

SOUTHERN MS

931 Chestnut St

CSI School Plan | 2021 - 2022

VISION FOR LEARNING

Together as a community, we will empower and equip our learners to succeed in all aspects of life through innovative learning environments, rigorous curriculum and real-world experiences within a safe and supportive school.

STEERING COMMITTEE

Name	Position	Building/Group
Andrew Kidd	Principal	Southern Middle School
Christine Galantuomo	Assistant Principal	Southern Middle School
JuliAnne Kline	District Administrator	Reading School District
John Reinhard	Teacher	Southern Middle School
Amy Anders	Teacher	Southern Middle School
Vicky Halferty	Teacher	Southern Middle School
Linda Fredericks	Teacher	Southern Middle School
Katie Seifrit	Teacher	Southern Middle School
Julie Rutt	Teacher	Southern Middle School
Justin Dahlquist	Teacher	Southern Middle School
Minerva Cruz	School Counselor	Southern Middle School
Trisha Engle	Teacher	Southern Middle School
Ryan Gruber	Case Manager	Communities in Schools

Name	Position	Building/Group
Wanda Colon	Parent Engagement Facilitator	Communities in Schools
Julie Natoli	Parent	Southern Middle School
Scott Lindsey	Parent	Southern Middle School
Jennifer Reinhart	School Improvement Facilitator	CCIU
Nick Barkauskas	CTM	CCIU
Rose Sampson	CTM	CCIU

ESTABLISHED PRIORITIES

Priority Statement

By using a variety of assessment data, teaching teams will reflect, review, and construct learner centered problems and provide changes to instructional practices to increase student growth on standards based assessments.

Outcome Category

Essential Practices 1: Focus on Continuous Improvement of Instruction

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English Language Growth and Attainment

By improving two-way communication within the Southern Middle School community, stakeholders will more engaged in supporting student success.

Regular Attendance

Parent and family engagement

ACTION PLAN AND STEPS

Evidence-based Strategy

Engage Instructional Teams in Assessing and Monitoring Student Mastery

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

EL growth goals	By June 30, 2022, 90% of EL students will meet their designated yearly growth target
ELA growth goals	By June 30, 2022, 90% of students will show significant growth on ELA CDT from their beginning of year CDT assessment.
Math growth goals	By June 30, 2022, 90% of students will show significant growth on Math CDT from their beginning of year CDT assessment.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Provide professional development for new teaching staff about Data Wise protocols. The PD will be the free data wise course online and will focus on Data Wise protocols	2021-07-01 - 2021-12-30	Principal/Assistant Principal	Data Wise Overview course / https://www.edx.org/course/introduction-to-data-wise-a-collaborative-process
Create Data Wise templates for Data overview, Check in meetings, Learner centered problem and Action plan. Datawise templates manual will be distributed/ shared with teaching staff.	2021-07-01 - 2021-12-30	Principal/Assistant Principal & SIP Team	Data Wise templates for Data overview, Check in meetings, Action plans
Utilized Individual professional development goal program through the Danielson group Access to The Framework Clusters Powered by 2gnoMe for 70 users"	2021-07-01 - 2022-06-09	Principal/Assistant Principal & SIP Team	Professional Development Goal program 2gnoMe
Establish and finalize professional development plan. Include presentations on Data Wise and instructional expectations associated with Danielson framework.	2021-07-01 - 2021-08-17	SIP Team	Professional Development Plan

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
The plan will include topics for scheduled professional development days, the 1st, 2nd and 3rd Mondays of the month and responsible parties.			
Contact and Schedule Support Ed to be part of the SOMS Professional Development Plan	2021-07-01 - 2021-08-17	Principal / Assistant Principal	Professional development schedule
Contact and schedule Josh Hoyt (Math Coach) SOMS Professional Development Plan. Provide professional development by Josh Hoyt on Concrete Representational Abstract practice and instructional sequencing for mathematics for math teachers	2021-07-12 - 2021-08-17	Principal and Assistant Principal and Josh Hoyt, IU 14	Professional Development Schedule
Provide professional development to new staff on effective coteaching strategies (Incorporate topic into professional development plan).	2021-08-24 - 2021-11-25	Principal & Assistant Principal Department Leaders	Co teaching presentation / PD evaluation
Contact and Schedule ESL Professional Development Facilitator (Idalmy Cedeno-Naylor and Angel Zimmerman) to provide professional development on utilizing rubrics to score tasks, Can Do Descriptors, Academic language and strategies with working with ELLs.	2021-08-24 - 2021-09-01	ESL PDF	WIDA ACCESS Speaking & Writing Rubric / PD Evaluation
ESL certification cohort of teachers complete Turn Around PD on ESL best practices and strategies for all	2021-08-25 - 2022-05-25	Teachers who completed ESL	ESL best practices presentation / Schedule of seminars and PD

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
<p>staff. Teachers will use professional development presentations created during certification classes. The presentation will be shared with all staff during scheduled Professional Development days and schedule after school seminars or new teacher induction. Seminars will be completed on a quarterly basis.</p>		<p>cert. from Alvernia cohort</p>	
<p>ESL Summer Leadership team - Teachers will create professional development presentation based on summer learning sessions. The presentation will be shared with all staff during scheduled Professional Development days in August.</p>	<p>2021-08-25 - 2022-05-25</p>	<p>ESL Summer leadership team</p>	<p>ESL best practices presentation / Schedule of seminars and PD</p>
<p>Provide overview and expectations of implementation of CRA strategies during weekly department meetings. Department members will provide student work samples as evidence of implementation and tracking student progress. Members will collaborate about instructional best practice with the CRA.</p>	<p>2021-08-25 - 2022-06-11</p>	<p>Department Leaders of Math and Science Teachers</p>	<p>Manipulatives and CRA materials</p>
<p>Utilize DataWise meeting agenda template as the agenda for continued department planning. The meeting agenda will be used to help staff organize for collaborative work during weekly department meetings. (Data Wise Step 1 Organize for Collaborative</p>	<p>2021-08-25 - 2022-06-11</p>	<p>Principal & Assistant Principal Department Leaders</p>	<p>Data Wise meeting agenda template and presentation / PD Evaluation</p>

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Work)			
Provide professional development to staff on effectively utilizing data from various resources to enhance instruction in a differentiated model. Staff will understand how to access different score reports and utilize a variety of data evidence to inform practice (Data Wise Step 2 Build Assessment Literacy)	2021-08-25 - 2022-06-11	Principal & Assistant Principal	Data---OnHands, PVAAS, SRI, SMI, WIDA, etc./ PD evaluation
Create a Data Overview based on the data resources provided in the professional development and submit to administration. (All Departments). (Data Wise Step 3 Create Data Overview)	2021-08-25 - 2022-06-11	Principal & Assistant Principal Department Leaders	Data overview template
Conduct weekly department meetings to look at the importance of looking at many different types of data, from student work to exam results to conversations with students on a quarterly basis. From this, each department will produce learner-centered problem(skills) (All Departments) (Data Wise Step 4 Dig into Student Data)	2021-08-25 - 2022-06-11	Principal & Assistant Principal Department Leaders	Data Wise meeting agenda / data sources - student work and assessments
Conduct weekly department meetings to look at the importance of looking at many different types of data, from student work to exam results to conversations with students on a quarterly basis. From this, each department will produce learner-centered	2021-08-25 - 2022-06-11	Principal & Assistant Principal Department Leaders	Data Wise meeting agenda / data sources - student work and assessments

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
problem(skills) (All Departments) (Data Wise Step 4 Dig into Student Data)			
Complete Learning Walks by all teaching staff. Instructional learning walk (teacher to teacher): non-evaluative and are focused on specific indicators of identified problem of practice. Teachers will then collaborate about learning walks and the use of instructional strategies and data sources utilized in various classrooms (Data Wise Step 5 Examine Instruction)	2021-08-25 - 2022-06-11	Classroom teachers	Learning walk template / Google form
Create an Action plan on work completed with data overview, developing a learner centered problem, and examining instruction (All Departments) on a quarterly basis. Plans will be submitted to Building administration for review and finalization. SIP team will also review plans. (Data Wise Step 6 Develop Action Plan)	2021-08-25 - 2022-06-11	Classroom teachers / Department Leaders	Action plan template
Check in with Building administration on a monthly basis. Building administration will attend department meetings to check in on progress towards action plan and discuss steps with department leaders. (Data Wise Step 7 Plan to Assess Progress)	2021-08-25 - 2022-06-11	Principal & Assistant Principal	Check in template

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Conduct weekly Department Meetings at each grade level to analyze and interpret data and use that information to develop strong instructional practices based on the Danielson model and Action Plan. (Data Wise Step 8 Act and Assess)	2021-08-25 - 2022-06-11	Classroom teachers	Data Wise agenda template
"Create an individual professional development goal based on the Danielson Framework (all teaching staff). Danielson group Access to The Framework Clusters Powered by 2gnoMe for 70 users Plan will be submitted to Building administration for review."	2021-08-25 - 2021-09-30	Classroom teachers	Professional Development goal template
Provide professional development to entire staff by ESL Supervisor (Idalmy Naylor and Angel Zimmerman) on the rubrics utilized for Speaking and Writing for ELs and how to score	2021-08-25 - 2021-11-09	ESL PDF	WIDA ACCESS Speaking & Writing Rubric / PD Evaluation
Provide overview and expectations of implementation of the RACER writing strategy during weekly department meetings. Department members will provide student work samples as evidence of implementation and tracking student progress. Members utilize instructional best practices when using the RACER strategy.	2021-08-27 - 2022-06-11	Department Leaders of ELA, SS and Specialist teachers	RACER strategy materials and posters for classrooms
Administer Benchmark Baseline Test - CDT	2021-09-07 - 2021-09-30	Classroom teachers	Benchmark test / chromebooks / student tickets

