

THIRTEENTH & UNION EL SCH

1600 N 13th St

TSI Title 1 School Plan | 2023 - 2024

VISION FOR LEARNING

Thirteenth & Union Elementary School empowers students to reach their full potential in a community in which everyone feels safe and respected.

STEERING COMMITTEE

Name	Position	Building/Group
Julie Hamlin Weitzel	Principal	Julie Weitzel
Lynette Navedo	Assistant Principal	Thirteenth and Union Elementary
Nicole Sherman	Kindergarten Teacher	Thirteenth and Union Elementary
Brynn Beresniewicz	Teacher	Thirteenth and Union Elementary
Jennifer Toledo	Teacher	Thirteenth and Union Elementary
Nicole Brennan	Teacher	Thirteenth and Union Elementary
Taylor Crowley	Teacher	Thirteenth and Union Elementary
Linda McLean	Teacher	Thirteenth and Union Elementary
Kristy Minnick	Teacher	Thirteenth and Union Elementary
Kelly Rupert	Teacher	Thirteenth and Union Elementary
Dr. Amy Kennedy	Community Member	Kutztown University
Yessenia Vazquez	Parent	Thirteenth and Union Elementary

Name

Position

Building/Group

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
PS1: If we consistently develop and regularly communicate high expectations and goals for students, staff, and school outcomes, emphasizing all staff members’ roles and accountabilities, then student achievement will increase	Essential Practices 2: Empower Leadership
PS2: If the decision making process is restructured to gain input from stakeholders and create open opportunities for staff to serve in leadership roles, then the students, staff and school as a whole will be better served to effectively and student achievement will increase.	Essential Practices 2: Empower Leadership Essential Practices 2: Empower Leadership

ACTION PLAN AND STEPS

Evidence-based Strategy
Job-Embedded Professional Development
Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Expectations	"Goal One: By June 15, 2023, 100% of teacher lesson plans, walkthrough anecdotal notes, and classroom observation data will indicate the use of a variety of data collection and assessments to monitor student learning and will include at least one adjustment to programming and instructional practices to ensure student needs are being met at the highest level.
Reading	"Goal Two: 70% of students will meet or exceed their growth goal on the Acadience reading assessment. "
Math	"Goal Three: 80% of students will show improved placement on their iReady math assessment. "

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Select implementation lead and team for this action plan.	2023-07-01 - 2023-09-29	Administration, SIP Leadership Team	Action Plan & SIP Team Consensus
Implementation lead schedules bi-weekly check ins with implementation team to determine status of each action step, successes and challenges to solve.	2023-07-01 - 2024-06-28	Administration, SIP Leadership Team	Rolling Agenda and monitoring template with action steps
Monthly implementation monitoring meetings will be scheduled and the calendar will be provided to SIP team members	2023-07-01 - 2024-06-28	Administration, SIP Leadership Team	SIP monthly meeting schedule with dates/time, Rolling agenda, Monitoring template
Development of a survey to gather interests and needs from staff. Include interest in facilitating in house PD and committee summaries	2023-07-01 - 2024-06-28	Administration	

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
and encouragement of every staff to be involved in one committee for the 2023-2024 school year.			
Develop protocols and procedures for common planning time (PLCs) as well as training for staff	2023-07-01 - 2023-09-30	Administration, SIP Leadership Team	Planning guidance document, summer hours, building professional development time for rollout
Create schedule for monthly SIP committee meetings, including time to monitor action plans and make revisions	2023-07-01 - 2023-08-31	Administration	Title 1 funds: SIP team ____ members x ____ hours @\$29 hr per person = ____ + benefits ____ = ____
SIP team will meet to review action plans, steps and communication for staff regarding the SIP; share out with staff at building PD	2023-07-01 - 2023-08-21	Administration, SIP Team	SIP Team Developed presentations
SIP Team create a communication with SIP priorities to share with families	2023-08-22 - 2023-09-30	SIP Leadership Team	SIP at a Glance Document
Review with staff committee meeting leaders and members procedures, including but not limited to use of a rolling agenda and priorities for discussion and/or action	2023-07-01 - 2023-09-30	Administration	
Development of essential questions for PLC meetings with roles and procedures for collaboration and a student-centered focus with a clear take-away plan of next steps for implementation	2023-08-22 - 2024-06-29	Administration, SIP Leadership Team	

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Work with PLC s to establish protocols for teams to flag students for interventions and discuss ideas to increase student leadership opportunities within the building	2023-11-01 - 2024-01-31	Administration	
Look for opportunities to involve staff in decisions that impact them to the extent possible	2023-08-22 - 2024-06-28	Administration	Staff surveys
All committee leaders will meet to review activities, data, procedures and progress made throughout the year. Group will identif? strengths and needs for each committee. Team will use this information to plan for the 2023-2024 school ?ear.	2024-05-01 - 2024-06-28	Administration, SIP Committees	
Look for opportunities for peer observations to occur within grade level and time to debrief	2023-08-22 - 2024-06-28	Administration	
Look for opportunities for peer observations to occur outside of the grade level and time to debrief	2024-02-01 - 2024-06-28	Administration	
Creating a calendar of monthly parent workshops and a communication system - determine themes, academic focus, leader for activity, etc	2023-08-22 -	Administration, SIP committees, POA	Title 1 funds: Materials/Supplies = \$7,526.32 POA ?alar? & Benefits = \$27,706.12
Anticipated Outcome			
?uccessful PLCs and peer observations implemented with a student centered focus will increase student achievement. Colla?oration time			

that is structured and focused will enable true data analysis that informs instructional practices.

Monitoring/Evaluation

bi-weekly monitoring on action steps and monthly monitoring; SIP team to check progress of action steps. Implementation of PLCs and peer observations will increase collaboration and discussion based on data and instruction. Administration will attend team meetings and provide effective feedback.

Evidence-based Strategy

Engage instructional teams in assessing and monitoring student mastery

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Expectations	"Goal One: By June 15, 2023, 100% of teacher lesson plans, walkthrough anecdotal notes, and classroom observation data will indicate the use of a variety of data collection and assessments to monitor student learning and will include at least one adjustment to programming and instructional practices to ensure student needs are being met at the highest level.
Reading	"Goal Two: 70% of students will meet or exceed their growth goal on the Acadience reading assessment. "
Math	"Goal Three: 80% of students will show improved placement on their iReady math assessment. "

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
-------------	------------------------------	----------------------	-------------------------------------

