

MILLMONT EL SCH

400 Summit Avenue

Schoolwide Title 1 School Plan | 2023 - 2024

VISION FOR LEARNING

Our school guides all student learners to embrace academics, realize their personal best, and develop their emotional, social, and physical well-being thus creating empowered leaders within the school community, one relationship at a time.

STEERING COMMITTEE

Name	Position	Building/Group
Dr. April Halligan-Rostek	Principal	Millmont Elementary
Lori Snyder	Regular Education (Grade 2)	Millmont Elementary
Cindy Heimbach	Special Education (Autistic Support)	Millmont Elementary
Amy Duff	Special Education (Learning Support)	Millmont Elementary
Kristin Moyer-Ringler	Regular Education (Kindergarten)	Millmont Elementary
Susan Kappenstein	Regular Education (Grade 3)	Millmont Elementary
Wanda Crespo-Gonzalez	District Level Leaders	RSD Central Administration
Julie Kehr	Program Coordinator	RSD Special Education Dept.
Angela Drebusenko	Community Member	Alvernia University
Tanya Melendez	Parent	Parent/ Millmont Elementary
Megan Bryant	Teacher	Millmont Elementary
Dr. Jennifer Murray	Chief School Administrator	Reading School District
Jessica Rech	Teacher	Millmont Elementary

Name	Position	Building/Group
Nicholas Krajcic	Other	Millmont Elementary
Alex Noguerola	District Level Leaders	RSD Central Administration

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
If staff members are provided additional professional development opportunities then instructional practices will be used with fidelity and students will receive consistent instruction.	Essential Practices 2: Empower Leadership
If staff members are provided additional collaborative planning time then instructional techniques will coordinate, align, and be evidence-based and student achievement will increase.	Essential Practices 1: Focus on Continuous Improvement of Instruction Essential Practices 1: Focus on Continuous Improvement of Instruction

ACTION PLAN AND STEPS

Evidence-based Strategy	
Job embedded professional development	
Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)
Professional Development	Based upon a Likert Scale, the effectiveness of the professional development opportunities will be assessed quarterly to identify additional needs in the specific components of the program. Staff members will increase

Goal Nickname	Measurable Goal Statement (Smart Goal)		
	learned instructional strategies by four occurrences as evidenced in lesson plans and walkthrough data.		
Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Select implementation lead and team for this action plan	2023-07-01 - 2024-06-30	Administration, SIP Team	Action plan & SIP Team agreement
Implementation lead scheduled bi-weekly check-ins with implementation team to determine status of each action step, successes, and challenges to solve.	2023-08-22 - 2023-09-29	Administration, SIP Team	Bi-weekly monitoring template with action steps
Monthly implementation monitoring meetings will be scheduled and the calendar will be provided to SIP team members	2023-08-22 - 2024-06-14	Administration, SIP Team	SIP monthly meeting schedule with dates/time, rolling agenda, bi-weekly monitoring
SIP will meet to review plan, action steps, and discuss rollout to staff	2023-07-01 - 2024-06-30	Administration, SIP Team	Title I funds: 20 hours per employee at \$30/hr (SIP) plus benefits
PBIS team will meet to review procedures, establish monthly committee date/times, and establish needs for the building (e.g.: professional development, parent engagement, interventionists)	2023-07-01 - 2024-06-30	Administration, SIP Team	Title I funds: 20 hours per employee at \$30/hr (PBIS) plus benefits **to include interventionists, mentor program, family engagement
Create a survey using Google Form to assist team	2023-07-01 -	Administration,	Google Form survey

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
collaboration/professional development needs	2024-06-30	SIP Team	
Develop a rubric to use to evaluate effectiveness of professional development- this will be provided to staff to complete after each PD session throughout the school year	2023-07-01 - 2024-06-30	Administration, SIP Team	Professional development evaluation tool
Research and create a rollout of implementation of lesson studies (e.g.: teacher created lessons, peer observations, feedback, strengths/challenges)	2023-07-01 - 2024-06-30	Administration, SIP Team	Professional development evaluation tool
Establish a team to review survey results, including identifying PD topics (grade level, cross grade level, and school-wide), facilitators, and time required	2023-07-01 - 2024-06-30	Administration, SIP Team	N/A
SIP team will share the 2023-2024 School Improvement Plan with all stakeholders.	2023-08-01 - 2023-09-30	Administration, SIP Team	Administration, SIP Team
SIP team creates a one page document with SIP priorities to share with families (e.g.: SIP - At A Glance)	2023-08-01 - 2023-10-30	Administration, SIP Team	Completed one-page document for families with translation
Based on survey results, determine professional development topics and select dates. Focus on PD that is relevant, continuous and connected to real life	2023-07-01 - 2024-06-30	Administration, SIP Team	Survey results, PD calendar
Establish protocols and schedule for learning walks, including a checklist/QR code	2023-07-01 - 2023-09-30	Administration, SIP Team	Checklist/QR codes

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
PD provided to staff on RSD's Instructional Framework and walkthrough expectations	2023-08-21 - 2023-10-30	Administration	IF material and presentation items
Plan monthly family events - determine themes, academic focus, leader for activity, etc.	2023-08-21 - 2024-06-14	Administration, SIP Team, POA, Family Engagement Committee	Title I funds: 20 hours per employee at \$30/hr plus benefits Materials/supplies: varies based on activity
PBIS professional development to ensure staff understanding of referral process, data collection, plan implementation, incentives, and supports	2023-08-21 - 2024-06-14	PBIS Committee	PBIS assemblies, trips, transportation, and incentive materials
Administration will meet with committee leaders monthly to discuss progress, concerns, and make necessary changes.	2023-08-21 - 2024-06-14	Administration, committee leaders	
Reflection time and discussion included in grade level/common planning time to determine what is working and providing challenges.	2023-08-21 - 2024-06-14	Administration, Grade Level Leaders	
Opportunities for learning walks/peer observations will be provided within the grade level - a minimum of ONE time per semester with time allotted for teachers to collaboratively discuss their take-aways.	2023-10-01 - 2024-06-14	Administration, SIP Team	QR code, feedback document
Revisit staff survey needs and evaluate professional	2024-01-02 -	Administration,	

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
development thus far - and how has it been put into practice. Make revisions, as need.	2024-01-31	SIP Team	
Check on use of Lesson Study and effectiveness.	2024-01-02 - 2024-01-31	Administration	
Review professional development rubric and create a communication to staff including strengths, challenges, and next steps.	2024-05-01 - 2024-06-14	Administration, SIP Team	

Anticipated Outcome
Student achievement will increase as a result of feedback and reflection provided through Lesson Studies. Teachers will improve their instructional practices through new learning and collaboration surrounding data and learning walk observations.

