

## **CENTRAL MS**

215 North 12th St

CSI School Plan | 2021 - 2022

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## **VISION FOR LEARNING**

Together, we drive all students to achieve at or above grade level. By 2025, through collaborative practices, CMS will be recognized as a designated model school demonstrating continuous improvement in academic excellence, developmental responsiveness, and social equity.

## STEERING COMMITTEE

Name	Position	Building/Group
Dr. Jennifer Reinhart	CSI SIP Facilitator	IU 13
Mrs. Geina Beaver	Principal	Reading School District
Ms. Courtney Barth	Assistant Principal	Reading School District
Mrs. Kari Wink	Assistant Principal	Reading School District
Mr. David Todd	Assistant Principal	Reading School District
Mrs. Lauren Poutasse	Supervisor of K-12 Curriculum	Reading School District
Mrs. Katie Williams	Academic Interventionist	Reading School District
Mrs. Raven Robinson	Parent	Reading School District
Mr. Ethan Polczynski	ELL Lead Teacher	Reading School District
Mrs. Emily MacPherson	Teacher	Reading School District
Mrs. Alexis Viscomi	Teacher	Reading School District
Mrs. Alicia Cahn	SPED Lead Teacher	Reading School District
Mrs. Brianna Angove	SPED Lead Teacher	Reading School District

<b>Name</b>	<b>Position</b>	<b>Building/Group</b>
Mr. Ronald Flicker	Teacher	Reading School District
Mrs. Courtney Christy	Teacher	Reading School District
Mrs. Shannon Crowe	Teacher	Reading School District
Mr. Michael Conner	Teacher	Reading School District
Ms. Brittany Purr	Teacher	Reading School District
Mrs. Elizabeth Miller	Teacher on Special Assignment - Dean of Students	Reading School District
Mr. Lael Schwartz	Teacher	Reading School District
Mrs. Joy Post	Other	Reading School District
Mrs. Rose Sampson	CSI SIP Facilitation Team Member	IU 13
Mrs. Laura Zook	ELL Lead Teacher	Reading School District
Ms. Angel Moser	Teacher on Special Assignment - Dean of Students	Reading School District
Ms. Julia Goheen	Community Member	Caron Foundation
Ms. Lauren Malamed	Community Member	Malvern Counseling Partners
Ms. Tatiana Garzon-Toro	Community Member	PA Migrant Education Commission
Ms. Elizabeth Sabre	Teacher	Reading School District

Name	Position	Building/Group
Ms. Kristyn Holmes	Education Specialist	IU 13
Mr. Alexander Gibboney		Reading School District
Mr. Nik Barkauskas		IU 13

## ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
If Central Middle School works to create and sustain a multi-tiered system of supports for academics and behavior, then students will increase academic proficiency and decrease negative behaviors.	Other
If Central Middle School works to promote and sustain a positive school environment, then all members feel welcomed, supported, and safe in school: socially, emotionally, intellectually, and physically.	Essential Practices 3: Provide Student-Centered Support Systems
If Central Middle School works to align all curriculum and assessments to meet the needs of all students, then we will foster a culture of high expectation for success for all students, educators, families, and community members.	Essential Practices 1: Focus on Continuous Improvement of Instruction

## ACTION PLAN AND STEPS

Evidence-based Strategy	
Academic Teams	
Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)
Academic Goal	Central Middle School will meet the Pennsylvania standard for academic growth for both ELA and Math.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Upon board approval, CMS Admin will schedule dates with Solution Tree for the 2021-2022 contractual work.	2021-06-30 - 2021-07-30	CMS Admin Team	Solution Tree Quote
Guiding Coalition will work with Solution Tree and RIT team to begin creating the "I Can" chart template for priority standards	2021-06-30 - 2021-08-30	Guiding Coalition	Solution Tree Paid Time
Guiding Coalition will work with Solution Tree to refine the data protocol process and meeting template for component PLC meetings and Data Summits	2021-07-30 - 2021-08-30	Guiding Coalition	Solution Tree Paid Time
Guiding Coalition will create the professional development plan to reintroduce staff to the CMS Mission, Vision, and Shared Commitments	2021-07-01 - 2021-08-30	Guiding Coalition	Paid Time
Guiding Coalition will compile the PLC Reflection Cycle templates using Solution Tree and Reading School District Resources for teacher annual portfolio, mid-year presentation, and semester reflection choices to encourage and build collaborative capacity and purposeful staff reflection with the ongoing PLC process and their continuous commitment to learning: plan will include 2 cycles of guided reflective activities via a choice of reflection log, administrative walkthrough cycle, peer visitations, or academic coaching	2021-07-01 - 2021-08-30	Guiding Coalition	Solution Tree Reflection Materials Paid Time
Component PLC team representatives will meet with Academic Interventionists, PDE RIT team, and Solution Tree during a Summer Teacher's Academy to identify and unpack priority standards, begin creating "I Can" statements, and define level of rigor for each quarter	2021-08-01 - 2022-06-01	Academic Interventionists	Solution Tree Paid Time

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
"I Can" charts and linked parent communication will be reviewed by parent participants for understandability	2021-08-01 - 2022-06-01	Academic Interventionist	Parent Participants "I Can" Statement Charts
Guiding Coalition and Academic Interventionists will plan and conduct professional development to introduce Summer Teacher's Academy products, Solution Tree partnership, and CMS Mission, Vision, and Shared Commitments to full staff	2021-08-01 - 2021-08-30	Academic Interventionists	Teacher's Academy Products Paid Time
CMS Admin will communicate the PLC Reflection Cycle to component PLC teams	2021-09-01 - 2021-09-30	CMS Admin	PLC Reflection Cycle
Guiding Coalition will create quarterly standards-based progress report template	2021-09-01 - 2021-09-30	Guiding Coalition	Paid Time
Academic Interventionists will plan and conduct a component PLC group professional development to provide instruction to teachers on how to collect common assessment data and complete Pre-Summit Data Analysis work, including how to use Go Formative and standardized test data reports.	2021-09-01 - 2021-09-30	Academic Interventionists	PLC Materials
CMS Admin will create PLCs within GoFormative in order for data comparison to occur across the component PLC teams	2021-09-01 - 2021-09-30	CMS Admin	GoFormative
Teachers will utilize Go Formative for all common assessments, analysis of common assessment data, and completion of pre-summit data analysis work	2021-09-01 - 2022-06-01	Teachers	GoFormative