Build schedule to allow collaboration within grade level teams. 2	2023-07-01 - 2023-08-21	Administration	Schedule of Meetings
Create a schedule per grade level that will allow support teachers (e.g., special ed, ESL, reading specialist) to participate in all collaborative meetings with their respective grade levels.	2023-07-01 - 2023-09-01	Administration, SIP Leadership Team	Schedule of Meetings and Coverages
Beginning of the year school's updated vision and building/district expectations with emphasis on high expectations for all students will be shared with along with the RSD Instructional Framework staff	2023-08-22 - 2023-08-25	Administration	RSD Instructional Framework, 13th & Union Vision for Learning, RSD Vision and Mission
PD on reading assessment data use - what reports, where do I find them, how to interpret reports & how the data informs instruction	2023-08-22 - 2023-10-31	Reading Specialist	Title 1 funds: Reading Specialist salary+ benefits = \$55,366.62
Specially Designed Instruction Professional development to increase understanding of implementation in the general ed setting to address individual student needs.	2023-08-22 - 2023-11-01	Special Ed Team	
PD on strategies and instructional practices for ELLs to assist in the general education classroom	2023-08-22 - 2024-06-28	Support Ed Coaches, ESL Teachers	Title 1 Funds: ESL Teacher/Para salary + benefits = \$190,313.21
Baseline data for math and reading: iReady, Acadience, SRI	2023-08-28 - 2023-10-02	Teachers	Acadience, iReady, HMH Assessments
Create Data Binder expectations for staff to house their data for intervention group changes based on the data	2023-08-22 - 2023-09-30	Reading Specialists,	

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
		Administration	
Data will be reviewed and used to create and revise Intervention groups during common planning meetings	2023-08-28 - 2024-05-31	Reading Specialist, Admin, Grade level team leaders	
Revisit the current PBIS process and make adjustments as needed. Share with staff and provide guidance, especially to new staff, on procedures and protocols.	2023-07-01 - 2024-01-01	PBIS Committee, Administration	
MOY benchmark for math and reading: iReady, Acadience, SRI	2024-01-01 - 2024-02-29	Teachers	Acadience, iReady, HMH assessments
Complete a mid year data analysis between BOY to MOY identifying trends, gaps and instructional changes required	2024-02-01 - 2024-02-29	Administration, Grade level team leaders, reading specialist	MOY Benchmark Data
Mid year check on PBIS- Review number and type of discipline referrals, incentives, consistency among classrooms & grade levels.	2024-01-29 - 2024-02-29	Administration, PBIS Committee	
End of year progress monitoring for math and reading: iReady, Acadience, SRI	2024-05-01 - 2024-05-31	Teachers	
Evaluate the impact and effectiveness of collaboration and data	2024-05-01 -	Administration,	Data will be used to

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
discussions and develop next steps for the 2024-2025 SY.	2024-06-29	SIP Leadership Team	develop PD for 2024-2025 school year
Complete and share with teachers a BOY to MOY to EOY data analysis and report trends	2024-05-01 - 2024-06-07	Administration, Grade level team leaders, Reading Specialist	

Anticipated Outcome
Student achievement will increase as a result of using data to inform small groups and instruction. Increased collaboration and clarifying expectations for students and staff will develop consistent and cohesion.

Monitoring/Evaluation
Bi-weekly meeting template will be used. Monthly progress will be monitored by SIP team. Using data to inform small groups will ensure student needs are being met. Student ownership will increase through learning about their progress and setting goals for success.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
"Goal One: By June 15, 2023, 100% of teacher lesson plans, walkthrough anecdotal notes, and classroom observation data will indicate the use of a variety of data collection and assessments to monitor student learning and will include at least one adjustment to programming and instructional practices to ensure student needs are being met at the highest level. (Expectations)	Job-Embedded Professional Development	Develop protocols and procedures for common planning time (PLCs) as well as training for staff	07/01/2023 - 09/30/2023
"Goal Two: 70% of students will meet or exceed their growth goal on the Acadience reading assessment. " (Reading)			
"Goal Three: 80% of students will show improved placement on their iReady math assessment. " (Math)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
"Goal One: By June 15, 2023, 100% of teacher lesson plans, walkthrough anecdotal notes, and classroom observation data will indicate the use of a variety of data collection and assessments to monitor student learning and will include at least one adjustment to programming and instructional practices to ensure student needs are being met at the highest level. (Expectations)	Job-Embedded Professional Development	SIP team will meet to review action plans, steps and communication for staff regarding the SIP; share out with staff at building PD	07/01/2023
"Goal Two: 70% of students will meet or exceed their growth goal on the Acadience reading assessment. " (Reading)			-
"Goal Three: 80% of students will show improved placement on their iReady math assessment. " (Math)			08/21/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
"Goal One: By June 15, 2023, 100% of teacher lesson plans, walkthrough anecdotal notes, and classroom observation data will indicate the use of a variety of data collection and assessments to monitor student learning and will include at least one adjustment to programming and instructional practices to ensure student needs are being met at the highest level. (Expectations)	Job-Embedded Professional Development	Look for opportunities for peer observations to occur within grade level and time to debrief	08/22/2023
"Goal Two: 70% of students will meet or exceed their growth goal on the Acadience reading assessment. " (Reading)			-
"Goal Three: 80% of students will show improved placement on their iReady math assessment. " (Math)			06/28/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
"Goal One: By June 15, 2023, 100% of teacher lesson plans, walkthrough anecdotal notes, and classroom observation data will indicate the use of a variety of data collection and assessments to monitor student learning and will include at least one adjustment to programming and instructional practices to ensure student needs are being met at the highest level. (Expectations)	Job-Embedded Professional Development	Look for opportunities for peer observations to occur outside of the grade level and time to debrief	02/01/2024
"Goal Two: 70% of students will meet or exceed their growth goal on the Acadience reading assessment. " (Reading)			-
"Goal Three: 80% of students will show improved placement on their iReady math assessment. " (Math)			06/28/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
"Goal One: By June 15, 2023, 100% of teacher lesson plans, walkthrough anecdotal notes, and classroom observation data will indicate the use of a variety of data collection and assessments to monitor student learning and will include at least one adjustment to programming and instructional practices to ensure student needs are being met at the highest level. (Expectations)	Engage instructional teams in assessing and monitoring student mastery	Beginning of the year school's updated vision and building/district expectations with emphasis on high expectations for all students will be shared with along with the RSD Instructional Framework staff	08/22/2023 - 08/25/2023
"Goal Two: 70% of students will meet or exceed their growth goal on the Acadience reading assessment. " (Reading)			
"Goal Three: 80% of students will show improved placement on their iReady math assessment. " (Math)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
"Goal One: By June 15, 2023, 100% of teacher lesson plans, walkthrough anecdotal notes, and classroom observation data will indicate the use of a variety of data collection and assessments to monitor student learning and will include at least one adjustment to programming and instructional practices to ensure student needs are being met at the highest level. (Expectations)	Engage instructional teams in assessing and monitoring student mastery	PD on reading assessment data use - what reports, where do I find them, how to interpret reports & how the data informs instruction	08/22/2023 - 10/31/2023
"Goal Two: 70% of students will meet or exceed their growth goal on the Acadience reading assessment. " (Reading)			
"Goal Three: 80% of students will show improved placement on their iReady math assessment. " (Math)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
"Goal One: By June 15, 2023, 100% of teacher lesson plans, walkthrough anecdotal notes, and classroom observation data will indicate the use of a variety of data collection and assessments to monitor student learning and will include at least one adjustment to programming and instructional practices to ensure student needs are being met at the highest level. (Expectations)	Engage instructional teams in assessing and monitoring student mastery	Specially Designed Instruction	08/22/2023
"Goal Two: 70% of students will meet or exceed their growth goal on the Acadience reading assessment. " (Reading)		Professional development to increase understanding of implementation in the general ed setting to address individual student needs.	- 11/01/2023
"Goal Three: 80% of students will show improved placement on their iReady math assessment. " (Math)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
"Goal One: By June 15, 2023, 100% of teacher lesson plans, walkthrough anecdotal notes, and classroom observation data will indicate the use of a variety of data collection and assessments to monitor student learning and will include at least one adjustment to programming and instructional practices to ensure student needs are being met at the highest level. (Expectations)	Engage instructional teams in assessing and monitoring student mastery	PD on strategies and instructional practices for ELLs to assist in the general education classroom	08/22/2023
"Goal Two: 70% of students will meet or exceed their growth goal on the Acadience reading assessment. " (Reading)			-
"Goal Three: 80% of students will show improved placement on their iReady math assessment. " (Math)			06/28/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
"Goal One: By June 15, 2023, 100% of teacher lesson plans, walkthrough anecdotal notes, and classroom observation data will indicate the use of a variety of data collection and assessments to monitor student learning and will include at least one adjustment to programming and instructional practices to ensure student needs are being met at the highest level. (Expectations)	Engage instructional teams in assessing and monitoring student mastery	Evaluate the impact and effectiveness of collaboration and data discussions and develop next steps for the 2024-2025 SY.	05/01/2024 - 06/29/2024
"Goal Two: 70% of students will meet or exceed their growth goal on the Acadience reading assessment. " (Reading)			
"Goal Three: 80% of students will show improved placement on their iReady math assessment. " (Math)			

