

**NORTHWEST MS**

1000 N Front St

ATSI Title 1 School Plan | 2023 - 2024

---

**VISION FOR LEARNING**

Northwest Middle School promotes a school culture that empowers students and teachers to achieve high growth in academics and community building. This will be achieved through professional learning communities which strive to create well-rounded citizens who are exposed to a rigorous curriculum and marketable life skills.

## STEERING COMMITTEE

Name	Position	Building/Group
Joel Brigel	Principal/Administrator	Northwest Middle School
Billie Jo Grohol	Education Specialist	Northwest Middle School
Kimberly Cannon	ESL/Staff Member	Northwest Middle School
Ashley Fry	Teacher	Northwest Middle School
Ryan Manbeck	Math Teacher	Northwest Middle School
Joseph Okonski	Science Teacher/Staff Member	Northwest Middle School
Luis Estrada	Special Ed Lead Teacher/Staff Member	Northwest Middle School
Wanda Crespo	District Level Leaders	Reading School District
Maritza Huertas	Community Member	Glad Tidings Church
Joelia Welmaker	Parent	Northwest Middle School
Tamara Smith	Principal	Northwest Middle School
Elizabeth Reach	Teacher	Northwest Middle School
Lora Gass	Teacher	Northwest Middle School

Name	Position	Building/Group
Jennifer Murray	Chief School Administrator	Reading School District
Shannon Darlington	Teacher	Northwest Middle School
Colleen Werner	Teacher	Northwest Middle School
Christina Zvorsky	Education Specialist	Northwest Middle School
Leyda Ortiz	Teacher	Northwest Middle School
Elizabeth Gardner	Education Specialist	Northwest Middle School
Amanda Wargo	Education Specialist	Northwest Middle School
Caitlin Weniger	Education Specialist	Northwest Middle School
Taylor Graham	Principal	Northwest Middle School

# ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
If we develop a shared ownership for implementing the system for school-wide positive behavior interventions and supports, then staff will hold each other accountable for consistently implementing the system, and students will report a safe and positive school environment.	Essential Practices 3: Provide Student-Centered Support Systems
If we provide students the opportunity for connection and meaningful involvement then their sense of belonging will be increased.	Essential Practices 3: Provide Student-Centered Support Systems
If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.	Essential Practices 1: Focus on Continuous Improvement of Instruction

# ACTION PLAN AND STEPS

Evidence-based Strategy	
Restorative Practices	
Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)

Restorative practices	60% of students will report a sense of belonging by June 2024 as measured by a 3 question survey completed quarterly.
-----------------------	---

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Introduction to Restorative Practices PD	2023-08-01 - 2023-08-31	Summer hours, restorative practice books, team building among faculty/staff Material	Restorative Practices Facilitator, (RPF) Social Workers (SW), School Counselor(SC), Summer Hours
Written protocols for disciplinary and RPF (referral, assigning to restorative interventions, schedules, tracking/follow up)	2023-07-01 - 2023-08-31	Restorative Practices Facilitator, Social Workers, School Counselor	Summer Hours / Canva or similar design software, multiple copies of written protocols.
Create a RP space separate from TPC	2023-07-01 - 2023-08-31	Principal, Assistant Principal, Instructional Supervisor	Room/Space, furniture (round table, comfortable chairs), social emotional resources and materials, alternative lighting, alternative floor covering (rug).
Monthly data meeting to review data and adjust interventions - disaggregating data for ELL and Students with Disabilities sub groups.	2023-10-01 - 2024-06-30	Assistant Principal, Instructional Supervisor, Restorative Practices Facilitator	Restorative Practices book, summer hours, after school hours
Send information home to parents about	2023-09-01 -	Restorative Practices	Family handouts on restorative practice

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Restorative Practices	2023-09-30	Facilitator, Social Worker	implementation.
Create teacher toolkit (prompts, language, learning opportunities)	2023-07-01 - 2024-06-30	Restorative Practices Facilitator, Social Worker, School Improvement Team Committee	After school hours, Social Emotional activities, resources, materials, Restorative Practices conversation cards.
Opportunity for teachers to engage in a Restorative Circle	2023-10-01 - 2023-11-30	Restorative Practices Facilitator, Social Workers	Time set aside for teachers to participate
De-escalation PD	2023-08-01 - 2023-08-31	IU Team	Materials and Resources for faculty, training provided by BCIU
Create De-Escalation Flowchart	2023-08-01 - 2023-09-30	IU Team	Materials and Resources for faculty
Team meetings to reflect on RP implementation, monthly	2023-09-01 - 2024-06-30	Principal, Team Leaders	SIP funding for meetings
Create visuals for classrooms with RP language	2023-08-01 - 2023-08-31	IU team	Posters and other visual materials encouraging Restorative Practices Language, Canva or other design program
Arrange restorative meetings between teachers and students as needed, monthly	2023-08-15 - 2024-06-30	Restorative Practices Facilitator, Social	Restorative Practices Facilitator, meeting space