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Administer benchmark Test - SRI and SMI on a quarterly basis	2021-09-07 - 2022-05-28	Classroom teachers	SRI and SMI test and Chromebooks
Contact and schedule Donna Heeley (ELA Coach) and Melissa Eggert (District PDF) to be part of the SOMS Professional Development Plan (specifically Wonders and My Perspectives).	2021-07-01 - 2021-08-25	Director of Instructional Services & PD	Contract
Contract with a Support Ed (ELL Consulting Firm) to provide an in person ELL coach. This contract will be for one year.	2021-09-07 - 2022-06-11	Director of Instructional Services & PD and Support Ed LLC	Contract
Contract ELA Coach (Donna Healy) to support instructional practices of ELA teachers." In person coaching.	2021-09-07 - 2022-06-11	Director of Instructional Services and PD and DONNA LEE HEALY, LLC	Contract
Contract Math Coach (Josh Hoyt) to support instructional practices of Math teachers and data review practices of all teachers. In person coaching.	2021-09-07 - 2022-06-11	Director of Instructional Services and PD and Josh Hoyt, IU 14.	Contract
Complete Scholastic Math Inventory (SMI) test: SMI will	2021-09-07 -	Classroom	SMI test and chromebooks

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
<p>be taken by all students and reviewed to create Math intervention groups. Individualized intervention for students based on their SMI scores. Data will be used to track individual student progress with math readiness and inform teachers of student levels.</p>	2022-05-28	teachers	
<p>Complete Scholastic Math Inventory (SMI) test: SMI will be taken by all students and reviewed to create Math intervention groups. Individualized intervention for students based on their SMI scores. Data will be used to track individual student progress with math readiness and inform teachers of student levels.</p>	2021-09-07 - 2022-05-28	Classroom teachers	SMI test and chromebooks
<p>Complete Scholastic Reading Inventory (SRI) test: SRI will be taken by all students and reviewed to create Remediation Acceleration Enrichment (RAE) reading groups to provide individualized intervention for students on their reading and language skills. Data will be used to track individual student progress for reading comprehension and inform teachers of student reading levels.</p>	2021-09-07 - 2022-05-28	Classroom teachers	SRI test and chromebooks
<p>Provide specific feedback & individual conferencing conducted with students throughout the year (allowing revisions by students where permitted)</p>	2021-09-07 - 2022-06-11	Classroom teachers	Writing rubric

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Provide on-site coaching and professional development for all teachers on effective data analysis strategies	2021-09-28 - 2022-02-08	Math Coach (Josh Hoyt, IU14)	Coaching schedule
Review benchmark Test data (using DataWise protocols) (CDT / SRI / SMI)	2021-09-28 - 2022-05-28	Classroom teachers	Data from tests
Review benchmark Test data (using DataWise protocols) (CDT / SRI / SMI)	2021-09-28 - 2022-05-28	Classroom teachers	Data from tests
Conduct walk-throughs by building administrators focusing on Domain 3 of Danielson. Feedback on walkthroughs provided to staff through PAETEP custom forms template. Focus will be on Danielson framework and work towards individual professional development goal.	2021-09-28 - 2022-06-11	Principal & Assistant Principal	Walk-through template on PA-EETEP
Provide on-site coaching for math teachers on the CRA model and instructional sequencing in mathematics.	2021-09-28 - 2022-05-28	Math Coach (Josh Hoyt, IU14)	Coaching schedule
Schedule Testing calendar for 21-22 school year	2021-07-12 - 2021-08-18	Principal/Assistant Principal/ SIP Team	Testing calendar
Evaluate the impact of instructional strategies through data gathered from walk throughs and learning walks to determine the progress of school wide	2022-05-01 - 2022-06-11	SIP team	Walk through and observation data

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
<p>implementation of instructional best practices. Evaluation of data will be used to determine instructional focus and needs based professional development for upcoming school year.</p>			
<p>Evaluate the impact of ELL, ELA, and Math coach through data gathered from data wise action plans, walk-throughs and observations.</p>	<p>2022-05-01 - 2022-06-11</p>	<p>SIP team</p>	<p>Walk through data observation, Data Wise action plans</p>
<p>Conduct Data Analysis of the CDT end of year test to see growth report for students and if growth goals were attained. Report data analysis to building administration.</p>	<p>2022-05-12 - 2022-06-11</p>	<p>Classroom teachers</p>	<p>Action plan and Growth reports</p>

Anticipated Outcome

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

Monitoring/Evaluation

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.



Evidence-based Strategy

Epstein Framework Developing and Sustaining Research-based Programs of School, Family, and Community Partnerships: A summary of five years of NNPS Research

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Parent Communication 2 way
By June 30, 2021, Southern Middle School teachers will contact 100% of the parents/guardians and receive an average for the school year of 75% response rate that was collected on a monthly basis using a variety of communication methods and response types.

Engagement Impact on Attendance
By June 30, 2021, Southern Middle School will increase regular attendance to 95% of the school population

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Select types of Parent Involvement from Epstein's framework for each type of involvement by Action Team of Partnerships	2021-07-01 - 2021-08-14	Action Team of Partnerships	Epstein Framework
Assemble Action Team for Partnerships (6-10 members) Model after Epstein's Framework for Family Engagement	2021-07-01 - 2021-08-17	Principal & Family/Community Engagement Liaison	Google form interest survey
Schedule professional development with staff on School, Family, and Community Partnerships by Joyce Epstein conducted by Family/Community Engagement Liaison	2021-07-01 - 2021-08-17	Family/Community Engagement Liaison	Schedule for professional development PD evaluation

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Create a monthly goal sheet for each student for teachers, students and parents to connect and discuss. The goal could be academic, attendance and/or behavior. Provide a digital option."	2021-07-01 - 2021-08-21	SIP Team	Goal sheet
Establish meeting times over the summer for Action Team of Partnerships to meet	2021-07-01 - 2021-08-21	Principal & Family/Community Engagement Liaison	Calendar/ Extra wages, contractual hourly wage, for meeting beyond contractual time
Develop Week at a Glance template that can be distributed as a hard or digital copy to students and parents weekly.	2021-07-01 - 2021-08-21	SIP Team	Week at a Glance template
Establish Family engagement calendar for Family engagement activities being held every Wednesday - Assign teams to parent nights - team originated for the theme for that night Department heads - effectively use content at home	2021-07-01 - 2021-08-21	Parent Action Teams for Partnerships	Calendar / District calendar; funding for materials for activities and extra contractual hourly wages for meeting beyond contractual time
Coordinate and organize community resources for Family Engagement programs including Family nights and providing Adopt-A-Block drop-offs: non-persihable food/meal, community information, and opportunity to address needs (basic & educational)	2021-07-01 - 2021-08-21	Parent Action Teams for Partnerships	Calendar / District calendar; funding for materials for activities and extra contractual hourly wages for meeting beyond contractual time

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Develop Action Plan from Epstein's Framework using the Template provided and the focus being on incorporating academic activities and parent understanding / involvement in student academic growth.	2021-07-01 - 2021-08-21	Parent Action Team	Template for Action Plan
Continue services from Family/Community Engagement Liaison: Provide professional development to teachers and parents, contact community agencies, text families/parents, track parent engagement activities.	2021-08-03 - 2022-06-30	Principal	Funding for staff member / Contract
Ask Parent Advisory Committee to review Action Plan and send back to Parent Action Team with suggestions and questions.	2021-08-24 - 2021-09-11	Family/Community Engagement Liaison	Completed Action plan
Review tracking sheet for Family engagement events and include school wide protocols for tracking community partners	2021-08-24 - 2022-06-11	Family/Community Engagement Liaison & Parent Action team	Google form tracking sheet / protocols one sheeter
Develop Parent Advisory Council (PAC) meeting schedule for school year.	2021-08-24 - 2022-06-11	Family/Community Engagement Liaison	PAC Schedule for posting digital and hardcopy
Conduct professional development for new staff on developing SMART goals and conferencing with students and protocols for the use of the Personal Goal sheets	2021-08-25 - 2021-08-28	Principal / Assistant Principal	Goal sheet, protocols one sheeter, and presentation

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Create calendar of monthly parent communication themes (themes include attendance, PBIS items, grade/feedback/report cards, etc.)	2021-07-12 - 2021-08-17	Team leaders	Communication calendar
Send home the monthly Personal goal sheet for the parents and students to discuss. Students that return the goal sheet will receive an incentive.(CHAMPS points)	2021-08-25 - 2022-06-11	All teaching staff	Personal Goal sheets
Tracking of engagement data of families, community and teachers	2021-08-25 - 2022-06-11	Family/Community Engagement Liaison & Parent Action team	Tracking sheet Google form
Conduct a community engagement professional development with staff on the School, Family and Community Partnerships by Joyce Epstein conducted by Parent Community Engagement Liason. The community engagement professional development will occur throughout the school year as part of the professional development plan.	2021-08-25 - 2022-06-11	Principal & Family/Community Engagement Liaison	"School, Family, and Community Partnerships Book by Joyce Epstein (purchased) Quarterly professional development Schedule for professional development"
Notify parent/community via text and class dojo of activities, events, and volunteering opportunities	2021-08-25 - 2022-06-11	Principal & Family/Community Engagement Liaison	Class Dojo / Blackboard
Evaluate communication between teachers and families on a quarterly basis using OnHands reports and attendance from sign in	2021-08-25 - 2022-06-11	SIP team	OnHands reports