APPROVALS & SIGNATURES

Assurance of Quality and Accountability

Assurance of Quality and Accountability

The Building Administrator, Superintendent/Chief Executive Officer and President of the School Board will affirm the following statements.

We affirm that our school has developed a School Improvement Plan based upon a thorough review of the essential practices to advance educational programs and processes and improve student achievement.

We affirm that the action plans that we will be implementing address our specific school needs, include strategies that provide educational opportunities and instructional strategies for all students and each of the student groups, increases the amount and quality of learning time, and provides equity in the curriculum which may include programs, activities, and courses necessary to provide a well-rounded education. These plans address the needs of all children in the school, but particularly the needs of those at risk of not meeting the challenging State academic standards.

We, the undersigned, hereby certify that the school level plan has been duly reviewed by the Building Administrator, Superintendent of Schools and formally approved by the district's Board of Education, per guidelines required by the Pennsylvania Department of Education.

We hereby affirm and assure that the school level plan:

- Addresses all the **required components** prescribed by the Pennsylvania Department of Education
- Meets **ESSA requirements**
- Reflects **evidence-based strategies that meet the three highest levels of evidence outlined in ESSA**
- Has a **high probability of improving student achievement**
- Has sufficient **LEA leadership and support to ensure successful implementation**

With this Assurance of Quality & Accountability, we, therefore, request the Pennsylvania Department of Education grant formal approval to implement this school level plan.

Signature (Entered Electronically and must have access to web application).

Chief School Administrator

School Improvement Facilitator Signature

Building Principal Signature

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

According to the 2020-2021 Future Ready Index special education students attendance rate of 87% exceeds the state wide average (85.8%)

According to the 2020-2021 Future Ready Index English Learners students attendance rate of 92.2% exceeds the state wide average (85.8%)

According to the Future Ready Index 2020 -2021 the early indicator for success for the 3rd grade students with disabilities increased 6.6%.

According to the data from the Scholastic Reading Inventory, by the end of the year, 26% of the 4th grade students were Advanced or Proficient. This is an 11% gain from the beginning of the year.

According to the data from the Scholastic Reading Inventory, by the end of the year, 28% of the 3rd grade students were Advanced or Proficient. This is a 16% gain from the beginning of the year.

Growth toward grade level goal was achieved from BOY to EOY on the Acadience Reading Composite score for kindergarten.

Challenges

15.4% students reached proficiency in 2021 ELA for grades 3- 4, which is a decrease of 17.6% from 2019 in ELA .

Based on the 2020-2021 Future Ready Index Science there was a 29.9% decrease in performance of the english learner student subgroup from the previous year.

5.9% students reached proficiency in 2021 Math for grades 3- 4, which is a decrease of 12.2% from 2019 in Math.

According to the 2020-2021 Future Ready Index, no significant strengths are noted at the school level. In addition, there is a low number of participants, which also results in insufficient sample and no PVAAS growth percentages.

End of the year 16% of the 2nd grade students were Advanced or Proficient.

End of the year 5% of the 3rd grade students were Advanced or Proficient.

Implement an evidence-based system of schoolwide positive behavior interventions and supports

Strengths

Overall growth was by 48%

End of the year 25% of the 1st grade students were Advanced or Proficient.

Related Strength 2 Grade 4 - Grade Level Threshold Complete; 98% percent complete at benchmark check-in.

Related Strength 3 - All students are completing the lessons

Hispanic Student Group did not meet the statewide goal/interim target/ increase in performance from the previous year PSSA ELA, PSSA Math, PSSA Science

According to Future Ready Index 202-2021 the english language growth & attainment rate of % 25.9exceeds the state wide average (24.8%)

End of the year 23% of the kindergarten students were Advanced or Proficient.

PVAAS: All student group, Hispanic student group, Economically Disadvantaged student group meet the Standard Demonstrating Growth; this was an increase in performance from the previous year

EP Strength 1 EP5 Administration will provide frequent, timely, and

Challenges

Related Challenge 1 Experienced some difficulty with getting RVA students in to complete Navience

Equity Challenge 1 Students lack academic vocabulary

Growth toward grade level goal was not achieved from BOY to EOY on the Acadience Reading Composite score for grade 1. Overall growth declined by 5%

Growth toward grade level goal was achieved from BOY to EOY on the Acadience Reading Composite score for grade 2. Overall growth was by 2%

End of the year 3% of the 4th grade students were Advanced or Proficient.

EP Challenge 1 EP6: Foster a culture of high expectations for success for all students, educators, families, and community members

EP Challenge 2 EP: Build leadership capacity and empower staff in the development and successful implementation of initiatives that better serve students, staff, and the school

22.6% of special education students maintained the same performance from the previous year on the Science PSSA for grade 4.

