

**Clark County School District**

**O'Roarke, Thomas J. ES**

**2025-2026 School Improvement Plan**



# Mission Statement

At O'Roarke ES, staff, students, families and community are united in providing a comprehensive and challenging academic environment that supports each students' educational journey.

## Vision

At O'Roarke ES, staff, students, families and community are united in providing a comprehensive and challenging academic environment that supports each students' educational journey.

## Demographics & Performance Information

### Nevada Report Card

In compliance with federal and state law, Nevada's K-12 Accountability Portal provides detailed information about each school's student and staff demographics and school performance rating, a star-rating system based on the Nevada School Performance Framework (NSPF). You can find our School Rating Report at [https://nevadareportcard.nv.gov/DI/nv/clark/thomas\\_o'roarke\\_elementary\\_school/nspf/](https://nevadareportcard.nv.gov/DI/nv/clark/thomas_o'roarke_elementary_school/nspf/)

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# Comprehensive Needs Assessment

## Student Success

### Student Success Areas of Strength

Student writing is improving as we utilize monthly writing prompts to assess individual student growth.

### Student Success Areas for Growth

Students need to continue to focus on phonics, vocabulary, and using correct conventions as they write constructive responses.

### Student Success Equity Resource Supports

Student Group	Challenge	Solution
English Learners	lack of repeated exposure to new vocabulary, phonics, and writing practice.	Build phonics, background knowledge, vocabulary, and provide writing practice
Foster/Homeless	N/A	N/A
Free and Reduced Lunch	lack of repeated exposure to new vocabulary, phonics, and writing practice.	Build phonics, background knowledge, vocabulary, and provide writing practice
Migrant/Title1-C Eligible	N/A	N/A
Racial/Ethnic Minorities	lack of repeated exposure to new vocabulary, phonics, and writing practice.	Build phonics, background knowledge, vocabulary, and provide writing practice
Students with IEPs	lack of repeated exposure to new vocabulary, phonics, and writing practice.	Build phonics, background knowledge, vocabulary, and provide writing practice at the students reading level.

## **Problem Statements Identifying Student Success Needs**

**Problem Statement 1 (Prioritized):** The students are struggling to apply phonics skills to appropriate vocabulary and conventions when creating a constructed response across the curriculum.

**Critical Root Cause:** The lack of instruction on phonics, common vocabulary, and the ability to self-correct constructed responses using proper conventions across the curriculum.

# Adult Learning Culture

## Adult Learning Culture Areas of Strength

Teachers effectively know their grade level standards and expectations.

## Adult Learning Culture Areas for Growth

Teachers need a better understanding of previous/upcoming grade levels standards and expectations.

## Adult Learning Culture Equity Resource Supports

Student Group	Challenge	Solution
English Learners	Lack of repeated.exposure in phonics, vocabulary, and sentence structure.	EL funds will be used to provide additional support through Lexia English. Professional development will be provided to teachers in phonics instruction through LETRS.
Foster/Homeless	N/A	N/A
Free and Reduced Lunch	Lack of repeated exposure in phonics, vocabulary, and sentence structure.	Teachers will use the acceleration block to build background knowledge, phonics, vocabulary, and writing practice. Professional development will be provided to teachers in phonics instruction through LETRS.
Migrant/Title1-C Eligible	N/A	N/A
Racial/Ethnic Minorities	Lack of repeated. exposure in phonics, vocabulary, and sentence structure.	We will utilize our Read by Grade 3 specialist to assist teachers in providing tiered interventions and acceleration for students in the area of phonics/writing. Professional development will be provided to teachers in phonics instruction through LETRS.

Student Group	Challenge	Solution
Students with IEPs	Lack of repeated. exposure in phonics, vocabulary, and sentence structure.	Co-teaching opportunities will be provided in the least restrictive environment to ensure students receive grade level instruction with the appropriate accommodations and modifications. Professional development will be provided to teachers in phonics instruction through LETRS.

### Problem Statements Identifying Adult Learning Culture Needs

**Problem Statement 1 (Prioritized):** We need common expectations across the curriculum among all staff and grade levels when teaching/assessing phonics, proper conventions, and constructed responses when writing.

**Critical Root Cause:** Lack of clear expectations and communication among staff as to how to teach/assess phonics, proper conventions, and constructed responses across the curriculum when writing.

## Connectedness

### Connectedness Areas of Strength

Students are seeking out adult help when needed and advocating for themselves.

### Connectedness Areas for Growth

We need to provide support to ensure all students feel a sense of belonging and acceptance throughout all environments and activities.