Monitoring/Evaluation
Bi-weekly monitoring template will be used. Administrators will use staff input to develop professional development opportunities that are relevant, continuous and connected to real life as evidenced by rubric and survey results. A calendar of PD topics/facilitators will be created and time will be provided to reflect and practice new learning.

Evidence-based Strategy
Engage Instructional Teams in developing standards- aligned units of instruction.

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Math	Annual Goal: 80% of students will show improved placement on their iReady math assessment.
ELA	70% of students will meet or exceed their growth goal on the Acadience reading assessment.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Select implementation lead and team for this action plan	2023-07-01 - 2024-06-30	Administration, SIP Team	Action plan & SIP Team agreement
Implementation lead scheduled bi-weekly check-ins with implementation team to determine status of each action step, successes, and challenges to solve.	2023-08-22 - 2023-09-30	Administration, SIP Team	Bi-weekly monitoring template with action steps
Monthly implementation monitoring meetings will be scheduled and the calendar will be provided to SIP team members.	2023-08-22 - 2023-09-30	Administration, SIP Team	SIP monthly meeting schedule with dates/time, rolling agenda, bi-weekly monitoring
Build schedule to allow collaboration within grade levels, both vertical and horizontal, with specific dates to focus on ELA, math, science, and social studies.	2023-07-01 - 2023-09-15	Administration	Completed master schedule
Create a schedule per grade level that will allow support teachers (e.g.: special education, ESL, reading specialist) to attend a minimum	2023-07-01 - 2023-09-15	Administration, SIP Team	Completed master schedule

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
of 1x per month.			
Establish meeting protocols to ensure each team member is actively participating in discussion (e.g.: norms, round robin).	2023-07-01 - 2023-09-30	Administration, SIP Team, Leadership Team	
Implementation of vertical teams to discuss standards, expectations, and plan lessons.	2023-08-22 - 2024-06-14	Administration, Leadership Team	
Clear expectations for all staff and students to be shared and checked for understanding.	2023-08-22 - 2023-09-30	Administration	
Professional development on data – what reports to use, how to run reports, establishing appropriate timeline, and how to use data to inform instructional practices.	2023-08-22 - 2023-10-31	Reading Specialist	Title I Funds: Reading Specialist Salary/Benefits =
During grade level meetings, teachers come prepared to share success and challenges with the implementation of a strategy. The team will discuss and provide feedback, as needed.	2023-08-22 - 2024-06-14	Administration, Grade Level Teams, Specialists	
Specifically designed instruction professional development to increase understanding of implementation in the general education setting to address individual needs.	2023-08-22 - 2023-11-30	Special Education Lead Teacher	IEP samples
Baseline data for math and reading: iReady, Acadience, SRI	2023-08-28 - 2023-10-31	Teachers	Acadience, iReady, HMH assessments

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Review data and collaborate to form small groups for intervention time.	2023-08-22 - 2023-10-31	Administration, Reading Specialist, Grade Level Teams	
Review curriculum and identify gaps across grade levels – brainstorm how to fill gaps	2023-08-22 - 2024-01-05	Administration, GL Teams, Specialists	
Revisit schedule to iron out scheduling conflicts to ensure that inclusion practices are occurring with fidelity.	2023-08-22 - 2023-11-01	Administration, Leadership Team	
Develop grade level priorities and share via GoogleDoc (or other platform) to target expectations and build common language across grade levels.	2023-08-22 - 2024-01-05	Teachers, Specialists, GL Leaders	Shared document that can be updated, as needed
Working collaboratively, explore scaffolding and differentiated techniques, ideas for math to share with staff and families.	2023-11-01 - 2024-03-31	Administration, Special Education, ESL, Teachers	Shared document and/or videos and resources for families
Check and connect about iReady Math - questions/concerns/successes	2023-11-01 - 2023-12-31	Administrations, Teachers implementing iReady	
MOY progress monitoring for math and readin: iReady, Acadience,	2024-01-02 -	Teachers	

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
SRI	2024-03-01		
Mid year check on the MTSS process identifying strengths and challenges	2024-01-02 - 2024-03-01	Administration, MTSS Team	
Mid year check on PBIS process identifying strengths and challenges	2024-01-02 - 2024-03-01	Administration, PBIS Team	
Complete a mid year data analysis between BOY and MOY identifying trends, gaps, and instructional changes required.	2024-01-31 - 2024-03-01	Administration, GL Leaders, Specialists	
EOY progress monitoring for math and reading: iReady, Acadience, SRI	2024-04-01 - 2024-06-14	Teachers	
Evaluate the impact of additional collaboration and instructional strategies through data gathered from walkthroughs and group discussions.	2024-04-30 - 2024-06-14	Administration, Leadership Team, SIP Team	Data will be used to develop PD for 2024-2025SY
Complete and share with teachers the BOY, MOY, and EOY data analysis and report trends	2024-05-01 - 2024-06-14	Administration, GL Leaders, Specialists	
Anticipated Outcome			
Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and			

understanding grade level expectations will assist in building capacity for students and teachers.

