

Stella Hills Elementary School

Bakersfield City School District

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Recommendations:

1. To accelerate student achievement in all academic content areas and based on a history of chronic low achievement at all grade levels, an engaging, rigorous, standards-based instructional program must be consistently implemented in all classrooms. A school-wide instructional framework should be created and implemented. This framework should provide a common language shared by every teacher and all other support staff.
2. To accelerate student achievement in every subject area and at every grade level, an engaging, rigorous, critical thinking, problem solving, risk taking, print rich, collaborative classroom environment must be created and implemented. This kind of classroom environment also includes such things as students completing projects, students using rich academic language, both peer to peer and student to teacher, and the teacher regularly implements a Socratic approach to teaching and learning. There must be on-going teacher assessment of student's academic skills so that teaching can be prescriptively tied to what students need, so that they can become advanced and proficient in their grade level standards. Data provided from the District and State must be meaningful and useful for staff, teachers and students.
3. To accelerate student's achievement in reading and writing, all classrooms must have a library, with hundreds of leveled books, available to all students, that supports guided and independent reading and the development of other literacy skills.
4. Instructional Focus should be a key area of professional development. The District Office needs to create opportunities to work with the teachers to address their specific needs. Teachers need to have a voice in decision-making related to Professional Development (PD) and the direction of the curriculum, planning, preparation and PLC structures. High expectations, consistency and coherence should all be addressed during the PD. There also needs to be a strong focus on the needs of the students and the teachers. Building a positive School Culture, improving Literacy Skills and Student Discipline should have high priority. Additional training should be provided for new teachers (PIPs) and District support for them should include providing them with instructional coaches.
5. To improve student behavior and to accelerate student achievement, PBIS needs to be rewritten and consistently implemented. This must be a collaborative endeavor involving all stakeholders. This includes training for staff in how to handle behavioral issues so that there is fairness in the treatment of students, so that there are clear consequences for negative behavior and that there are rewards for good behavior. PBIS must be implemented so that teachers and staff are supported.
6. Safety is a big concern. Current supports need to be examined and necessary adjustments made to ensure that Stella Hills is a safe place for the students, staff and the community.

7. The needs of the Support staff should be considered. They are being stretched beyond measure. They have many great ideas that will create efficiencies that will be helpful to ALL.
8. To provide stability and support in classrooms and offices, qualified substitute teachers and substitute classified personnel need to be assigned to work only at Stella Hills.
9. To improve Parent Engagement, Leadership and Staff must create venues of opportunities for parents to be engaged in the school. This includes increasing the number of parents actively participating in the School Site Council and DLAC, developing a booster club, having more parent/teacher conferences, developing a variety of ways of communicating to parents and developing a before the beginning of the school year activity to help parents understand the school's expectations related to teaching and learning and the importance of students attending school every day.
10. To help meet the needs of families, the District and the School must provide expanded, on-site social/mental health/medical wrap around services for students and their families. This includes developing partnerships with City, County, State and Federal social/mental health/medical resource agencies and organizations.
11. To help improve attendance, the District must examine ways to expand Transportation options for students and their families. Transportation is a critical issue that needs to be addressed. Some families need additional assistance to get their children to school The District should partner with the City's Public Transportation system to increase the number of pick-up and drop-off locations for students and families.
12. The Principal needs to establish a Team that includes teachers, parents and support staff to help reset the School Climate. They should begin by building processes and protocols that will be followed by all. There needs to be on-going ways to assess the culture of the school and seek any new ideas. The schools core values should be a guide: Be safe, Be responsible, Be respectful, Be responsible and Be ready to learn. The Team needs to create a Culture/Climate that recognizes and celebrates the diversity of the school, celebrate students, teachers, support staff and families. Assemblies should happen monthly to maintain a sense of community.
13. After school and extra-curricular programs should be put in place to enrich the experiences of the students.
14. To show that positive change is happening, to boost School pride and morale and to change the image of Stella Hills in the City of Bakersfield, the District should upgrade the Physical Plant in some of the following ways: (1) Upgrade the lighting systems in all

classrooms and offices, (3) paint the interior of all classrooms, (4) upgrade the technology and (5) enhance and expand the landscape with more trees, flowers and grassy areas.

15. District and Site budgets need a thorough examination so that they are targeted at meeting the myriad of needs of students, the total staff and parents. Additional funds will probably be needed to support this school in the areas addressed in these recommendations.