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
		Workers	
Incorporate Student Services Team in reinstatement meetings, monthly	2023-08-15 - 2024-06-30	Student Services Team	N/A
Restorative Practices PD for new staff	2024-01-18 - 2024-01-31	Restorative Practices Facilitator, Social Workers	Training materials, books, teacher toolkit
Restorative Practices Check-in Meetings	2024-01-01 - 2024-01-31	Restorative Practices Facilitator, Social Workers	N/A
Monthly team leader SIP meetings	2023-09-01 - 2024-06-30	Principal, Assistant Principal, Instructional Supervisor, Intervention Specialist	SIP funding for afterschool meetings
Utilize In Mind Supports	2023-08-21 - 2024-06-30	Restorative Practices Facilitator, Social Worker	In Mind Resources, Social Workers, Restorative Practices Facilitator, Instructional supervisor
Biweekly meetings to collect, analyze and evaluate data for SIP Plan Evaluation	2023-08-21 - 2024-06-30	Principal	SIP funds, data from team meetings, other data sources as identified, IU support
<b>Anticipated Outcome</b>			

If we provide students the opportunity for connection and meaningful involvement then their sense of belonging will be increased

### Monitoring/Evaluation

Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.

### Evidence-based Strategy

Using Student Data to Support Instructional Decision Making

### Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)		
Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Select implementation lead and team for this action plan.	2023-07-01 - 2023-07-31	Principal	N/A
Create instructional Calendar for 2023 -2024 School Year	2023-07-01 - 2023-08-31	Data and Assessment Committee team lead	District Calendar, Summer Hours / Canva or similar design
Identify sources for data collection to use to support	2023-08-01 -	Data and	District resources, summer hours, Intervention

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
instructional decision making	2023-08-31	Assessment Committee team lead	specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal
Create Norms for Academic/Data Team meetings throughout the year	2023-07-01 - 2023-08-21	Data and Assessment Committee team lead	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Canva or similar design software
Develop protocols for analyzing student data to drive instruction	2023-07-01 - 2023-08-21	Data and Assessment Committee team lead	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Canva or similar design software.
Identify Data teams to analyze student data to drive instruction	2023-07-01 - 2023-08-31	Data and Assessment Committee team lead	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Canva or similar design software.
Create Data team meeting agenda template	2023-07-01 - 2023-08-21	Data and Assessment Committee team lead	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Canva or similar design software.
Create Data team meeting minute template	2023-07-01 - 2023-08-21	Data and Assessment Committee	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Canva or similar

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
		team lead	design software.
Create and deliver Professional Development on data analysis and implementation to inform instruction.	2023-07-01 - 2023-08-31	Data and Assessment Committee team lead/ Instructional Supervisor	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, BCIU, Books, summer hours, VYond or other presentation software.
Share protocols for analyzing student data to drive instruction, norms for data team meetings, agenda template and meeting minutes templates for data team meetings	2023-08-21 - 2023-08-31	Data and Assessment Committee team lead	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, BCIU, Books, summer hours, VYond or other presentation software.
Data summit to review Benchmark Data after each benchmark administration. (September, January, May)	2023-08-21 - 2024-06-30	Data and Assessment Committee team lead	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Benchmark data from district/building benchmark assessments
Weekly Data teams meetings to analyze data and plan instruction. Submit Agenda and Minutes to Administration following meetings.	2023-08-21 - 2024-06-30	Data and Assessment Committee team lead/ Grade level Content Team leads	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, agenda, meeting minutes, data from common assessments, data collection tool from common assessments.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Analyze Data team meeting agendas and notes monthly, mid year and End of Year Evaluation	2023-09-01 - 2024-06-30	Data and Assessment Committee team lead	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, data team meeting agendas, data team meeting minutes
Create and deliver Professional Development on Formative Assessment to enable data teams to analyze student data and plan instruction	2023-07-01 - 2023-08-31	Data and Assessment Committee team lead/ Instructional Supervisor	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, BCIU, Books identified by SIP committee, summer hours, VYond or other presentation software.
Develop needs survey for peer support of Formative Assessment	2023-07-01 - 2023-08-21	Data and Assessment Committee team lead	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Canva or similar design software.
Administer survey for peer support of Formative Assessment	2023-08-21 - 2023-07-31	Data and Assessment Committee team lead	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Survey for peer support of Formative Assessment
Analyze data from survey for peer support of Formative Assessment	2023-08-21 - 2023-09-30	Data and Assessment Committee team lead	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Data from survey for peer support of Formative Assessment