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
data			
Hold parent/community activities	2021-08-25 - 2022-06-11	Family/Community Engagement Liaison & Parent Action team	Funds for extra wages, contractual hourly wage, for meeting beyond contractual time, materials for events, space for events
Establish monthly planning meeting schedule for Action Team for Partnerships;	2021-08-25 - 2022-06-11	Family/Community Engagement Liaison	"Common meeting time and space, funds for extra wages, contractual hourly wage, for meeting beyond contractual time, meeting agendas and sign in sheets"
Identify preferred communication method for each family through Class Dojo (Texting) survey.	2021-08-31 - 2021-11-09	Family/Community Engagement Liaison / Parent Outreach Assistant	Google form survey
Establish monthly meetings for the Parent Advisory Counsel to meet with Parent Outreach Assistant and Family/Community Engagement Liaison	2021-08-31 - 2022-06-11	Family/Community Engagement Liaison & Parent Outreach Assistant	Calendar and other planning templates. Funding for materials for activities
"Provide parents and families monthly on-site opportunities to learn about Communication tools and Digital Learning resources. Parent	2021-08-31 - 2022-06-11	Family/Community Engagement	Calendar of events, Use of computers

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Community Engagement Liaison, Student services, and POA"		Liaison / Parent Outreach Assistant	
Provide OnHands professional development and coaching for teachers to utilize the platform. Coaching will focus on entering parent communication and running reports.	2021-08-17 - 2022-06-11	OnHands Coach	OnHands program
Tracking system for Teacher and Parent communication using OnHands: includes contacts with parents via Class Dojo, Email, Phone, and Personal goal sheets	2021-08-31 - 2022-06-11	Classroom teachers	OnHands / Reports
Conduct professional development to entire staff on the role of the Action team and activities for the year (including roles of the team members and events calendar)	2021-09-07 - 2021-09-28	Family/Community Engagement Liaison & Parent Action Team	Action Plan, Epstein Framework, and Calendar of events
Evaluate the Family/Community Engagement Liaison. The team will utilize the tracking sheets for engagement as well as staff and parent surveys which will include questions on interpersonal skills. Evaluation forms from the professional development will be utilized as well.	2021-05-17 - 2022-06-18	Principal	Tracking sheets, parent surveys, and evaluations from professional development
Hold Education Week on a quarterly basis where parents join their student's classroom. Parent will meet with administration before joining and will receive further information about student academic growth, curriculum, and testing.	2021-09-03 - 2022-05-28	Action team for partnerships / Principal / Assistant Principal	Presentation and Themes

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Contract with Reading Area Community College to provide Basic conversation Spanish with staff.	2021-08-25 - 2022-05-28	Principal	Contract and schedule. Stipend for staff.
Provide online Attendance Works PD for classroom teachers and support staff on best practices to help with student attendance.	2021-08-25 - 2022-06-11	Principal / Assistant principal	attendanceworks.org PD contract and PD usage
Hold attendance summit from Berk County attendance initiative with select groups of students and parents	2021-09-03 - 2022-05-28	CIS / Principal / Assistant Principal	Contract, schedule, resources
Hold attendance incentives and events for parents and students a weekly, monthly and quarterly basis.	- 2022-05-28	CSI / ATP / CHAMPS	Incentives

Anticipated Outcome

Data from communication logs, events tracker, and daily student attendance.

Monitoring/Evaluation

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Evidence-based Strategy

Epstein Framework Developing and Sustaining Research-based Programs of School, Family, and Community Partnerships: A summary of five years of NNPS Research

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Anticipated Outcome

Data from communication logs, events tracker, and daily student attendance.

Monitoring/Evaluation

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2022, 90% of students will show significant growth on ELA CDT from their beginning of year CDT assessment. (ELA growth goals)	Engage Instructional Teams in Assessing and Monitoring Student Mastery	Provide professional development for new teaching staff about Data Wise protocols. The PD will be the free data wise course online and will focus on Data Wise protocols	07/01/2021 - 12/30/2021
By June 30, 2022, 90% of EL students will meet their designated yearly growth target (EL growth goals)			
By June 30, 2022, 90% of students will show significant growth on Math CDT from their beginning of year CDT assessment. (Math growth goals)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2022, 90% of EL students will meet their designated yearly growth target (EL growth goals)	Engage Instructional Teams in Assessing and Monitoring Student Mastery	Provide professional development to new staff on effective coteaching strategies (Incorporate topic into professional development plan).	08/24/2021 - 11/25/2021

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2022, 90% of students will show significant growth on ELA CDT from their beginning of year CDT assessment. (ELA growth goals)	Engage Instructional Teams in	Contact and Schedule ESL Professional	08/24/2021 -
By June 30, 2022, 90% of EL students will meet their designated yearly growth target (EL growth goals)	Assessing and Monitoring	Development Facilitator (Idalmy Cedeno-Naylor and Angel	09/01/2021
By June 30, 2022, 90% of students will show significant growth on Math CDT from their beginning of year CDT assessment. (Math growth goals)	Student Mastery	Zimmerman) to provide professional development on utilizing rubrics to score tasks, Can Do Descriptors, Academic language and strategies with working with ELLs.	

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2022, 90% of EL students will meet their designated yearly growth target (EL growth goals)	Engage	ESL certification	08/25/2021
By June 30, 2022, 90% of students will show significant growth on Math CDT from their beginning of year CDT assessment. (Math growth goals)	Instructional	cohort of teachers	-
By June 30, 2022, 90% of students will show significant growth on ELA CDT from their beginning of year CDT assessment. (ELA growth goals)	Teams in	complete Turn	05/25/2022
	Assessing	Around PD on ESL	
	and	best practices and	
	Monitoring	strategies for all	
	Student	staff. Teachers will	
	Mastery	use professional	
		development	
		presentations	
		created during	
		certification	
		classes. The	
		presentation will	
		be shared with all	
		staff during	
		scheduled	
		Professional	
		Development	
		days and schedule	
		after school	
		seminars or new	

Measurable Goals

**Action Plan
Name**

**Professional
Development Step**

**Anticipated
Timeline**

teacher induction.
Seminars will be
completed on a
quarterly basis.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2022, 90% of students will show significant growth on ELA CDT from their beginning of year CDT assessment. (ELA growth goals)	Engage Instructional Teams in Assessing and Monitoring Student Mastery	ESL Summer Leadership team - Teachers will create professional development presentation based on summer learning sessions. The presentation will be shared with all staff during scheduled Professional Development days in August.	08/25/2021 - 05/25/2022
By June 30, 2022, 90% of students will show significant growth on Math CDT from their beginning of year CDT assessment. (Math growth goals)			
By June 30, 2022, 90% of EL students will meet their designated yearly growth target (EL growth goals)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2022, 90% of students will show significant growth on ELA CDT from their beginning of year CDT assessment. (ELA growth goals)	Engage Instructional Teams in Assessing and Monitoring Student Mastery	Provide professional development to staff on effectively utilizing data from various resources to enhance instruction in a differentiated model. Staff will understand how to access different score reports and utilize a variety of data evidence to inform practice (Data Wise Step 2 Build Assessment Literacy)	08/25/2021 - 06/11/2022
By June 30, 2022, 90% of EL students will meet their designated yearly growth target (EL growth goals)			
By June 30, 2022, 90% of students will show significant growth on Math CDT from their beginning of year CDT assessment. (Math growth goals)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2022, 90% of students will show significant growth on ELA CDT from their beginning of year CDT assessment. (ELA growth goals)	Engage Instructional Teams in Assessing and Monitoring Student Mastery	Conduct weekly department meetings to look at the importance of looking at many different types of data, from student work to exam results to conversations with students on a quarterly basis. From this, each department will produce learner-centered problem(skills) (All Departments) (Data Wise Step 4 Dig into Student Data)	08/25/2021 - 06/11/2022
By June 30, 2022, 90% of EL students will meet their designated yearly growth target (EL growth goals)			
By June 30, 2022, 90% of students will show significant growth on Math CDT from their beginning of year CDT assessment. (Math growth goals)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2022, 90% of EL students will meet their designated yearly growth target (EL growth goals)	Engage Instructional Teams in Assessing and Monitoring Student Mastery	Provide professional development to entire staff by ESL Supervisor (Idalmy Naylor and Angel Zimmerman) on the rubrics utilized for Speaking and Writing for ELs and how to score	08/25/2021 - 11/09/2021
By June 30, 2022, 90% of students will show significant growth on Math CDT from their beginning of year CDT assessment. (Math growth goals)			
By June 30, 2022, 90% of students will show significant growth on ELA CDT from their beginning of year CDT assessment. (ELA growth goals)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2022, 90% of students will show significant growth on ELA CDT from their beginning of year CDT assessment. (ELA growth goals)	Engage Instructional Teams in Assessing and Monitoring Student Mastery	Provide on-site coaching and professional development for all teachers on effective data analysis strategies	09/28/2021 - 02/08/2022

