

## **SIXTEENTH & HAAK EL SCH**

1601 Haak St

TSI Title 1 School Plan | 2023 - 2024

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### **VISION FOR LEARNING**

Our vision fosters a team approach to build a safe respectful and nurturing environment focused on maximizing each child's sense of well being and acquisition of skills for life and learning in a rapidly changing world.

## STEERING COMMITTEE

Name	Position	Building/Group
Idalmy Cedeno-Naylor	District Level Leaders	Reading School District
Traci Webb	Building Principal	16th & Haak Elementary School
Julie Zimmerman	Building Principal	16th & Haak Elementary School
Laurie Beisker	ESL Resource	16th & Haak Elementary School
Alexandria Gartner	Special Education	16th & Haak Elementary School
Lauren Walton	Education Specialist	16th & Haak Elementary School
Michelle Peters	Special Education	16th & Haak Elementary School
Deb Printz	Reading Specialist	16th & Haak Elementary School
Marisa Rodriguez	Teacher, Primary	16th & Haak Elementary School
Cole Neff	Education Specialist	16th & Haak Elementary School
Sara Scheirer	Teacher	16th & Haak Elementary School
Amanda Woodward	Teacher	16th & Haak Elementary School
Ingrid Garcia (Jayson & Zuriel)	Parent	Community

**Name**

**Position**

**Building/Group**

Jodi Readinger

Community Member

Olivets boys and girls Club

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# ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
Although we have common planning in the schedule, it does not provide the systematic, collaborative process needed to ensure we are aligned and meeting student needs.	Essential Practices 2: Empower Leadership
Not all staff are data literate and effectively using data to monitor and adjust student learning.	Essential Practices 1: Focus on Continuous Improvement of Instruction
	Essential Practices 1: Focus on Continuous Improvement of Instruction
	Essential Practices 1: Focus on Continuous Improvement of Instruction

# ACTION PLAN AND STEPS

Evidence-based Strategy
Collaboration
Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Collaboration	Measurable Goal Statement (Smart Goal) 1: Goal One: Teachers for the school year 2023-2024 will meet every 1st, 2nd and 3rd Mondays of the Month 100% of the time in the grade level facilitator's or committee leader's room to discuss data or SIP goals. Teachers will fill out action plans or work on Data binders to ensure accountability. Teachers will revisit their action plans/data binders at the next meetings to analyze, monitor and adjust instruction as needed. We will celebrate and replicate teachers that are showing growth with their students.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Create a master schedule that allows for common planning with grade level teachers, special education resource, ESL resource, Reading Specialist and administration as needed	2023-06-12 - 2023-07-28	Principal, Assistant Principal	Spreadsheet
Select implementation lead and team for this action plan.	2023-05-22 - 2024-06-08	Administration	Form
Monthly implementation monitoring meetings will be scheduled and the calendar will be provided to SIP team members	2023-08-15 - 2024-06-07	Admin/SIP Team	SIP monthly meeting schedule with dates/time, Rolling agenda, bi-weekly monitoring template
Share SIP with staff and check for understanding	2023-08-23 - 2023-08-24	SIP Team	SIP Plan, Board to project
Make certain that new staff members have mentors that support each program (Wonders, Reading Eggs, 95% Group,	2023-08-22 - 2024-06-10	Admin, Reading Spec., Lead Teachers, ESL,	Curriculum, Observations, Coaching

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
use of OnHands, etc.)		Special Ed	
Monthly Data summits with teachers to discuss data trends and adjust small groups and bringing Data Binders	2023-10-02 - 2024-04-01	Admin, Reading Specialist, Mrs. Peters, Mrs. Walton, Mrs. Eppler	Data, Data Binders
At least 3 family engagement activities with an academic focus will occur. The POA and a lead for each activity will oversee the planning and communication for each event.	2023-08-15 - 2024-05-31	Administration, POA, Family Engagement Committee	Title 1 funds: POA salary +benefits = Materials and supplies
Grade level /departmental collaboration for SPM goals with shared focus and using proper data in the end results.	2023-08-15 - 2024-06-04	Administration, Teachers that had a good example of last year SPM data shared	PAETEP, DATA
Teachers will visit other teachers that show progress from past and current data and take best practices and implement into their instruction.	2023-10-10 - 2024-03-20	Admin	Templates to take notes
Continue to use the 7 Habits of Highly Effective Children	2023-09-05 - 2023-10-30	Teachers	7 Habit Books and lessons on the drive
Teachers will use researched base programs during small group time with all students. Small groups will happen everyday but not all groups will meet everyday.	2023-10-10 - 2024-05-30	Deb Printz, Lauren Walton, Kirsten Eppler, Shelley Peters, Admin, Molly Conner	Wonders, 95%, Wonders Tier II, Reading Mastery