Monitoring/Evaluation

Bi-weekly monitoring template will be used. Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Based upon a Likert Scale, the effectiveness of the professional development opportunities will be assessed quarterly to identify additional needs in the specific components of the program. Staff members will increase learned instructional strategies by four occurrences as evidenced in lesson plans and walkthrough data. (Professional Development)	Job embedded professional development	Plan monthly family events - determine themes, academic focus, leader for activity, etc.	08/21/2023 - 06/14/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

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Based upon a Likert Scale, the effectiveness of the professional development opportunities will be assessed quarterly to identify additional needs in the specific components of the program. Staff members will increase learned instructional strategies by four occurrences as evidenced in lesson plans and walkthrough data. (Professional Development)	Job embedded professional development	PBIS professional development to ensure staff understanding of referral process, data collection, plan implementation, incentives, and supports	08/21/2023 - 06/14/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Annual Goal: 80% of students will show improved placement on their iReady math assessment. (Math)	Engage Instructional Teams in developing standards-aligned units of instruction.	Professional development on data – what reports to use, how to run reports, establishing appropriate timeline, and how to use data to inform instructional practices.	08/22/2023 - 10/31/2023
70% of students will meet or exceed their growth goal on the Acadience reading assessment. (ELA)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Annual Goal: 80% of students will show improved placement on their iReady math assessment. (Math)	Engage Instructional Teams in developing standards-aligned units of instruction.	Specifically designed instruction professional development to increase understanding of implementation in the general education setting to address individual needs.	08/22/2023 - 11/30/2023
70% of students will meet or exceed their growth goal on the Acadience reading assessment. (ELA)			

APPROVALS & SIGNATURES

Assurance of Quality and Accountability

Assurance of Quality and Accountability

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

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

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

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

We hereby affirm and assure that the school level plan:

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

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

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

Chief School Administrator

School Improvement Facilitator Signature

Building Principal Signature	April Rostek	2023-07-21
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ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

According to the 21-22 Future Ready Index data, ELA proficiency achievement in the Hispanic subgroup increased from 20.9% from 20-21 school year of 18.9% - an increase of 2%.

According to the 21-22 Future Ready Index data, Math proficiency achievement for the Hispanic subgroup (15.5%) increased by .1% from the 20-21 (15.4%) school year.

According to the 21-22 Future Ready Index data, Science proficiency achievement (44%) increased by 1.6% from the 20-21 (42.4%) school year.

4th grade EOY Oral Reading Accuracy rate was 89.1% of grade level goal.

Growth toward grade level goal was achieved from BOY to EOY on the Acadience Reading Composite Score for first, third, and fourth grades.

On 22-23 PSSA Science, 51% of students scored proficient, which is a increase of 11% from the 20-21 PSSA Science (42%) - based on early release scores.

iReady Diagnostic Growth for the K through 4th grade was

Challenges

According to the 21-22 Future Ready Index data, ELA proficiency achievement (20.2%) decreased by -.7% from the 20-21 (20.9%) school year.

According to the 21-22 Future Ready Index data, Math proficiency achievement (14.4%) decreased by -1.2% from the 20-21 (15.6%) school year.

According to the 21-22 Future Ready Index, ELA proficiency for our English Learner subgroup (0%) decreased by 7.7% from 20-21 school year (7.7%).

According to the 21-22 Future Ready Index, Math proficiency for our Economically Disadvantaged subgroup (13.6%) decreased by 1.2% from 20-21 school year (14.8%).

Their level of reading comprehension and their lack of vocabulary affects their scores in Math.

Students are lacking foundational skills.

Student Groups by Race/Ethnicity (Hispanic) decreased in proficiency rate on the 20-21 PSSA in ELA, Math, and Science.

Strengths

achieved through annual typical growth of 78%.

In person instruction and group lessons allowed for connections with students to complete the required tasks set forth by the state.

21.7% of Students with Disabilities reached proficiency on the 20-21 ELA PSSA assessment, which is an increase of 10.2%, from the 19-20 PSSA ELA assessment (11.5%).

21.7% of Students with Disabilities reached proficiency on the 20-21 Math PSSA assessment, which is an increase of 11.3%, from the 19-20 PSSA Math assessment (10.4%).

27.3% of Students with Disabilities reached proficiency on the 20-21 Science PSSA assessment, which is an increase of 4.8%, from the 19-20 PSSA Science assessment (22.5%).

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

EP04: Identify and address individual student learning needs.

EP12: Implement an evidence-based system of schoolwide positive behavior interventions and supports.

According to the 2021-2022 Future Ready Index on the English

Challenges

No growth or a decrease of growth toward grade level goal from BOY to EOY was seen in kindergarten and second grades.

The SRI assessment itself presents a challenge for our students because it focuses on inferencing instead of comprehension or basic grade level skills.

With the state's new STEELS standards, there will be a shift in expectations - both cross-curricular and within programming.

Students enrolled in RVA created a challenge to complete the required tasks set forth by the state.

7.7% of English Learners reached proficiency on the 20-21 ELA PSSA assessment, which is a decrease of 20.0%, from the 19-20 PSSA ELA assessment (27.7%).

7.7% of English Learners reached proficiency on the 20-21 Math PSSA assessment, which is a decrease of 17.3%, from the 19-20 PSSA Math assessment (25%).

Due to low participation rate on the PSSA (Science) of English Learners, insufficient data was available resulting in no score given.

Students Considered Economically Disadvantaged decreased in proficiency rate on the 20-21 PSSA in ELA, Math, and Science.

Strengths

Language Growth & Attainment indicator, Millmont Elementary exceeded the state average (24.8%) with a score of 44.7%.

Grades 3 and 4 increased advanced/proficient students by 15% and decreased basic/below basic students by 15% using the SRI.

Additionally staffing has provided opportunities for increased SEL time among students.

iReady Diagnostic Growth for 4th grade was achieved through typical growth by 125% and an annual stretch growth of 71%.

Challenges

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

EP07: Collectively shape the vision for continuous improvement of teaching and learning.