Strengths

systematic feedback and support on instructional practices (walkthroughs).

EP Strength 2 EP11: All school community members will promote and sustain a positive school environment where all members feel welcomed, supported, and safe in school: socially, emotionally, intellectually, and physically.

14% students reached proficiency on 2022 Math PSSA for grades 3- 4, which is an increase of 8.1% from 2021 Math PSSA.

51% students reached proficiency on 2022-2023 Science PSSA for grade 4, which is an increase from 42% in 2021-2022 Science PSSA.

EP Strength 3 EP14: All staff will implement evidence based strategies to engage families to support learning.

10.4% of English Learners reached proficiency on 2022 ELA PSSA for grades 3 & 4 which is an increase of 8% from 2019 ELA PSSA in this subgroup.

Students with Disabilities Group did not meet the statewide goal/interim target/ increase in performance from the previous year with a 16% in PSSA Math.

Economically Disadvantaged Student Group did not meet the statewide goal/interim target/ increase in performance from the

Challenges

Related Strength 2 Grade 3 - Grade Level Threshold Complete; 94% percent complete at benchmark check-in.

Continuously monitor implementation of the school improvement plan and adjust as needed

Economically Disadvantaged Student Group did not meet the statewide goal/interim target/ decrease in performance from the previous year with a 77% in PVAAS ELA.

English Learner Student Group did not meet the interim growth target; This continues to be a decrease from the previous year in PVAAS ELA

Strengths

previous year with a 42.5% in PSSA Science

Most Notable Observations/Patterns

Challenges

Discussion Point

Priority for Planning

15.4% students reached proficiency in 2021 ELA for grades 3- 4, which is a decrease of 17.6% from 2019 in ELA .

Based on the 2020-2021 Future Ready Index Science there was a 29.9% decrease in performance of the english learner student subgroup from the previous year.

5.9% students reached proficiency in 2021 Math for

Challenges	Discussion Point	Priority for Planning
grades 3- 4, which is a decrease of 12.2% from 2019 in Math.		
According to the 2020-2021 Future Ready Index, no significant strengths are noted at the school level. In addition, there is a low number of participants, which also results in insufficient sample and no PVAAS growth percentages.		
End of the year 16% of the 2nd grade students were Advanced or Proficient.		
End of the year 5% of the 3rd grade students were Advanced or Proficient.		
Related Challenge 1 Experienced some difficulty with getting RVA students in to complete Navience		
EP Challenge 1 EP6: Foster a culture of high expectations for success for all students,	Parent involvement is low. Diverse levels of abilities within classrooms is greater than prior to pandemic. Attendance concerns. Lack of monthly parent activities and low attendance of families when events are held. Gaps are wide and teachers	✓

Challenges	Discussion Point	Priority for Planning
educators, families, and community members	are unsure of strategies or differentiation methods to use to reach all levels. PBIS/SEL is not a main focus due to wide academic gaps and expectations are inconsistent across grade levels and the building. Teachers are frustrated with non communicable families.	
EP Challenge 2 EP: Build leadership capacity and empower staff in the development and successful implementation of initiatives that better serve students, staff, and the school	Time is not always permitted to gather input from all stakeholders. Learning staff interests/strengths and needs are not a priority, especially for new staff. Leadership is not distributed or understood by staff. There is not a process in place to gather staff needs or strengths. At the initial in-service of each year, committees are discussed and staff has the opportunity to volunteer to serve on them. Nothing in place to match staff to increase peer-to-peer PD and build capacity within. Staff is anxious about the new leadership in the building next year.	✓
Equity Challenge 1 Students lack academic vocabulary		

ADDENDUM B: ACTION PLAN

Action Plan: Job-Embedded Professional Development

Action Steps	Anticipated Start/Completion Date
Select implementation lead and team for this action plan.	07/01/2023 - 09/29/2023
Monitoring/Evaluation	Anticipated Output
bi-weekly monitoring on action steps and monthly monitoring; SIP team to check progress of action steps. Implementation of PLCs and peer observations will increase collaboration and discussion based on data and instruction. Administration will attend team meetings and provide effective feedback.	?uccessful PLCs and peer observations implemented with a student centered focus will increase student achievement. Colla?oration time that is structured and focused will enable true data analysis that informs instructional practices.
Material/Resources/Supports Needed	PD Step
Action Plan & SIP Team Consensus	no

Action Steps	Anticipated Start/Completion Date
Implementation lead schedules bi-weekly check ins with implementation team to determine status of each action step, successes and challenges to solve.	07/01/2023 - 06/28/2024
Monitoring/Evaluation	Anticipated Output
bi-weekly monitoring on action steps and monthly monitoring; SIP team to check progress of action steps. Implementation of PLCs and peer observations will increase collaboration and discussion based on data and instruction. Administration will attend team meetings and provide effective feedback.	?uccessful PLCs and peer observations implemented with a student centered focus will increase student achievement. Colla?oration time that is structured and focused will enable true data analysis that informs instructional practices.
Material/Resources/Supports Needed	PD Step
Rolling Agenda and monitoring template with action steps	no

Action Steps	Anticipated Start/Completion Date
Monthly implementation monitoring meetings will be scheduled and the calendar will be provided to SIP team members	07/01/2023 - 06/28/2024
Monitoring/Evaluation	Anticipated Output
bi-weekly monitoring on action steps and monthly monitoring; SIP team to check progress of action steps. Implementation of PLCs and peer observations will increase collaboration and discussion based on data and instruction. Administration will attend team meetings and provide effective feedback.	?uccessful PLCs and peer observations implemented with a student centered focus will increase student achievement. Colla?oration time that is structured and focused will enable true data analysis that informs instructional practices.
Material/Resources/Supports Needed	PD Step
SIP monthly meeting schedule with dates/time, Rolling agenda, Monitoring template	no

Action Steps	Anticipated Start/Completion Date
Development of a survey to gather interests and needs from staff. Include interest in facilitating in house PD and committee summaries and encouragement of every staff to be involved in one committee for the 2023-2024 school year.	07/01/2023 - 06/28/2024
Monitoring/Evaluation	Anticipated Output
bi-weekly monitoring on action steps and monthly monitoring; SIP team to check progress of action steps. Implementation of PLCs and peer observations will increase collaboration and discussion based on data and instruction. Administration will attend team meetings and provide effective feedback.	Successful PLCs and peer observations implemented with a student centered focus will increase student achievement. Collaboration time that is structured and focused will enable true data analysis that informs instructional practices.
Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Develop protocols and procedures for common planning time (PLCs) as well as training for staff	07/01/2023 - 09/30/2023
Monitoring/Evaluation	Anticipated Output
bi-weekly monitoring on action steps and monthly monitoring; SIP team to check progress of action steps. Implementation of PLCs and peer observations will increase collaboration and discussion based on data and instruction. Administration will attend team meetings and provide effective feedback.	Successful PLCs and peer observations implemented with a student centered focus will increase student achievement. Collaboration time that is structured and focused will enable true data analysis that informs instructional practices.
Material/Resources/Supports Needed	PD Step
Planning guidance document, summer hours, building professional development time for rollout	yes

Action Steps**Anticipated Start/Completion Date**

Create schedule for monthly SIP committee meetings, including time to monitor action plans and make revisions

07/01/2023 - 08/31/2023

Monitoring/Evaluation**Anticipated Output**

bi-weekly monitoring on action steps and monthly monitoring; SIP team to check progress of action steps. Implementation of PLCs and peer observations will increase collaboration and discussion based on data and instruction. Administration will attend team meetings and provide effective feedback.