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

Student achievement will increase in the areas of Math and ELA as a result. Teachers will keep a Data Binder after having PD on how to create and use one. Teachers will increase their data literacy and truly use data to inform instructional practices and collaboration will be structured. Understanding grade level expectations and conducting peer observations will assist in building capacity for students and teachers.

### Monitoring/Evaluation

Describe how the school will monitor the implementation of this action plan. Include a description of the people who will be involved, the data that will be used, and any tools that will be used in these monitoring routines. School Improvement team and administration will meet throughout the year (monthly) to review progress. Quarterly SMART goals will be evaluated and plans to celebrate or recalibrate the action plan will be made. We will use Parent Survey Results, PD evaluation responses, Meeting note completion tasks (with a feedback portion).

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Measurable Goal Statement (Smart Goal) 1: Goal One: Teachers for the school year 2023-2024 will meet every 1st, 2nd and 3rd Mondays of the Month 100% of the time in the grade level facilitator's or committee leader's room to discuss data or SIP goals. Teachers will fill out action plans or work on Data binders to ensure accountability. Teachers will revisit their action plans/data binders at the next meetings to analyze, monitor and adjust instruction as needed. We will celebrate and replicate teachers that are showing growth with their students. (Collaboration)	Collaboration	Share SIP with staff and check for understanding	08/23/2023 - 08/24/2023



PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

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PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

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PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
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PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

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## 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

Traci Webb

2023-07-21

## ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

### Strengths

Academic Growth Expectations in English Language Arts/Literatures All Student Group Meets the Standard Demonstrating Growth

Academic Growth Expectations in Mathematics/Algebra All Student Group Meets the Standard Demonstrating Growth

English Language growth and attainment measure exceeded the state average (75%) with a growth of 78%

ELA Growth measures increased for ALL students, Hispanic, and economically disadvantaged students.

This the perfect opportunity for us to demonstrate growth.

Growth or stability in all subpopulations, we just fell short of state expectations.

8.6% of Students Proficient and Advanced in 2021-22 PSSA, an increase from 2.1% the previous year.

8.0% of Hispanic Students Proficient and Advanced in 2021-22 PSSA (increase)

### Challenges

Mathematics/Algebra All Student Group Did Not Meet Interim Goal/Improvement Target

English Language Arts/Literature All Student Group Did Not Meet Interim Goal/Improvement Target

Science/Biology All Student Group Did Not Meet Interim Goal/Improvement Target

Our students are not meeting proficiency targets in math. Only 8.6% of our students scored proficient or advanced in Math Even though it is an increase, it is still a challenge.

Our percent of students scoring proficient and advanced decreased 18.7% from last year.

This the perfect opportunity for us to demonstrate growth. We had an insufficient sample for growth reporting.

Our White suppopulation remained stagnant at 4.5% proficient and advanced

Our English Learner suppopulation remained stagnant at 7.4% proficient and advanced



## Strengths

8.8% of economically disadvantaged Students Proficient and Advanced in 2021-22 PSSA (increase)

All Student Group Meets Performance Standard in Naviance

Equity Strength 1: According to the 2020-2021 Future Ready Index, English Language Growth & Attainment growth exceeded the state average (24.8%) with a growth rate of 31.4%.

Equity Strength2: According to the 2020-2021 Future Ready Index, English Learners, Hispanic students and students considered economically disadvantaged increased the percentage who scored proficient in ELA, 16.7%, 22%, and 20% relatively.

Equity Strength3: According to the 2020-2021 Future Ready Index, Hispanic students and students considered economically disadvantaged increased the percentage who scored proficient in Science, 47.6% and 40.9% relatively.

The technology use of teachers and students has increased as a result of one to one devices for students and enhanced internet access in the city.