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>By June 30, 2021, Southern Middle School teachers will contact 100% of the parents/guardians and receive an average for the school year of 75% response rate that was collected on a monthly basis using a variety of communication methods and response types. (Parent Communication 2 way)</p>	<p>Epstein Framework Developing and Sustaining</p>	<p>Conduct professional development for new staff on developing</p>	<p>08/25/2021 - 08/28/2021</p>
<p>By June 30, 2021, Southern Middle School will increase regular attendance to 95% of the school population (Engagement Impact on Attendance)</p>	<p>Research-based Programs of School, Family, and Community Partnerships: A summary of five years of NNPS Research</p>	<p>SMART goals and conferencing with students and protocols for the use of the Personal Goal sheets</p>	

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2021, Southern Middle School will increase regular attendance to 95% of the school population (Engagement Impact on Attendance)	Epstein Framework	Conduct a community engagement	08/25/2021 -
By June 30, 2021, Southern Middle School teachers will contact 100% of the parents/guardians and receive an average for the school year of 75% response rate that was collected on a monthly basis using a variety of communication methods and response types. (Parent Communication 2 way)	Developing and Sustaining Research-based Programs of School, Family, and Community Partnerships: A summary of five years of NNPS Research	professional development with staff on the School, Family and Community Partnerships by Joyce Epstein conducted by Parent Community Engagement Liason. The community engagement professional development will occur throughout the school year as part of the professional	06/11/2022

Measurable Goals

**Action Plan
Name**

**Professional
Development Step**

**Anticipated
Timeline**

development
plan.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>By June 30, 2021, Southern Middle School teachers will contact 100% of the parents/guardians and receive an average for the school year of 75% response rate that was collected on a monthly basis using a variety of communication methods and response types. (Parent Communication 2 way)</p>	<p>Epstein Framework Developing and Sustaining</p>	<p>Provide OnHands professional development and coaching for teachers to utilize the platform.</p>	<p>08/17/2021 - 06/11/2022</p>
<p>By June 30, 2021, Southern Middle School will increase regular attendance to 95% of the school population (Engagement Impact on Attendance)</p>	<p>Research-based Programs of School, Family, and Community Partnerships: A summary of five years of NNPS Research</p>	<p>Coaching will focus on entering parent communication and running reports.</p>	

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2021, Southern Middle School will increase regular attendance to 95% of the school population (Engagement Impact on Attendance)	Epstein Framework	Conduct professional development to	09/07/2021 -
By June 30, 2021, Southern Middle School teachers will contact 100% of the parents/guardians and receive an average for the school year of 75% response rate that was collected on a monthly basis using a variety of communication methods and response types. (Parent Communication 2 way)	Developing and Sustaining Research-based Programs of School, Family, and Community Partnerships: A summary of five years of NNPS Research	entire staff on the role of the Action team and activities for the year (including roles of the the team members and events calendar)	09/28/2021

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>By June 30, 2021, Southern Middle School will increase regular attendance to 95% of the school population (Engagement Impact on Attendance)</p>	<p>Epstein Framework</p>	<p>Contract with Reading Area</p>	<p>08/25/2021 -</p>
<p>By June 30, 2021, Southern Middle School teachers will contact 100% of the parents/guardians and receive an average for the school year of 75% response rate that was collected on a monthly basis using a variety of communication methods and response types. (Parent Communication 2 way)</p>	<p>Developing and Sustaining Research-based Programs of School, Family, and Community Partnerships: A summary of five years of NNPS Research</p>	<p>Community College to provide Basic conversation Spanish with staff.</p>	<p>05/28/2022</p>

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>By June 30, 2021, Southern Middle School teachers will contact 100% of the parents/guardians and receive an average for the school year of 75% response rate that was collected on a monthly basis using a variety of communication methods and response types. (Parent Communication 2 way)</p>	<p>Epstein Framework Developing and Sustaining</p>	<p>Provide online Attendance Works PD for classroom teachers and support staff on</p>	<p>08/25/2021 - 06/11/2022</p>
<p>By June 30, 2021, Southern Middle School will increase regular attendance to 95% of the school population (Engagement Impact on Attendance)</p>	<p>Research-based Programs of School, Family, and Community Partnerships: A summary of five years of NNPS Research</p>	<p>best practices to help with student attendance.</p>	

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.

School Board Minutes or Affirmation Statement

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

Superintendent/Chief Executive Officer

School Improvement Facilitator Signature

Building Principal Signature

Andrew M. Kidd

2021-06-04

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

Students with Disabilities exceeded the state target for demonstrating growth in math and increased performance from the previous year.

English Learners met the target for demonstrating growth in math and increased performance from the previous year.

Of the students that completed both Reading inventory tests in September and then in January, an average of 48% of students by grade level showed growth in their Lexile score.

84% of the walkthroughs identified that teachers clearly stated the lesson's purpose and used vocabulary and language appropriately and accurately.

Of the 61 Formal observations completed, 25% identified the strength area for the teacher to be in domain 3A Communicating with students during instruction. 21% of the formal observations had a strength area identified in 3E demonstrating flexibility and responsiveness during instruction.

91.3% of students surveyed indicated that during instruction the teacher and students review key words and vocabulary for a lesson.

Challenges

All Student Group did not meet Interim Goal/Improvement Target for English Language Growth and Attainment. It was well below the state average of 31.2%. Southern was at 10.3%.

ED students did not meet the interim ELA goal/improvement targets of 27.4% and they decreased in performance from the previous year. They scored 17.80%, a decrease of 1.8% from previous year. This group makes up the 93% of the population at Southern Middle School.

ED students did not meet the interim goal/improvement targets and they maintained the same performance from the previous year. This group makes up the 93% of the population at Southern Middle School.

All student Group did not meet the interim goal/improvement target and decreased in performance from the previous year.

Regular Attendance average was 74.2%. The statewide average was 85.8%.

Only 1% of the students moved from below basic from October to January.

Strengths

92.3% of students indicated they always or twice a week explained how they solved a problem to the class.

84% of the walkthroughs identified that teachers clearly stated the lesson's purpose and used vocabulary and language appropriately and accurately.

Of the students that completed both Math inventory tests in September and then in January, an average of 58% of students by grade level showed growth in their quantile score.

Southern's Feeder school scored, 45.4% proficient/advanced on the PSSA in 2019.

The feeder elementary schools to Southern Middle, exceeded the the performance standard for the percent career standards benchmark.

As of May 2021, 92% of 5th and 6th graders completed their grade level threshold, 91% of 7th graders and 96% of 8th graders completed their grade level threshold for Naviance.

For the 18 - 19 school year, within ELL population, there was an 86% average regular attendance. The all student average was 80%.

Challenges

181 walk throughs were conducted. During the walkthroughs, 28% of the walkthroughs needed improvement with discussions and questioning techniques. 21% of the walkthroughs identified that students were somewhat engaged in activities or needing improvement with engaging students in learning.

Of the 61 Formal observations completed, 44% identified the growth area for the teacher to be in domain 3B Questioning and Discussion during instruction. 30% of the formal observations had a growth area identified in 3D Using assessment during instruction.

At the 3rd quarter of the school year, 6% of the students were proficient. 4% were advanced. In the beginning of the year 3% were proficient and 1% advanced. At the beginning of the 83% were below basic and at 3rd quarterly 73% were below basic.

181 walk throughs were conducted. During the walkthroughs, 28% of the walkthroughs needed improvement with discussions and questioning techniques. 21% of the walkthroughs identified that students were somewhat engaged in activities or needing improvement with engaging students in learning.

Southern's feeder school's PVAAS, three year average is a -21.4R.

As of May 2021, 82% of 3rd graders and 76% of 4th graders from

Strengths

Collectively shape the vision for continuous improvement of teaching and learning

Collectively shape the vision for continuous improvement of teaching and learning

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

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

Challenges

feeder school to Southern Middle school complete their grade level threshold for Naviance career readiness.

Approximately 64% of ELs in grade 6 lost Scaled Score points. 36% made gains. Approximately 34% of ELs in grade 7 lost scaled score points. 66% made gains. Overall, approximately 48% of ELs at SOMS lost Scaled Score point. 52% made gains.

1% of 7th graders identifies with disabilities were proficient/advanced on the PSSA Math. 92% were Below Basic.

ED students in 6th grade scored below the district 5.8% proficient/advanced in math at 2.9%.

Provide frequent, timely, and systematic feedback and support on instructional practices

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

Implement evidence-based strategies to engage families to support learning

Use multiple professional learning designs to support the learning needs of staff

Use a variety of assessments (including diagnostic, formative, and summative) to monitor student learning and adjust programs and

Challenges

instructional practices *

Most Notable Observations/Patterns

Implementation of best practices is not happening consistently for all levels of learners. We also currently don't match high expectations with students' needs (teach to the middle). Assessments are not used consistently to impact and plan for future instruction. Benchmark assessment data was reviewed but constant data analysis focused on learner centered problems and needs has not been addressed. We provide informal opportunities for families to interact with schools; however we have not included opportunities for our families to learn ways to support learning from home and increase stakeholders understanding of the students' academic progress.

Challenges

Discussion Point

Priority for Planning

All Student Group did not meet Interim Goal/Improvement Target for English Language Growth and Attainment. It was well below the state average of 31.2%. Southern was at 10.3%.

Regular Attendance average was 74.2%. The statewide average was 85.8%.

Challenges**Discussion Point****Priority for Planning**

At the 3rd quarter of the school year, 6% of the students were proficient. 4% were advanced. In the beginning of the year 3% were proficient and 1% advanced. At the beginning of the 83% were below basic and at 3rd quarterly 73% were below basic.

