within daily delivery of the Ready curriculum, then student engagement will increase, students will take greater responsibility for their learning, and overall understanding of the curriculum will improve.
- If teachers implement explicit instruction and consistent use of mathematical vocabulary during core math instruction, teachers will strengthen students' mathematical communication, conceptual understanding, and ability to explain reasoning when solving problems.
- If teachers are provided consistent planning, support, and data analysis opportunities, then differentiated instruction will become more targeted and responsive to student needs.
- If tiered instructional support is provided through the MTSS process, then students will demonstrate growth on assessments

Loves Park Elementary School

Priority # 3

To reduce our total disciplinary referrals by 10% from the total in the 2025-2026 school year to the 2026-2027 school year

- If student behavior is addressed using proactive strategies consistently building wide, then student discipline referrals will be reduced from year to year.
- If we consistently implement our PBIS program to positively support our environment, then the school wide climate will improve and schoolwide discipline referrals will decrease.

Priority # 4

To increase Family and Staff involvement in school community events and activities as measured by attendance and participation throughout the school year.

- If we increase our opportunities for parental involvement and student engagement, then families will feel more welcome and students will be more engaged in the school community.
- If we create a climate that is supportive and open for the staff, then morale and connection amongst the staff will improve.

Rock Cut Elementary School

Priority # 1

Reading - Increase percentage of students on grade level (based on end of year view) by 25 percentage points from beginning of year to end of year iReady diagnostic.

- If teachers implement explicit instruction strategies, specifically focusing on opportunities to respond, student engagement will increase.
- If teachers implement explicit instruction strategies, specifically focusing on pacing, instructional time will increase.
- If we prioritize students completing one extended response each week, students will engage in higher level thinking about text.

Priority # 2

Math - Increase percentage of students on grade level (based on end of year view) by 30 percentage points from beginning of year to end of year iReady diagnostic.

- If teachers implement explicit instruction strategies, specifically focusing on opportunities to respond, student engagement will increase.
- If teachers implement explicit instruction strategies, specifically focusing on pacing, instructional time will increase.
- If we prioritize students writing math explanations, based on a standard asking students to explain their thinking, students will engage in higher level thinking about math.

Rock Cut Elementary School

Priority # 3

Student behavior - Decrease student discipline referrals as a percentage of population

- If we build teacher collective efficacy then staff will develop a shared responsibility toward student behavior
- If we strengthen Tier 1 and 2 PBIS system and implementation then we will see a decrease in student referrals.
- If we continue to implement a schoolwide classroom management then students will internalize expectations and routines across all school settings.

Priority # 4

Culture - Increased scored on teacher to teacher trust on 5 Essentials survey

- If we provide PD on how to have difficult conversations then teacher to teacher trust will improve.
- If we provide Inclusivity training to address the STP program coming to RC then the transition of STP to RC will go smoothly