According to the 21-22 Future Ready Index, Early Indicators of Success proficiency level (20.3%) decreased by 2.3% from 20-21 school year (22.6%).

Transiency among our students created a challenge to complete the required tasks set forth by the state.

Most Notable Observations/Patterns

According to focus group and survey data, staff feel administration works collaboratively with them to find solutions to problems with 88.2% reporting they receive useful feedback to improve their teaching and the support needed to make adjustments. 100% of staff feel leadership provides clear expectations and sets high standards for staff and students. 98% of parents feels school provides information and support to help their child and teachers set high expectations for learning.

Challenges

Discussion Point

Priority for Planning

Challenges	Discussion Point	Priority for Planning
According to the 21-22 Future Ready Index data, ELA proficiency achievement (20.2%) decreased by -.7% from the 20-21 (20.9%) school year.	Need to shift staff thinking about data use from simple compliance to a true commitment to improvement.	
According to the 21-22 Future Ready Index data, Math proficiency achievement (14.4%) decreased by -1.2% from the 20-21 (15.6%) school year.	Need to shift staff thinking about data use from simple compliance to a true commitment to improvement.	
According to the 21-22 Future Ready Index, ELA proficiency for our English Learner subgroup (0%) decreased by 7.7% from 20-21 school year (7.7%).	Need to shift staff thinking about data use from simple compliance to a true commitment to improvement.	
According to the 21-22 Future Ready Index, Math proficiency for our Economically Disadvantaged subgroup (13.6%) decreased by 1.2% from 20-21 school year (14.8%).	Need to shift staff thinking about data use from simple compliance to a true commitment to improvement.	
Their level of reading comprehension and their lack of vocabulary affects their scores in Math.	An increase of language of instruction through vertical alignment among grade levels will promote and foster further comprehension.	
Students are lacking foundational skills.	An increase of language of instruction through vertical alignment among grade levels will promote and foster further comprehension.	
Students enrolled in RVA created a challenge to complete the required tasks set forth by the state.	With in-person instruction, participation rate with increase for all area of PSSAs.	
EP07: Collectively shape the vision for continuous	We need to work collaboratively to achieve school-	✓

Challenges	Discussion Point	Priority for Planning
improvement of teaching and learning.	wide gains where improvement in one grade level builds improvement in the following grade levels.	
EP02 : Use systematic, collaborative planning processes to ensure instruction is coordinated, aligned, and evidence-based.	We need to have a systematic, collaborative process to ensure instruction is coordinated, aligned, and evidence based.	✓
No growth or a decrease of growth toward grade level goal from BOY to EOY was seen in kindergarten and second grades.	Need to shift staff thinking about data use from simple compliance to a true commitment to improvement.	
The SRI assessment itself presents a challenge for our students because it focuses on inferencing instead of comprehension or basic grade level skills.	An increase of language of instruction through vertical alignment among grade levels will promote and foster further comprehension.	
Student Groups by Race/Ethnicity (Hispanic) decreased in proficiency rate on the 20-21 PSSA in ELA, Math, and Science.	Need to shift staff thinking about data use from simple compliance to a true commitment to improvement.	
7.7% of English Learners reached proficiency on the 20-21 ELA PSSA assessment, which is a decrease of 20.0%, from the 19-20 PSSA ELA assessment (27.7%).	Need to shift staff thinking about data use from simple compliance to a true commitment to improvement.	
7.7% of English Learners reached proficiency on the 20-21 Math PSSA assessment, which is a decrease of 17.3%, from the 19-20 PSSA Math assessment (25%).	Need to shift staff thinking about data use from simple compliance to a true commitment to improvement.	
Due to low participation rate on the PSSA (Science) of	With in-person instruction, participation rate with	

Challenges	Discussion Point	Priority for Planning
English Learners, insufficient data was available resulting in no score given.	increase for all area of PSSAs.	
Students Considered Economically Disadvantaged decreased in proficiency rate on the 20-21 PSSA in ELA, Math, and Science.	Need to shift staff thinking about data use from simple compliance to a true commitment to improvement.	
With the state's new STEELS standards, there will be a shift in expectations - both cross-curricular and within programming.	Although there was growth made, we did not make the amount of growth required by the state for Science for the 2018-2019 SY.	
According to the 21-22 Future Ready Index, Early Indicators of Success proficiency level (20.3%) decreased by 2.3% from 20-21 school year (22.6%).		
Transiency among our students created a challenge to complete the required tasks set forth by the state.		

ADDENDUM B: ACTION PLAN

Action Plan: Job embedded professional development

Action Steps	Anticipated Start/Completion Date
Select implementation lead and team for this action plan	07/01/2023 - 06/30/2024
Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will use staff input to develop professional development opportunities that are relevant, continuous and connected to real life as evidenced by rubric and survey results. A calendar of PD topics/facilitators will be created and time will be provided to reflect and practice new learning.	Student achievement will increase as a result of feedback and reflection provided through Lesson Studies. Teachers will improve their instructional practices through new learning and collaboration surrounding data and learning walk observations.
Material/Resources/Supports Needed	PD Step
Action plan & SIP Team agreement	no

Action Steps	Anticipated Start/Completion Date
Implementation lead scheduled bi-weekly check-ins with implementation team to determine status of each action step, successes, and challenges to solve.	08/22/2023 - 09/29/2023
Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will use staff input to develop professional development opportunities that are relevant, continuous and connected to real life as evidenced by rubric and survey results. A calendar of PD topics/facilitators will be created and time will be provided to reflect and practice new learning.	Student achievement will increase as a result of feedback and reflection provided through Lesson Studies. Teachers will improve their instructional practices through new learning and collaboration surrounding data and learning walk observations.
Material/Resources/Supports Needed	PD Step
Bi-weekly monitoring template with action steps	no