Successful PLCs and peer observations implemented with a student centered focus will increase student achievement. Collaboration time that is structured and focused will enable true data analysis that informs instructional practices.

Material/Resources/Supports Needed**PD Step**

Title 1 funds: SIP team ___ members x ___ hours @\$29 hr per person = ___ + benefits ___ = ___

no

Action Steps	Anticipated Start/Completion Date
SIP team will meet to review action plans, steps and communication for staff regarding the SIP; share out with staff at building PD	07/01/2023 - 08/21/2023
Monitoring/Evaluation	Anticipated Output
bi-weekly monitoring on action steps and monthly monitoring; SIP team to check progress of action steps. Implementation of PLCs and peer observations will increase collaboration and discussion based on data and instruction. Administration will attend team meetings and provide effective feedback.	?uccessful PLCs and peer observations implemented with a student centered focus will increase student achievement. Colla?oration time that is structured and focused will enable true data analysis that informs instructional practices.
Material/Resources/Supports Needed	PD Step
SIP Team Developed presentations	yes

Action Steps	Anticipated Start/Completion Date
SIP Team create a communication with SIP priorities to share with families	08/22/2023 - 09/30/2023
Monitoring/Evaluation	Anticipated Output
bi-weekly monitoring on action steps and monthly monitoring; SIP team to check progress of action steps. Implementation of PLCs and peer observations will increase collaboration and discussion based on data and instruction. Administration will attend team meetings and provide effective feedback.	?uccessful PLCs and peer observations implemented with a student centered focus will increase student achievement. Colla?oration time that is structured and focused will enable true data analysis that informs instructional practices.
Material/Resources/Supports Needed	PD Step
SIP at a Glance Document	no

Action Steps	Anticipated Start/Completion Date
Review with staff committee meeting leaders and members procedures, including but not limited to use of a rolling agenda and priorities for discussion and/or action	07/01/2023 - 09/30/2023
Monitoring/Evaluation	Anticipated Output
bi-weekly monitoring on action steps and monthly monitoring; SIP team to check progress of action steps. Implementation of PLCs and peer observations will increase collaboration and discussion based on data and instruction. Administration will attend team meetings and provide effective feedback.	?uccessful PLCs and peer observations implemented with a student centered focus will increase student achievement. Colla?oration time that is structured and focused will enable true data analysis that informs instructional practices.
Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Development of essential questions for PLC meetings with roles and procedures for collaboration and a student-centered focus with a clear take-away plan of next steps for implementation	08/22/2023 - 06/29/2024
Monitoring/Evaluation	Anticipated Output
bi-weekly monitoring on action steps and monthly monitoring; SIP team to check progress of action steps. Implementation of PLCs and peer observations will increase collaboration and discussion based on data and instruction. Administration will attend team meetings and provide effective feedback.	Successful PLCs and peer observations implemented with a student centered focus will increase student achievement. Collaboration time that is structured and focused will enable true data analysis that informs instructional practices.
Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Work with PLC s to establish protocols for teams to flag students for interventions and discuss ideas to increase student leadership opportunities within the building	11/01/2023 - 01/31/2024
Monitoring/Evaluation	Anticipated Output
bi-weekly monitoring on action steps and monthly monitoring; SIP team to check progress of action steps. Implementation of PLCs and peer observations will increase collaboration and discussion based on data and instruction. Administration will attend team meetings and provide effective feedback.	?uccessful PLCs and peer observations implemented with a student centered focus will increase student achievement. Colla?oration time that is structured and focused will enable true data analysis that informs instructional practices.
Material/Resources/Supports Needed	PD Step
	no

Action Steps**Anticipated Start/Completion Date**

Look for opportunities to involve staff in decisions that impact them to the extent possible

08/22/2023 - 06/28/2024

Monitoring/Evaluation**Anticipated Output**

bi-weekly monitoring on action steps and monthly monitoring; SIP team to check progress of action steps. Implementation of PLCs and peer observations will increase collaboration and discussion based on data and instruction. Administration will attend team meetings and provide effective feedback.

?uccessful PLCs and peer observations implemented with a student centered focus will increase student achievement. Colla?oration time that is structured and focused will enable true data analysis that informs instructional practices.

Material/Resources/Supports Needed**PD Step**

Staff surveys

no

Action Steps	Anticipated Start/Completion Date
All committee leaders will meet to review activities, data, procedures and progress made throughout the year. Group will identify strengths and needs for each committee. Team will use this information to plan for the 2023-2024 school year.	05/01/2024 - 06/28/2024
Monitoring/Evaluation	Anticipated Output
bi-weekly monitoring on action steps and monthly monitoring; SIP team to check progress of action steps. Implementation of PLCs and peer observations will increase collaboration and discussion based on data and instruction. Administration will attend team meetings and provide effective feedback.	Successful PLCs and peer observations implemented with a student centered focus will increase student achievement. Collaboration time that is structured and focused will enable true data analysis that informs instructional practices.
Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Look for opportunities for peer observations to occur within grade level and time to debrief	08/22/2023 - 06/28/2024
Monitoring/Evaluation	Anticipated Output
bi-weekly monitoring on action steps and monthly monitoring; SIP team to check progress of action steps. Implementation of PLCs and peer observations will increase collaboration and discussion based on data and instruction. Administration will attend team meetings and provide effective feedback.	?uccessful PLCs and peer observations implemented with a student centered focus will increase student achievement. Colla?oration time that is structured and focused will enable true data analysis that informs instructional practices.
Material/Resources/Supports Needed	PD Step
	yes

Action Steps	Anticipated Start/Completion Date
Look for opportunities for peer observations to occur outside of the grade level and time to debrief	02/01/2024 - 06/28/2024
Monitoring/Evaluation	Anticipated Output
bi-weekly monitoring on action steps and monthly monitoring; SIP team to check progress of action steps. Implementation of PLCs and peer observations will increase collaboration and discussion based on data and instruction. Administration will attend team meetings and provide effective feedback.	?uccessful PLCs and peer observations implemented with a student centered focus will increase student achievement. Colla?oration time that is structured and focused will enable true data analysis that informs instructional practices.
Material/Resources/Supports Needed	PD Step
	yes

Action Steps	Anticipated Start/Completion Date
Creating a calendar of monthly parent workshops and a communication system - determine themes, academic focus, leader for activity, etc	08/22/2023 - 01/01/0001

Monitoring/Evaluation	Anticipated Output
bi-weekly monitoring on action steps and monthly monitoring; SIP team to check progress of action steps. Implementation of PLCs and peer observations will increase collaboration and discussion based on data and instruction. Administration will attend team meetings and provide effective feedback.	?uccessful PLCs and peer observations implemented with a student centered focus will increase student achievement. Colla?oration time that is structured and focused will enable true data analysis that informs instructional practices.