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Component PLC teams will meet, attend, and engage with Academic Interventionist weekly for implementation of Solution Tree strategies and Cycle of Effective Instruction, including: identifying essential standards, aligning standards, creating a proficiency maps, unpacking essential standards, determining learning targets and instructional strategies, unit planning, and creating common assessments	2021-09-01 - 2022-06-01	Academic Interventionists	Scheduled Time
CMS Admin will provide ongoing and direct administrative support for the component PLC teams, with observational supervisory feedback to teachers	2021-09-01 - 2022-06-01	CMS Admin	Time for administrators to conduct walkthroughs
Teachers will communicate the content unit "I Can" charts with linked assessment requirements to the students quarterly	2021-09-01 - 2022-06-01	Teachers	"I Can" Charts and Conferencing Guidelines
Component PLC teams will engage in Data Summits 3 times per quarter based on mastery of "I Can" statements	2021-09-01 - 2022-06-01	Department Heads	Data Summit Protocols
Component PLC teams will create cyclical reteaching plan, which will include varied instructional strategies, flexible scheduling, and MTSS tiered interventions	2021-09-01 - 2022-06-01	Department Heads	MTSS
Teachers will provide reteaching of essential standards and provide students with remediation and alternative method of assessment	2021-09-01 - 2022-06-01	Teachers	PLC Remediation Plans
RIT team will provide direct, content support to component PLC teams for building assessments of remediation	2021-09-01 - 2022-06-01	RIT Team	RIT Team



Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Guiding Coalition will participate in weekly department head meetings to analyze implementation of Cycle of Effective Instruction	2021-09-01 - 2022-06-01	Guiding Coalition	Paid Time
Guiding coalition will meet monthly with Academic Interventionist and Solution Tree Facilitator for Cycle of Effective Instruction status review and continuous engagement of staff in the collaborative process	2021-09-01 - 2022-06-01	Guiding Coalition	Solution Tree Paid Time
Guiding coalition will implement staff engagement plans based on the results of the monthly guiding coalition meeting and subsequent action plan for identified component teams via the weekly department head meetings	2021-09-01 - 2022-06-01	Guiding Coalition	Paid Time
Solution Tree will facilitate component PLC team progress meetings and embedded professional development on the cycle of effective instruction	2021-09-01 - 2022-06-01	Solution Tree	Solution Tree
Teachers will meet with academic interventionists to review the "I Can" conference process. While students are taking quarterly standardized assessments, teachers will conference with individual students on quarterly, standards-based progress report to share with students and parents.	2021-09-01 - 2022-06-01	Academic Interventionists	"I Can" Charts
Teachers will conference with students quarterly to review quarterly standards-based progress report	2021-09-01 - 2022-06-01	Teachers	Quarterly Progress Reviews
Teachers will communicate the results of the quarterly, standards-based progress report with parents	2021-09-01 - 2022-06-01	Teachers	Quarterly Progress Reports

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Teachers will complete the first semester PLC Reflection Cycle and provide reflective presentation to their component PLC teams	2022-01-01 - 2022-01-31	Teachers	PLC Reflection Cycle Documents
Teachers will complete and submit their annual PLC Reflection Cycle Portfolio to CMS Admin	2022-06-01 - 2022-06-30	Teachers	PLC Reflection Cycle Documents

### Anticipated Outcome

2021-2022 Solution Tree Contract (Board Approved), 2021-2022 Schedule of PLC and Data Summit Meetings, Monthly Guiding Coalition Continuous Review and Engagement Plans, Common Formative Assessments, Data Summit Analysis, Essential Standards Documents, Cyclical Remediation Plans, Proficiency Maps, PLC Progress Survey, "I Can" Statements Charts and Conferencing Guidelines, Quarterly Progress Reports, Educator Reflection Cycle Evidence, Administrative Walkthroughs

### Monitoring/Evaluation

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

### Evidence-based Strategy

Culture and Climate: Restorative Practices and PBIS

## Measurable Goals

### Goal Nickname

### Measurable Goal Statement (Smart Goal)

Office Referrals

The number of office referrals for Code 96: unacceptable actions / inappropriate language and gestures will not exceed 2891 for the school year.

### Action Step

### Anticipated Start/Completion

### Lead Person/Position

### Materials/Resources/Supports Needed

CMS Admin Team will create the joint Culture/Climate Action Team to encompass Restorative Practice Action Team, PBIS Action Team, Equity Action Team, and Parent Engagement Action Team to ensure all efforts are aligned and focused on the Mission, Vision, and Shared Commitments of CMS

2021-07-01 -  
2021-07-31

CMS Admin

CMS Mission, Vision, and Shared Commitments

CMS Admin Team will communicate the new Culture/Climate Action Team and provide information on the unified purpose to the staff and faculty

2021-07-01 -  
2021-07-31

CMS Admin

Culture and Climate Action Team members

Culture/Climate Action Team will create a plan for reintroducing students to the functions of school, including conducting a learning inventory and direct instruction in school procedures, collaboration, and accessing support

2021-07-01 -  
2021-07-31

Action Team Leads

Paid time

Culture/Climate Action Team will work with Admin Team to articulate schoolwide student expectations, procedures, and language to be used in all classrooms that ensures commitment to affirmative statements, equitable language, and positive reinforcement

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Action Team Leads

Paid Time

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Culture/Climate Action Team will work together to create a CMS Culture and Climate Guidance Document that will articulate calendar to explicitly teach PBIS expectations and provide teachers with daily expectations, plans (including a student book study), and activities for Morning Meeting circles	2021-07-01 - 2021-07-31	Action Team Leads	Paid Time
Restorative Practices Action Team will create a crisis and support plan to host monthly mentoring meetings with small groups of teachers to facilitate ongoing support sessions, which will also include monthly spotlight topics based on office referrals protocol and teacher requests for additional areas of need, concern, and support.	2021-07-01 - 2021-07-31	Restorative Practices Action Team Lead	Paid Time
Restorative Practices Action Team will work with CMS Admin Team to develop a process for teachers to refer students for Restorative Conferencing	2021-07-01 - 2021-07-31	Restorative Practices Action Team Lead	Paid Time
Restorative Practices Action Team will work with CMS Admin Team to develop a process for teachers to receive Restorative Coaching	2021-07-01 - 2021-07-31	Restorative Practices Action Team Lead	Paid Time
CMS Admin Team will work with Culture/Climate Action Team to create a CMS Staff Recognition Program	2021-07-01 - 2021-07-31	CMS Admin Team	Paid Time
Culture/Climate Action Team will plan and conduct professional	2021-08-01 -	Culture/Climate	Professional Development

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
development for staff on the levels of student discipline from the RSD Code of Conduct Manual and methods for referring students to Restorative Conferencing, RPC (Restorative Practice Center), and Restorative Coaching	2021-08-30	Action Team Leads	Plan Paid Time
Culture/Climate Action Team will plan and conduct professional development for staff on reintroduction plan for students, including specific and direct lesson on behavioral expectations, routines, and procedures in all setting, and CMS Culture and Climate Guidance Document	2021-08-01 - 2021-08-30	Culture/Climate Action Team Leads	Professional Development Plan Paid Time
CMS Restorative Practices trainers will conduct summer Restorative Practices trainings for new staff members	2021-08-01 - 2021-09-30	CMS Restorative Practices Trainers	Substitutes
Culture/Climate Action Team will create the school climate surveys for students, staff, and parents/families by modifying nationally normed perception surveys	2021-08-01 - 2021-08-30	Culture/Climate Action Team Leads	Paid Time
CMS Admin Team and members of the Culture/Climate Action Team will introduce consolidated culture/climate initiatives to parents	2021-09-01 - 2021-09-30	CMS Admin	Parent Engagement Event
Teachers will complete direct instruction of reintroduction plan for school procedures, collaboration, and accessing support	2021-09-01 - 2021-09-30	Teachers	Reintroduction Plan
Culture/Climate Action Team will work together to create a data	2021-09-01 -	Culture/Climate	Paid Time