Action Steps	Anticipated Start/Completion Date
Monthly implementation monitoring meetings will be scheduled and the calendar will be provided to SIP team members	08/22/2023 - 06/14/2024
Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will use staff input to develop professional development opportunities that are relevant, continuous and connected to real life as evidenced by rubric and survey results. A calendar of PD topics/facilitators will be created and time will be provided to reflect and practice new learning.	Student achievement will increase as a result of feedback and reflection provided through Lesson Studies. Teachers will improve their instructional practices through new learning and collaboration surrounding data and learning walk observations.
Material/Resources/Supports Needed	PD Step
SIP monthly meeting schedule with dates/time, rolling agenda, bi-weekly monitoring	no

Action Steps	Anticipated Start/Completion Date
SIP will meet to review plan, action steps, and discuss rollout to staff	07/01/2023 - 06/30/2024
Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will use staff input to develop professional development opportunities that are relevant, continuous and connected to real life as evidenced by rubric and survey results. A calendar of PD topics/facilitators will be created and time will be provided to reflect and practice new learning.	Student achievement will increase as a result of feedback and reflection provided through Lesson Studies. Teachers will improve their instructional practices through new learning and collaboration surrounding data and learning walk observations.
Material/Resources/Supports Needed	PD Step
Title I funds: 20 hours per employee at \$30/hr (SIP) plus benefits	no

Action Steps	Anticipated Start/Completion Date
PBIS team will meet to review procedures, establish monthly committee date/times, and establish needs for the building (e.g.: professional development, parent engagement, interventionists)	07/01/2023 - 06/30/2024
Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will use staff input to develop professional development opportunities that are relevant, continuous and connected to real life as evidenced by rubric and survey results. A calendar of PD topics/facilitators will be created and time will be provided to reflect and practice new learning.	Student achievement will increase as a result of feedback and reflection provided through Lesson Studies. Teachers will improve their instructional practices through new learning and collaboration surrounding data and learning walk observations.
Material/Resources/Supports Needed	PD Step
Title I funds: 20 hours per employee at \$30/hr (PBIS) plus benefits **to include interventionists, mentor program, family engagement	no

Action Steps	Anticipated Start/Completion Date
Create a survey using Google Form to assist team collaboration/professional development needs	07/01/2023 - 06/30/2024
Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will use staff input to develop professional development opportunities that are relevant, continuous and connected to real life as evidenced by rubric and survey results. A calendar of PD topics/facilitators will be created and time will be provided to reflect and practice new learning.	Student achievement will increase as a result of feedback and reflection provided through Lesson Studies. Teachers will improve their instructional practices through new learning and collaboration surrounding data and learning walk observations.
Material/Resources/Supports Needed	PD Step
Google Form survey	no

Action Steps	Anticipated Start/Completion Date
Develop a rubric to use to evaluate effectiveness of professional development- this will be provided to staff to complete after each PD session throughout the school year	07/01/2023 - 06/30/2024
Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will use staff input to develop professional development opportunities that are relevant, continuous and connected to real life as evidenced by rubric and survey results. A calendar of PD topics/facilitators will be created and time will be provided to reflect and practice new learning.	Student achievement will increase as a result of feedback and reflection provided through Lesson Studies. Teachers will improve their instructional practices through new learning and collaboration surrounding data and learning walk observations.
Material/Resources/Supports Needed	PD Step
Professional development evaluation tool	no

Action Steps	Anticipated Start/Completion Date
Research and create a rollout of implementation of lesson studies (e.g.: teacher created lessons, peer observations, feedback, strengths/challenges)	07/01/2023 - 06/30/2024
Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will use staff input to develop professional development opportunities that are relevant, continuous and connected to real life as evidenced by rubric and survey results. A calendar of PD topics/facilitators will be created and time will be provided to reflect and practice new learning.	Student achievement will increase as a result of feedback and reflection provided through Lesson Studies. Teachers will improve their instructional practices through new learning and collaboration surrounding data and learning walk observations.
Material/Resources/Supports Needed	PD Step
Professional development evaluation tool	no

Action Steps**Anticipated Start/Completion Date**

Establish a team to review survey results, including identifying PD topics (grade level, cross grade level, and school-wide), facilitators, and time required

07/01/2023 - 06/30/2024

Monitoring/Evaluation**Anticipated Output**

Bi-weekly monitoring template will be used. Administrators will use staff input to develop professional development opportunities that are relevant, continuous and connected to real life as evidenced by rubric and survey results. A calendar of PD topics/facilitators will be created and time will be provided to reflect and practice new learning.

Student achievement will increase as a result of feedback and reflection provided through Lesson Studies. Teachers will improve their instructional practices through new learning and collaboration surrounding data and learning walk observations.

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

N/A

no

Action Steps	Anticipated Start/Completion Date
SIP team will share the 2023-2024 School Improvement Plan with all stakeholders.	08/01/2023 - 09/30/2023
Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will use staff input to develop professional development opportunities that are relevant, continuous and connected to real life as evidenced by rubric and survey results. A calendar of PD topics/facilitators will be created and time will be provided to reflect and practice new learning.	Student achievement will increase as a result of feedback and reflection provided through Lesson Studies. Teachers will improve their instructional practices through new learning and collaboration surrounding data and learning walk observations.
Material/Resources/Supports Needed	PD Step
Administration, SIP Team	no

Action Steps	Anticipated Start/Completion Date
SIP team creates a one page document with SIP priorities to share with families (e.g.: SIP - At A Glance)	08/01/2023 - 10/30/2023
Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will use staff input to develop professional development opportunities that are relevant, continuous and connected to real life as evidenced by rubric and survey results. A calendar of PD topics/facilitators will be created and time will be provided to reflect and practice new learning.	Student achievement will increase as a result of feedback and reflection provided through Lesson Studies. Teachers will improve their instructional practices through new learning and collaboration surrounding data and learning walk observations.
Material/Resources/Supports Needed	PD Step
Completed one-page document for families with translation	no