### Connectedness Equity Resource Supports

Student Group	Challenge	Solution
English Learners	Students may not have the skills to establish relationships with other students or adults.	The counselor will work with identified students to provide targeted social/emotional support as well as connect students with outside services as needed.
Foster/Homeless	Students may not have the skills to establish relationships with other students or adults.	The Title I HOPE Advocate and counselor will coordinate ongoing services and supports while monitoring students' attendance, academic, and social/emotional progress.
Free and Reduced Lunch	Students may not have the skills to establish relationships with other students or adults.	The Title I HOPE Advocate and counselor will coordinate ongoing services and supports while monitoring students' attendance, academic, and social/emotional progress.
Migrant/Title1-C Eligible	N/A	N/A
Racial/Ethnic Minorities	Students may not have the skills to establish relationships with other students or adults.	School staff will work with identified students to provide opportunities where they can receive social/emotional support and counseling in several different areas to include a sense of belonging.



Student Group	Challenge	Solution
Students with IEPs	Students may not have the skills to establish relationships with other students or adults.	Resource support and counseling opportunities will provide social/emotional support to improve a sense of belonging.

**Problem Statements Identifying Connectedness Needs**

**Problem Statement 1 (Prioritized):** 10% of students surveyed on the Spring 2025 Survey felt they did not feel a sense of belonging.  
**Critical Root Cause:** Students do not feel they are connected to the school or to specific people at the school.

# Priority Problem Statements

**Problem Statement 1:** The students are struggling to apply phonics skills to appropriate vocabulary and conventions when creating a constructed response across the curriculum.

**Critical Root Cause 1:** The lack of instruction on phonics, common vocabulary, and the ability to self-correct constructed responses using proper conventions across the curriculum.

**Problem Statement 1 Areas:** Student Success

**Problem Statement 2:** We need common expectations across the curriculum among all staff and grade levels when teaching/assessing phonics, proper conventions, and constructed responses when writing.

**Critical Root Cause 2:** Lack of clear expectations and communication among staff as to how to teach/assess phonics, proper conventions, and constructed responses across the curriculum when writing.

**Problem Statement 2 Areas:** Adult Learning Culture

**Problem Statement 3:** 10% of students surveyed on the Spring 2025 Survey felt they did not feel a sense of belonging.

**Critical Root Cause 3:** Students do not feel they are connected to the school or to specific people at the school.

**Problem Statement 3 Areas:** Connectedness

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## **Student Success**

- Curriculum Based Measures
- MAP Growth Assessment
- Multi-Tiered System of Supports (MTSS)
- Other
  - Teacher observations

## **Adult Learning Culture**

- Professional Development Agendas
- Professional development needs assessment data
- Other
  - Classroom Observations

## **Connectedness**

- Community surveys and/or other feedback
- Perception/survey data
- Other
  - Panorama Education Survey

# Inquiry Areas

## **Inquiry Area 1:** Student Success

**SMART Goal 1:** By the Spring 2026 MAP Assessment, we will increase the percentage of students who achieved their growth projection in the area of ELA/ Reading from 62% in the Spring 2025 to 65% in the Fall 2025 to 67% by the Winter 2025 to 70% by the Spring of 2025 as measured by the MAP Growth Assessments.

**Formative Measures:** MAP Reading Growth Assessment

**Aligns with District Goal**

Improvement Strategy 1 Details				Reviews		
<b>Improvement Strategy 1:</b> With common instruction and practice teachers will effectively instruct students how to organize their thoughts and apply phonics and proper conventions throughout the writing process across the curriculum.				Status Check		EOY Reflection
				Oct	Feb	June
				No review	No review	
Action #	Actions for Implementation	Person(s) Responsible	Timeline			
1	The teachers will instruct the students in their class on how to use appropriate phonics, vocabulary, and conventions to organize their thoughts and evidence during the writing process across the curriculum.	Educators	August 2025-May 2026			
2	The teachers will review the part of the writing rubric that addresses conventions with the students weekly and provide opportunities for students to use the rubric to correct writing.	Educators	August 2025-May 2026			
3	Tier 1 instructional materials (HMH) will be used to plan for and teach Writing and ELA skills specific to conventions and vocabulary.	Educators	August 2025-May 2026			
4	Students identified as needing additional support will be provided direct instruction during the acceleration block.	Educators	August 2025-May 2026			
5	Tier 1 instructional materials (LETRS) will be used to support phonics instruction.	Educators	September 2025-May-2026			
<b>Position Responsible:</b> Administration <b>Resources Needed:</b> Examples of activities and rubrics used to teach conventions Songs that teach conventions Common Integration of Writing Slides Document LETRS teaching materials  <b>Evidence Level</b> Level 2: Moderate: MAP Growth Assessments <b>Problem Statements/Critical Root Cause:</b> Student Success 1						