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Create and share plan for peer support of Formative Assessment	2023-09-30 - 2023-10-31	Data and Assessment Committee team lead	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Canva or similar design software.
Create and share request form for peer support of Formative Assessment	2023-09-30 - 2023-10-31	Data and Assessment Committee team lead	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Canva or similar design software.
Evaluate peer support plan Middle of Year and end of year	2024-01-01 - 2024-06-30	Data and Assessment Committee team lead	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Canva or similar design software, data from mid year and end of year peer support survey for Formative Assessment
Create and Deliver Professional development to support Goal setting, academic conversations and student ownership of formative assessment	2023-08-01 - 2024-06-30	Data and Assessment Committee team lead	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, BCIU, Books identified for use by SIP team, summer hours, VYond or other presentation software.
Review student handbook and goal setting pages with teachers and staff	2023-08-21 - 2023-08-31	Data and Assessment Committee	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Student Handbook/

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
		team lead	Agenda
Create template for Walkthroughs to monitor use of Formative Assessment in classrooms	2023-07-01 - 2023-08-21	Data and Assessment Committee team lead	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Canva or similar design software.
Monitor Formative Assessment use in classrooms using data collection tool/ walkthrough template	2023-08-21 - 2024-06-30	Data and Assessment Committee team lead/ Instructional Supervisor	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Template for Walkthrough to monitor use of Formative Assessment in the classroom
Create a form to report data from Walkthroughs to monitor use of Formative Assessment in classrooms.	2023-07-01 - 2023-08-21	Data and Assessment Committee team lead	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Canva or similar design software
Conduct monthly administrative/peer walkthroughs to monitor use of Formative Assessment in classrooms	2023-08-21 - 2024-06-09	Data and Assessment Committee team lead	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Walkthrough template for Formative Assessment use in the classroom.
Review Walkthrough data during monthly SIP Data Team meeting	2023-09-01 - 2024-06-09	Data and Assessment Committee	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Data from administrative and peer

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
		team lead	walkthroughs for use of Formative Assessment in the Classroom
Create a monthly report for the walkthrough data for Formative Assessment use in classrooms	2023-08-31 - 2024-06-30	Data and Assessment Committee team lead	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Canva or similar design software.
Provide monthly report to all staff on walkthrough data for Formative Assessment use in classrooms	2023-09-01 - 2024-05-31	Data and Assessment Committee team lead	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Data from administrative and peer walkthroughs for use of Formative Assessment in the Classroom, form to report data to staff.
Conduct End of year needs survey for Formative Assessment	2024-05-01 - 2024-05-31	Data and Assessment Committee team lead	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Needs survey for Formative Assessment
Analyze data from End of Year needs survey for Formative Assessment	2024-05-31 - 2024-06-07	Data and Assessment Committee team lead	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, data from the end of year needs survey for Formative Assessment
Assess the use of Formative Assessment use in classrooms	2024-05-31 - 2024-06-07	Data and Assessment	Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal,

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
		Committee team lead	Principal, Summer Hours, Data from administrative and peer walkthroughs for use of Formative Assessment in the Classroom, monthly reports to staff on use of Formative Assessment in Classrooms
Monthly team leader SIP meetings	2023-09-01 - 2024-06-30	Principal, Assistant Principal, Instructional Supervisor, Intervention Specialist	SIP funding for afterschool meetings
Each instructional team will utilize two extra curricular field trips/ experiences and complete one service project to enhance student understanding of the world around them and tie classroom experiences to the real world "Outside the Castle Walls"	2023-08-21 - 2024-06-07	Principal, team leads	Funding for transportation, site admission, expert visits, materials for completing service projects, Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, support staff for chaperones,
Administer common assessments appropriate for content and grade level, collect and analyze data from all assessments to improve instruction.	-	Data and Assessment Committee team lead	Assessment materials and supplies, collection tools, local, state, benchmark assessments, RSD pacing guide and curriculums for each content and grade level.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Biweekly meetings to collect, analyze and evaluate data for SIP Plan Evaluation	2023-08-21 - 2024-06-30	Principal	Data from team meetings, data to evaluate program, other data as identified in process to be able to evaluate the SIP plan, IU support, SIP funding for meeting time

Anticipated Outcome
If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.

Monitoring/Evaluation
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.