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

Implement evidence-based strategies to engage families to support learning

We may not fully understand our families and what opportunities would engage them and meet their needs. Informal opportunities are present, yet, not always meaningful.

Approximately 64% of ELs in grade 6 lost Scaled Score points. 36% made gains.
Approximately 34% of ELs in grade 7 lost scaled score points. 66% made gains.
Overall, approximately 48% of ELs at SOMS lost Scaled Score point. 52% made gains.

1% of 7th graders identifies with disabilities were proficient/advanced on the PSSA Math. 92% were Below Basic.

Of the 61 Formal observations completed, 44% identified the growth area for the

Challenges**Discussion Point****Priority for Planning**

teacher to be in domain 3B Questioning and Discussion during instruction. 30% of the formal observations had a growth area identified in 3D Using assessment during instruction.

Use a variety of assessments (including diagnostic, formative, and summative) to monitor student learning and adjust programs and instructional practices *

Assessments are not used consistently to impact and plan for future instruction. Benchmark assessment data was reviewed but constant data analysis focused on learner centered problems and needs has not been addressed. Implementation of best practices is not happening consistently for all levels of learners. We currently do not consistently match/have high expectations with students' needs.

ADDENDUM B: ACTION PLAN

Action Plan: Engage Instructional Teams in Assessing and Monitoring Student Mastery

Action Steps	Anticipated Start/Completion Date
Provide professional development for new teaching staff about Data Wise protocols. The PD will be the free data wise course online and will focus on Data Wise protocols	07/01/2021 - 12/30/2021
Monitoring/Evaluation	Anticipated Output
Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.	Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.
Material/Resources/Supports Needed	PD Step
Data Wise Overview course / https://www.edx.org/course/introduction-to-data-wise-a-collaborative-process	yes

Action Steps**Anticipated Start/Completion Date**

Create Data Wise templates for Data overview, Check in meetings, Learner centered problem and Action plan. Datawise templates manual will be distributed/ shared with teaching staff.

07/01/2021 - 12/30/2021

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Data Wise templates for Data overview, Check in meetings, Action plans

no



Action Steps**Anticipated Start/Completion Date**

Utilized Individual professional development goal program through the Danielson group Access to The Framework Clusters Powered by 2gnoMe for 70 users"

07/01/2021 - 06/09/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Professional Development Goal program 2gnoMe

no



Action Steps**Anticipated Start/Completion Date**

Establish and finalize professional development plan. Include presentations on Data Wise and instructional expectations associated with Danielson framework. The plan will include topics for scheduled professional development days, the 1st, 2nd and 3rd Mondays of the month and responsible parties.

07/01/2021 - 08/17/2021

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Professional Development Plan

no



Action Steps**Anticipated Start/Completion Date**

Contact and Schedule Support Ed to be part of the SOMS Professional Development Plan

07/01/2021 - 08/17/2021

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Professional development schedule

no



Action Steps**Anticipated Start/Completion Date**

Contact and schedule Josh Hoyt (Math Coach) SOMS Professional Development Plan. Provide professional development by Josh Hoyt on Concrete Representational Abstract practice and instructional sequencing for mathematics for math teachers

07/12/2021 - 08/17/2021

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Professional Development Schedule

no



Action Steps**Anticipated Start/Completion Date**

Provide professional development to new staff on effective coteaching strategies (Incorporate topic into professional development plan).

08/24/2021 - 11/25/2021

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Co teaching presentation / PD evaluation

yes



Action Steps**Anticipated Start/Completion Date**

Contact and Schedule ESL Professional Development Facilitator (Idalmy Cedeno-Naylor and Angel Zimmerman) to provide professional development on utilizing rubrics to score tasks, Can Do Descriptors, Academic language and strategies with working with ELLs.

08/24/2021 - 09/01/2021

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

WIDA ACCESS Speaking & Writing Rubric / PD Evaluation

yes



Action Steps**Anticipated Start/Completion Date**

ESL certification cohort of teachers complete Turn Around PD on ESL best practices and strategies for all staff. Teachers will use professional development presentations created during certification classes. The presentation will be shared with all staff during scheduled Professional Development days and schedule after school seminars or new teacher induction. Seminars will be completed on a quarterly basis.

08/25/2021 - 05/25/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

ESL best practices presentation / Schedule of seminars and PD

yes



Action Steps**Anticipated Start/Completion Date**

ESL Summer Leadership team - Teachers will create professional development presentation based on summer learning sessions. The presentation will be shared with all staff during scheduled Professional Development days in August.

08/25/2021 - 05/25/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

ESL best practices presentation / Schedule of seminars and PD

yes



Action Steps**Anticipated Start/Completion Date**

Provide overview and expectations of implementation of CRA strategies during weekly department meetings. Department members will provide student work samples as evidence of implementation and tracking student progress. Members will collaborate about instructional best practice with the CRA.

08/25/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Manipulatives and CRA materials

no



Action Steps**Anticipated Start/Completion Date**

Utilize DataWise meeting agenda template as the agenda for continued department planning. The meeting agenda will be used to help staff organize for collaborative work during weekly department meetings. (Data Wise Step 1 Organize for Collaborative Work)

08/25/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Data Wise meeting agenda template and presentation / PD Evaluation

no



Action Steps**Anticipated Start/Completion Date**

Provide professional development to staff on effectively utilizing data from various resources to enhance instruction in a differentiated model. Staff will understand how to access different score reports and utilize a variety of data evidence to inform practice (Data Wise Step 2 Build Assessment Literacy)

08/25/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Data---OnHands, PVAAS, SRI, SMI, WIDA, etc./ PD evaluation

yes



Action Steps**Anticipated Start/Completion Date**

Create a Data Overview based on the data resources provided in the professional development and submit to administration. (All Departments). (Data Wise Step 3 Create Data Overview)

08/25/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Data overview template

no



Action Steps**Anticipated Start/Completion Date**

Conduct weekly department meetings to look at the importance of looking at many different types of data, from student work to exam results to conversations with students on a quarterly basis. From this, each department will produce learner-centered problem(skills) (All Departments) (Data Wise Step 4 Dig into Student Data)

08/25/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Data Wise meeting agenda / data sources - student work and assessments

no



Action Steps**Anticipated Start/Completion Date**

Conduct weekly department meetings to look at the importance of looking at many different types of data, from student work to exam results to conversations with students on a quarterly basis. From this, each department will produce learner-centered problem(skills) (All Departments) (Data Wise Step 4 Dig into Student Data)

08/25/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Data Wise meeting agenda / data sources - student work and assessments

yes



Action Steps**Anticipated Start/Completion Date**

Complete Learning Walks by all teaching staff. Instructional learning walk (teacher to teacher): non-evaluative and are focused on specific indicators of identified problem of practice. Teachers will then collaborate about learning walks and the use of instructional strategies and data sources utilized in various classrooms (Data Wise Step 5 Examine Instruction)

08/25/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Learning walk template / Google form

no



Action Steps**Anticipated Start/Completion Date**

Create an Action plan on work completed with data overview, developing a learner centered problem, and examining instruction (All Departments) on a quarterly basis. Plans will be submitted to Building administration for review and finalization. SIP team will also review plans. (Data Wise Step 6 Develop Action Plan)

08/25/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Action plan template

no



Action Steps**Anticipated Start/Completion Date**

Check in with Building administration on a monthly basis. Building administration will attend department meetings to check in on progress towards action plan and discuss steps with department leaders. (Data Wise Step 7 Plan to Assess Progress)

08/25/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Check in template

no



Action Steps**Anticipated Start/Completion Date**

Conduct weekly Department Meetings at each grade level to analyze and interpret data and use that information to develop strong instructional practices based on the Danielson model and Action Plan. (Data Wise Step 8 Act and Assess)

08/25/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Data Wise agenda template

no



Action Steps**Anticipated Start/Completion Date**

"Create an individual professional development goal based on the Danielson Framework (all teaching staff). Danielson group Access to The Framework Clusters Powered by 2gnoMe for 70 users Plan will be submitted to Building administration for review."

08/25/2021 - 09/30/2021

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Professional Development goal template

no



Action Steps**Anticipated Start/Completion Date**

Provide professional development to entire staff by ESL Supervisor (Idalmy Naylor and Angel Zimmerman) on the rubrics utilized for Speaking and Writing for ELs and how to score

08/25/2021 - 11/09/2021

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

WIDA ACCESS Speaking & Writing Rubric / PD Evaluation

yes



Action Steps**Anticipated Start/Completion Date**

Provide overview and expectations of implementation of the RACER writing strategy during weekly department meetings. Department members will provide student work samples as evidence of implementation and tracking student progress. Members utilize instructional best practices when using the RACER strategy.

08/27/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

RACER strategy materials and posters for classrooms

no



Action Steps**Anticipated Start/Completion Date**

Administer Benchmark Baseline Test - CDT

09/07/2021 - 09/30/2021

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Benchmark test / chromebooks / student tickets

no



Action Steps**Anticipated Start/Completion Date**

Administer benchmark Test - SRI and SMI on a quarterly basis

09/07/2021 - 05/28/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

SRI and SMI test and Chromebooks

no



Action Steps**Anticipated Start/Completion Date**

Contact and schedule Donna Heeley (ELA Coach) and Melissa Eggert (District PDF) to be part of the SOMS Professional Development Plan (specifically Wonders and My Perspectives).