Material/Resources/Supports Needed	PD Step
Title 1 funds: Materials/Supplies = \$7, 526.32 POA ?alar? & Benefits = \$27,706.12	no

Action Plan: Engage instructional teams in assessing and monitoring student mastery

Action Steps	Anticipated Start/Completion Date
Build schedule to allow collaboration within grade level teams. 2	07/01/2023 - 08/21/2023
Monitoring/Evaluation	Anticipated Output
Bi-weekly meeting template will be used. Monthly progress will be monitored by SIP team. Using data to inform small groups will ensure student needs are being met. Student ownership will increase through learning about their progress and setting goals for success.	Student achievement will increase as a result of using data to inform small groups and instruction. Increased collaboration and clarifying expectations for students and sta will develop consistent and cohesion.
Material/Resources/Supports Needed	PD Step
Schedule of Meetings	no

Action Steps	Anticipated Start/Completion Date
Create a schedule per grade level that will allow support teachers (e.g., special ed, ESL, reading specialist) to participate in all collaborative meetings with their respective grade levels.	07/01/2023 - 09/01/2023
Monitoring/Evaluation	Anticipated Output
Bi-weekly meeting template will be used. Monthly progress will be monitored by SIP team. Using data to inform small groups will ensure student needs are being met. Student ownership will increase through learning about their progress and setting goals for success.	Student achievement will increase as a result of using data to inform small groups and instruction. Increased collaboration and clarifying expectations for students and staff will develop consistent and cohesion.
Material/Resources/Supports Needed	PD Step
Schedule of Meetings and Coverages	no

Action Steps	Anticipated Start/Completion Date
Beginning of the year school's updated vision and building/district expectations with emphasis on high expectations for all students will be shared with along with the RSD Instructional Framework staff	08/22/2023 - 08/25/2023
Monitoring/Evaluation	Anticipated Output
Bi-weekly meeting template will be used. Monthly progress will be monitored by SIP team. Using data to inform small groups will ensure student needs are being met. Student ownership will increase through learning about their progress and setting goals for success.	Student achievement will increase as a result of using data to inform small groups and instruction. Increased collaboration and clarifying expectations for students and staff will develop consistent and cohesion.
Material/Resources/Supports Needed	PD Step
RSD Instructional Framework, 13th & Union Vision for Learning, RSD Vision and Mission	yes

Action Steps	Anticipated Start/Completion Date
PD on reading assessment data use - what reports, where do I find them, how to interpret reports & how the data informs instruction	08/22/2023 - 10/31/2023
Monitoring/Evaluation	Anticipated Output
Bi-weekly meeting template will be used. Monthly progress will be monitored by SIP team. Using data to inform small groups will ensure student needs are being met. Student ownership will increase through learning about their progress and setting goals for success.	Student achievement will increase as a result of using data to inform small groups and instruction. Increased collaboration and clarifying expectations for students and sta will develop consistent and cohesion.
Material/Resources/Supports Needed	PD Step
Title 1 funds: Reading Specialist salary+ benefits = \$55,366.62	yes

Action Steps	Anticipated Start/Completion Date
Specially Designed Instruction Professional development to increase understanding of implementation in the general ed setting to address individual student needs.	08/22/2023 - 11/01/2023
Monitoring/Evaluation	Anticipated Output
Bi-weekly meeting template will be used. Monthly progress will be monitored by SIP team. Using data to inform small groups will ensure student needs are being met. Student ownership will increase through learning about their progress and setting goals for success.	Student achievement will increase as a result of using data to inform small groups and instruction. Increased collaboration and clarifying expectations for students and sta will develop consistent and cohesion.
Material/Resources/Supports Needed	PD Step
	yes

Action Steps	Anticipated Start/Completion Date
PD on strategies and instructional practices for ELLs to assist in the general education classroom	08/22/2023 - 06/28/2024
Monitoring/Evaluation	Anticipated Output
Bi-weekly meeting template will be used. Monthly progress will be monitored by SIP team. Using data to inform small groups will ensure student needs are being met. Student ownership will increase through learning about their progress and setting goals for success.	Student achievement will increase as a result of using data to inform small groups and instruction. Increased collaboration and clarifying expectations for students and staff will develop consistent and cohesion.
Material/Resources/Supports Needed	PD Step
Title 1 Funds: ESL Teacher/Para salary + benefits = \$190,313.21	yes

Action Steps	Anticipated Start/Completion Date
Baseline data for math and reading: iReady, Acadience, SRI	08/28/2023 - 10/02/2023
Monitoring/Evaluation	Anticipated Output
Bi-weekly meeting template will be used. Monthly progress will be monitored by SIP team. Using data to inform small groups will ensure student needs are being met. Student ownership will increase through learning about their progress and setting goals for success.	Student achievement will increase as a result of using data to inform small groups and instruction. Increased collaboration and clarifying expectations for students and staff will develop consistent and cohesion.
Material/Resources/Supports Needed	PD Step
Acadience, iReady, HMH Assessments	no

Action Steps	Anticipated Start/Completion Date
Create Data Binder expectations for staff to house their data for intervention group changes based on the data	08/22/2023 - 09/30/2023
Monitoring/Evaluation	Anticipated Output
Bi-weekly meeting template will be used. Monthly progress will be monitored by SIP team. Using data to inform small groups will ensure student needs are being met. Student ownership will increase through learning about their progress and setting goals for success.	Student achievement will increase as a result of using data to inform small groups and instruction. Increased collaboration and clarifying expectations for students and sta will develop consistent and cohesion.
Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Data will be reviewed and used to create and revise Intervention groups during common planning meetings	08/28/2023 - 05/31/2024
Monitoring/Evaluation	Anticipated Output
Bi-weekly meeting template will be used. Monthly progress will be monitored by SIP team. Using data to inform small groups will ensure student needs are being met. Student ownership will increase through learning about their progress and setting goals for success.	Student achievement will increase as a result of using data to inform small groups and instruction. Increased collaboration and clarifying expectations for students and sta will develop consistent and cohesion.
Material/Resources/Supports Needed	PD Step
	no

Action Steps**Anticipated Start/Completion Date**

Revisit the current PBIS process and make adjustments as needed. Share with staff and provide guidance, especially to new staff, on procedures and protocols.