Evidence-based Strategy
Positive Behavioral Supports and Interventions

Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)
PBIS Goal	By June 2024, there will be a decrease in the referrals for disrespect and fighting of all students by 4% over the June 2023 data.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Select Implementation team lead	2023-07-01 - 2023-08-21	Principal	N/A
Implementation lead schedules bi-weekly check-ins with the implementation team to determine status of each action step, successes and challenges to solve.	2023-07-01 - 2023-08-21	PBIS Committee Lead	Summer Hours / Canva or similar design templates / Printing access/ Restorative Practices Facilitator
Outline quarterly "Focus Behaviors" Calendar to teach and reteach PBIS expectations on a schoolwide level	2023-07-01 - 2023-08-21	Ashley Fry / Joe Okonski - PBIS Subcommittee	Summer Committee Hours Video or Google Slides design templates Sharing Platform. Restorative Practices Facilitator
Create a quarterly school store schedule and select staff members to facilitate the store hours	2023-08-01 - 2023-08-31	Aaron Thompson / Jonathan Deem - PBIS Subcommittee	Committee Members to facilitate school store. Weekly paid hours for staff. Funding and Supplies for store, popcorn, drinks, etc.
Create a schedule for drawing monthly raffle prizes - to be completed on the last Friday of each month.	-	PBIS Committee Lead	Monthly Prizes Raffle boxes tickets, funding to purchase prizes
Team leaders calculate and submit the percentage of students from their team that were eligible for the PBIS incentive using the	-	PBIS Committee	Organize a meeting schedule Data tracking templates

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
PBIS point tracking system. Data submitted to PBIS Committee Lead by the last day of each month.		Lead	
PBIS Committee delivers professional development to all NWMS staff outlining the staff expectations for the PBIS tiered supports, including data tracking systems, school-wide expectations to be used in classrooms & common areas	2023-08-21 - 2023-08-25	PBIS Committee Lead	Presentation to staff during August PD, Assistant Principal, Instructional Supervisor, Restorative Practices Facilitator, Reading Specialist, Intervention Specialist.
Explicitly Teach PBIS #RSDProud building expectations, point tracking system, and positive interventions to all students during weeks one and two of the 2023-2024 school year during Homeroom/Advisory.	2023-08-28 - 2023-08-11	PBIS Committee Lead	Design templates committee created promotion materials.
Create Incentive Schedule and facilitate meetings with outside facilities regarding availability, contracts, and cost	2023-08-01 - 2023-09-01	PBIS subcommittee	Transportation Facilities / performer costs Alternative lunches/ funding for monthly incentives
Administration conducts walk-throughs during Homeroom/Advisory to ensure #RSDProud expectations are being taught during the first two weeks of instruction and that appropriate signage is posted in all classrooms	2023-08-28 - 2024-06-07	Building level administration (Principal, Assistant principal, Instructional Supervisor)	Walk Through List (also provided to staff)

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
PBIS Committee Lead gathers and calculates monthly schoolwide incentive participation data from team leader and submissions and submits final calculations to building administrators no later than the 7th of each month	2023-10-02 - 2024-06-07	PBIS Committee Lead	Google Form/Sheet to calculate team data, after school hours.
PBIS Committee Member conducts new-staff PBIS orientation at least one time per marking period.	2023-10-02 - 2024-04-30	PBIS Committee Lead	PBIS Staff handbook Data tracking pages, Restorative Practices Facilitator, new teacher mentors, Assistant Principal, Principal, Instructional Supervisor.
Team leaders evaluate PBIS points and incentive participation and transition students from tier 1 positive behavior tracking method to tier 1 CICO sheet for any student ineligible for monthly incentive two or more months in any marking period. This is done quarterly.	2023-10-23 - 2024-04-05	Team leads	Team Daily/Monthly Tracking Pages PBIS Reporting Page
Create and implement Quarterly PBIS student input survey	2023-10-30 - 2024-06-03	PBIS Committee Lead	Google Form Survey, Restorative Practices Facilitator, Instructional Supervisor, Assistant Principal.
Implement the Tiered Fidelity Inventory (TFI) as a way to monitor mid year progress.	2024-01-01 - 2024-01-31	PBIS Committee Lead	Support from Intermediate Unit Tiered Fidelity Inventory Survey

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Run referral reports, assess frequent behavior concerns and students with multiple referrals, and share high frequency behavior concerns with staff and PBIS for the monthly	2023-09-29 - 2024-06-07	Assistant Principal	Discipline Referral Report
Plan for and provide incentive prizes for student attendance during PSSA assessments	-	Intervention Specialist	Funding for prizes, raffle tickets

Anticipated Outcome
If we develop a shared ownership for implementing the system for school-wide positive behavior interventions and supports, then staff will hold each other accountable for consistently implementing the system, and students will report a safe and positive school environment

Monitoring/Evaluation
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.

