NAPIER ELEMENTARY School
COMMUNITY ACHIEVES STRATEGIC PLAN, 2019-20

Napier Elementary School has identified 3 priorities as part of the School Improvement Plan for the 2019-20 school year:

• ELA: Increase student proficiency in both ELA and Math
• Establish a school climate and culture that supports students Social Emotional Needs
• Eliminate barriers that prohibit students from attending school at a satisfactory rate (95% or higher)

As a community school, Napier Elementary School strives to improve conditions for learning through collaborative work with our partners to bring community support to the school, as organized around four pillars of support that we believe are important to preparing the whole child for success:

• Family Engagement
• College and Career Readiness
• Health and Wellness
• Social Services and Adult Development

The purpose of this strategic plan is to present (1) a brief snapshot of our school’s data and other information to demonstrate the need to coordinate resources within the pillars in support of the priorities, (2) information related to how the school currently coordinates resources within the pillars of support, and (3) opportunities for community partners to support the school in its efforts and strategies to achieve goals in 2019-20.

SCHOOL DEMOGRAPHICS & KEY DESCRIPTORS

Napier Elementary School is located in the heart of the J.C. Napier- Sudekum Public Housing Community. Napier serves a student population that includes 332 students. Of our student body 92% are classified as economically disadvantaged, with 98% of our students being minority students. At Napier Elementary, the vision is working together to inspire leaders, learners, and high achievers.

FAMILY ENGAGEMENT

Napier Elementary school held 18 community events for the 18-19 school year. We had a total of 928 participants at these community events. Of the participants 495 of them attended multiple community events. Another 433 participants were unduplicated. Some of our most highly attended events included our monthly Family Suppers, attendance workshops, Fall Festival, and Napier Spring Fling Reunion. Attendance workshops had a total of 62 participants. Family Suppers served a total of 144 families. Napier’s Fall Festival hosted 71 participants, and Spring Fling another 133 families for the 18-19 school year. Panorama survey results indicate that 76% of teachers reported having positive relationships with the families that they serve. The data also reported that 71% of students felt a sense of belonging for the 18-19 school year.

For the 2019-2020 school year Napier plans to continue to work to increase family engagement. This will be done by:
• Increasing the number of Family Blitz to include not only back to school, but the parent teacher conference days. The dates will be August 2nd, November 8th, and February 17th. We are looking for parent incentives to increase attendance for parents at different events.

• Implementing the Parent Leadership Academy that will help parents obtain skills directly related to their everyday lives. This Academy will incorporate building skills in the areas of finance, nutrition, health, and leveraging community resources. Community partners will be used to help lead these events according to their area of expertise. We are seeking partners to support and lead classes for the Parent Leadership Academy.

• Continuing to host monthly family suppers that align to the school’s SEL and academic goals. These will continue to be funded through Tennessee Safe Schools. Teachers and staff will also support events by serving and connecting to parents in order to continue to strengthen and build family relationships.

• Seasonal events (Fall Festival, Cookies with Santa, Spring Fling) will continue with the support of community partners and resources.

• Napier also plans to increase the number of attendance awareness events to aide families in understanding the importance of daily attendance, and the help reduce the number of students that are chronically absent. This will be in addition to the Attendance Works meetings.

• November 8th, Napier will be hosting Good Neighbor day on Parent Teacher Conference Day. In the morning, we will have a community cleanup, host lunch, and then have parent teacher’s conferences in the afternoon. We are looking for 100 volunteers to help with the cleanup in the morning.

COLLEGE & CAREER READINESS
Based on February’s MTSS student groupings 53% of Napier’s students were served in Tier II and Tier III intervention groups. These students received an hour of intervention support that was literacy based. In addition, to scheduling that secured direct focus on student deficits; Napier was also able to add an additional reading clinic to support Tier III students with the help of community volunteers, serving as tutors. Lunch buddies were also implemented to support chronically absent students. Cohorts such as Big Brothers Big Sisters, Kid Power, LEAD, Harvest Hands, WME, Rites of Passage, and Disney were used as an incentive to increase student attendance and increase academic achievement. Additionally, exposure trips taken at the end of the school year include college tours to help students prepare for future aspirations. As a result, Napier has seen an increase in student achievement as it pertains to student proficiency on state testing. The school sustained significant growth two years in a row resulting in “Reward School” designation by the Tennessee Department of Education. Napier Elementary met their targeted AMOs in both ELA and Math. In order to continue with this momentum, we will:

• Continue to provide Tier III support within the reading clinics. This will be done with continued collaboration with both Harpeth Hills and Vanderbilt University students. Volunteers will be trained by Napier staff. We are looking for volunteers to increase the number of students we serve in the Reading Clinic.