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
protocol for teams to review office referrals in correlation to PBIS points, office referrals, student suspensions, and attendance	2021-09-30	Action Team Leads	
Teachers will begin to communicate school norms with all students daily and explicitly	2021-09-01 - 2022-06-01	Teachers	Culture/Climate Resource Document
Teachers will host daily restorative circles in Advisory	2021-09-01 - 2022-06-01	Teachers	Advisory Period
Teachers will articulate school norms in Class Dojo and collect points daily	2021-09-01 - 2022-06-01	Teachers	Class Dojo
CMS Admin Team will provide interdisciplinary team time to plan and conduct team incentives	2021-09-01 - 2022-06-01	CMS Admin	Scheduled Time
CMS Admin Team and staff leadership will utilize the CMS Staff Recognition Program to promote positive school culture and climate	2021-09-01 - 2022-06-01	CMS Admin	CMS Staff Recognition Program
Restorative Practices Lead Teacher will provide ongoing coaching support to teachers who display need based on office referrals and PBIS point data.	2021-09-01 - 2022-06-01	Restorative Practices Action Team Lead	Office Referral and PBIS Data
Team Leaders will complete the data protocol weekly at required team leader meetings with their assigned Assistant Principal to analyze office referrals and determine plan of action to address deficiencies.	2021-09-01 - 2022-06-01	Team Leaders	Data Protocol

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
CMS Admin Team will communicate and participate in CMS Cares opportunities each month	2021-09-01 - 2022-06-01	CMS Admin	Monthly CMS Cares Schedule
Team leaders will communicate incentive options to students and collect data monthly for PBIS Action Team review of incentive options	2021-09-01 - 2022-06-01	Team Leaders	PBIS Incentives
Culture/Climate Action Team members will meet monthly with team leaders to assist with culture/climate data protocol analysis	2021-09-01 - 2022-06-01	Culture/Climate Action Team	Paid Time
CMS Restorative Practice Trainers will continuously train all new staff on a monthly basis	2021-09-01 - 2022-06-01	CMS Restorative Practice Trainers	Scheduled Time
Restorative Practices Action Team will meet monthly to plan the Restorative Practices Cohort Meetings for all faculty	2021-09-01 - 2022-06-01	Restorative Practices Action Team Lead	Paid Time
Restorative Practices Action Team will conduct mentoring support sessions for Restorative Practices with small groups of teachers monthly	2021-09-01 - 2022-06-01	Restorative Practices Action Team Lead	Paid Time
PBIS Action Team will meet monthly to create student incentive opportunities based on currently available office referrals and PBIS points	2021-09-01 - 2022-06-01	PBIS Action Team Lead	Paid Time

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Parent Engagement Action Team will create and communicate to the school community a monthly parent newsletter that highlights school news, student and staff spotlights, community information, and plans for the following month, including opportunities for students and parents to engage in positive schoolwide activities	2021-09-01 - 2022-06-01	Parent Engagement Action Team Lead	Paid Time
Parent Engagement Action Team will work with the Reading School District communication department to establish framework to highlight CMS successes, and create a plan to share with the community at large	2021-09-01 - 2022-06-01	Parent Engagement Action Team Lead	Paid Time
PBIS Action Team will meet monthly to review office referrals, Dojo data, and incentive usage data	2021-09-01 - 2022-06-01	PBIS Action Team Lead	Paid Time
PBIS Action Team will create retooling plan based on monthly data	2021-09-01 - 2022-06-01	PBIS Action Team Lead	Paid Time
PBIS Action Team will communicate monthly progress of PBIS data with students, staff, and parents	2021-09-01 - 2022-06-01	PBIS Action Team Lead	Monthly Newsletter
Equity Action Team will plan and conduct quarterly activates for staff to engage in collaborative showcases of exemplary culturally responsive and equitable teaching and learning	2021-09-01 - 2022-06-01	Equity Action Team Lead	Paid Time
CMS Admin Team will administer the school climate and perception survey to students, staff, and parents/families quarterly	2021-09-01 - 2022-06-01	CMS Admin	Survey



**Anticipated Outcome**

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

**Monitoring/Evaluation**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

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## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Central Middle School will meet the Pennsylvania standard for academic growth for both ELA and Math. (Academic Goal)	Academic Teams	Guiding Coalition will work with Solution Tree and RIT team to begin creating the "I Can" chart template for priority standards	06/30/2021 - 08/30/2021

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Central Middle School will meet the Pennsylvania standard for academic growth for both ELA and Math. (Academic Goal)	Academic Teams	Guiding Coalition will work with Solution Tree to refine the data protocol process and meeting template for component PLC meetings and Data Summits	07/30/2021 - 08/30/2021

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Central Middle School will meet the Pennsylvania standard for academic growth for both ELA and Math. (Academic Goal)	Academic Teams	Guiding Coalition and Academic Interventionists will plan and conduct professional development to introduce Summer Teacher's Academy products, Solution Tree partnership, and CMS Mission, Vision, and Shared Commitments to full staff	08/01/2021 - 08/30/2021

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Central Middle School will meet the Pennsylvania standard for academic growth for both ELA and Math. (Academic Goal)	Academic Teams	Academic Interventionists will plan and conduct a component PLC group professional development to provide instruction to teachers on how to collect common assessment data and complete Pre-Summit Data Analysis work, including how to use Go Formative and standardized test data reports.	09/01/2021 - 09/30/2021

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Central Middle School will meet the Pennsylvania standard for academic growth for both ELA and Math. (Academic Goal)	Academic Teams	Solution Tree will facilitate component PLC team progress meetings and embedded professional development on the cycle of effective instruction	09/01/2021 - 06/01/2022

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
The number of office referrals for Code 96: unacceptable actions / inappropriate language and gestures will not exceed 2891 for the school year. (Office Referrals)	Culture and Climate: Restorative Practices and PBIS	Culture/Climate Action Team will plan and conduct professional development for staff on the levels of student discipline from the RSD Code of Conduct Manual and methods for referring students to Restorative Conferencing, RPC (Restorative Practice Center), and Restorative Coaching	08/01/2021 - 08/30/2021

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
The number of office referrals for Code 96: unacceptable actions / inappropriate language and gestures will not exceed 2891 for the school year. (Office Referrals)	Culture and Climate: Restorative Practices and PBIS	Culture/Climate Action Team will plan and conduct professional development for staff on reintroduction plan for students, including specific and direct lesson on behavioral expectations, routines, and procedures in all setting, and CMS Culture and Climate Guidance Document	08/01/2021 - 08/30/2021



## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
The number of office referrals for Code 96: unacceptable actions / inappropriate language and gestures will not exceed 2891 for the school year. (Office Referrals)	Culture and Climate: Restorative Practices and PBIS	CMS Restorative Practices trainers will conduct summer Restorative Practices trainings for new staff members	08/01/2021 - 09/30/2021

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
The number of office referrals for Code 96: unacceptable actions / inappropriate language and gestures will not exceed 2891 for the school year. (Office Referrals)	Culture and Climate: Restorative Practices and PBIS	CMS Restorative Practice Trainers will continuously train all new staff on a monthly basis	09/01/2021 - 06/01/2022

## 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.**

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School Board Minutes or Affirmation Statement

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

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Superintendent/Chief Executive Officer

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School Improvement Facilitator Signature

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Building Principal Signature

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## ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

### Strengths

Career Readiness Completion

During remote learning, teachers were able to conduct differentiated small group lessons.