Improvement Strategy 2 Details				Reviews		
<b>Improvement Strategy 2:</b> Provide evidence-based Tier I, Tier II, and Tier III instruction to help increase students growth based on data.				Status Check		EOY Reflection
				Oct	Feb	June
				No review	No review	
Action #	Actions for Implementation	Person(s) Responsible	Timeline			
1	Teachers will analyze MAP Growth Assessment data to identify students scoring below the 40th percentile in reading.	Educators	Fall, Winter, Spring MAP Benchmarking			
2	All identified students will be given diagnostic assessments using FastBridge to determine specific reading instructional needs.	Educators, RBG3	October 1, 2025 and after each benchmarking if needed.			
3	Student Literacy Performance Plans will be created for all students in Kindergarten through grade who scored below the 40th percentile in MAP Growth Reading Assessment.	Educators, RBG3	October 2025, January 2026,			
4	All staff will participate in Language Essentials for Teachers of Reading and Spelling (LETRS) training to enhance their knowledge of literacy instruction.	Administration and Educators	September 2025-April 2027			
5	Staff will analyze data to determine if Tier II instruction is supporting student growth and performance and will make adjustments as needed	Educators	September 2025-May 2026			
<b>Position Responsible:</b> Administration <b>Resources Needed:</b> MAP Reading Growth Assessment Data RTI documentation school spreadsheet Student Literacy Performance Plans FastBridge Diagnostic and Progress Monitoring Tools Tier I, Tier II, and Tier III instructional materials  <b>Evidence Level</b> Level 2: Moderate: MAP Growth Assessments Level 4: Demonstrate Rationale: Student Literacy Performance Plans <b>Problem Statements/Critical Root Cause:</b> Student Success 1						

### SMART Goal 1 Problem Statements:

Student Success
<b>Problem Statement 1:</b> The students are struggling to apply phonics skills to appropriate vocabulary and conventions when creating a constructed response across the curriculum. <b>Critical Root Cause:</b> The lack of instruction on phonics, common vocabulary, and the ability to self-correct constructed responses using proper conventions across the curriculum.

## Inquiry Area 2: Adult Learning Culture

**SMART Goal 1:** 100% of staff will be trained on phonics through LETRS and continue to implement common writing expectations across curriculum and use correct conventions as measured by the school-wide monthly writing prompts.

**Formative Measures:** Monthly Writing Prompts

**Aligns with District Goal**

Improvement Strategy 1 Details				Reviews		
<b>Improvement Strategy 1:</b> We will provide PD to staff members to strengthen phonics instruction through implementing training in LETRS and continue to integrate common writing expectations and ways to teach conventions school wide.				Status Check		EOY Reflection
				Oct	Feb	June
				No review	No review	
Action #	Actions for Implementation	Person(s) Responsible	Timeline			
1	Provide staff development through staff meetings in the areas of common vocabulary, constructed response expectations and conventions.	Administration	September-October 2025			
2	During PLC grade levels will create common assessments and review the students' results, looking for proper use of phonics and conventions as well as other commonly agreed upon school-wide writing expectations.	Educators	August 2025-May 2026			
3	Teachers will purposefully create work samples/exemplars/models to provide during lesson delivery such that students interact with the learning Intentions and Success Criteria and clearly communicate their understanding of achievement of success criteria.	Educators	August 2025-May 2026			
<b>Position Responsible:</b> Administration <b>Resources Needed:</b> Pacing Guide Grade Level Standards Common Integration of Writing Slides Document Learning Intentions Success Criteria  <b>Evidence Level</b> Level 2: Moderate: MAP Growth Assessments Level 4: Demonstrate Rationale: Climate and Culture <b>Problem Statements/Critical Root Cause:</b> Adult Learning Culture 1						

Improvement Strategy 2 Details				Reviews														
<b>Improvement Strategy 2:</b> The staff will have a school wide understanding of how to teach conventions and use the same terminology with colleagues and students throughout the school. <table><tr><th>Action #</th><th>Actions for Implementation</th><th>Person(s) Responsible</th><th>Timeline</th></tr><tr><td>1</td><td>Train staff on common vocabulary to be use when working with conventions and expectations of constructed response writing.</td><td>Administration, RBG3</td><td>September-October 2025</td></tr><tr><td>2</td><td>Provide time for dialogue between grade levels.</td><td>Administration, Classroom Teachers</td><td>August 2025-May 2026</td></tr></table> <p><b>Position Responsible:</b> Administration</p> <p><b>Resources Needed:</b> Common Integration of Writing Slides Document Common rubric for grading conventions</p> <p><b>Evidence Level</b> Level 2: Moderate: MAP Growth Assessments</p> <p><b>Problem Statements/Critical Root Cause:</b> Adult Learning Culture 1</p>				Action #	Actions for Implementation	Person(s) Responsible	Timeline	1	Train staff on common vocabulary to be use when working with conventions and expectations of constructed response writing.	Administration, RBG3	September-October 2025	2	Provide time for dialogue between grade levels.	Administration, Classroom Teachers	August 2025-May 2026	Status Check		EOY Reflection
				Action #	Actions for Implementation	Person(s) Responsible	Timeline											
				1	Train staff on common vocabulary to be use when working with conventions and expectations of constructed response writing.	Administration, RBG3	September-October 2025											
				2	Provide time for dialogue between grade levels.	Administration, Classroom Teachers	August 2025-May 2026											
Oct	Feb	June																
No review	No review																	