## Challenges

Our Students with Disabilities suppopulation remained stagnant at 4% proficient and advanced

EP Challenge 3 - EP07: Collectively shape the vision for continuous improvement of teaching and learning

Equity Challenge 2: According to the 2020-2021 Future Ready Index, English Learners, Hispanic students and students considered economically disadvantaged decreased the percentage who scored proficient in Math, 0%, 2.6%, and 2.4%

Equity Challenge 3: According to the PAFR Index, there was an insufficient number of Students with Disabilities that participated in the ELA, Math and Science PSSA to gain a score in this student group.

Student attendance has been lower due to illness, exposure and fear of in person instruction. As parents become more comfortable with our safety protocols, we have gotten more students into the building.

Challenge 1 - EP02 : Use systematic, collaborative planning processes to ensure instruction is coordinated, aligned, and evidence-based

## Strengths

EP Strength 1 - EP08: Build leadership capacity and empower staff in the development and successful implementation of initiatives that better serve students, staff, and the school

EP Strength 2 - EP12: Implement an evidence-based system of schoolwide positive behavior interventions and supports

EP Strength 3 - EP11: Promote and sustain a positive school environment where all members feel welcomed, supported, and safe in school: socially, emotionally, intellectually, and physically

## Challenges

EP Challenge 2 - EP03: Use a variety of assessments (including diagnostic, formative, and summative) to monitor student learning and adjust programs and instructional practices

Students attending RVA lacked support services offered in the home school.

Equity Challenge 1: According to the 2020-2021 Future Ready Index, Regular Attendance was below Statewide Average (85.8%) in all student groups ranging from 79.6% to 71.4%.

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## Most Notable Observations/Patterns

We noticed a theme of planning together as a grade level or team and looking at data to guide instruction. According to the focus group data, majority of the participants felt that the administration was supportive and the principal and assistant principal worked together and walk the building everyday to greet teachers and students. Staff survey data indicates 84% feel leadership team communicates a clear mission, and 92% feel leadership sets high expectations for students and staff. 82% of the parents who completed the survey feel the school sets high expectations for students.

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Challenges	Discussion Point	Priority for Planning
Challenge 1 - EP02 : Use systematic, collaborative planning processes to ensure instruction is coordinated, aligned, and evidence-based	Although we have common planning in the schedule, it does not provide the systematic, collaborative process needed to ensure we are aligned and meeting student needs.	✓
EP Challenge 2 - EP03: Use a variety of assessments (including diagnostic, formative, and summative) to monitor student learning and adjust programs and instructional practices	Not all staff are data literate and effectively using data to monitor and adjust student learning.	✓

## **ADDENDUM B: ACTION PLAN**

### **Action Plan: Collaboration**

Action Steps	Anticipated Start/Completion Date
Create a master schedule that allows for common planning with grade level teachers, special education resource, ESL resource, Reading Specialist and administration as needed	06/12/2023 - 07/28/2023
Monitoring/Evaluation	Anticipated Output
Describe how the school will monitor the implementation of this action plan. Include a description of the people who will be involved, the data that will be used, and any tools that will be used in these monitoring routines. School Improvement team and administration will meet throughout the year (monthly) to review progress. Quarterly SMART goals will be evaluated and plans to celebrate or recalibrate the action plan will be made. We will use Parent Survey Results, PD evaluation responses, Meeting note completion tasks (with a feedback portion).	Student achievement will increase in the areas of Math and ELA as a result. Teachers will keep a Data Binder after having PD on how to create and use one. Teachers will increase their data literacy and truly use data to inform instructional practices and collaboration will be structured. Understanding grade level expectations and conducting peer observations will assist in building capacity for students and teachers.
Material/Resources/Supports Needed	PD Step
Spreadsheet	no
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Action Steps	Anticipated Start/Completion Date
Select implementation lead and team for this action plan.	05/22/2023 - 06/08/2024
Monitoring/Evaluation	Anticipated Output
Describe how the school will monitor the implementation of this action plan. Include a description of the people who will be involved, the data that will be used, and any tools that will be used in these monitoring routines. School Improvement team and administration will meet throughout the year (monthly) to review progress. Quarterly SMART goals will be evaluated and plans to celebrate or recalibrate the action plan will be made. We will use Parent Survey Results, PD evaluation responses, Meeting note completion tasks (with a feedback portion).	Student achievement will increase in the areas of Math and ELA as a result. Teachers will keep a Data Binder after having PD on how to create and use one. Teachers will increase their data literacy and truly use data to inform instructional practices and collaboration will be structured. Understanding grade level expectations and conducting peer observations will assist in building capacity for students and teachers.
Material/Resources/Supports Needed	PD Step
Form	no