Action Steps	Anticipated Start/Completion Date
Based on survey results, determine professional development topics and select dates. Focus on PD that is relevant, continuous and connected to real life	07/01/2023 - 06/30/2024
Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will use staff input to develop professional development opportunities that are relevant, continuous and connected to real life as evidenced by rubric and survey results. A calendar of PD topics/facilitators will be created and time will be provided to reflect and practice new learning.	Student achievement will increase as a result of feedback and reflection provided through Lesson Studies. Teachers will improve their instructional practices through new learning and collaboration surrounding data and learning walk observations.
Material/Resources/Supports Needed	PD Step
Survey results, PD calendar	no

Action Steps**Anticipated Start/Completion Date**

Establish protocols and schedule for learning walks, including a checklist/QR code

07/01/2023 - 09/30/2023

Monitoring/Evaluation**Anticipated Output**

Bi-weekly monitoring template will be used. Administrators will use staff input to develop professional development opportunities that are relevant, continuous and connected to real life as evidenced by rubric and survey results. A calendar of PD topics/facilitators will be created and time will be provided to reflect and practice new learning.

Student achievement will increase as a result of feedback and reflection provided through Lesson Studies. Teachers will improve their instructional practices through new learning and collaboration surrounding data and learning walk observations.

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

Checklist/QR codes

no

Action Steps	Anticipated Start/Completion Date
PD provided to staff on RSD's Instructional Framework and walkthrough expectations	08/21/2023 - 10/30/2023
Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will use staff input to develop professional development opportunities that are relevant, continuous and connected to real life as evidenced by rubric and survey results. A calendar of PD topics/facilitators will be created and time will be provided to reflect and practice new learning.	Student achievement will increase as a result of feedback and reflection provided through Lesson Studies. Teachers will improve their instructional practices through new learning and collaboration surrounding data and learning walk observations.
Material/Resources/Supports Needed	PD Step
IF material and presentation items	no

Action Steps	Anticipated Start/Completion Date
Plan monthly family events - determine themes, academic focus, leader for activity, etc.	08/21/2023 - 06/14/2024
Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will use staff input to develop professional development opportunities that are relevant, continuous and connected to real life as evidenced by rubric and survey results. A calendar of PD topics/facilitators will be created and time will be provided to reflect and practice new learning.	Student achievement will increase as a result of feedback and reflection provided through Lesson Studies. Teachers will improve their instructional practices through new learning and collaboration surrounding data and learning walk observations.
Material/Resources/Supports Needed	PD Step
Title I funds: 20 hours per employee at \$30/hr plus benefits Materials/supplies: varies based on activity	yes

Action Steps	Anticipated Start/Completion Date
PBIS professional development to ensure staff understanding of referral process, data collection, plan implementation, incentives, and supports	08/21/2023 - 06/14/2024
Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will use staff input to develop professional development opportunities that are relevant, continuous and connected to real life as evidenced by rubric and survey results. A calendar of PD topics/facilitators will be created and time will be provided to reflect and practice new learning.	Student achievement will increase as a result of feedback and reflection provided through Lesson Studies. Teachers will improve their instructional practices through new learning and collaboration surrounding data and learning walk observations.
Material/Resources/Supports Needed	PD Step
PBIS assemblies, trips, transportation, and incentive materials	yes

Action Steps**Anticipated Start/Completion Date**

Administration will meet with committee leaders monthly to discuss progress, concerns, and make necessary changes.

08/21/2023 - 06/14/2024

Monitoring/Evaluation**Anticipated Output**

Bi-weekly monitoring template will be used. Administrators will use staff input to develop professional development opportunities that are relevant, continuous and connected to real life as evidenced by rubric and survey results. A calendar of PD topics/facilitators will be created and time will be provided to reflect and practice new learning.

Student achievement will increase as a result of feedback and reflection provided through Lesson Studies. Teachers will improve their instructional practices through new learning and collaboration surrounding data and learning walk observations.

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

no

Action Steps**Anticipated Start/Completion Date**

Reflection time and discussion included in grade level/common planning time to determine what is working and providing challenges.

08/21/2023 - 06/14/2024

Monitoring/Evaluation**Anticipated Output**

Bi-weekly monitoring template will be used. Administrators will use staff input to develop professional development opportunities that are relevant, continuous and connected to real life as evidenced by rubric and survey results. A calendar of PD topics/facilitators will be created and time will be provided to reflect and practice new learning.

Student achievement will increase as a result of feedback and reflection provided through Lesson Studies. Teachers will improve their instructional practices through new learning and collaboration surrounding data and learning walk observations.

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

no

Action Steps**Anticipated Start/Completion Date**

Opportunities for learning walks/peer observations will be provided within the grade level - a minimum of ONE time per semester with time allotted for teachers to collaboratively discuss their take-aways.

10/01/2023 - 06/14/2024

Monitoring/Evaluation**Anticipated Output**

Bi-weekly monitoring template will be used. Administrators will use staff input to develop professional development opportunities that are relevant, continuous and connected to real life as evidenced by rubric and survey results. A calendar of PD topics/facilitators will be created and time will be provided to reflect and practice new learning.

Student achievement will increase as a result of feedback and reflection provided through Lesson Studies. Teachers will improve their instructional practices through new learning and collaboration surrounding data and learning walk observations.

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

QR code, feedback document

no

Action Steps	Anticipated Start/Completion Date
<p>Revisit staff survey needs and evaluate professional development thus far - and how has it been put into practice. Make revisions, as need.</p>	<p>01/02/2024 - 01/31/2024</p>
Monitoring/Evaluation	Anticipated Output
<p>Bi-weekly monitoring template will be used. Administrators will use staff input to develop professional development opportunities that are relevant, continuous and connected to real life as evidenced by rubric and survey results. A calendar of PD topics/facilitators will be created and time will be provided to reflect and practice new learning.</p>	<p>Student achievement will increase as a result of feedback and reflection provided through Lesson Studies. Teachers will improve their instructional practices through new learning and collaboration surrounding data and learning walk observations.</p>
Material/Resources/Supports Needed	PD Step
	no

Action Steps**Anticipated Start/Completion Date**

Check on use of Lesson Study and effectiveness.