During remote learning, teachers were able to conduct differentiated small group lessons.

Not applicable

Career Readiness Completion Rates, as reported on PA Future Ready Index

Not applicable

Not applicable

### Challenges

ELA Scores (PSSA Scores)

Math Scores (PSSA Scores)

ELA Proficiency Scores

Remote Learning

Math Proficiency Scores

Remote Learning

Not applicable

Not applicable

Not applicable

Foster a culture of high expectations for success for all students, educators, families, and community members

Promote and sustain a positive school environment where all

### **Challenges**

members feel welcomed, supported, and safe in school: socially, emotionally, intellectually and physically

Implement a multi-tiered system of supports for academics and behavior

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## Most Notable Observations/Patterns

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Due to the grade reconfiguration and global pandemic, there is only data on 1 of the 4 grade levels that we currently support. Additionally, there was no 2019-2020 data due to the Covid-19 school closures. Furthermore, PSSA data for the 2020-2021 school year will be limited due to remote learning and parent excusals. Discipline referral data for 2019-2020 had seen a 194.4% increase from November of 2019 to January of 2020, which reflects 1517 teacher referrals as of November 2019 increased to 4466 teacher referrals as of January of 2020. There were no discipline referrals during remote learning in 2020-2021 for comparison. However, attendance for 2019-2020, prior to the COVID-19 school closures, had increased by 25.9% over the 2018-2019 reported annual rate and is currently at 94.61% for the 2020-2021 school year. Career Readiness data was above the state average for both 2019-2020 and 2020-2021, while all academic indicators were far below. There is a clear need to address learning and achievement, as well as overall school climate based on this data analysis. Additional data points considered include the following: Student Perception Survey: Despite being in remote learning, students said that they felt safe in virtual learning at a rate of 90% or greater in each category. To note, the completion rate of the survey was at 76%. During the 2020-2021 school year through the beginning on May, all students were fully remote. The teachers followed a district model that included 3 daily differentiated small groups of instruction, but teachers did not have any flexibility of content, as the district provided content planned lessons for districtwide consistency. Teacher Perception Survey: Given a teacher perception survey in the 2019-2020 school year, only 26% of teachers reported that they feel responsible when students in our school fail. By 2020-2021, 41.3% of staff reported that they feel responsible when students in our school fail. As a steering committee, we examined many of the strengths and challenges that we faced this school year. 1.) The team felt that the addition of the MTSS process, given the opportunity to focus on implementation due to remote learning, was successful. Refinement for the 2021-2022 school year needs to include increased Tier 2 and Tier 3 supports and the additional of all tiers of behavioral support. 2.) The team felt that due to the increased ability of the staff to attend meetings during remote learning, due to no coverage issues, led to increased collaboration and a sense of school community. 3.) The team felt that we did not have the opportunity to continue our work with the cycle of effective instruction due to the model of instruction during remote learning. 4.) The team felt that the full school Restorative Practice training was received very well by the school community, including the monthly cohort meetings facilitated by our internal staff trainers. 5.) The team analyzed data from the PBIS system and determined that a more limited system with focused behavioral expectations was necessary for the 2021-2022 school year. 6.) The team felt that the adoption of the GoFormative system to analyze formative assessment data was positive and will allow for productive Data Summits for the 2021-2022 school year.

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<b>Challenges</b>	<b>Discussion Point</b>	<b>Priority for Planning</b>
ELA Scores (PSSA Scores)		
Math Scores (PSSA Scores)		
Math Proficiency Scores		
Foster a culture of high expectations for success for all students, educators, families, and community members		
Promote and sustain a positive school environment where all members feel welcomed, supported, and safe in school: socially, emotionally, intellectually and physically		
Implement a multi-tiered system of supports for academics and behavior		
ELA Proficiency Scores		
Remote Learning		



## ADDENDUM B: ACTION PLAN

### Action Plan: Academic Teams

Action Steps	Anticipated Start/Completion Date
Upon board approval, CMS Admin will schedule dates with Solution Tree for the 2021-2022 contractual work.	06/30/2021 - 07/30/2021
Monitoring/Evaluation	Anticipated Output
Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps	2021-2022 Solution Tree Contract (Board Approved), 2021-2022 Schedule of PLC and Data Summit Meetings, Monthly Guiding Coalition Continuous Review and Engagement Plans, Common Formative Assessments, Data Summit Analysis, Essential Standards Documents, Cyclical Remediation Plans, Proficiency Maps, PLC Progress Survey, "I Can" Statements Charts and Conferencing Guidelines, Quarterly Progress Reports, Educator Reflection Cycle Evidence, Administrative Walkthroughs
Material/Resources/Supports Needed	PD Step
Solution Tree Quote	no



**Action Steps****Anticipated Start/Completion Date**

Guiding Coalition will work with Solution Tree and RIT team to begin creating the "I Can" chart template for priority standards

06/30/2021 - 08/30/2021

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

2021-2022 Solution Tree Contract (Board Approved), 2021-2022 Schedule of PLC and Data Summit Meetings, Monthly Guiding Coalition Continuous Review and Engagement Plans, Common Formative Assessments, Data Summit Analysis, Essential Standards Documents, Cyclical Remediation Plans, Proficiency Maps, PLC Progress Survey, "I Can" Statements Charts and Conferencing Guidelines, Quarterly Progress Reports, Educator Reflection Cycle Evidence, Administrative Walkthroughs

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

Solution Tree Paid Time

yes



**Action Steps****Anticipated Start/Completion Date**

Guiding Coalition will work with Solution Tree to refine the data protocol process and meeting template for component PLC meetings and Data Summits

07/30/2021 - 08/30/2021

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

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

Solution Tree Paid Time

yes



**Action Steps****Anticipated Start/Completion Date**

Guiding Coalition will create the professional development plan to reintroduce staff to the CMS Mission, Vision, and Shared Commitments

07/01/2021 - 08/30/2021

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

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

Paid Time

no



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**Action Steps****Anticipated Start/Completion Date**