-----

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
60% of students will report a sense of belonging by June 2024 as measured by a 3 question survey completed quarterly. (Restorative practices)	Restorative Practices	Introduction to	08/01/2023
		Restorative Practices PD	- 08/31/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
60% of students will report a sense of belonging by June 2024 as measured by a 3 question survey completed quarterly. (Restorative practices)	Restorative Practices	De-escalation PD	08/01/2023 - 08/31/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
60% of students will report a sense of belonging by June 2024 as measured by a 3 question survey completed quarterly. (Restorative practices)	Restorative Practices	Restorative Practices PD for new staff	01/18/2024 - 01/31/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
	Using Student Data to Support Instructional Decision Making	Create and deliver Professional Development on data analysis and implementation to inform instruction.	07/01/2023 - 08/31/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
	Using Student Data to Support Instructional Decision Making	Create and deliver Professional Development on Formative Assessment to enable data teams to analyze student data and plan instruction	07/01/2023 - 08/31/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
	Using Student Data to Support Instructional Decision Making	Create and Deliver Professional development to support Goal setting, academic conversations an student ownership of formative assessment	08/01/2023 - 06/30/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 2024, there will be a decrease in the referrals for disrespect and fighting of all students by 4% over the June 2023 data. (PBIS Goal)	Positive Behavioral Supports and Interventions	PBIS Committee delivers professional development to all NWMS staff outlining the staff expectations for the PBIS tiered supports, including data tracking systems, school-wide expectations to be used in classrooms & common areas	08/21/2023
			- 08/25/2023

## APPROVALS & SIGNATURES

### Assurance of Quality and Accountability

#### Assurance of Quality and Accountability

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

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

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

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

We hereby affirm and assure that the school level plan:

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

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

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

\_\_\_\_\_  
Chief School Administrator

\_\_\_\_\_  
School Improvement Facilitator Signature

\_\_\_\_\_  
Building Principal Signature

## ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

### Strengths

Students in all subgroups made adequate growth in Math and Science according to the PA Future Ready Index for 2021-2022.

86% of ELL students exceeded the growth expectation for English Language Arts

Students in grades 5 - 8 averaged 70 points of Lexile growth on the final Scholastic Reading Inventory.

Students in Grade 5 averaged 105 points of Lexile growth on the final Scholastic Reading Inventory.

All grade levels have a 96% completion rate or higher for the Career Readiness Program through Naviance

48% of ELL students made typical growth on i-READY diagnostic mathematical assessment.

34% of students with disabilities made typical growth on i-READY diagnostic mathematical assessment.

### Challenges

The subgroup for students with disabilities did not make adequate yearly growth in English Language Arts

All subgroups did not achieve the statewide average for proficiency in Mathematics and English Language Arts on the 2021 -2022 PSSAs

Special Education students are 27% of the student population and account for 48.6% of all discipline referrals.

92% of ELL students were 1+ years below grade level according to the i-READY diagnostic mathematical assessment.

80% of students scored basic or below basic on the SRI in May of 2023

Students in grade 8 scored an average of 4 points Lexile Growth on the Scholastic Reading Inventory.

There isn't currently a multi-disciplinary team that uses a systematic, collaborative process to analyze a variety of assessments throughout the school year.

The expectations for RSD are not clear to everyone and there is

## Strengths

83 % of students exceeded the statewide expectation for growth  
In Science

34% or more of all subgroups made typical annual growth on the  
final I Ready diagnostic Assessment

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

## Challenges

little follow through for meeting or not meeting those  
expectations.

Teachers don't get information from the assessments that inform  
instructional changes.

66.8% of all students did not attain proficient or advanced status  
on the PSSA Science for 8th Grade.

Teachers are unsure how to use diagnostic data to impact  
instruction.

Not all students completed their Career Readiness Goals for  
2022-2023.

90% or more of students classified as English Language Learners  
or Students with disabilities scored one or more grade levels  
below on the final I Ready Mathematics Assessment.

50% of students who completed the Equity survey reported that  
they did not have a sense of belonging in the school.

There is not a sustained positive school environment where all  
members feel welcomed, supported and safe in school: socially,  
emotionally, intellectually and physically.

97% of students with disabilities were 1+ years below grade level  
according to the i-READY diagnostic mathematical assessment.

---

### Most Notable Observations/Patterns

---

---

### Challenges

### Discussion Point

### Priority for Planning

All subgroups did not achieve the statewide average for proficiency in Mathematics and English Language Arts on the 2021 -2022 PSSAs

Special Education students are 27% of the student population and account for 48.6% of all discipline referrals.

Based on current methodology operational. However, this may shift to emerging with a change in committee head.

✓

There is not a sustained positive school environment where all members feel welcomed, supported and safe in school: socially, emotionally, intellectually and physically.

Based on Equity survey data from the students and the focus group data from staff, half of students feel like they belong with 25% neutral and we can see that a majority of staff are loyal to NWMS but are struggling to feel like they are a meaningful part.

✓

There isn't currently a multi-disciplinary team that uses a

Possible area we could address. Some formative and diagnostic assessments available, but not widely used. ELA has fewer assessments than math.