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Action Steps	Anticipated Start/Completion Date
Monthly implementation monitoring meetings will be scheduled and the calendar will be provided to SIP team members	08/15/2023 - 06/07/2024
Monitoring/Evaluation	Anticipated Output
Describe how the school will monitor the implementation of this action plan. Include a description of the people who will be involved, the data that will be used, and any tools that will be used in these monitoring routines. School Improvement team and administration will meet throughout the year (monthly) to review progress. Quarterly SMART goals will be evaluated and plans to celebrate or recalibrate the action plan will be made. We will use Parent Survey Results, PD evaluation responses, Meeting note completion tasks (with a feedback portion).	Student achievement will increase in the areas of Math and ELA as a result. Teachers will keep a Data Binder after having PD on how to create and use one. Teachers will increase their data literacy and truly use data to inform instructional practices and collaboration will be structured. Understanding grade level expectations and conducting peer observations will assist in building capacity for students and teachers.
Material/Resources/Supports Needed	PD Step
SIP monthly meeting schedule with dates/time, Rolling agenda, bi-weekly monitoring template	no

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Action Steps	Anticipated Start/Completion Date
Share SIP with staff and check for understanding	08/23/2023 - 08/24/2023
Monitoring/Evaluation	Anticipated Output
Describe how the school will monitor the implementation of this action plan. Include a description of the people who will be involved, the data that will be used, and any tools that will be used in these monitoring routines. School Improvement team and administration will meet throughout the year (monthly) to review progress. Quarterly SMART goals will be evaluated and plans to celebrate or recalibrate the action plan will be made. We will use Parent Survey Results, PD evaluation responses, Meeting note completion tasks (with a feedback portion).	Student achievement will increase in the areas of Math and ELA as a result. Teachers will keep a Data Binder after having PD on how to create and use one. Teachers will increase their data literacy and truly use data to inform instructional practices and collaboration will be structured. Understanding grade level expectations and conducting peer observations will assist in building capacity for students and teachers.
Material/Resources/Supports Needed	PD Step
SIP Plan, Board to project	yes

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Action Steps	Anticipated Start/Completion Date
<p>Make certain that new staff members have mentors that support each program (Wonders, Reading Eggs, 95% Group, use of OnHands, etc.)</p>	<p>08/22/2023 - 06/10/2024</p>
Monitoring/Evaluation	Anticipated Output
<p>Describe how the school will monitor the implementation of this action plan. Include a description of the people who will be involved, the data that will be used, and any tools that will be used in these monitoring routines. School Improvement team and administration will meet throughout the year (monthly) to review progress. Quarterly SMART goals will be evaluated and plans to celebrate or recalibrate the action plan will be made. We will use Parent Survey Results, PD evaluation responses, Meeting note completion tasks (with a feedback portion).</p>	<p>Student achievement will increase in the areas of Math and ELA as a result. Teachers will keep a Data Binder after having PD on how to create and use one. Teachers will increase their data literacy and truly use data to inform instructional practices and collaboration will be structured. Understanding grade level expectations and conducting peer observations will assist in building capacity for students and teachers.</p>
Material/Resources/Supports Needed	PD Step
<p>Curriculum, Observations, Coaching</p>	<p>yes</p>

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Action Steps	Anticipated Start/Completion Date
Monthly Data summits with teachers to discuss data trends and adjust small groups and bringing Data Binders	10/02/2023 - 04/01/2024
Monitoring/Evaluation	Anticipated Output
Describe how the school will monitor the implementation of this action plan. Include a description of the people who will be involved, the data that will be used, and any tools that will be used in these monitoring routines. School Improvement team and administration will meet throughout the year (monthly) to review progress. Quarterly SMART goals will be evaluated and plans to celebrate or recalibrate the action plan will be made. We will use Parent Survey Results, PD evaluation responses, Meeting note completion tasks (with a feedback portion).	Student achievement will increase in the areas of Math and ELA as a result. Teachers will keep a Data Binder after having PD on how to create and use one. Teachers will increase their data literacy and truly use data to inform instructional practices and collaboration will be structured. Understanding grade level expectations and conducting peer observations will assist in building capacity for students and teachers.
Material/Resources/Supports Needed	PD Step
Data, Data Binders	yes