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Guiding Coalition will compile the PLC Reflection Cycle templates using Solution Tree and Reading School District Resources for teacher annual portfolio, mid-year presentation, and semester reflection choices to encourage and build collaborative capacity and purposeful staff reflection with the ongoing PLC process and their continuous commitment to learning: plan will include 2 cycles of guided reflective activities via a choice of reflection log, administrative walkthrough cycle, peer visitations, or academic coaching

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07/01/2021 - 08/30/2021

**Monitoring/Evaluation****Anticipated Output**

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Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

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**Material/Resources/Supports Needed**

**PD Step**

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Solution Tree Reflection Materials Paid Time

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no

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**Action Steps****Anticipated Start/Completion Date**

Component PLC team representatives will meet with Academic Interventionists, PDE RIT team, and Solution Tree during a Summer Teacher's Academy to identify and unpack priority standards, begin creating "I Can" statements, and define level of rigor for each quarter

08/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

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

Solution Tree Paid Time

no



**Action Steps****Anticipated Start/Completion Date**

"I Can" charts and linked parent communication will be reviewed by parent participants for understandability

08/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

2021-2022 Solution Tree Contract (Board Approved), 2021-2022 Schedule of PLC and Data Summit Meetings, Monthly Guiding Coalition Continuous Review and Engagement Plans, Common Formative Assessments, Data Summit Analysis, Essential Standards Documents, Cyclical Remediation Plans, Proficiency Maps, PLC Progress Survey, "I Can" Statements Charts and Conferencing Guidelines, Quarterly Progress Reports, Educator Reflection Cycle Evidence, Administrative Walkthroughs

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

Parent Participants "I Can" Statement Charts

no





**Action Steps****Anticipated Start/Completion Date**

Guiding Coalition and Academic Interventionists will plan and conduct professional development to introduce Summer Teacher's Academy products, Solution Tree partnership, and CMS Mission, Vision, and Shared Commitments to full staff

08/01/2021 - 08/30/2021

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

2021-2022 Solution Tree Contract (Board Approved), 2021-2022 Schedule of PLC and Data Summit Meetings, Monthly Guiding Coalition Continuous Review and Engagement Plans, Common Formative Assessments, Data Summit Analysis, Essential Standards Documents, Cyclical Remediation Plans, Proficiency Maps, PLC Progress Survey, "I Can" Statements Charts and Conferencing Guidelines, Quarterly Progress Reports, Educator Reflection Cycle Evidence, Administrative Walkthroughs

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

Teacher's Academy Products Paid Time

yes



**Action Steps****Anticipated Start/Completion Date**

CMS Admin will communicate the PLC Reflection Cycle to component PLC teams

09/01/2021 - 09/30/2021

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

2021-2022 Solution Tree Contract (Board Approved), 2021-2022 Schedule of PLC and Data Summit Meetings, Monthly Guiding Coalition Continuous Review and Engagement Plans, Common Formative Assessments, Data Summit Analysis, Essential Standards Documents, Cyclical Remediation Plans, Proficiency Maps, PLC Progress Survey, "I Can" Statements Charts and Conferencing Guidelines, Quarterly Progress Reports, Educator Reflection Cycle Evidence, Administrative Walkthroughs

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

PLC Reflection Cycle

no

**Action Steps****Anticipated Start/Completion Date**

Guiding Coalition will create quarterly standards-based progress report template

09/01/2021 - 09/30/2021

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

2021-2022 Solution Tree Contract (Board Approved), 2021-2022 Schedule of PLC and Data Summit Meetings, Monthly Guiding Coalition Continuous Review and Engagement Plans, Common Formative Assessments, Data Summit Analysis, Essential Standards Documents, Cyclical Remediation Plans, Proficiency Maps, PLC Progress Survey, "I Can" Statements Charts and Conferencing Guidelines, Quarterly Progress Reports, Educator Reflection Cycle Evidence, Administrative Walkthroughs

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

Paid Time

no

**Action Steps****Anticipated Start/Completion Date**

Academic Interventionists will plan and conduct a component PLC group professional development to provide instruction to teachers on how to collect common assessment data and complete Pre-Summit Data Analysis work, including how to use Go Formative and standardized test data reports.

09/01/2021 - 09/30/2021

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

2021-2022 Solution Tree Contract (Board Approved), 2021-2022 Schedule of PLC and Data Summit Meetings, Monthly Guiding Coalition Continuous Review and Engagement Plans, Common Formative Assessments, Data Summit Analysis, Essential Standards Documents, Cyclical Remediation Plans, Proficiency Maps, PLC Progress Survey, "I Can" Statements Charts and Conferencing Guidelines, Quarterly Progress Reports, Educator Reflection Cycle Evidence, Administrative Walkthroughs

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

PLC Materials

yes



**Action Steps****Anticipated Start/Completion Date**

CMS Admin will create PLCs within GoFormative in order for data comparison to occur across the component PLC teams

09/01/2021 - 09/30/2021

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

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

GoFormative

no



**Action Steps****Anticipated Start/Completion Date**

Teachers will utilize Go Formative for all common assessments, analysis of common assessment data, and completion of pre-summit data analysis work

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

2021-2022 Solution Tree Contract (Board Approved), 2021-2022 Schedule of PLC and Data Summit Meetings, Monthly Guiding Coalition Continuous Review and Engagement Plans, Common Formative Assessments, Data Summit Analysis, Essential Standards Documents, Cyclical Remediation Plans, Proficiency Maps, PLC Progress Survey, "I Can" Statements Charts and Conferencing Guidelines, Quarterly Progress Reports, Educator Reflection Cycle Evidence, Administrative Walkthroughs

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

GoFormative

no



**Action Steps****Anticipated Start/Completion Date**

Component PLC teams will meet, attend, and engage with Academic Interventionist weekly for implementation of Solution Tree strategies and Cycle of Effective Instruction, including: identifying essential standards, aligning standards, creating a proficiency maps, unpacking essential standards, determining learning targets and instructional strategies, unit planning, and creating common assessments

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

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

Scheduled Time

no

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**Action Steps****Anticipated Start/Completion Date**

CMS Admin will provide ongoing and direct administrative support for the component PLC teams, with observational supervisory feedback to teachers

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

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

Time for administrators to conduct walkthroughs

no

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**Action Steps****Anticipated Start/Completion Date**

Teachers will communicate the content unit "I Can" charts with linked assessment requirements to the students quarterly

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

2021-2022 Solution Tree Contract (Board Approved), 2021-2022 Schedule of PLC and Data Summit Meetings, Monthly Guiding Coalition Continuous Review and Engagement Plans, Common Formative Assessments, Data Summit Analysis, Essential Standards Documents, Cyclical Remediation Plans, Proficiency Maps, PLC Progress Survey, "I Can" Statements Charts and Conferencing Guidelines, Quarterly Progress Reports, Educator Reflection Cycle Evidence, Administrative Walkthroughs