#### SMART Goal 1 Problem Statements:

Adult Learning Culture
<b>Problem Statement 1:</b> We need common expectations across the curriculum among all staff and grade levels when teaching/assessing phonics, proper conventions, and constructed responses when writing. <b>Critical Root Cause:</b> Lack of clear expectations and communication among staff as to how to teach/assess phonics, proper conventions, and constructed responses across the curriculum when writing.



### Inquiry Area 3: Connectedness

**SMART Goal 1:** To decrease the number of students who feel they do not belong at school from 10% on the Spring 2025 Panorama Survey to 5% by May 2026 (with 0% being the ultimate goal), as measured by the Panorama Education Survey.

**Formative Measures:** Panorama Education Survey

**Aligns with District Goal**

Improvement Strategy 1 Details				Reviews		
<b>Improvement Strategy 1:</b> We will provide opportunities for students to meet individually, in class meetings, group counseling sessions with the counselor, and check-in with students during lunch/recess.				Status Check		EOY Reflection
				Oct	Feb	June
				No review	No review	
Action #	Actions for Implementation	Person(s) Responsible	Timeline			
1	Provide the group counseling sessions.	Counselor	August 2025-May 2026			
2	Daily class meeting will be held to create a sense of belonging and address any social issues that arise.	Educators	August 2025-May 2026			
3	The counselor will hold individual counseling sessions with students, small groups, whole class lessons.	Counselor	August 2025-May 2026			
4	Specialists will hand out "Paw Points" to encourage good social interaction and the ability to follow school procedures.	Educators	August 2025-May 2026			
<b>Position Responsible:</b> Administration <b>Resources Needed:</b> Counseling lessons, Panorama Data/Survey Results/Activities  <b>Evidence Level</b> Level 4: Demonstrate Rationale: Climate and Culture, Sanford Harmony <b>Problem Statements/Critical Root Cause:</b> Connectedness 1						

Improvement Strategy 2 Details				Reviews		
<b>Improvement Strategy 2:</b> School with provide community building events for students and families to increase all students sense of belonging.				Status Check		EOY Reflection
				Oct	Feb	June
				No review	No review	
Action #	Actions for Implementation	Person(s) Responsible	Timeline			
1	School will host the following events focused on building a sense of belonging and community amongst it's stake holders. Activities include; Founder's Day(9/25), School Wide Fun Run(9/25), Fall Festival(10/25), Career Week(11/25), Math/Science Night(1/26), Ties and Tieras Dance(2/26), Reading Week(3/26), Talent Show (4/26), and Field Day (5/26)	Educators, PTA Volunteers	August 2025-May 2026			
<b>Position Responsible:</b> Administration <b>Resources Needed:</b> School Calendar Event Flyers Parent Link Messages  <b>Evidence Level</b> Level 4: Demonstrate Rationale: Climate and Culture <b>Problem Statements/Critical Root Cause:</b> Connectedness 1						

### SMART Goal 1 Problem Statements:

Connectedness
<b>Problem Statement 1:</b> 10% of students surveyed on the Spring 2025 Survey felt they did not feel a sense of belonging. <b>Critical Root Cause:</b> Students do not feel they are connected to the school or to specific people at the school.

# School Continuous Improvement Team

Team Role	Name	Position
Member	Holly Curry	Special Education Teacher
Member	Christine Newson	Office Manager
Member	Jessie Baldwin	GATE Teacher
Member	Rene Knott	Librarian
Member	Wendy Embleton	5th Grade Teacher
Member	Jennifer Speer	4th Grade Teacher
Member	Sara Noble	Parent
Member	Tina Tenenholtz	2nd Grade Teacher
Member	Melissa McGinnis	1st Grade Teacher
Member	Wendy Rogers	Kindergarten Teacher
Member	Jennifer Speakman	Assistant Principal
CI Team Lead	Kody Barto	Principal

# Community Outreach Activities

Activity	Date	Lesson Learned