07/01/2023 - 01/01/2024

Monitoring/Evaluation**Anticipated Output**

Bi-weekly meeting template will be used. Monthly progress will be monitored by SIP team. Using data to inform small groups will ensure student needs are being met. Student ownership will increase through learning about their progress and setting goals for success.

Student achievement will increase as a result of using data to inform small groups and instruction. Increased collaboration and clarifying expectations for students and staff will develop consistent and cohesion.

Material/Resources/Supports Needed**PD Step**

no

Action Steps	Anticipated Start/Completion Date
MOY benchmark for math and reading: iReady, Acadience, SRI	01/01/2024 - 02/29/2024
Monitoring/Evaluation	Anticipated Output
Bi-weekly meeting template will be used. Monthly progress will be monitored by SIP team. Using data to inform small groups will ensure student needs are being met. Student ownership will increase through learning about their progress and setting goals for success.	Student achievement will increase as a result of using data to inform small groups and instruction. Increased collaboration and clarifying expectations for students and staff will develop consistent and cohesion.
Material/Resources/Supports Needed	PD Step
Acadience, iReady, HMH assessments	no

Action Steps	Anticipated Start/Completion Date
Complete a mid year data analysis between BOY to MOY identifying trends, gaps and instructional changes required	02/01/2024 - 02/29/2024
Monitoring/Evaluation	Anticipated Output
Bi-weekly meeting template will be used. Monthly progress will be monitored by SIP team. Using data to inform small groups will ensure student needs are being met. Student ownership will increase through learning about their progress and setting goals for success.	Student achievement will increase as a result of using data to inform small groups and instruction. Increased collaboration and clarifying expectations for students and sta will develop consistent and cohesion.
Material/Resources/Supports Needed	PD Step
MOY Benchmark Data	no

Action Steps	Anticipated Start/Completion Date
Mid year check on PBIS- Review number and type of discipline referrals, incentives, consistency among classrooms & grade levels.	01/29/2024 - 02/29/2024
Monitoring/Evaluation	Anticipated Output
Bi-weekly meeting template will be used. Monthly progress will be monitored by SIP team. Using data to inform small groups will ensure student needs are being met. Student ownership will increase through learning about their progress and setting goals for success.	Student achievement will increase as a result of using data to inform small groups and instruction. Increased collaboration and clarifying expectations for students and sta will develop consistent and cohesion.
Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
End of year progress monitoring for math and reading: iReady, Acadience, SRI	05/01/2024 - 05/31/2024
Monitoring/Evaluation	Anticipated Output
Bi-weekly meeting template will be used. Monthly progress will be monitored by SIP team. Using data to inform small groups will ensure student needs are being met. Student ownership will increase through learning about their progress and setting goals for success.	Student achievement will increase as a result of using data to inform small groups and instruction. Increased collaboration and clarifying expectations for students and staff will develop consistent and cohesion.
Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Evaluate the impact and effectiveness of collaboration and data discussions and develop next steps for the 2024-2025 SY.	05/01/2024 - 06/29/2024
Monitoring/Evaluation	Anticipated Output
Bi-weekly meeting template will be used. Monthly progress will be monitored by SIP team. Using data to inform small groups will ensure student needs are being met. Student ownership will increase through learning about their progress and setting goals for success.	Student achievement will increase as a result of using data to inform small groups and instruction. Increased collaboration and clarifying expectations for students and staff will develop consistent and cohesion.
Material/Resources/Supports Needed	PD Step
Data will be used to develop PD for 2024-2025 school year	yes

Action Steps	Anticipated Start/Completion Date
Complete and share with teachers a BOY to MOY to EOY data analysis and report trends	05/01/2024 - 06/07/2024
Monitoring/Evaluation	Anticipated Output
Bi-weekly meeting template will be used. Monthly progress will be monitored by SIP team. Using data to inform small groups will ensure student needs are being met. Student ownership will increase through learning about their progress and setting goals for success.	Student achievement will increase as a result of using data to inform small groups and instruction. Increased collaboration and clarifying expectations for students and sta will develop consistent and cohesion.
Material/Resources/Supports Needed	PD Step
	no

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>"Goal One: By June 15, 2023, 100% of teacher lesson plans, walkthrough anecdotal notes, and classroom observation data will indicate the use of a variety of data collection and assessments to monitor student learning and will include at least one adjustment to programming and instructional practices to ensure student needs are being met at the highest level. (Expectations)</p> <p>"Goal Two: 70% of students will meet or exceed their growth goal on the Acadience reading assessment. " (Reading)</p> <p>"Goal Three: 80% of students will show improved placement on their iReady math assessment. " (Math)</p>	Job-Embedded Professional Development	Develop protocols and procedures for common planning time (PLCs) as well as training for staff	<p>07/01/2023</p> <p>-</p> <p>09/30/2023</p>
<p>"Goal One: By June 15, 2023, 100% of teacher lesson plans, walkthrough anecdotal notes, and classroom observation data will indicate the use of a variety of data collection and assessments to monitor student learning and will include at least one adjustment to programming and instructional practices to ensure student needs are being met at the highest level. (Expectations)</p> <p>"Goal Two: 70% of students will meet or exceed their growth goal on the Acadience reading assessment. " (Reading)</p> <p>"Goal Three: 80% of students will show improved placement on their iReady math assessment. " (Math)</p>	Job-Embedded Professional Development	SIP team will meet to review action plans, steps and communication for staff regarding the SIP; share out with staff at building PD	<p>07/01/2023</p> <p>-</p> <p>08/21/2023</p>

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>"Goal One: By June 15, 2023, 100% of teacher lesson plans, walkthrough anecdotal notes, and classroom observation data will indicate the use of a variety of data collection and assessments to monitor student learning and will include at least one adjustment to programming and instructional practices to ensure student needs are being met at the highest level. (Expectations)</p> <p>"Goal Two: 70% of students will meet or exceed their growth goal on the Acadience reading assessment. " (Reading)</p> <p>"Goal Three: 80% of students will show improved placement on their iReady math assessment. " (Math)</p>	Job-Embedded Professional Development	Look for opportunities for peer observations to occur within grade level and time to debrief	08/22/2023 - 06/28/2024
<p>"Goal One: By June 15, 2023, 100% of teacher lesson plans, walkthrough anecdotal notes, and classroom observation data will indicate the use of a variety of data collection and assessments to monitor student learning and will include at least one adjustment to programming and instructional practices to ensure student needs are being met at the highest level. (Expectations)</p> <p>"Goal Two: 70% of students will meet or exceed their growth goal on the Acadience reading assessment. " (Reading)</p> <p>"Goal Three: 80% of students will show improved placement on their iReady math assessment. " (Math)</p>	Job-Embedded Professional Development	Look for opportunities for peer observations to occur outside of the grade level and time to debrief	02/01/2024 - 06/28/2024
"Goal One: By June 15, 2023, 100% of teacher lesson plans, walkthrough anecdotal	Engage	Beginning of the	08/22/2023