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Action Steps	Anticipated Start/Completion Date
At least 3 family engagement activities with an academic focus will occur. The POA and a lead for each activity will oversee the planning and communication for each event.	08/15/2023 - 05/31/2024
Monitoring/Evaluation	Anticipated Output
Describe how the school will monitor the implementation of this action plan. Include a description of the people who will be involved, the data that will be used, and any tools that will be used in these monitoring routines. School Improvement team and administration will meet throughout the year (monthly) to review progress. Quarterly SMART goals will be evaluated and plans to celebrate or recalibrate the action plan will be made. We will use Parent Survey Results, PD evaluation responses, Meeting note completion tasks (with a feedback portion).	Student achievement will increase in the areas of Math and ELA as a result. Teachers will keep a Data Binder after having PD on how to create and use one. Teachers will increase their data literacy and truly use data to inform instructional practices and collaboration will be structured. Understanding grade level expectations and conducting peer observations will assist in building capacity for students and teachers.
Material/Resources/Supports Needed	PD Step
Title 1 funds: POA salary +benefits = Materials and supplies	no
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Action Steps	Anticipated Start/Completion Date
Grade level /departmental collaboration for SPM goals with shared focus and using proper data in the end results.	08/15/2023 - 06/04/2024
Monitoring/Evaluation	Anticipated Output
Describe how the school will monitor the implementation of this action plan. Include a description of the people who will be involved, the data that will be used, and any tools that will be used in these monitoring routines. School Improvement team and administration will meet throughout the year (monthly) to review progress. Quarterly SMART goals will be evaluated and plans to celebrate or recalibrate the action plan will be made. We will use Parent Survey Results, PD evaluation responses, Meeting note completion tasks (with a feedback portion).	Student achievement will increase in the areas of Math and ELA as a result. Teachers will keep a Data Binder after having PD on how to create and use one. Teachers will increase their data literacy and truly use data to inform instructional practices and collaboration will be structured. Understanding grade level expectations and conducting peer observations will assist in building capacity for students and teachers.
Material/Resources/Supports Needed	PD Step
PAETEP, DATA	yes

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Action Steps	Anticipated Start/Completion Date
Teachers will visit other teachers that show progress from past and current data and take best practices and implement into their instruction.	10/10/2023 - 03/20/2024

Monitoring/Evaluation	Anticipated Output
Describe how the school will monitor the implementation of this action plan. Include a description of the people who will be involved, the data that will be used, and any tools that will be used in these monitoring routines. School Improvement team and administration will meet throughout the year (monthly) to review progress. Quarterly SMART goals will be evaluated and plans to celebrate or recalibrate the action plan will be made. We will use Parent Survey Results, PD evaluation responses, Meeting note completion tasks (with a feedback portion).	Student achievement will increase in the areas of Math and ELA as a result. Teachers will keep a Data Binder after having PD on how to create and use one. Teachers will increase their data literacy and truly use data to inform instructional practices and collaboration will be structured. Understanding grade level expectations and conducting peer observations will assist in building capacity for students and teachers.

Material/Resources/Supports Needed	PD Step
Templates to take notes	no

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Action Steps	Anticipated Start/Completion Date
Continue to use the 7 Habits of Highly Effective Children	09/05/2023 - 10/30/2023
Monitoring/Evaluation	Anticipated Output
Describe how the school will monitor the implementation of this action plan. Include a description of the people who will be involved, the data that will be used, and any tools that will be used in these monitoring routines. School Improvement team and administration will meet throughout the year (monthly) to review progress. Quarterly SMART goals will be evaluated and plans to celebrate or recalibrate the action plan will be made. We will use Parent Survey Results, PD evaluation responses, Meeting note completion tasks (with a feedback portion).	Student achievement will increase in the areas of Math and ELA as a result. Teachers will keep a Data Binder after having PD on how to create and use one. Teachers will increase their data literacy and truly use data to inform instructional practices and collaboration will be structured. Understanding grade level expectations and conducting peer observations will assist in building capacity for students and teachers.
Material/Resources/Supports Needed	PD Step
7 Habit Books and lessons on the drive	yes