01/02/2024 - 01/31/2024

Monitoring/Evaluation**Anticipated Output**

Bi-weekly monitoring template will be used. Administrators will use staff input to develop professional development opportunities that are relevant, continuous and connected to real life as evidenced by rubric and survey results. A calendar of PD topics/facilitators will be created and time will be provided to reflect and practice new learning.

Student achievement will increase as a result of feedback and reflection provided through Lesson Studies. Teachers will improve their instructional practices through new learning and collaboration surrounding data and learning walk observations.

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

no

Action Steps	Anticipated Start/Completion Date
Review professional development rubric and create a communication to staff including strengths, challenges, and next steps.	05/01/2024 - 06/14/2024

Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will use staff input to develop professional development opportunities that are relevant, continuous and connected to real life as evidenced by rubric and survey results. A calendar of PD topics/facilitators will be created and time will be provided to reflect and practice new learning.	Student achievement will increase as a result of feedback and reflection provided through Lesson Studies. Teachers will improve their instructional practices through new learning and collaboration surrounding data and learning walk observations.

Material/Resources/Supports Needed	PD Step
	no

Action Plan: Engage Instructional Teams in developing standards- aligned units of instruction.

Action Steps	Anticipated Start/Completion Date
Select implementation lead and team for this action plan	07/01/2023 - 06/30/2024
Monitoring/Evaluation	Anticipated Output
<p>Bi-weekly monitoring template will be used.</p> <p>Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.</p>	<p>Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.</p>
Material/Resources/Supports Needed	PD Step
Action plan & SIP Team agreement	no

Action Steps	Anticipated Start/Completion Date
Implementation lead scheduled bi-weekly check-ins with implementation team to determine status of each action step, successes, and challenges to solve.	08/22/2023 - 09/30/2023
Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.	Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.
Material/Resources/Supports Needed	PD Step
Bi-weekly monitoring template with action steps	no

Action Steps	Anticipated Start/Completion Date
Monthly implementation monitoring meetings will be scheduled and the calendar will be provided to SIP team members.	08/22/2023 - 09/30/2023
Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.	Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.
Material/Resources/Supports Needed	PD Step
SIP monthly meeting schedule with dates/time, rolling agenda, bi-weekly monitoring	no

Action Steps	Anticipated Start/Completion Date
Build schedule to allow collaboration within grade levels, both vertical and horizontal, with specific dates to focus on ELA, math, science, and social studies.	07/01/2023 - 09/15/2023
Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.	Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.
Material/Resources/Supports Needed	PD Step
Completed master schedule	no

Action Steps	Anticipated Start/Completion Date
Create a schedule per grade level that will allow support teachers (e.g.: special education, ESL, reading specialist) to attend a minimum of 1x per month.	07/01/2023 - 09/15/2023
Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.	Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.
Material/Resources/Supports Needed	PD Step
Completed master schedule	no

Action Steps**Anticipated Start/Completion Date**

Establish meeting protocols to ensure each team member is actively participating in discussion (e.g.: norms, round robin).

07/01/2023 - 09/30/2023

Monitoring/Evaluation**Anticipated Output**

Bi-weekly monitoring template will be used. Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.

Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.

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

no

Action Steps	Anticipated Start/Completion Date
Implementation of vertical teams to discuss standards, expectations, and plan lessons.	08/22/2023 - 06/14/2024
Monitoring/Evaluation	Anticipated Output
<p>Bi-weekly monitoring template will be used.</p> <p>Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.</p>	<p>Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.</p>
Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Clear expectations for all staff and students to be shared and checked for understanding.	08/22/2023 - 09/30/2023
Monitoring/Evaluation	Anticipated Output
<p>Bi-weekly monitoring template will be used.</p> <p>Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.</p>	<p>Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.</p>
Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Professional development on data – what reports to use, how to run reports, establishing appropriate timeline, and how to use data to inform instructional practices.	08/22/2023 - 10/31/2023
Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.	Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.
Material/Resources/Supports Needed	PD Step
Title I Funds: Reading Specialist Salary/Benefits =	yes

Action Steps	Anticipated Start/Completion Date
<p>During grade level meetings, teachers come prepared to share success and challenges with the implementation of a strategy. The team will discuss and provide feedback, as needed.</p>	<p>08/22/2023 - 06/14/2024</p>
Monitoring/Evaluation	Anticipated Output
<p>Bi-weekly monitoring template will be used. Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.</p>	<p>Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.</p>
Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Specifically designed instruction professional development to increase understanding of implementation in the general education setting to address individual needs.	08/22/2023 - 11/30/2023
Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.	Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.
Material/Resources/Supports Needed	PD Step
IEP samples	yes

Action Steps**Anticipated Start/Completion Date**

Baseline data for math and reading: iReady, Acadience, SRI

08/28/2023 - 10/31/2023

Monitoring/Evaluation**Anticipated Output**

Bi-weekly monitoring template will be used. Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.

Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.

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

Acadience, iReady, HMH assessments

no

Action Steps	Anticipated Start/Completion Date
Review data and collaborate to form small groups for intervention time.	08/22/2023 - 10/31/2023
Monitoring/Evaluation	Anticipated Output
<p>Bi-weekly monitoring template will be used.</p> <p>Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.</p>	<p>Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.</p>
Material/Resources/Supports Needed	PD Step
	no

Action Steps**Anticipated Start/Completion Date**

Review curriculum and identify gaps across grade levels – brainstorm how to fill gaps

08/22/2023 - 01/05/2024

Monitoring/Evaluation**Anticipated Output**

Bi-weekly monitoring template will be used. Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.

Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.