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

"I Can" Charts and Conferencing Guidelines

no



**Action Steps****Anticipated Start/Completion Date**

Component PLC teams will engage in Data Summits 3 times per quarter based on mastery of "I Can" statements

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

2021-2022 Solution Tree Contract (Board Approved), 2021-2022 Schedule of PLC and Data Summit Meetings, Monthly Guiding Coalition Continuous Review and Engagement Plans, Common Formative Assessments, Data Summit Analysis, Essential Standards Documents, Cyclical Remediation Plans, Proficiency Maps, PLC Progress Survey, "I Can" Statements Charts and Conferencing Guidelines, Quarterly Progress Reports, Educator Reflection Cycle Evidence, Administrative Walkthroughs

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

Data Summit Protocols

no



**Action Steps****Anticipated Start/Completion Date**

Component PLC teams will create cyclical reteaching plan, which will include varied instructional strategies, flexible scheduling, and MTSS tiered interventions

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

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

MTSS

no



**Action Steps****Anticipated Start/Completion Date**

Teachers will provide reteaching of essential standards and provide students with remediation and alternative method of assessment

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

2021-2022 Solution Tree Contract (Board Approved), 2021-2022 Schedule of PLC and Data Summit Meetings, Monthly Guiding Coalition Continuous Review and Engagement Plans, Common Formative Assessments, Data Summit Analysis, Essential Standards Documents, Cyclical Remediation Plans, Proficiency Maps, PLC Progress Survey, "I Can" Statements Charts and Conferencing Guidelines, Quarterly Progress Reports, Educator Reflection Cycle Evidence, Administrative Walkthroughs

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

PLC Remediation Plans

no



**Action Steps****Anticipated Start/Completion Date**

RIT team will provide direct, content support to component PLC teams for building assessments of remediation

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

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

RIT Team

no

**Action Steps****Anticipated Start/Completion Date**

Guiding Coalition will participate in weekly department head meetings to analyze implementation of Cycle of Effective Instruction

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

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

Paid Time

no



**Action Steps****Anticipated Start/Completion Date**

Guiding coalition will meet monthly with Academic Interventionist and Solution Tree Facilitator for Cycle of Effective Instruction status review and continuous engagement of staff in the collaborative process

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

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

Solution Tree Paid Time

no



**Action Steps****Anticipated Start/Completion Date**

Guiding coalition will implement staff engagement plans based on the results of the monthly guiding coalition meeting and subsequent action plan for identified component teams via the weekly department head meetings

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

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

Paid Time

no





**Action Steps****Anticipated Start/Completion Date**

Solution Tree will facilitate component PLC team progress meetings and embedded professional development on the cycle of effective instruction

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

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

Solution Tree

yes



**Action Steps****Anticipated Start/Completion Date**

Teachers will meet with academic interventionists to review the "I Can" conference process. While students are taking quarterly standardized assessments, teachers will conference with individual students on quarterly, standards-based progress report to share with students and parents.

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

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

"I Can" Charts

no



**Action Steps****Anticipated Start/Completion Date**

Teachers will conference with students quarterly to review quarterly standards-based progress report

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

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

Quarterly Progress Reviews

no



**Action Steps****Anticipated Start/Completion Date**

Teachers will communicate the results of the quarterly, standards-based progress report with parents

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

2021-2022 Solution Tree Contract (Board Approved), 2021-2022 Schedule of PLC and Data Summit Meetings, Monthly Guiding Coalition Continuous Review and Engagement Plans, Common Formative Assessments, Data Summit Analysis, Essential Standards Documents, Cyclical Remediation Plans, Proficiency Maps, PLC Progress Survey, "I Can" Statements Charts and Conferencing Guidelines, Quarterly Progress Reports, Educator Reflection Cycle Evidence, Administrative Walkthroughs

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

Quarterly Progress Reports

no

**Action Steps****Anticipated Start/Completion Date**

Teachers will complete the first semester PLC Reflection Cycle and provide reflective presentation to their component PLC teams

01/01/2022 - 01/31/2022

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

2021-2022 Solution Tree Contract (Board Approved), 2021-2022 Schedule of PLC and Data Summit Meetings, Monthly Guiding Coalition Continuous Review and Engagement Plans, Common Formative Assessments, Data Summit Analysis, Essential Standards Documents, Cyclical Remediation Plans, Proficiency Maps, PLC Progress Survey, "I Can" Statements Charts and Conferencing Guidelines, Quarterly Progress Reports, Educator Reflection Cycle Evidence, Administrative Walkthroughs

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

PLC Reflection Cycle Documents

no



**Action Steps****Anticipated Start/Completion Date**

Teachers will complete and submit their annual PLC Reflection Cycle Portfolio to CMS Admin

06/01/2022 - 06/30/2022

**Monitoring/Evaluation****Anticipated Output**

Monthly Progress Meeting with Guiding Coalition, Collection of Required Materials, PLC Progress Survey Results, Administrative Review of Intervention Plans, Administrative Review of Implementation Survey, Administrative Review of Student Growth Data, Administrative Review of PLC Agendas, Professional Sharing of PLC Agendas during weekly Department Head Meetings, Bi-Weekly Reports from Action Team Leads, Monthly CSI Meetings to Note Successes, Challenges, and Next Steps

2021-2022 Solution Tree Contract (Board Approved), 2021-2022 Schedule of PLC and Data Summit Meetings, Monthly Guiding Coalition Continuous Review and Engagement Plans, Common Formative Assessments, Data Summit Analysis, Essential Standards Documents, Cyclical Remediation Plans, Proficiency Maps, PLC Progress Survey, "I Can" Statements Charts and Conferencing Guidelines, Quarterly Progress Reports, Educator Reflection Cycle Evidence, Administrative Walkthroughs

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

PLC Reflection Cycle Documents

no

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**Action Plan: Culture and Climate: Restorative Practices and PBIS**

**Action Steps****Anticipated Start/Completion Date**

CMS Admin Team will create the joint Culture/Climate Action Team to encompass Restorative Practice Action Team, PBIS Action Team, Equity Action Team, and Parent Engagement Action Team to ensure all efforts are aligned and focused on the Mission, Vision, and Shared Commitments of CMS

07/01/2021 - 07/31/2021

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

CMS Mission, Vision, and Shared Commitments

no



**Action Steps****Anticipated Start/Completion Date**

CMS Admin Team will communicate the new Culture/Climate Action Team and provide information on the unified purpose to the staff and faculty

07/01/2021 - 07/31/2021

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Culture and Climate Action Team members

no





**Action Steps****Anticipated Start/Completion Date**

Culture/Climate Action Team will create a plan for reintroducing students to the functions of school, including conducting a learning inventory and direct instruction in school procedures, collaboration, and accessing support

07/01/2021 - 07/31/2021

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Paid time

no



**Action Steps****Anticipated Start/Completion Date**

Culture/Climate Action Team will work with Admin Team to articulate schoolwide student expectations, procedures, and language to be used in all classrooms that ensures commitment to affirmative statements, equitable language, and positive reinforcement

01/01/0001 - 01/01/0001

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Paid Time

no



**Action Steps****Anticipated Start/Completion Date**

Culture/Climate Action Team will work together to create a CMS Culture and Climate Guidance Document that will articulate calendar to explicitly teach PBIS expectations and provide teachers with daily expectations, plans (including a student book study), and activities for Morning Meeting circles

07/01/2021 - 07/31/2021

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Paid Time

no



**Action Steps****Anticipated Start/Completion Date**

Restorative Practices Action Team will create a crisis and support plan to host monthly mentoring meetings with small groups of teachers to facilitate ongoing support sessions, which will also include monthly spotlight topics based on office referrals protocol and teacher requests for additional areas of need, concern, and support.