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>notes, and classroom observation data will indicate the use of a variety of data collection and assessments to monitor student learning and will include at least one adjustment to programming and instructional practices to ensure student needs are being met at the highest level. (Expectations)</p> <p>"Goal Two: 70% of students will meet or exceed their growth goal on the Acadience reading assessment. " (Reading)</p> <p>"Goal Three: 80% of students will show improved placement on their iReady math assessment. " (Math)</p>	<p>instructional teams in assessing and monitoring student mastery</p>	<p>year school's updated vision and building/district expectations with emphasis on high expectations for all students will ?e shared with along with the RSD Instructional Framework staff</p>	<p>-</p> <p>08/25/2023</p>
<p>"Goal One: By June 15, 2023, 100% of teacher lesson plans, walkthrough anecdotal notes, and classroom observation data will indicate the use of a variety of data collection and assessments to monitor student learning and will include at least one adjustment to programming and instructional practices to ensure student needs are being met at the highest level. (Expectations)</p> <p>"Goal Two: 70% of students will meet or exceed their growth goal on the Acadience reading assessment. " (Reading)</p> <p>"Goal Three: 80% of students will show improved placement on their iReady math assessment. " (Math)</p>	<p>Engage instructional teams in assessing and monitoring student mastery</p>	<p>PD on reading assessment data use - what reports, where do I find them, how to interpret reports & how the data informs instruction</p>	<p>08/22/2023</p> <p>- 10/31/2023</p>
<p>"Goal One: By June 15, 2023, 100% of teacher lesson plans, walkthrough anecdotal</p>	<p>Engage</p>	<p>Specially</p>	<p>08/22/2023</p>

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>notes, and classroom observation data will indicate the use of a variety of data collection and assessments to monitor student learning and will include at least one adjustment to programming and instructional practices to ensure student needs are being met at the highest level. (Expectations)</p> <p>"Goal Two: 70% of students will meet or exceed their growth goal on the Acadience reading assessment. " (Reading)</p> <p>"Goal Three: 80% of students will show improved placement on their iReady math assessment. " (Math)</p>	instructional teams in assessing and monitoring student mastery	Designed Instruction Professional development to increase understanding of implementation in the general ed setting to address individual student needs.	- 11/01/2023
<p>"Goal One: By June 15, 2023, 100% of teacher lesson plans, walkthrough anecdotal notes, and classroom observation data will indicate the use of a variety of data collection and assessments to monitor student learning and will include at least one adjustment to programming and instructional practices to ensure student needs are being met at the highest level. (Expectations)</p> <p>"Goal Two: 70% of students will meet or exceed their growth goal on the Acadience reading assessment. " (Reading)</p> <p>"Goal Three: 80% of students will show improved placement on their iReady math assessment. " (Math)</p>	Engage instructional teams in assessing and monitoring student mastery	PD on strategies and instructional practices for ELLs to assist in the general education classroom	08/22/2023 - 06/28/2024
"Goal One: By June 15, 2023, 100% of teacher lesson plans, walkthrough anecdotal notes, and classroom observation data will indicate the use of a variety of data	Engage instructional	Evaluate the impact and	05/01/2024 -

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
collection and assessments to monitor student learning and will include at least one adjustment to programming and instructional practices to ensure student needs are being met at the highest level. (Expectations)	teams in assessing and monitoring student mastery	effectiveness of collaboration and data discussions and develop next steps for the 2024-2025 SY.	06/29/2024
"Goal Two: 70% of students will meet or exceed their growth goal on the Acadience reading assessment. " (Reading)			
"Goal Three: 80% of students will show improved placement on their iReady math assessment. " (Math)			

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Building Professional Development	Grade Level Teachers	Protocols and Procedures, Definition of Common Planning, Rolling Agenda, Schedule of Meetings

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Rolling Agendas, Data Binders	08/22/2023 - 09/29/2023	Administration

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
1b: Demonstrating Knowledge of Students	Common Ground: Culturally Relevant Sustaining Education
1f: Designing Student Assessments	
4d: Participating in a Professional Community	
3d: Using Assessment in Instruction	

Professional Development Step	Audience	Topics of Prof. Dev
Supporting ALL learners	Teachers	Strategies for students in the ELL and Special Ed sub-groups, best practices for all students

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Coaching Visits, Co-teaching opportunities, collaboration with ESL/Special Ed Staff, Data Meetings	08/22/2023 - 09/29/2023	Support Ed Consultants/Coaches,

Danielson Framework Component Met in this Plan:		This Step meets the Requirements of State Required Trainings:
3c: Engaging Students in Learning		Teaching Diverse Learners in Inclusive Settings
4d: Participating in a Professional Community		
1d: Demonstrating Knowledge of Resources		
1b: Demonstrating Knowledge of Students		
2b: Establishing a Culture for Learning		
<hr style="border-top: 1px dashed #ccc;"/>		
Professional Development Step	Audience	Topics of Prof. Dev
Peer Visits	Teachers	Peer Walkthroughs, Look fors, Grade level and student data
Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Reflection/de-briefing after classroom visit(s)	10/01/2023 - 05/31/2024	Administration

Danielson Framework Component Met in this Plan:		This Step meets the Requirements of State Required Trainings:	
3e: Demonstrating Flexibility and Responsiveness		Teaching Diverse Learners in Inclusive Settings	
4e: Growing and Developing Professionally			
1e: Designing Coherent Instruction			
4d: Participating in a Professional Community			
3c: Engaging Students in Learning			
<hr style="border-top: 1px dashed #ccc;"/>			
Professional Development Step	Audience	Topics of Prof. Dev	
Setting the Tone for the Year	Teachers	Vision/Mission for RSD and 13th & Union; RSD Instructional Framework for High Expectations for All Students; SIP at a Glance for Staff	
Evidence of Learning	Anticipated Timeframe	Lead Person/Position	
Administrative Walkthroughs and Observations	08/22/2023 - 05/31/2024	Administration, SIP Team	

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
3c: Engaging Students in Learning	Language and Literacy Acquisition for All Students
4d: Participating in a Professional Community	
2b: Establishing a Culture for Learning	

Professional Development Step	Audience	Topics of Prof. Dev
Year in Review	Teachers	Glows/Grows of PLCs, peer walkthroughs, data reviews

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Feedback survey; Staff listening Sessions	05/01/2024 - 06/28/2024	Administration, SIP Team

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
4a: Reflecting on Teaching	Common Ground: Culturally Relevant Sustaining Education
4d: Participating in a Professional Community	
4e: Growing and Developing Professionally	

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
<hr/>				