07/01/2021 - 08/25/2021

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Contract

no



Action Steps**Anticipated Start/Completion Date**

Contract with a Support Ed (ELL Consulting Firm) to provide an in person ELL coach. This contract will be for one year.

09/07/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Contract

no



Action Steps**Anticipated Start/Completion Date**

Contract ELA Coach (Donna Healy) to support instructional practices of ELA teachers." In person coaching.

09/07/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Contract

no



Action Steps**Anticipated Start/Completion Date**

Contract Math Coach (Josh Hoyt) to support instructional practices of Math teachers and data review practices of all teachers. In person coaching.

09/07/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Contract

no



Action Steps**Anticipated Start/Completion Date**

Complete Scholastic Math Inventory (SMI) test: SMI will be taken by all students and reviewed to create Math intervention groups. Individualized intervention for students based on their SMI scores. Data will be used to track individual student progress with math readiness and inform teachers of student levels.

09/07/2021 - 05/28/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

SMI test and chromebooks

no



Action Steps**Anticipated Start/Completion Date**

Complete Scholastic Math Inventory (SMI) test: SMI will be taken by all students and reviewed to create Math intervention groups. Individualized intervention for students based on their SMI scores. Data will be used to track individual student progress with math readiness and inform teachers of student levels.

09/07/2021 - 05/28/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

SMI test and chromebooks

no

Action Steps**Anticipated Start/Completion Date**

Complete Scholastic Reading Inventory (SRI) test: SRI will be taken by all students and reviewed to create Remediation Acceleration Enrichment (RAE) reading groups to provide individualized intervention for students on their reading and language skills. Data will be used to track individual student progress for reading comprehension and inform teachers of student reading levels.

09/07/2021 - 05/28/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

SRI test and chromebooks

no

Action Steps**Anticipated Start/Completion Date**

Provide specific feedback & individual conferencing conducted with students throughout the year (allowing revisions by students where permitted)

09/07/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Writing rubric

no



Action Steps**Anticipated Start/Completion Date**

Provide on-site coaching and professional development for all teachers on effective data analysis strategies

09/28/2021 - 02/08/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Coaching schedule

yes



Action Steps**Anticipated Start/Completion Date**

Review benchmark Test data (using DataWise protocols) (CDT / SRI / SMI)

09/28/2021 - 05/28/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Data from tests

no



Action Steps**Anticipated Start/Completion Date**

Review benchmark Test data (using DataWise protocols) (CDT / SRI / SMI)

09/28/2021 - 05/28/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Data from tests

no



Action Steps**Anticipated Start/Completion Date**

Conduct walk-throughs by building administrators focusing on Domain 3 of Danielson. Feedback on walkthroughs provided to staff through PAETEP custom forms template. Focus will be on Danielson framework and work towards individual professional development goal.

09/28/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Walk-through template on PA-EETEP

no



Action Steps**Anticipated Start/Completion Date**

Provide on-site coaching for math teachers on the CRA model and instructional sequencing in mathematics.

09/28/2021 - 05/28/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Coaching schedule

no



Action Steps**Anticipated Start/Completion Date**

Schedule Testing calendar for 21-22 school year

07/12/2021 - 08/18/2021

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Testing calendar

no



Action Steps**Anticipated Start/Completion Date**

Evaluate the impact of instructional strategies through data gathered from walk throughs and learning walks to determine the progress of school wide implementation of instructional best practices. Evaluation of data will be used to determine instructional focus and needs based professional development for upcoming school year.

05/01/2022 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Walk through and observation data

no



Action Steps**Anticipated Start/Completion Date**

Evaluate the impact of ELL, ELA, and Math coach through data gathered from data wise action plans, walk-throughs and observations.

05/01/2022 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Walk through data observation, Data Wise action plans

no



Action Steps**Anticipated Start/Completion Date**

Conduct Data Analysis of the CDT end of year test to see growth report for students and if growth goals were attained. Report data analysis to building administration.

05/12/2022 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

Monitoring will occur on a quarterly basis utilizing benchmark assessments as well as walk-through and observation data.

Standardized data analysis using the Data Wise framework to impact instruction. Structured Meeting agendas that follow Data Wise framework. Learning walk data and walkthrough data to inform best practice. Data from benchmarks and student assessments in a central locations for data analysis. Significant growth reports from the CDT and Action plans from each department.

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

Action plan and Growth reports

no

Action Plan: Epstein Framework Developing and Sustaining Research-based Programs of School, Family, and Community Partnerships: A summary of five years of NNPS Research

Action Steps**Anticipated Start/Completion Date**

Select types of Parent Involvement from Epstein's framework for each type of involvement by Action Team of Partnerships

07/01/2021 - 08/14/2021

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Epstein Framework

no



Action Steps**Anticipated Start/Completion Date**

Assemble Action Team for Partnerships (6-10 members) Model after Epstein's Framework for Family Engagement

07/01/2021 - 08/17/2021

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Google form interest survey

no



Action Steps**Anticipated Start/Completion Date**

Schedule professional development with staff on School, Family, and Community Partnerships by Joyce Epstein conducted by Family/Community Engagement Liason

07/01/2021 - 08/17/2021

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Schedule for professional development PD evaluation

no



Action Steps**Anticipated Start/Completion Date**

Create a monthly goal sheet for each student for teachers, students and parents to connect and discuss. The goal could be academic, attendance and/or behavior. Provide a digital option."

07/01/2021 - 08/21/2021

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Goal sheet

no



Action Steps**Anticipated Start/Completion Date**

Establish meeting times over the summer for Action Team of Partnerships to meet

07/01/2021 - 08/21/2021

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Calendar/ Extra wages, contractual hourly wage, for meeting beyond contractual time

no



Action Steps**Anticipated Start/Completion Date**

Develop Week at a Glance template that can be distributed as a hard or digital copy to students and parents weekly.

07/01/2021 - 08/21/2021

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Week at a Glance template

no



Action Steps**Anticipated Start/Completion Date**

Establish Family engagement calendar for Family engagement activities being held every Wednesday - Assign teams to parent nights - team originated for the theme for that night Department heads - effectively use content at home

07/01/2021 - 08/21/2021

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Calendar / District calendar; funding for materials for activities and extra contractual hourly wages for meeting beyond contractual time

no



Action Steps**Anticipated Start/Completion Date**

Coordinate and organize community resources for Family Engagement programs including Family nights and providing Adopt-A-Block drop-offs: non-persihable food/meal, community information, and opportunity to address needs (basic & educational)

07/01/2021 - 08/21/2021

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Calendar / District calendar; funding for materials for activities and extra contractual hourly wages for meeting beyond contractual time

no



Action Steps**Anticipated Start/Completion Date**

Develop Action Plan from Epstein's Framework using the Template provided and the focus being on incorporating academic activities and parent understanding / involvement in student academic growth.

07/01/2021 - 08/21/2021

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Template for Action Plan

no



Action Steps**Anticipated Start/Completion Date**

Continue services from Family/Community Engagement Liaison: Provide professional development to teachers and parents, contact community agencies, text families/parents, track parent engagement activities.

08/03/2021 - 06/30/2022

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Funding for staff member / Contract

no



Action Steps**Anticipated Start/Completion Date**

Ask Parent Advisory Committee to review Action Plan and send back to Parent Action Team with suggestions and questions.

08/24/2021 - 09/11/2021

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Completed Action plan

no



Action Steps**Anticipated Start/Completion Date**

Review tracking sheet for Family engagement events and include school wide protocols for tracking community partners

08/24/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Google form tracking sheet / protocols one sheeter

no



Action Steps**Anticipated Start/Completion Date**

Develop Parent Advisory Council (PAC) meeting schedule for school year.

08/24/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

PAC Schedule for posting digital and hardcopy

no



Action Steps**Anticipated Start/Completion Date**

Conduct professional development for new staff on developing SMART goals and conferencing with students and protocols for the use of the Personal Goal sheets

08/25/2021 - 08/28/2021

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Goal sheet, protocols one sheeter, and presentation

yes



Action Steps**Anticipated Start/Completion Date**

Create calendar of monthly parent communication themes (themes include attendance, PBIS items, grade/feedback/report cards, etc.)

07/12/2021 - 08/17/2021

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Communication calendar

no



Action Steps**Anticipated Start/Completion Date**

Send home the monthly Personal goal sheet for the parents and students to discuss. Students that return the goal sheet will receive an incentive.(CHAMPS points)

08/25/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Personal Goal sheets

no



Action Steps**Anticipated Start/Completion Date**

Tracking of engagement data of families, community and teachers

08/25/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Tracking sheet Google form

no



Action Steps**Anticipated Start/Completion Date**

Conduct a community engagement professional development with staff on the School, Family and Community Partnerships by Joyce Epstein conducted by Parent Community Engagement Liason. The community engagement professional development will occur throughout the school year as part of the professional development plan.

08/25/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

"School, Family, and Community Partnerships Book by Joyce Epstein (purchased) Quarterly professional development Schedule for professional development"

yes



Action Steps**Anticipated Start/Completion Date**

Notify parent/community via text and class dojo of activities, events, and volunteering opportunities

08/25/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Class Dojo / Blackboard

no



Action Steps**Anticipated Start/Completion Date**

Evaluate communication between teachers and families on a quarterly basis using OnHands reports and attendance from sign in data

08/25/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

OnHands reports

no



Action Steps**Anticipated Start/Completion Date**

Hold parent/community activities

08/25/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Funds for extra wages, contractual hourly wage, for meeting beyond contractual time, materials for events, space for events

no

Action Steps**Anticipated Start/Completion Date**

Establish monthly planning meeting schedule for Action Team for Partnerships;

08/25/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

"Common meeting time and space, funds for extra wages, contractual hourly wage, for meeting beyond contractual time, meeting agendas and sign in sheets"

no



Action Steps**Anticipated Start/Completion Date**

Identify preferred communication method for each family through Class Dojo (Texting) survey.