07/01/2021 - 07/31/2021

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Paid Time

no



**Action Steps****Anticipated Start/Completion Date**

Restorative Practices Action Team will work with CMS Admin Team to develop a process for teachers to refer students for Restorative Conferencing

07/01/2021 - 07/31/2021

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Paid Time

no



**Action Steps****Anticipated Start/Completion Date**

Restorative Practices Action Team will work with CMS Admin Team to develop a process for teachers to receive Restorative Coaching

07/01/2021 - 07/31/2021

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Paid Time

no



**Action Steps****Anticipated Start/Completion Date**

CMS Admin Team will work with Culture/Climate Action Team to create a CMS Staff Recognition Program

07/01/2021 - 07/31/2021

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Paid Time

no



**Action Steps****Anticipated Start/Completion Date**

Culture/Climate Action Team will plan and conduct professional development for staff on the levels of student discipline from the RSD Code of Conduct Manual and methods for referring students to Restorative Conferencing, RPC (Restorative Practice Center), and Restorative Coaching

08/01/2021 - 08/30/2021

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Professional Development Plan Paid Time

yes





**Action Steps****Anticipated Start/Completion Date**

Culture/Climate Action Team will plan and conduct professional development for staff on reintroduction plan for students, including specific and direct lesson on behavioral expectations, routines, and procedures in all setting, and CMS Culture and Climate Guidance Document

08/01/2021 - 08/30/2021

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Professional Development Plan Paid Time

yes



**Action Steps****Anticipated Start/Completion Date**

CMS Restorative Practices trainers will conduct summer Restorative Practices trainings for new staff members

08/01/2021 - 09/30/2021

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Substitutes

yes



**Action Steps****Anticipated Start/Completion Date**

Culture/Climate Action Team will create the school climate surveys for students, staff, and parents/families by modifying nationally normed perception surveys

08/01/2021 - 08/30/2021

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Paid Time

no



**Action Steps****Anticipated Start/Completion Date**

CMS Admin Team and members of the Culture/Climate Action Team will introduce consolidated culture/climate initiatives to parents

09/01/2021 - 09/30/2021

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Parent Engagement Event

no



**Action Steps****Anticipated Start/Completion Date**

Teachers will complete direct instruction of reintroduction plan for school procedures, collaboration, and accessing support

09/01/2021 - 09/30/2021

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Reintroduction Plan

no



**Action Steps****Anticipated Start/Completion Date**

Culture/Climate Action Team will work together to create a data protocol for teams to review office referrals in correlation to PBIS points, office referrals, student suspensions, and attendance

09/01/2021 - 09/30/2021

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Paid Time

no



**Action Steps****Anticipated Start/Completion Date**

Teachers will begin to communicate school norms with all students daily and explicitly

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Culture/Climate Resource Document

no



**Action Steps****Anticipated Start/Completion Date**

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Teachers will host daily restorative circles in Advisory

09/01/2021 - 06/01/2022

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**Monitoring/Evaluation****Anticipated Output**

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Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

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Advisory Period

no

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**Action Steps****Anticipated Start/Completion Date**

Teachers will articulate school norms in Class Dojo and collect points daily

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Class Dojo

no



**Action Steps****Anticipated Start/Completion Date**

CMS Admin Team will provide interdisciplinary team time to plan and conduct team incentives

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Scheduled Time

no



**Action Steps****Anticipated Start/Completion Date**

CMS Admin Team and staff leadership will utilize the CMS Staff Recognition Program to promote positive school culture and climate

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

CMS Staff Recognition Program

no



**Action Steps****Anticipated Start/Completion Date**

Restorative Practices Lead Teacher will provide ongoing coaching support to teachers who display need based on office referrals and PBIS point data.

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Office Referral and PBIS Data

no



**Action Steps****Anticipated Start/Completion Date**

Team Leaders will complete the data protocol weekly at required team leader meetings with their assigned Assistant Principal to analyze office referrals and determine plan of action to address deficiencies.

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Data Protocol

no



**Action Steps****Anticipated Start/Completion Date**

CMS Admin Team will communicate and participate in CMS Cares opportunities each month

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Monthly CMS Cares Schedule

no



**Action Steps****Anticipated Start/Completion Date**

Team leaders will communicate incentive options to students and collect data monthly for PBIS Action Team review of incentive options

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

PBIS Incentives

no



**Action Steps****Anticipated Start/Completion Date**

Culture/Climate Action Team members will meet monthly with team leaders to assist with culture/climate data protocol analysis

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Paid Time

no





**Action Steps****Anticipated Start/Completion Date**

CMS Restorative Practice Trainers will continuously train all new staff on a monthly basis

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Scheduled Time

yes



**Action Steps****Anticipated Start/Completion Date**

Restorative Practices Action Team will meet monthly to plan the Restorative Practices Cohort Meetings for all faculty

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Paid Time

no



**Action Steps****Anticipated Start/Completion Date**

Restorative Practices Action Team will conduct mentoring support sessions for Restorative Practices with small groups of teachers monthly

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Paid Time

no



**Action Steps****Anticipated Start/Completion Date**

PBIS Action Team will meet monthly to create student incentive opportunities based on currently available office referrals and PBIS points

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Paid Time

no



**Action Steps****Anticipated Start/Completion Date**

Parent Engagement Action Team will create and communicate to the school community a monthly parent newsletter that highlights school news, student and staff spotlights, community information, and plans for the following month, including opportunities for students and parents to engage in positive schoolwide activities

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Paid Time

no



**Action Steps****Anticipated Start/Completion Date**

Parent Engagement Action Team will work with the Reading School District communication department to establish framework to highlight CMS successes, and create a plan to share with the community at large

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Paid Time

no



**Action Steps****Anticipated Start/Completion Date**

PBIS Action Team will meet monthly to review office referrals, Dojo data, and incentive usage data

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Paid Time

no



**Action Steps****Anticipated Start/Completion Date**

PBIS Action Team will create retooling plan based on monthly data

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Paid Time

no





**Action Steps****Anticipated Start/Completion Date**

PBIS Action Team will communicate monthly progress of PBIS data with students, staff, and parents

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Monthly Newsletter

no



**Action Steps****Anticipated Start/Completion Date**

Equity Action Team will plan and conduct quarterly activates for staff to engage in collaborative showcases of exemplary culturally responsive and equitable teaching and learning

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Paid Time

no



**Action Steps****Anticipated Start/Completion Date**

CMS Admin Team will administer the school climate and perception survey to students, staff, and parents/families quarterly

09/01/2021 - 06/01/2022

**Monitoring/Evaluation****Anticipated Output**

Administrative Walkthroughs, Perception Survey Results, Class Dojo Data Results, Administrative Review of Implementation Survey, Administrative Review of Data including suspension, office referral, RP, and PBIS data.

