



# 2021 -2022

## Success Plan

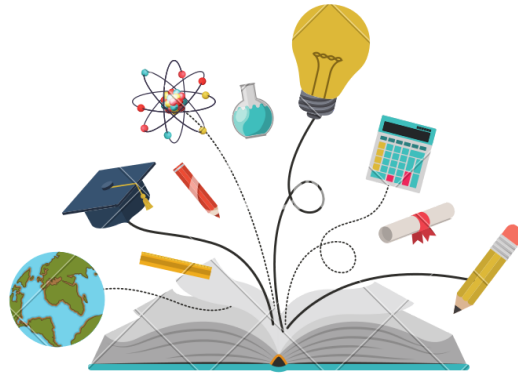
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*Everything that we do is because a student needed us to do it.*

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# WILLOWBROOK CORE VALUES



Every child has value and needs to feel valued.

Schools should provide an environment that is physically and emotionally safe.

It is important to develop creative and critical thinking skills.

Technology is an important part of teaching and learning.

Change is constant and teaching must reflect a changing world.

Learning is a lifelong process.

At times learning should be self-directed, self-motivated, or open ended.

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## WILLOWBROOK VISION

We dare to be...

- Innovative
- Creators
- Thinkers

We dare to be DIFFERENT!



## WILLOWBROOK MISSION

Teachers and students collaborate as a learning community as we raise our expectations and stretch our potential to achieve success.

## WILLOWBROOK STUDENT CREED

We at Willowbrook promise to work hard, collaborate, and strive to become the best we can be and achieve at our highest level.

## WILLOWBROOK SCHOOL SONG

We're the Willowbrook elephants, hear us stomp!

(stomp, stomp, stomp-stomp-stomp)

We love to learn and play and romp

(la, la, la, la, la, la, la, la)

When there is a challenge we stand strong

I make good choices, I am strong!

Doing our best the whole...day...long.

Willowbrook!

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# Bentonville Schools

2021-2022

## DISTRICT STRATEGIC PLAN GOALS

### District Goal 1: Academic Excellence

**Strategy 1.1:** Students will be engaged in personalized learning experiences that are real, relevant, and rigorous.

- **Goal Statement:** Every student will be prepared for academic and career success.
- **WES Indicators:** Teachers will provide personalized support and learning for all students using district provided curriculum and resources. Teachers will obtain the required Arkansas RISE certification and training.

**Strategy 1.2:** Students will be supported with a multi-tiered system of support early and often when in need of assistance for grade-level performance.

- **Goal Statement:** Students will receive support to grow academically.
- **WES Indicators:** Using our NWEA Growth MAP Scores and ACT Aspire Growth Scores, Willowbrook will monitor the progress of all students in literacy and math. Grade level teams and academic specialists will meet regularly to discuss strategies and interventions for student needs in academic & behavior response to intervention support. Parents will be notified of student progress routinely each quarter by the teacher.

**Strategy 1.3:** Develop leadership effectiveness for coaching and assessing quality instruction in every classroom.

- **Goal Statement:** Students will be provided high-quality instruction in all classes.
  - **WES Indicators:** Willowbrook will provide support to teachers and staff based on evaluation performance data through collaborative communities (PLCs). Classroom walkthroughs and observations will be conducted regularly. Administrators, academic coaches, and teachers will analyze classroom observation data through the collaborative community process. Teachers and staff will participate in documented literacy and math coaching cycles as individual teachers and/or grade level teams.
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# 2021-2022 DISTRICT STRATEGIC PLAN GOALS

## District Goal 2: Refined Communications System

**Strategy 2.1:** Execute a universal plan of school, district, and executive communication to address parents & community.

- **Goal Statement:** Parents & community receive comprehensive communications and updates to better understand student performance and district decisions.
- **WES Indicators:** Willowbrook will host four Parent University Workshops during the school year to provide information and understanding of student learning. The principal will host quarterly principal panel events for parents and guardians to attend. Willowbrook will provide a schoolwide monthly newsletter to all families in addition to regularly maintained schoolwide social media and digital learning platforms such as SeeSaw, Blackboard, Twitter, Facebook, Instagram, and the Bentonville Schools app. We will host parent teacher conferences twice a year.
  - **Thursday, October 21, 2021**
  - **Thursday, April 7, 2022**

**Strategy 2.2:** Provide an opportunity to view and obtain required information digitally.

- **Goal Statement:** Provide a digital, interactive platform for parents and community stakeholders.
- **WES Indicators:** Willowbrook will provide a digital schoolwide monthly newsletter to all families via email through the SMORE platform. The school will keep regularly maintained, schoolwide social media and digital learning platforms such as SeeSaw, Blackboard, Twitter, Facebook, Instagram, and the Bentonville Schools app.

**Strategy 2.3:** Develop strategic internal communications plan.

- **Goal Statement:** Staff will regularly receive communications from the district and Willowbrook administrators to keep them informed for effective operations.
- **WES Indicators:** Willowbrook administrators will provide weekly staff update memos and Google Classroom information to all staff. The school's leadership team will meet monthly to receive school and district updates to share in team meetings. Willowbrook staff surveys will be given at the end of each semester and faculty meetings will take place twice a month.