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

no

Action Steps	Anticipated Start/Completion Date
Revisit schedule to iron out scheduling conflicts to ensure that inclusion practices are occurring with fidelity.	08/22/2023 - 11/01/2023
Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.	Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.
Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Develop grade level priorities and share via GoogleDoc (or other platform) to target expectations and build common language across grade levels.	08/22/2023 - 01/05/2024
Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.	Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.
Material/Resources/Supports Needed	PD Step
Shared document that can be updated, as needed	no

Action Steps	Anticipated Start/Completion Date
Working collaboratively, explore scaffolding and differentiated techniques, ideas for math to share with staff and families.	11/01/2023 - 03/31/2024
Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.	Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.
Material/Resources/Supports Needed	PD Step
Shared document and/or videos and resources for families	no

Action Steps	Anticipated Start/Completion Date
Check and connect about iReady Math - questions/concerns/successes	11/01/2023 - 12/31/2023
Monitoring/Evaluation	Anticipated Output
<p>Bi-weekly monitoring template will be used.</p> <p>Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.</p>	<p>Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.</p>
Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
MOY progress monitoring for math and readin: iReady, Acadience, SRI	01/02/2024 - 03/01/2024
Monitoring/Evaluation	Anticipated Output
<p>Bi-weekly monitoring template will be used.</p> <p>Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.</p>	<p>Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.</p>
Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Mid year check on the MTSS process identifying strengths and challenges	01/02/2024 - 03/01/2024
Monitoring/Evaluation	Anticipated Output
<p>Bi-weekly monitoring template will be used.</p> <p>Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.</p>	<p>Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.</p>
Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Mid year check on PBIS process identifying strengths and challenges	01/02/2024 - 03/01/2024
Monitoring/Evaluation	Anticipated Output
<p>Bi-weekly monitoring template will be used.</p> <p>Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.</p>	<p>Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.</p>
Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Complete a mid year data analysis between BOY and MOY identifying trends, gaps, and instructional changes required.	01/31/2024 - 03/01/2024

Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.	Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.

Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
EOY progress monitoring for math and reading: iReady, Acadience, SRI	04/01/2024 - 06/14/2024
Monitoring/Evaluation	Anticipated Output
<p>Bi-weekly monitoring template will be used.</p> <p>Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.</p>	<p>Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.</p>
Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Evaluate the impact of additional collaboration and instructional strategies through data gathered from walkthroughs and group discussions.	04/30/2024 - 06/14/2024
Monitoring/Evaluation	Anticipated Output
Bi-weekly monitoring template will be used. Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.	Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.
Material/Resources/Supports Needed	PD Step
Data will be used to develop PD for 2024-2025SY	no

Action Steps	Anticipated Start/Completion Date
Complete and share with teachers the BOY, MOY, and EOY data analysis and report trends	05/01/2024 - 06/14/2024
Monitoring/Evaluation	Anticipated Output
<p>Bi-weekly monitoring template will be used.</p> <p>Administrators will attend grade level and committee meetings to ensure priority focus is identified and data is used for instructional adjustments. Formalized meeting process will be in place and communication established. Shared documents will be created and checked for understanding.</p>	<p>Students achievement will increase in the areas of Math and ELA as a result. With an increased focus and understanding of data and its use, teacher collaboration will be deeper and objective to truly inform instructional practices. Establishing common language and understanding grade level expectations will assist in building capacity for students and teachers.</p>
Material/Resources/Supports Needed	PD Step
	no

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Based upon a Likert Scale, the effectiveness of the professional development opportunities will be assessed quarterly to identify additional needs in the specific components of the program. Staff members will increase learned instructional strategies by four occurrences as evidenced in lesson plans and walkthrough data. (Professional Development)	Job embedded professional development	Plan monthly family events - determine themes, academic focus, leader for activity, etc.	08/21/2023 - 06/14/2024
Based upon a Likert Scale, the effectiveness of the professional development opportunities will be assessed quarterly to identify additional needs in the specific components of the program. Staff members will increase learned instructional strategies by four occurrences as evidenced in lesson plans and walkthrough data. (Professional Development)	Job embedded professional development	PBIS professional development to ensure staff understanding of referral process, data collection, plan implementation, incentives, and supports	08/21/2023 - 06/14/2024
Annual Goal: 80% of students will show improved placement on their iReady math assessment. (Math)	Engage Instructional	Professional development on	08/22/2023 -

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
70% of students will meet or exceed their growth goal on the Acadience reading assessment. (ELA)	Teams in developing standards-aligned units of instruction.	data – what reports to use, how to run reports, establishing appropriate timeline, and how to use data to inform instructional practices.	10/31/2023
Annual Goal: 80% of students will show improved placement on their iReady math assessment. (Math)	Engage Instructional Teams in developing standards-aligned units of instruction.	Specifically designed instruction professional development to increase understanding of implementation in the general education setting to address individual needs.	08/22/2023 - 11/30/2023
70% of students will meet or exceed their growth goal on the Acadience reading assessment. (ELA)			

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Lesson Studies	Teachers, Specialists	Increase understanding of wat a lesson study is, different components, use, benefits and intended implementation
Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Implementation of lesson study had increased professional dialogue among staff and improved instructional practices.	08/22/2023 - 10/31/2023	Administration
Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:	

Professional Development Step	Audience	Topics of Prof. Dev
PBIS	Teachers, Specialists	Ensure staff understanding of referral, data collection, plan implementation, incentive and supports

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Use of PBIS referrals and plans - decrease in student discipline referrals	08/22/2023 - 12/01/2023	PBIS Team

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 Literacy	Teachers, Specialists	What reports to use, how to run reports, establishing appropriate timelines, and how to use data to inform instruction.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Teacher running reports and lesson plans reflecting individual supports and revisions to instruction based on data.	08/22/2023 - 10/31/2023	Reading Specialist

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

Professional Development Step	Audience	Topics of Prof. Dev
ELL	Teachers, Specialists	Implementation of appropriate supports within classroom for ELLs

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Implementation of appropriate supports within classroom for ELLs	09/01/2023 - 12/01/2023	ESL Staff

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

Professional Development Step	Audience	Topics of Prof. Dev
Special Education	Teachers, Specialists	Increase understanding of implementation in the general education setting to address individual student needs.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Success of inclusion practices for special education students.	08/22/2023 - 11/30/2023	Special Education Staff

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
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