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Action Steps	Anticipated Start/Completion Date
Teachers will use researched base programs during small group time with all students. Small groups will happen everyday but not all groups will meet everyday.	10/10/2023 - 05/30/2024

Monitoring/Evaluation	Anticipated Output
Describe how the school will monitor the implementation of this action plan. Include a description of the people who will be involved, the data that will be used, and any tools that will be used in these monitoring routines. School Improvement team and administration will meet throughout the year (monthly) to review progress. Quarterly SMART goals will be evaluated and plans to celebrate or recalibrate the action plan will be made. We will use Parent Survey Results, PD evaluation responses, Meeting note completion tasks (with a feedback portion).	Student achievement will increase in the areas of Math and ELA as a result. Teachers will keep a Data Binder after having PD on how to create and use one. Teachers will increase their data literacy and truly use data to inform instructional practices and collaboration will be structured. Understanding grade level expectations and conducting peer observations will assist in building capacity for students and teachers.

Material/Resources/Supports Needed	PD Step
Wonders, 95%, Wonders Tier II, Reading Mastery	yes

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## ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Measurable Goal Statement (Smart Goal) 1: Goal One: Teachers for the school year 2023-2024 will meet every 1st, 2nd and 3rd Mondays of the Month 100% of the time in the grade level facilitator's or committee leader's room to discuss data or SIP goals. Teachers will fill out action plans or work on Data binders to ensure accountability. Teachers will revisit their action plans/data binders at the next meetings to analyze, monitor and adjust instruction as needed. We will celebrate and replicate teachers that are showing growth with their students. (Collaboration)	Collaboration	Share SIP with staff and check for understanding	08/23/2023 - 08/24/2023
Measurable Goal Statement (Smart Goal) 1: Goal One: Teachers for the school year 2023-2024 will meet every 1st, 2nd and 3rd Mondays of the Month 100% of the time in the grade level facilitator's or committee leader's room to discuss data or SIP goals. Teachers will fill out action plans or work on Data binders to ensure accountability. Teachers will revisit their action plans/data binders at the next meetings to analyze, monitor and adjust instruction as needed. We will celebrate and replicate teachers that are showing growth with their students. (Collaboration)	Collaboration	Make certain that new staff members have mentors that support each program (Wonders, Reading Eggs, 95% Group, use of OnHands, etc.)	08/22/2023 - 06/10/2024
Measurable Goal Statement (Smart Goal) 1: Goal One: Teachers for the school year 2023-2024 will meet every 1st, 2nd and 3rd Mondays of the Month 100% of the time in the grade level facilitator's or committee leader's room to discuss data or SIP goals.	Collaboration	Monthly Data summits with teachers to	10/02/2023 - 04/01/2024

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Teachers will fill out action plans or work on Data binders to ensure accountability. Teachers will revisit their action plans/data binders at the next meetings to analyze, monitor and adjust instruction as needed. We will celebrate and replicate teachers that are showing growth with their students. (Collaboration)		discuss data trends and adjust small groups and bringing Data Binders	
Measurable Goal Statement (Smart Goal) 1: Goal One: Teachers for the school year 2023-2024 will meet every 1st, 2nd and 3rd Mondays of the Month 100% of the time in the grade level facilitator's or committee leader's room to discuss data or SIP goals. Teachers will fill out action plans or work on Data binders to ensure accountability. Teachers will revisit their action plans/data binders at the next meetings to analyze, monitor and adjust instruction as needed. We will celebrate and replicate teachers that are showing growth with their students. (Collaboration)	Collaboration	Grade level /departmental collaboration for SPM goals with shared focus and using proper data in the end results.	08/15/2023 - 06/04/2024
Measurable Goal Statement (Smart Goal) 1: Goal One: Teachers for the school year 2023-2024 will meet every 1st, 2nd and 3rd Mondays of the Month 100% of the time in the grade level facilitator's or committee leader's room to discuss data or SIP goals. Teachers will fill out action plans or work on Data binders to ensure accountability. Teachers will revisit their action plans/data binders at the next meetings to analyze, monitor and adjust instruction as needed. We will celebrate and replicate teachers that are showing growth with their students. (Collaboration)	Collaboration	Continue to use the 7 Habits of Highly Effective Children	09/05/2023 - 10/30/2023
Measurable Goal Statement (Smart Goal) 1: Goal One: Teachers for the school year 2023-2024 will meet every 1st, 2nd and 3rd Mondays of the Month 100% of the time in the grade level facilitator's or committee leader's room to discuss data or SIP goals.	Collaboration	Teachers will use researched base programs during	10/10/2023 - 05/30/2024