08/31/2021 - 11/09/2021

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Google form survey

no



Action Steps**Anticipated Start/Completion Date**

Establish monthly meetings for the Parent Advisory Counsel to meet with Parent Outreach Assistant and Family/Community Engagement Liaison

08/31/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Calendar and other planning templates. Funding for materials for activities

no

Action Steps**Anticipated Start/Completion Date**

"Provide parents and families monthly on-site opportunities to learn about Communication tools and Digital Learning resources. Parent Community Engagement Liaison, Student services, and POA"

08/31/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Calendar of events, Use of computers

no



Action Steps**Anticipated Start/Completion Date**

Provide OnHands professional development and coaching for teachers to utilize the platform. Coaching will focus on entering parent communication and running reports.

08/17/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

OnHands program

yes



Action Steps**Anticipated Start/Completion Date**

Tracking system for Teacher and Parent communication using OnHands: includes contacts with parents via Class Dojo, Email, Phone, and Personal goal sheets

08/31/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

OnHands / Reports

no



Action Steps**Anticipated Start/Completion Date**

Conduct professional development to entire staff on the role of the Action team and activities for the year (including roles of the the team members and events calendar)

09/07/2021 - 09/28/2021

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Action Plan, Epstein Framework, and Calendar of events

yes



Action Steps**Anticipated Start/Completion Date**

Evaluate the Family/Community Engagement Liaison. The team will utilize the tracking sheets for engagement as well as staff and parent surveys which will include questions on interpersonal skills. Evaluation forms from the professional development will be utilized as well.

05/17/2021 - 06/18/2022

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Tracking sheets, parent surveys, and evaluations from professional development

no



Action Steps**Anticipated Start/Completion Date**

Hold Education Week on a quarterly basis where parents join their student's classroom. Parent will meet with administration before joining and will receive further information about student academic growth, curriculum, and testing.

09/03/2021 - 05/28/2022

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Presentation and Themes

no



Action Steps**Anticipated Start/Completion Date**

Contract with Reading Area Community College to provide Basic conversation Spanish with staff.

08/25/2021 - 05/28/2022

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Contract and schedule. Stipend for staff.

yes



Action Steps**Anticipated Start/Completion Date**

Provide online Attendance Works PD for classroom teachers and support staff on best practices to help with student attendance.

08/25/2021 - 06/11/2022

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

attendanceworks.org PD contract and PD usage

yes



Action Steps**Anticipated Start/Completion Date**

Hold attendance summit from Berk County attendance initiative with select groups of students and parents

09/03/2021 - 05/28/2022

Monitoring/Evaluation**Anticipated Output**

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

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

Contract, schedule, resources

no



Action Steps

Anticipated Start/Completion Date

Hold attendance incentives and events for parents and students a weekly, monthly and quarterly basis.

01/01/0001 - 05/28/2022

Monitoring/Evaluation

Anticipated Output

This action plan will be monitored quarterly on two way effective communication with parents and the impact on daily student attendance.

Data from communication logs, events tracker, and daily student attendance.

Material/Resources/Supports Needed

PD Step

Incentives

no

Action Plan: Epstein Framework Developing and Sustaining Research-based Programs of School, Family, and Community Partnerships: A summary of five years of NNPS Research

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2022, 90% of students will show significant growth on Math CDT from their beginning of year CDT assessment. (Math growth goals)	Engage Instructional Teams in Assessing and Monitoring Student Mastery	Provide professional development for new teaching staff about Data Wise protocols. The PD will be the free data wise course online and will focus on Data Wise protocols	07/01/2021 - 12/30/2021
By June 30, 2022, 90% of EL students will meet their designated yearly growth target (EL growth goals)	Engage Instructional Teams in Assessing and Monitoring Student Mastery	Provide professional development to new staff on effective coteaching strategies (Incorporate topic into professional development)	08/24/2021 - 11/25/2021
By June 30, 2022, 90% of students will show significant growth on ELA CDT from their beginning of year CDT assessment. (ELA growth goals)	Engage Instructional Teams in Assessing and Monitoring Student Mastery	Provide professional development to new staff on effective coteaching strategies (Incorporate topic into professional development)	08/24/2021 - 11/25/2021
By June 30, 2022, 90% of EL students will meet their designated yearly growth target (EL growth goals)	Engage Instructional Teams in Assessing and Monitoring Student Mastery	Provide professional development to new staff on effective coteaching strategies (Incorporate topic into professional development)	08/24/2021 - 11/25/2021

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2022, 90% of EL students will meet their designated yearly growth target (EL growth goals)	Engage Instructional Teams in	Contact and Schedule ESL Professional	08/24/2021 -
By June 30, 2022, 90% of students will show significant growth on Math CDT from their beginning of year CDT assessment. (Math growth goals)	Assessing and Monitoring	Development Facilitator (Idalmy Cedeno-Naylor and Angel	09/01/2021
By June 30, 2022, 90% of students will show significant growth on ELA CDT from their beginning of year CDT assessment. (ELA growth goals)	Student Mastery	Zimmerman) to provide professional development on utilizing rubrics to score tasks, Can Do Descriptors, Academic language and strategies with working with ELLs.	
By June 30, 2022, 90% of students will show significant growth on Math CDT from their beginning of year CDT assessment. (Math growth goals)	Engage Instructional Teams in	ESL certification cohort of teachers complete Turn	08/25/2021 -
By June 30, 2022, 90% of EL students will meet their designated yearly growth target (EL growth goals)	Assessing and	Around PD on ESL best practices and	05/25/2022

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2022, 90% of students will show significant growth on ELA CDT from their beginning of year CDT assessment. (ELA growth goals)	Monitoring Student Mastery	strategies for all staff. Teachers will use professional development presentations created during certification classes. The presentation will be shared with all staff during scheduled Professional Development days and schedule after school seminars or new teacher induction. Seminars will be completed on a quarterly basis.	
By June 30, 2022, 90% of EL students will meet their designated yearly growth target (EL growth goals)	Engage Instructional	ESL Summer Leadership team -	08/25/2021 -

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2022, 90% of students will show significant growth on Math CDT from their beginning of year CDT assessment. (Math growth goals)	Teams in Assessing and Monitoring	Teachers will create professional development presentation based on summer learning sessions. The presentation will be shared with all staff during scheduled Professional Development days in August.	05/25/2022
By June 30, 2022, 90% of students will show significant growth on ELA CDT from their beginning of year CDT assessment. (ELA growth goals)	Student Mastery		
By June 30, 2022, 90% of EL students will meet their designated yearly growth target (EL growth goals)	Engage Instructional Teams in Assessing and Monitoring	Provide professional development to staff on effectively utilizing data from various resources to enhance instruction in a differentiated model. Staff will understand how	08/25/2021 - 06/11/2022
By June 30, 2022, 90% of students will show significant growth on ELA CDT from their beginning of year CDT assessment. (ELA growth goals)	Student Mastery		
By June 30, 2022, 90% of students will show significant growth on Math CDT from their beginning of year CDT assessment. (Math growth goals)			

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		to access different score reports and utilize a variety of data evidence to inform practice (Data Wise Step 2 Build Assessment Literacy)	
By June 30, 2022, 90% of EL students will meet their designated yearly growth target (EL growth goals)	Engage Instructional Teams in Assessing and Monitoring Student Mastery	Conduct weekly department meetings to look at the importance of looking at many different types of data, from student work to exam results to conversations with students on a quarterly basis. From this, each department will produce learner-centered	08/25/2021 - 06/11/2022
By June 30, 2022, 90% of students will show significant growth on Math CDT from their beginning of year CDT assessment. (Math growth goals)		problem(skills) (All	
By June 30, 2022, 90% of students will show significant growth on ELA CDT from their beginning of year CDT assessment. (ELA growth goals)			

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		Departments) (Data Wise Step 4 Dig into Student Data)	
By June 30, 2022, 90% of students will show significant growth on Math CDT from their beginning of year CDT assessment. (Math growth goals)	Engage Instructional Teams in Assessing and Monitoring Student Mastery	Provide professional development to entire staff by ESL Supervisor (Idalmy Naylor and Angel Zimmerman) on the rubrics utilized for Speaking and Writing for ELs and how to score	08/25/2021 - 11/09/2021
By June 30, 2022, 90% of students will show significant growth on ELA CDT from their beginning of year CDT assessment. (ELA growth goals)			
By June 30, 2022, 90% of EL students will meet their designated yearly growth target (EL growth goals)			
By June 30, 2022, 90% of students will show significant growth on Math CDT from their beginning of year CDT assessment. (Math growth goals)	Engage Instructional Teams in Assessing and Monitoring Student Mastery	Provide on-site coaching and professional development for all teachers on effective data analysis strategies	09/28/2021 - 02/08/2022
By June 30, 2022, 90% of EL students will meet their designated yearly growth target (EL growth goals)			
By June 30, 2022, 90% of students will show significant growth on ELA CDT from their beginning of year CDT assessment. (ELA growth goals)			