**Strategy 2.4:** Create a social media best practices and code of conduct.

- **Goal Statement:** Maintain effective social media channels at the building level.
  - **WES Indicators:** Willowbrook will maintain school social media accounts under the guidance of the district communications director. Social media training will be provided for staff, students, and parents at the beginning of the school year.
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# 2021-2022

## DISTRICT STRATEGIC PLAN GOALS

### District Goal 3: Safe and Collaborative Culture

**Strategy 3.1:** Build staff capacity to function as a member of a collaborative community (PLC).

- **Goal Statement:** All certified staff will be contributing members of their Professional Learning Community (PLC).
- **WES Indicators:** Willowbrook staff will participate in professional development and learning activities throughout the school year. The school will collaborate with local business and community partners in working together to provide excellence for Willowbrook students.

**Strategy 3.2:** Diverse school leadership teams will consider inclusive actions for school improvement, provide diversity and inclusion training, and create inclusive school environments.

- **Goal Statement:** Students and staff will continue to grow and strengthen their cultural competence to create inclusive school environments.
- **WES Indicators:** The school's hiring committee panel may include all staff members at varying positions. School improvement goals will be generated by the leadership team and revised as needed throughout the school year. Inclusive language will be included in school communication and curriculum. The leadership team will include a member of the district's Diversity, Inclusion, and Equity committee member.

**Strategy 3.3:** School Campus and school activity facilities will have safe and secure facilities and operations.

- **Goal Statement:** Every student will learn in a safe and secure environment.
  - **WES Indicators:** Willowbrook will conduct regularly scheduled safety drills each month. Site visits conducted by Bentonville Schools Director of Security and Safety will receive a letter grade. School administrators will ensure that the school's emergency response plan is updated and communicated to all stakeholders.
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# 2021-2022 WES GOALS STRATEGIC ALIGNMENT

## **The Science of Reading and Arkansas RISE Initiative K-4**

- Training for all K-4 instructional staff facilitated by state and district specialist
- Instructional Rounds facilitated by instructional coaches and administrators through the collaborative community process (PLC).
- Video Observations used in PLCs and Team Data Meetings
- Coaching Cycles implemented by instructional coaches for all K-4 staff in literacy and math.

## **Collaborative Communities (PLCs)**

- Solution Tree Professional Development for 2021-2022
- *Learning by Doing* by Richard DuFour Book Study
- Leadership Team Training as School Guiding Coalition
- Instructional Rounds and Learning Walks for all certified staff
- Video observations used in PLCs and Team Data Meetings
- Utilize district literacy and math specialists for support
- PD in Science of Reading, CGI Math Instruction, and Extending Children's Mathematics

## **Academic & Behavior Response to Intervention**

- A Developed system for identifying students not performing at grade level.
  - Well documented interventions for support in math, literacy, and behavior
  - Progress monitoring of multiple data points
  - Timely communication provided to parents regarding progress
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2021-2022  
WES & DISTRICT STRATEGIC GOALS ALIGNMENT

### **Learner Engagement**

- Student Engagement Professional Development - August 2021: increasing engagement strategies
- House System: Eight houses representing the cultures within our building getting together at pep rallies and house meetings; members earn points for their house; Each house is given the opportunity to conduct service projects within the school
- School Wide Dispositions: Used to promote a positive climate and students learn about the dispositions through their houses
- Student Agency: Opportunities to engage students as learners through the Learning Pit and personalized learning plans

### **Communication**

- School Wide Virtual Announcements shared via Seesaw
- Weekly Staff Update Memo, shared agendas, and meeting minutes with staff
- Staff Committees and Collaborative Planning Teams
- Regular social media activity, interaction, and community engagement
- Quarterly principal panels with parents and community members
- Monthly Smore digital newsletter
- Respond to parents and community within 24 hours
- Maintain school website, teacher websites, and school calendars
- Regular attendance and principal's report at PTO meetings

### **Robotics Initiative**

- K-4 VEX Robotics Kits & Staff Professional Development
  - BFMS Collaborative Club and FJHS Robotics Competition in the spring
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# 2021-2022 WES ACTIONABLE GOALS TIMELINE

## Quarter 1

- Leadership Team Training - Purpose of the leadership team, roles & responsibilities, PLCs, and guiding coalition duties.
- Planning, PLCs, academic RTI, behavior RTI, instructional rounds, learning walks and Data Dig Team schedules created and included in master schedule.
- Professional Development Staff training in PLCs, student engagement, TESS, discipline, behavior, PBIS, SPED, safety, and state mandated PD.
- Leadership team and culture team will discuss with staff the status of the current vision, mission, and core values of WES. Leadership Team will re-evaluate and/or revise WES current vision, mission, and core values.
- Leadership team and culture team will collaborate to evaluate ACSIP goals for 21-22 school year.
- Equitable & Culturally Responsive content included in newsletter.
- House meetings centered around school wide dispositions, art/music focus, and PBIS conducted once a quarter.
- Weekly school announcements to include PBIS area of focus and SEL learning
- Parent University on instructional strategies, student learning, school culture provided once a quarter
- WES Volunteer Training
- WES Mentor Academy Meeting
- First Friday, Open House, Walk in My Shoes Night, Fall Carnival, 3rd grade Olympics, Rock Your School, Flu Clinic, and Fall Parties
- WES Committee Meetings once a quarter

