



KERN COUNTY INNOVATIVE & IMPACTFUL SCHOOLS

Innovative and sustained collaboration to achieve significant and lasting change.

Veteran's Elementary School

Designated 2019 ELA and Math

3 Year Avg. Math 17.3 Above Standard

ELA 22.2 Above Standard

Norris School District

Kern County

Principal: Ms. Mara

6301 Old Farm Road

Bakersfield, Ca. 93312

661.387.7050

Website: Norris.k12.ca.us/ves.

Date of Visit 1/20/20 @ 8:30 am

Email paula.mara@norris.k12.ca.us.



“Norris is all heart. It is a part of who we are. Love for community and school.”

School Profile

Mission Statement: The educational philosophy of the Norris District is built on the following principles:

- A **BELIEF** in the worth and dignity of each and every person.
- A **RESPECT** for the knowledge and a strong commitment to provide quality educational opportunities for each of our students.
- A **CONVICTION** that democratic societies have more to offer than totalitarian societies.
- A **FAITH** in reason and in an orderly solution of conflict.
- A **BELIEF** in the protection of personal liberties within the limits of the law.
- A **BELIEF** that our success as an educational institution is measured primarily by the success and achievement of our students.

Veteran's Elementary School is a suburban school of 921 students in TK-6th grade. The school boasts a supportive staff that includes a counselor, Dean, Physical Education teacher, Learning Center and RSP teachers. The school follows the tenets of “Leading Impact Teams” which creates a culture and conditions for every teacher every day to answer the question: “What is my impact?” This model is a strengths-based approach that helps teacher teams.

School Demographics

The main student populations are 53% white, 34% Hispanic or Latino, and 3% Filipino. There are 3 subgroups within this population which are 27% SED, 21% EL, and 10.5% SWD.

Contributing/ Replicable Factors

Impact Teams (<https://www.thecorecollaborative.com/impact-teams>)- 2 year training under direction of author Barb Pitchford. Impact Teams create the culture and conditions for every teacher every day to answer the question: "What is my impact?" The Impact Teams model is a strengths-based approach that helps teacher Operationalize the highest influences on student learning by focusing on critical learning goals, analyzing evidence, and taking collective action.

- Partner with students to strengthen student ownership of learning and develop assessment-capable learners.
- Engage students in self and peer assessment by embedding formative assessment into the classroom.
- Build a culture of efficacy based on strengths, trust, collaboration, and the use of practical, easy-to-implement protocols.
- Teacher clarity through unpacking standards as a collaborative practice, building teacher efficacy.
- Growth Mindset focused on progress over proficiency (<https://www.mindsetworks.com/science/>).
- Success criteria through a rubric with self- evaluation by students.

Created a culture of a teachable staff and willing to change for benefit of students

Writing in every grade level

- Articulated across grade levels- # One Goal through Teacher Collaboration.
- Thinking maps used in classrooms
 - Exemplars are given for scoring. Students compare and evaluate their writing with exemplar.

Kindergarten Readiness

- High expectations for TK/K classes
- Calendar time – includes whole class instruction
- Use of common language begins in kindergarten with proper language/terms used K-6.
- Phonemic Awareness : Phonemes, Phonics – Haggerty <https://www.heggerty.org>
- Kindergarten readiness class for parents 1 year prior to K enrollment gives parents ideas on how to prepare their child for school.
- Center focused on manipulatives for math
- AR assessments given K-6th

Intervention Pull Out Program Grades 1-6 with small group instruction with reading specialist.

- Read live
- Read naturally
- Dibels and Teacher generated assessment used for a running record
- SIPPS (Systematic Instruction in Phonological Awareness, Phonics, and Sight Words) <https://www.collaborativeclassroom.org/programs/sipps/>
- Orton-Gillingham used for students with Dyslexic tendencies
<https://www.ortonacademy.org/training-certification/training-information/>

Common Themes and language K-6

- Block schedule given for ELA and math
- Differentiation in classroom
- Uses California Expressions math textbook – rigorous and maintains high expectations.
- Common Academic language
- Classroom Sign Language
- Restate, Answer, Cite, Explain (RACE)
- Computer use beginning in K with 1:1 devices and daily practice.
- Surface knowledge to deep learning from Blooms vocabulary
- Whoo's Reading App in conjunction with Accelerated Reader as a prep prior to taking the AR test. <https://whoosreading.zendesk.com/hc/en-us/articles/115001857992-Whooo-s-Reading-App>
- Classroom Libraries

Positive School Culture

- Volunteers trained on specific jobs within the classrooms and around the school
- Admin-Visible at the gates on recess
- PBIS
- Kindness Week