• Continue cohort groups in the form of after school programing. (LEAD, Kid Power, and Harvest Hands) 60% of students participate in after school programs. After School staff will collaborate with school staff to align programming to goals and instructional strategies.
- Implementing math tutors from Vanderbilt University to help support Tier II & III math students.
- Continuing to host family suppers that have a literacy, math, science, as well as, a SEL focus.
- Implementing clubs in order to build student knowledge base in an area of interest, and to foster and build social participation and belonging.

**HEALTH & WELLNESS**

Student and family health education continues to be an area of focus for Napier Elementary. During 18-19 school year Napier finished with 36.3% of its students being identified as chronically absent. Many students and families identified both student and family illness as a reason for the absences. In order to address these needs Napier provides education to students on both the school, and cohort level. All students receive a Friday incentive where they are able to attend an attendance assembly that focuses on various topics including student health. During this assembly students are rewarded for attendance, as well as, reinforce skills that help to keep them healthy. Additionally, a smaller cohort of students being identified as having asthma were able to participate in the Green Means Go program that provides education to both students and their families on how to manage asthma symptoms. Napier also has a Family Resource Center that provides students and families with necessary hygiene, food, and clothing. We also have a washer and dryer on site that is available for families in need.

Napier not only promotes health and wellness for its students, but also for the faculty and staff. The school has an Employee Health Program that offers healthy snacks, exercise classes, access to a counselor, and filtered water. In order to continue educating families and staff on the importance of health and wellness Napier will:

- Implement Parent Leadership Academy that focus on nutrition, fitness, community resources. **We are looking for partners to help lead classes for parents.**
- Begin attendance assemblies at the start of the year to promote student health and attendance.
- Track causes of student absences in order to quickly provide direct services needed.
- Continuing to implement the incentive store for students that have perfect attendance. **We are looking for prizes for the student incentive store.**
- Address chronically absent students during the summer to inform parents and families of the importance of attendance and **offer services needed pertaining to health and wellness.**
- Continuing to provide students mental health support through the use of the Vanderbilt Counselor and social worker.
- Implementing a system for Collaborative Referrals that will help to ensure that students and families are receiving needed supports in a timely manner. All students that commit a level 300 behavior offense will receive a collaborative referral.
- Continuing to promote district SEL supports for staff (EAP). **We are looking for ways to appreciate teachers and staff at Napier monthly.**
- Continuing to promote employee health within the building by offering the Napier Employee Health Program.
SOCIAL SERVICES & ADULT DEVELOPMENT
92% of students are economically disadvantaged while 40% of students make up the mobility rate. 300 food bags are disturbed weekly by the Bridge Ministries and Second Harvest Food Bank provides food bags on as needed bases for families. 18 students are enrolled in the H.E.R.O. program and have access to the Family Resource Center that is occupied daily. Napier Elementary School wrap around services includes MNPS Social Worker, Vanderbilt Therapists and weekly food, diaper, and clothing distributions. We also provide family counseling and bill pay assistance. In addition to the current services, we plan to increase parent participation in the Power Pack Program. A program to help develop literacy skills at home.

- At Napier, we focus on using Restorative Practices to help students gain tools to resolve conflict. **We are looking for more partners to help with mentoring students.**
- Increase the number of students participating in the lunch buddy program to help reduce chronic absenteeism. We plan to move the start date closer to the start of school (September 1st) in order to make a larger impact. **We are looking for volunteers to be lunch buddies.**
- Clothing is a need for students at Napier. **We are seeking standard school attire, sizes 4-5, 5/6, 6-8. We are in need of shoes for students in various sizes.**
- We have a washer and dryer here at Napier that is easily accessible for staff and families to use. **We are needing laundry detergent and dryer sheets.** In addition to laundry supplies, **we are in need of towels, washcloths, and toiletries.**
- At Napier, we host a variety of family meetings throughout the year. **We would love to have refreshments for families when they attend.**