



# SCHOOL IMPROVEMENT PLAN

March 16, 2026



EAST AURORA SCHOOL DISTRICT 131

# SIP TEAM

**Kelly Hills, Principal**

**Eulalia Hernandez, Assistant Principal**

**Gretchen Gritzner, Instructional Coach**

**Vanessa Becker, Teacher**

**Megan Boese, Reading Interventionist**

**Brooke Brenner, Teacher**

**Nicole Clarke, Teacher**

**Maggie Flores, Teacher**

**Barb Goldsborough, Teacher**

**Callie Mitchell, Teacher**

**Angelica Najera, Teacher**

**Michelle Wisnewski, Teacher**

**Rachel Wrigglesworth, Teacher**



**Our Mission:** At Hermes School, our mission is to cultivate a collaborative student-centered educational environment where students can persevere, thrive, and collaborate with others. Through teamwork, support, and a commitment to being data-driven, we strive to be a positive, inviting community where students, teachers, and parents feel welcome every day.

**La misión:** En la Escuela Hermes, nuestra misión es cultivar un entorno educativo colaborativo y centrado en el estudiante, donde los alumnos puedan perseverar, prosperar y colaborar con los demás. A través del trabajo en equipo, el apoyo y un compromiso con la toma de decisiones basada en datos, nos esforzamos por ser una comunidad positiva y acogedora donde estudiantes, maestros y padres se sientan bienvenidos todos los días.

**Our Vision:** Hermes Elementary School will be a safe, inclusive, and growth-focused learning community where students, staff, and families are actively engaged. We strive to ensure all students feel valued, take risks in their learning, and develop the skills needed for lifelong success. Through strong relationships, collaboration, and a commitment to both academic and social-emotional development, Hermes will be a place where every student belongs and the entire community thrives.

**La Visión:** La Escuela Primaria Hermes será una comunidad de aprendizaje segura, inclusiva y enfocada en el crecimiento, donde los estudiantes, el personal y las familias participen activamente. Nos esforzamos por garantizar que todos los estudiantes se sientan valorados, asuman riesgos en su aprendizaje y desarrollen las habilidades necesarias para el éxito a lo largo de la vida. A través de relaciones sólidas, la colaboración y un compromiso tanto con el desarrollo académico como socioemocional, Hermes será un lugar donde cada estudiante pertenezca y toda la comunidad prospere.

# OUR CURRENT REALITY



	All Students	IEP	EL	Black	Hispanic	White	Two or More	Asian	Newcomer	Males	Females
Math Achievement (MAP)	23.9%	9.5%	19.8%	18.9%	23.9%	28.6%	22.2%	75.0%	17.4%	24.2%	23.5%
Math Proficiency IAR (2025)	13.5%	0.0%	9.5%	15.0%	13.3%	0.0%	50.0%	0.0%	9.5%	12.8%	14.2%
iReady (K-8)	1.8%	0.0%	0.6%	2.8%	1.1%	16.7%	11.1%	25.0%	0.0%	2.3%	1.3%
Literacy Achievement (MAP)	14.2%	6.8%	8.8%	13.5%	13.1%	28.6%	33.3%	75.0%	0.0%	10.9%	18.1%
Literacy Proficiency (IAR)	20.3%	7.4%	8.9%	20.0%	20.2%	33.3%	50.0%	0.0%	0.0%	16.5%	24.2%



# OUR CURRENT REALITY



	All Students	IEP	EL	Black	Hispanic	White	Two or More	Asian	Newcomer	Males	Females
<b>Annual Daily Attendance (ADA)</b>	91.9%	91.0%	92.2%	91.4%	92.0%	83.9%	94.2%	97.3%	93.1%	91.9%	91.9%
<b>Chronic Absenteeism</b>	27%	34%	25%	24%	27%	43%	33%	0%	17%	27%	27%
<b>Referrals</b>	9.8%	18.6%	6.8%	32.6%	7.6%	28.6%	18.2%	0.0%	6.5%	16.3%	2.4%



# OUR FOCUS ON LITERACY:

## SMART GOAL:

By the end of the 2025–2026 school year, Hermes School will increase the percentage of students meeting or exceeding grade-level expectations in literacy by 5% across all reported groups/demographics, as measured by the Spring 2026 Illinois Assessment of Readiness (IAR), compared to Spring 2025 results.

## Priority Teaching Practice:

We are building capacity to engage students in learning by:

- Using instructional materials and strategies that are appropriate and engaging for all students
- Tailoring instruction to provide opportunities for intellectual engagement and critical thinking

## Key Actions:

- Use HMH curriculum to provide grade level instruction.
- Focus on Foundational Skills, Word Study
- Targeted Tier 2 WIN Group instruction for K-2
- Enrichment Support for 3-5 during WIN
- Provide PD, coaching, and monitoring through PLCs and classroom walkthroughs to ensure consistent Tier 1 implementation



# OUR FOCUS ON NUMERACY:

## SMART GOAL:

By the end of the 2025–2026 school year, Hermes School will increase the percentage of students meeting or exceeding grade-level expectations in numeracy by 5% across all reported groups/demographics, as measured by the Spring 2026 Illinois Assessment of Readiness (IAR), compared to Spring 2025 results.

## Priority Teaching Practice:

We are building teacher capacity to use questioning and discussion techniques to increase student engagement. Teachers will facilitate student led discussions responding to peers using content vocabulary.

## Key Actions:

- Use iReady curriculum to provide grade level instruction.
- Provide professional development for staff regarding mathematical discourse routines
- Facilitate structured opportunities for staff to collaborate
- Monitor student progress on CFAs
- Weekly monitoring of student iReady minutes
- Student goal setting



# OUR FOCUS ON A CULTURE FOR BELONGING:

## SMART GOAL:

By June 2026, Hermes School will foster a culture for belonging that fewer than 20% of all students are identified as Chronically Absent, as measured by end-of-year attendance records in alignment with state reporting guidelines.

## Priority Teaching Practice:

We are building capacity to create a welcoming environment so that all stakeholders feel welcomed, valued, and safe. We are building capacity for staff to develop meaningful connections with students in order to meet their needs.

## Key Actions:

- Celebrate and recognize positive behavior
- Panther Paws
- PAW Store
- Continued Implementation of Second Step
- Instruction of and reinforcement of building-wide expectations-*The Hermes Way*
- Conduct home visits for struggling students