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2021, Southern Middle School will increase regular attendance to 95% of the school population (Engagement Impact on Attendance)	Epstein Framework	Conduct professional development for new staff on	08/25/2021 -
By June 30, 2021, Southern Middle School teachers will contact 100% of the parents/guardians and receive an average for the school year of 75% response rate that was collected on a monthly basis using a variety of communication methods and response types. (Parent Communication 2 way)	Developing and Sustaining Research-based Programs of School, Family, and Community Partnerships: A summary of five years of NNPS Research	development for new staff on developing SMART goals and conferencing with students and protocols for the use of the Personal Goal sheets	08/28/2021
By June 30, 2021, Southern Middle School teachers will contact 100% of the parents/guardians and receive an average for the school year of 75% response rate that was collected on a monthly basis using a variety of communication methods and response types. (Parent Communication 2 way)	Epstein Framework	Conduct a community engagement professional development with	08/25/2021 - 06/11/2022
By June 30, 2021, Southern Middle School will increase regular attendance to 95% of the school population (Engagement Impact on Attendance)	Developing and Sustaining Research-based Programs of School,	staff on the School, Family and Community Partnerships by	

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
	Family, and Community Partnerships: A summary of five years of NNPS Research	Joyce Epstein conducted by Parent Community Engagement Liason. The community engagement professional development will occur throughout the school year as part of the professional development plan.	
<p>By June 30, 2021, Southern Middle School will increase regular attendance to 95% of the school population (Engagement Impact on Attendance)</p> <p>By June 30, 2021, Southern Middle School teachers will contact 100% of the parents/guardians and receive an average for the school year of 75% response rate that was collected on a monthly basis using a variety of communication methods and response types. (Parent Communication 2 way)</p>	Epstein Framework Developing and Sustaining Research-based Programs of School, Family, and	Provide OnHands professional development and coaching for teachers to utilize the platform. Coaching will focus on entering parent communication	08/17/2021 - 06/11/2022

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
	Community Partnerships: A summary of five years of NNPS Research	and running reports.	
By June 30, 2021, Southern Middle School will increase regular attendance to 95% of the school population (Engagement Impact on Attendance)	Epstein Framework	Conduct professional	09/07/2021 -
By June 30, 2021, Southern Middle School teachers will contact 100% of the parents/guardians and receive an average for the school year of 75% response rate that was collected on a monthly basis using a variety of communication methods and response types. (Parent Communication 2 way)	Developing and Sustaining Research-based Programs of School, Family, and Community Partnerships: A summary of five years of NNPS Research	development to entire staff on the role of the Action team and activities for the year (including roles of the the team members and events calendar)	09/28/2021
By June 30, 2021, Southern Middle School teachers will contact 100% of the parents/guardians and receive an average for the school year of 75% response rate that	Epstein Framework	Contract with Reading Area	08/25/2021 -

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>was collected on a monthly basis using a variety of communication methods and response types. (Parent Communication 2 way)</p> <p>By June 30, 2021, Southern Middle School will increase regular attendance to 95% of the school population (Engagement Impact on Attendance)</p>	<p>Developing and Sustaining Research-based Programs of School, Family, and Community Partnerships: A summary of five years of NNPS Research</p>	<p>Community College to provide Basic conversation Spanish with staff.</p>	<p>05/28/2022</p>
<p>By June 30, 2021, Southern Middle School will increase regular attendance to 95% of the school population (Engagement Impact on Attendance)</p> <p>By June 30, 2021, Southern Middle School teachers will contact 100% of the parents/guardians and receive an average for the school year of 75% response rate that was collected on a monthly basis using a variety of communication methods and response types. (Parent Communication 2 way)</p>	<p>Epstein Framework Developing and Sustaining Research-based Programs of School, Family, and Community</p>	<p>Provide online Attendance Works PD for classroom teachers and support staff on best practices to help with student attendance.</p>	<p>08/25/2021 - 06/11/2022</p>

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
	Partnerships: A summary of five years of NNPS Research		

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
New Teaching staff Data Wise course	New teaching staff	Data wise course setps

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Course completion - review and reflection	08/17/2021 - 12/30/2021	Principal / Assistant Principal

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
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Professional Development Step	Audience	Topics of Prof. Dev
New teaching staff - Coteaching	Teaching staff new to Co teaching model	co teaching

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
PD evaluation	08/17/2021 - 08/30/2021	Principal / Assistant Principal

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

Professional Development Step	Audience	Topics of Prof. Dev
ESL PD - utilizing rubrics to score tasks, Can Do Descriptors, Academic language and strategies with working with ELLs.	All staff	utilizing rubrics to score tasks, Can Do Descriptors, Academic language and strategies with working with ELLs.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
PD evaluation and implementation during learning walkthroughs	08/25/2021 - 11/06/2021	ESL PDF

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



Professional Development Step	Audience	Topics of Prof. Dev
ESL best practices and strategies	All staff	ESL best practices and strategies

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
PD evaluation and implementation in lesson plans and learning walkthroughs	09/06/2021 - 12/30/2021	ESL Alvernia Cohort

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



Professional Development Step	Audience	Topics of Prof. Dev
ESL Summer Leadership	All teaching staff	Progress monitoring EL students

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
PD evaluation and implementation of practice during learning walks	09/06/2021 - 12/30/2021	ESL summer leadership committee

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

Professional Development Step

Audience

Topics of Prof. Dev

Data Wise Step 2 Build Assessment
Literacy

All staff

Staff will understand how to access different score reports and utilize a variety of data evidence to inform practice (Data Wise Step 2 Build Assessment Literacy)

Evidence of Learning

Anticipated Timeframe

Lead Person/Position

PD evaluation and Data overview

09/09/2021 - 06/11/2022

Principal / Assistant principal

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

Professional Development Step	Audience	Topics of Prof. Dev
Data Wise Step 4 Dig into Student Data	All teaching staff	Conduct weekly department meetings to look at the importance of looking at many different types of data, from student work to exam results to conversations with students on a quarterly basis. From this, each department will produce learner-centered problem(skills) (All Departments) (Data Wise Step 4 Dig into Student Data)

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
PD evaluation and Learner centered problem	09/20/2021 - 06/11/2022	Principal / Assistant Principal

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

Professional Development Step	Audience	Topics of Prof. Dev
Data Analysis Josh Hoyt	All teaching staff	Provide on-site coaching and professional development for all teachers on effective data analysis strategies

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
PD evaluation and Action plan	09/21/2021 - 06/11/2022	Josh Hoyt - BCIU 14

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

Professional Development Step

Audience

Topics of Prof. Dev

SMART goals and Conferencing

All teaching staff

SMART goals and teacher - student conferencing

Evidence of Learning

Anticipated Timeframe

Lead Person/Position

PD evaluation and conferencing schedule

08/25/2021 - 09/09/2021

Principal / Assistant principal

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

Professional Development Step	Audience	Topics of Prof. Dev
School, Family and Community Partnerships by Joyce Epstein	All teaching staff	conduct a community engagement professional development with staff on the School, Family and Community Partnerships by Joyce Epstein conducted by Parent Community Engagement Liason. The community engagement professional development will occur throughout the school year as part of the professional development plan.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
PD evaluation and individual teacher's plan to be involved in parent engagement	08/17/2021 - 01/01/0001	Parent Community Engagement Liason.

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

Professional Development Step	Audience	Topics of Prof. Dev
OnHands PD	All teaching staff	OnHands reports for parent communication entry and tracking

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
PD evaluation and task completion	08/17/2021 - 01/01/0001	OnHands presenter

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

Professional Development Step	Audience	Topics of Prof. Dev
Attendance Works	All staff	Student attendance and the impact on learning

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
PD evaluation	08/17/2021 - 01/01/0001	Attendance works presenter

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Sharing of school improvement priorities and goals to receive feedback	Review Vision and Mission with staff	Presentation to staff	Southern Staff	June 2021
Presentation of entire plan to faculty	2021 - 2022 School Improvement Plan	Presentation	Southern staff - All stakeholder	June 2021
Presentation of plan to Parent and Community	2021 - 2022 School Improvement Plan	Presentation	Parent Advisory counsel	June 2021
Copy of the entire plan in the Southern Middle School main office for the community and parents to access	2021 - 2022 School Improvement Plan	Plan Access	Parents and Community	June 2021
Board Approval	Board approval of SIP	Board Presentation	Reading School District Board of Directors (SBOD)	June 23, 2021
Community Feedback	Display of SIP	Display plan on the Reading School District website homepage and Southern Middle School homepage and link shared on Class Dojo.	Public	June 2021

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Parents	SIP at a Glance	Creation of a “one pager” of the plan in both English and Spanish to send home with registration packets.	Parents/Guardians and Community Members	August, 2021
Parent Event	Priorities of School	Beginning of the School Year orientation table to share with community, including Southern Alumni Association, and parents	Parents and community	September, 2021
Video and presentation of the plan at Title 1 meeting with parents	School Improvement Plan	Share the mission and vision with parents and families	Parents and families	September 2021
Updates/progress	Updates/progress on SIP	Updates /progress on plan provided to students, teachers, parents, and community through Black board newsletter posted on Class Dojo and School Website quarterly	Stakeholders - teachers, parents, community members	quarterly
Updates for families and community members	Parents and community members will receive updates and be able to discuss progress and concerns.	Parent Advisory Council meetings	Parents and Community members	February, 2022