✓

Challenges	Discussion Point	Priority for Planning
systematic, collaborative process to analyze a variety of assessments throughout the school year.	Typically instruction isn't adjusted to reflect needs demonstrated if students don't understand the learning after the first time instruction is provided. This would be tier 1 and 2 of MTSS.	
Teachers don't get information from the assessments that inform instructional changes.	If there is a clear system for analyzing student data and planning instruction based on data, then teachers will collaborate to differentiate instruction, and students will make academic growth.	
Teachers are unsure how to use diagnostic data to impact instruction.	If there is a clear system for analyzing student data and planning instruction based on data, then teachers will collaborate to differentiate instruction, and students will make academic growth.	
50% of students who completed the Equity survey reported that they did not have a sense of belonging in the school.		

# ADDENDUM B: ACTION PLAN

## Action Plan: Restorative Practices

Action Steps	Anticipated Start/Completion Date
Introduction to Restorative Practices PD	08/01/2023 - 08/31/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we provide students the opportunity for connection and meaningful involvement then their sense of belonging will be increased
Material/Resources/Supports Needed	PD Step
Restorative Practices Facilitator, (RPF) Social Workers (SW), School Counselor(SC), Summer Hours	yes

-----

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

Written protocols for disciplinary and RPF (referral, assigning to restorative interventions, schedules, tracking/follow up)

07/01/2023 - 08/31/2023

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

Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.

If we provide students the opportunity for connection and meaningful involvement then their sense of belonging will be increased

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

Summer Hours / Canva or similar design software, multiple copies of written protocols.

-----

Action Steps	Anticipated Start/Completion Date
Create a RP space separate from TPC	07/01/2023 - 08/31/2023

Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we provide students the opportunity for connection and meaningful involvement then their sense of belonging will be increased

Material/Resources/Supports Needed	PD Step
Room/Space, furniture (round table, comfortable chairs), social emotional resources and materials, alternative lighting, alternative floor covering (rug).	no

-----

Action Steps	Anticipated Start/Completion Date
Monthly data meeting to review data and adjust interventions - disaggregating data for ELL and Students with Disabilities sub groups.	10/01/2023 - 06/30/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we provide students the opportunity for connection and meaningful involvement then their sense of belonging will be increased
Material/Resources/Supports Needed	PD Step
Restorative Practices book, summer hours, after school hours	no

-----

Action Steps	Anticipated Start/Completion Date
Send information home to parents about Restorative Practices	09/01/2023 - 09/30/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we provide students the opportunity for connection and meaningful involvement then their sense of belonging will be increased
Material/Resources/Supports Needed	PD Step
Family handouts on restorative practice implementation.	no

-----

Action Steps		Anticipated Start/Completion Date	
Create teacher toolkit (prompts, language, learning opportunities)		07/01/2023 - 06/30/2024	
Monitoring/Evaluation		Anticipated Output	
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.		If we provide students the opportunity for connection and meaningful involvement then their sense of belonging will be increased	
Material/Resources/Supports Needed			PD Step
After school hours, Social Emotional activities, resources, materials, Restorative Practices conversation cards.			no

-----

Action Steps	Anticipated Start/Completion Date
Opportunity for teachers to engage in a Restorative Circle	10/01/2023 - 11/30/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we provide students the opportunity for connection and meaningful involvement then their sense of belonging will be increased
Material/Resources/Supports Needed	PD Step
Time set aside for teachers to participate	no

-----

Action Steps	Anticipated Start/Completion Date
De-escalation PD	08/01/2023 - 08/31/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we provide students the opportunity for connection and meaningful involvement then their sense of belonging will be increased
Material/Resources/Supports Needed	PD Step
Materials and Resources for faculty, training provided by BCIU	yes

-----

Action Steps	Anticipated Start/Completion Date
Create De-Escalation Flowchart	08/01/2023 - 09/30/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we provide students the opportunity for connection and meaningful involvement then their sense of belonging will be increased
Material/Resources/Supports Needed	PD Step
Materials and Resources for faculty	no

-----

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

Team meetings to reflect on RP implementation, monthly

09/01/2023 - 06/30/2024

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

Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.

If we provide students the opportunity for connection and meaningful involvement then their sense of belonging will be increased

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

SIP funding for meetings

-----

Action Steps	Anticipated Start/Completion Date
Create visuals for classrooms with RP language	08/01/2023 - 08/31/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we provide students the opportunity for connection and meaningful involvement then their sense of belonging will be increased
Material/Resources/Supports Needed	PD Step
Posters and other visual materials encouraging Restorative Practices Language, Canva or other design program	no

-----

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

Arrange restorative meetings between teachers and students as needed, monthly

08/15/2023 - 06/30/2024

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

Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.