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Teachers will fill out action plans or work on Data binders to ensure accountability. Teachers will revisit their action plans/data binders at the next meetings to analyze, monitor and adjust instruction as needed. We will celebrate and replicate teachers that are showing growth with their students. (Collaboration)		small group time with all students. Small groups will happen everyday but not all groups will meet everyday.	

## PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Data Binders-Making and Using them in my Classroom	All teachers that work with students	Why to have and use a data binder, How to start, different ways to set up a data binder, how to use a data binder, use the data binder to make instructional decisions in instruction, use data binders to show students their data and set goals

  

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Data binder has updated data of all students teacher is working with during the school day.	08/15/2022 - 06/10/2024	Mrs. Peters, Mrs. Walton, Mrs. Eppler, SIP team, Admin, Reading Specialist

<b>Danielson Framework Component Met in this Plan:</b>	<b>This Step meets the Requirements of State Required Trainings:</b>
4b: Maintaining Accurate Records	Language and Literacy Acquisition for All Students
4b: Maintaining Accurate Records	Common Ground: Culturally Relevant Sustaining Education
1d: Demonstrating Knowledge of Resources	Language and Literacy Acquisition for All Students
	Teaching Diverse Learners in Inclusive Settings

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<b>Professional Development Step</b>	<b>Audience</b>	<b>Topics of Prof. Dev</b>
Sharing our 23-24 SIP plan	Teachers/Staff/paras	Copy of the SIP plan and the materials/items discussed in our plan

<b>Evidence of Learning</b>	<b>Anticipated Timeframe</b>	<b>Lead Person/Position</b>
Teachers will be able to identify the goals of our plan and describe how to reach them	08/23/2023 - 04/29/2024	SIP team

<b>Danielson Framework Component Met in this Plan:</b>	<b>This Step meets the Requirements of State Required Trainings:</b>
4e: Growing and Developing Professionally	Language and Literacy Acquisition for All Students
1c: Setting Instructional Outcomes	

Professional Development Step	Audience	Topics of Prof. Dev
Data Binders: Why, How and What	Teaching Staff	Why should we keep a data binder? How we can keep a data binder and some different ways? What to keep in the data binder?

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Teachers will be using their data binders to direct their instruction. Data binders can be looked at any time and will have ELA and Math current data.	08/23/2023 - 05/31/2024	Admin, Peters, Walton, Eppler

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
	Language and Literacy Acquisition for All Students

Professional Development Step	Audience	Topics of Prof. Dev
SPM Making and Creating and how to show results using data	Teaching Staff	SPM and how to show data results on PTE

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Teachers correctly show their results in PTE using data charts.	09/11/2023 - 05/31/2024	Admin

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:

Professional Development Step	Audience	Topics of Prof. Dev
SPM Making and Creating and how to show results using data	Teaching Staff	SPM and how to show data results on PTE

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Teachers correctly show their results in PTE using data charts.	09/11/2023 - 05/31/2024	Admin

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:

Professional Development Step	Audience	Topics of Prof. Dev
Small Groups and stations/centers	Teaching staff/paras	Making groups, managing students, looking at data, using programs, stations/centers that are engaging and elevated

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Teachers will have small group plans and pulling small groups while other students are working at stations/centers	10/09/2023 - 05/31/2024	admin, walton, eppler, woodward

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
2c: Managing Classroom Procedures	
3c: Engaging Students in Learning	

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**ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS**

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Share out SIP with staff at Back to School In-Service	16th & Haak's School Improvement plan.	Presentation	School Staff Members	August 2023

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