## Quarter 2

- Leadership Team training once a month: teaching & learning
  - Culture Team meeting once a month: climate & culture
  - Weekly team planning, bi-weekly PLCs, monthly academic RTI, monthly behavior RTI and monthly data dig team meetings included in master schedule.
  - Leadership team and culture team will collaborate to monitor and adjust current ACSIP goals for 21-22 school year.
  - EdCamp opportunity for all staff.
  - Leadership team to discuss fundraiser options for the spring semester.
  - Equitable & Culturally Responsive content included in newsletter.
  - House meetings centered around school wide dispositions, art/music focus, and PBIS conducted once a quarter.
  - Weekly school announcements to include PBIS area of focus and SEL learning
  - Parent University on instructional strategies, student learning, school culture provided once a quarter
  - WES (new) Volunteer Training
  - WES Mentor Academy Meeting
  - Professional learning walks begin, twice a quarter
  - Monthly parent & community newsletter
  - Thanksgiving Celebration, PT Conferences, Movie Night, December to Remember, Veteran's Day Tribute, and Winter Celebration
  - WES Committee Meetings once a quarter
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## 2021-2022 WES ACTIONABLE GOALS TIMELINE

### Quarter 3

- Leadership Team training once a month: teaching & learning
- Culture Team meeting once a month: climate & culture
- Weekly team planning, bi-weekly PLCs, monthly academic RTI, monthly behavior RTI and monthly data dig team meetings included in master schedule.
- Leadership team and culture team will collaborate to monitor and adjust current ACSIP goals for 21-22 school year.
- EdCamp opportunity for all staff.
- Equitable & Culturally Responsive content included in newsletter.
- House meetings centered around school wide dispositions, art/music focus, and PBIS conducted once a quarter.
- Weekly school announcements to include PBIS area of focus and SEL learning
- Parent University on instructional strategies, student learning, school culture provided once a quarter
- WES (new) Volunteer Training
- WES Mentor Academy Meeting
- Professional learning walks continue, twice a quarter
- Monthly parent & community newsletter
- Career Day & Community Fair, MLK Day Tribute, Valentine's Day Celebration, PT Conference, Black History Month, and Spring Dance
- WES Committee Meetings once a quarter

### Quarter 4

- Leadership Team training once a month: teaching & learning
  - Culture Team meeting once a month: climate & culture
  - Weekly team planning, bi-weekly PLCs, monthly academic RTI, monthly behavior RTI and monthly data dig team meetings included in master schedule.
  - Leadership team and culture team will collaborate to monitor and adjust current ACSIP goals for 21-22 school year.
  - EdCamp opportunity for all staff. Begin re-evaluating for the 22-23 school year.
  - Equitable & Culturally Responsive content included in newsletter.
  - House meetings centered around school wide dispositions, art/music focus, and PBIS conducted once a quarter.
  - Weekly school announcements to include PBIS area of focus and SEL learning
  - HRS Surveys go out to staff, students, and parents. Evaluate vision, mission, and core values.
  - Parent University on instructional strategies, student learning, school culture provided once a quarter
  - WES (new) Volunteer Training (if needed)
  - WES Mentor Academy Meeting
  - Professional learning walks continue, twice a quarter
  - Monthly parent & community newsletter
  - Survivor Celebration, Kona Ice fundraiser, Kinder Celebration, Field Day
  - WES Committee Meetings once a quarter
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## 2021-2022 WES COMMITTEES

### **Teaching & Learner Engagement**

- Houses & Student Agency
- Robotics

### **Family & Community Engagement**

- Virtual Morning Announcements
- Pep Rallies
- Career Day & Community Fair

### **Building Positive Culture**

- Dispositions & PBIS
- Student Social & Emotional Support/ Choose Love
- Culture Fair
- Spirit & Morale
- Houses & Student Agency

### **Building Systems & Processes**

- Behavior RTI & Discipline
- WES Mentor Academy
- EdCamp

### **Parental Involvement**

- Parent University
  - Parents as Visitors & Volunteers
  - Walk in my Shoes
  - Parents as Teachers
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# 2021-2022 WILLOWBROOK DISPOSITIONS

The staff, students, and parents chose five characteristics that are used throughout the school to promote a positive climate. Students and staff discuss these dispositions during house meetings, pep rallies, classroom guidance lessons, and classroom lessons. Our dispositions are embedded in our PBIS matrix to create consistency about expectations across campus. Staff are able to award students who are exhibiting our Willowbrook dispositions with PBIS points and Perfect Peanut Awards. Students who exhibit the Willowbrook Dispositions also exhibit the Profile of a Graduate.

**Empathy**  
**Self-Control**  
**Problem Solver**  
**Perseverance**  
**Positive Attitude**  
**Integrity**