If we provide students the opportunity for connection and meaningful involvement then their sense of belonging will be increased

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

Restorative Practices Facilitator, meeting space

no

-----

Action Steps	Anticipated Start/Completion Date
Incorporate Student Services Team in reinstatement meetings, monthly	08/15/2023 - 06/30/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we provide students the opportunity for connection and meaningful involvement then their sense of belonging will be increased
Material/Resources/Supports Needed	PD Step
N/A	no

-----

Action Steps	Anticipated Start/Completion Date
Restorative Practices PD for new staff	01/18/2024 - 01/31/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we provide students the opportunity for connection and meaningful involvement then their sense of belonging will be increased
Material/Resources/Supports Needed	PD Step
Training materials, books, teacher toolkit	yes

-----

Action Steps	Anticipated Start/Completion Date
Restorative Practices Check-in Meetings	01/01/2024 - 01/31/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we provide students the opportunity for connection and meaningful involvement then their sense of belonging will be increased
Material/Resources/Supports Needed	PD Step
N/A	no

-----

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

Monthly team leader SIP meetings

09/01/2023 - 06/30/2024

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

Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.

If we provide students the opportunity for connection and meaningful involvement then their sense of belonging will be increased

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

SIP funding for afterschool meetings

no

-----

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

Utilize In Mind Supports

08/21/2023 - 06/30/2024

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

Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.

If we provide students the opportunity for connection and meaningful involvement then their sense of belonging will be increased

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

In Mind Resources, Social Workers, Restorative Practices Facilitator, Instructional supervisor

-----

Action Steps	Anticipated Start/Completion Date
Biweekly meetings to collect, analyze and evaluate data for SIP Plan Evaluation	08/21/2023 - 06/30/2024

Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we provide students the opportunity for connection and meaningful involvement then their sense of belonging will be increased

Material/Resources/Supports Needed	PD Step
SIP funds, data from team meetings, other data sources as identified, IU support	no

**Action Plan: Using Student Data to Support Instructional Decision Making**

Action Steps	Anticipated Start/Completion Date
Select implementation lead and team for this action plan.	07/01/2023 - 07/31/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
N/A	

-----

Action Steps		Anticipated Start/Completion Date	
Create instructional Calendar for 2023 -2024 School Year		07/01/2023 - 08/31/2023	
Monitoring/Evaluation		Anticipated Output	
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.		If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.	
Material/Resources/Supports Needed			PD Step
District Calendar, Summer Hours / Canva or similar design			no

-----

Action Steps	Anticipated Start/Completion Date
Identify sources for data collection to use to support instructional decision making	08/01/2023 - 08/31/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
District resources, summer hours, Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal	no

-----

Action Steps	Anticipated Start/Completion Date
Create Norms for Academic/Data Team meetings throughout the year	07/01/2023 - 08/21/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Canva or similar design software	no
-----	

Action Steps	Anticipated Start/Completion Date
Develop protocols for analyzing student data to drive instruction	07/01/2023 - 08/21/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Canva or similar design software.	no

---

Action Steps	Anticipated Start/Completion Date
Identify Data teams to analyze student data to drive instruction	07/01/2023 - 08/31/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Canva or similar design software.	no
-----	

Action Steps	Anticipated Start/Completion Date
Create Data team meeting agenda template	07/01/2023 - 08/21/2023

Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.

Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Canva or similar design software.	no

-----

Action Steps	Anticipated Start/Completion Date
Create Data team meeting minute template	07/01/2023 - 08/21/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Canva or similar design software.	no

-----

Action Steps	Anticipated Start/Completion Date
Create and deliver Professional Development on data analysis and implementation to inform instruction.	07/01/2023 - 08/31/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, BCIU, Books, summer hours, VYond or other presentation software.	yes
-----	

Action Steps	Anticipated Start/Completion Date
Share protocols for analyzing student data to drive instruction, norms for data team meetings, agenda template and meeting minutes templates for data team meetings	08/21/2023 - 08/31/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, BCIU, Books, summer hours, VYond or other presentation software.	no

-----

Action Steps	Anticipated Start/Completion Date
Data summit to review Benchmark Data after each benchmark administration. (September, January, May)	08/21/2023 - 06/30/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Benchmark data from district/building benchmark assessments	no
-----	

Action Steps	Anticipated Start/Completion Date
Weekly Data teams meetings to analyze data and plan instruction. Submit Agenda and Minutes to Administration following meetings.	08/21/2023 - 06/30/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, agenda, meeting minutes, data from common assessments, data collection tool from common assessments.	no

-----

Action Steps	Anticipated Start/Completion Date
Analyze Data team meeting agendas and notes monthly, mid year and End of Year Evaluation	09/01/2023 - 06/30/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, data team meeting agendas, data team meeting minutes	no
-----	

Action Steps	Anticipated Start/Completion Date
Create and deliver Professional Development on Formative Assessment to enable data teams to analyze student data and plan instruction	07/01/2023 - 08/31/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, BCIU, Books identified by SIP committee, summer hours, VYond or other presentation software.	yes

-----

Action Steps	Anticipated Start/Completion Date
Develop needs survey for peer support of Formative Assessment	07/01/2023 - 08/21/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Canva or similar design software.	no