Student, Staff, and Parent Perception Surveys, Suspension Data, Crisis and Support Plan, School Climate Procedural Manual, PBIS Lessons, PBIS Student Book Study, PBIS Retooling Plans, Class Dojo Data on PBIS tracked behaviors, PBIS Incentive Plans, Administrative Walkthroughs to monitor use of RP and PBIS systems

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

Survey

no



## ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Central Middle School will meet the Pennsylvania standard for academic growth for both ELA and Math. (Academic Goal)	Academic Teams	Guiding Coalition will work with Solution Tree and RIT team to begin creating the "I Can" chart template for priority standards	06/30/2021 - 08/30/2021
Central Middle School will meet the Pennsylvania standard for academic growth for both ELA and Math. (Academic Goal)	Academic Teams	Guiding Coalition will work with Solution Tree to refine the data protocol process and meeting template for component PLC meetings and Data Summits	07/30/2021 - 08/30/2021
Central Middle School will meet the Pennsylvania standard for academic growth for both ELA and Math. (Academic Goal)	Academic Teams	Guiding Coalition and Academic	08/01/2021 -

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		Interventionists will plan and conduct professional development to introduce Summer Teacher's Academy products, Solution Tree partnership, and CMS Mission, Vision, and Shared Commitments to full staff	08/30/2021
Central Middle School will meet the Pennsylvania standard for academic growth for both ELA and Math. (Academic Goal)	Academic Teams	Academic Interventionists will plan and conduct a component PLC group professional development to provide instruction to teachers on how	09/01/2021 - 09/30/2021

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		to collect common assessment data and complete Pre-Summit Data Analysis work, including how to use Go Formative and standardized test data reports.	
Central Middle School will meet the Pennsylvania standard for academic growth for both ELA and Math. (Academic Goal)	Academic Teams	Solution Tree will facilitate component PLC team progress meetings and embedded professional development on the cycle of effective instruction	09/01/2021 - 06/01/2022
The number of office referrals for Code 96: unacceptable actions / inappropriate language and gestures will not exceed 2891 for the school year. (Office Referrals)	Culture and Climate: Restorative	Culture/Climate Action Team will plan and conduct professional	08/01/2021 - 08/30/2021

**Measurable Goals**

**Action Plan Name**

**Professional Development Step**

**Anticipated Timeline**

Practices and PBIS development for staff on the levels of student discipline from the RSD Code of Conduct Manual and methods for referring students to Restorative Conferencing, RPC (Restorative Practice Center), and Restorative Coaching

The number of office referrals for Code 96: unacceptable actions / inappropriate language and gestures will not exceed 2891 for the school year. (Office Referrals)

Culture and Climate: Restorative Practices and PBIS

Culture/Climate Action Team will plan and conduct professional development for staff on reintroduction plan for students, including specific and direct lesson on behavioral

08/01/2021  
-  
08/30/2021

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		expectations, routines, and procedures in all setting, and CMS Culture and Climate Guidance Document	
The number of office referrals for Code 96: unacceptable actions / inappropriate language and gestures will not exceed 2891 for the school year. (Office Referrals)	Culture and Climate: Restorative Practices and PBIS	CMS Restorative Practices trainers will conduct summer Restorative Practices trainings for new staff members	08/01/2021 - 09/30/2021
The number of office referrals for Code 96: unacceptable actions / inappropriate language and gestures will not exceed 2891 for the school year. (Office Referrals)	Culture and Climate: Restorative Practices and PBIS	CMS Restorative Practice Trainers will continuously train all new staff on a monthly basis	09/01/2021 - 06/01/2022

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# PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Summer Teacher's Academy 2021	All CMS Teachers	"I Can" Statement Chart development, Data Summit data-protocol development, and newly hired staff trained in Restorative Practices

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Ability to complete "I Can" Statement Charts, Functional Use of data protocols for Data Summits, and use of Restorative Practices in classrooms	07/01/2021 - 08/30/2021	CMS Admin

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
<p>1a: Demonstrating Knowledge of Content and Pedagogy</p> <p>3d: Using Assessment in Instruction</p> <p>2a: Creating and Environment of Respect and Rapport</p>	



<b>Professional Development Step</b>	<b>Audience</b>	<b>Topics of Prof. Dev</b>
Beginning of the Year PD	All CMS teachers	Reveal of Summer Teacher's Academy work, CMS Culture/Climate Guide, and Reintroduction Plan

<b>Evidence of Learning</b>	<b>Anticipated Timeframe</b>	<b>Lead Person/Position</b>
Use of Summer Teacher's Academy materials, Functioning Data Summits, use of Culture/Climate Guide, and use of Reintroduction Plan with students	08/25/2021 - 08/30/2021	CMS Admin

<b>Danielson Framework Component Met in this Plan:</b>	<b>This Step meets the Requirements of State Required Trainings:</b>
3d: Using Assessment in Instruction	
1a: Demonstrating Knowledge of Content and Pedagogy	
2a: Creating and Environment of Respect and Rapport	

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<b>Professional Development Step</b>	<b>Audience</b>	<b>Topics of Prof. Dev</b>
Ongoing/Embedded PD	Target teachers	Restorative Practices and PLC Component Groups

**Evidence of Learning**

**Anticipated Timeframe**

**Lead Person/Position**

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Use of Restorative Practices and PLCs that work

09/01/2021 - 06/01/2022

CMS Admin

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**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

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4e: Growing and Developing Professionally

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## ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Staff Communication	CMS Mission, Vision, and Shared Commitments; Cycle of Effective Instruction, PLC Norms, and Data Summit Protocol; Culture/Climate Programming and Implementation; Cyclical Data Progress	Staff Meeting and Google Site	CMS Staff	Weekly
Community Member Communication	Progress towards goals of plan	Monthly News Blasts via Social Media	CMS Community Members	Monthly
Student Communication	PBIS Goals, Restorative Practices Goals, Quarterly Progress towards mastery of "I Can" Statements, PBIS Incentive Options	Student friendly language in Advisory Announcements, Academic Conferencing, and Google Classroom Assignments	CMS Students	Monthly and Quarterly
Parent Communication	Culture/Climate Initiatives including Restorative Practices and PBIS, "I Can" Statement Charts, Ongoing PLC and Culture/Climate Progress	Monthly Parent Newsletter and Parent Engagement Events	CMS Parents	Monthly