---

Action Steps	Anticipated Start/Completion Date
Administer survey for peer support of Formative Assessment	08/21/2023 - 07/31/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Survey for peer support of Formative Assessment	no
-----	

Action Steps	Anticipated Start/Completion Date
Analyze data from survey for peer support of Formative Assessment	08/21/2023 - 09/30/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Data from survey for peer support of Formative Assessment	no
-----	

Action Steps	Anticipated Start/Completion Date
Create and share plan for peer support of Formative Assessment	09/30/2023 - 10/31/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Canva or similar design software.	no
-----	

Action Steps	Anticipated Start/Completion Date
Create and share request form for peer support of Formative Assessment	09/30/2023 - 10/31/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Canva or similar design software.	
-----	

Action Steps	Anticipated Start/Completion Date
Evaluate peer support plan Middle of Year and end of year	01/01/2024 - 06/30/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Canva or similar design software, data from mid year and end of year peer support survey for Formative Assessment	
-----	

Action Steps	Anticipated Start/Completion Date
Create and Deliver Professional development to support Goal setting, academic conversations an student ownership of formative assessment	08/01/2023 - 06/30/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, BCIU, Books identified for use by SIP team, summer hours, VYond or other presentation software.	yes

-----

Action Steps	Anticipated Start/Completion Date
Review student handbook and goal setting pages with teachers and staff	08/21/2023 - 08/31/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Student Handbook/ Agenda	no

---

Action Steps	Anticipated Start/Completion Date
Create template for Walkthroughs to monitor use of Formative Assessment in classrooms	07/01/2023 - 08/21/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Canva or similar design software.	no
-----	

Action Steps	Anticipated Start/Completion Date
Monitor Formative Assessment use in classrooms using data collection tool/ walkthrough template	08/21/2023 - 06/30/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Template for Walkthrough to monitor use of Formative Assessment in the classroom	no
-----	

Action Steps	Anticipated Start/Completion Date
Create a form to report data from Walkthroughs to monitor use of Formative Assessment in classrooms.	07/01/2023 - 08/21/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Canva or similar design software	no
-----	

Action Steps	Anticipated Start/Completion Date
Conduct monthly administrative/peer walkthroughs to monitor use of Formative Assessment in classrooms	08/21/2023 - 06/09/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Walkthrough template for Formative Assessment use in the classroom.	no

---

Action Steps	Anticipated Start/Completion Date
Review Walkthrough data during monthly SIP Data Team meeting	09/01/2023 - 06/09/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Data from administrative and peer walkthroughs for use of Formative Assessment in the Classroom	no
-----	

Action Steps	Anticipated Start/Completion Date
Create a monthly report for the walkthrough data for Formative Assessment use in classrooms	08/31/2023 - 06/30/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Canva or similar design software.	no
-----	

Action Steps	Anticipated Start/Completion Date
Provide monthly report to all staff on walkthrough data for Formative Assessment use in classrooms	09/01/2023 - 05/31/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Data from administrative and peer walkthroughs for use of Formative Assessment in the Classroom, form to report data to staff.	no
-----	

Action Steps	Anticipated Start/Completion Date
Conduct End of year needs survey for Formative Assessment	05/01/2024 - 05/31/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Needs survey for Formative Assessment	no
-----	

Action Steps	Anticipated Start/Completion Date
Analyze data from End of Year needs survey for Formative Assessment	05/31/2024 - 06/07/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, data from the end of year needs survey for Formative Assessment	no
-----	

Action Steps	Anticipated Start/Completion Date
Assess the use of Formative Assessment use in classrooms	05/31/2024 - 06/07/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, Summer Hours, Data from administrative and peer walkthroughs for use of Formative Assessment in the Classroom, monthly reports to staff on sue of Formative Assessment in Classrooms	no

-----

Action Steps	Anticipated Start/Completion Date
Monthly team leader SIP meetings	09/01/2023 - 06/30/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
SIP funding for afterschool meetings	no

-----

Action Steps	Anticipated Start/Completion Date
Each instructional team will utilize two extra curricular field trips/ experiences and complete one service project to enhance student understanding of the world around them and tie classroom experiences to the real world "Outside the Castle Walls"	08/21/2023 - 06/07/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Funding for transportation, site admission, expert visits, materials for completing service projects, Intervention specialist, Reading Specialist, Instructional Supervisor, Assistant Principal, Principal, support staff for chaperones,	no

-----

Action Steps	Anticipated Start/Completion Date
Administer common assessments appropriate for content and grade level, collect and analyze data from all assessments to improve instruction.	01/01/0001 - 01/01/0001
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.
Material/Resources/Supports Needed	PD Step
Assessment materials and supplies, collection tools, local, state, benchmark assessments, RSD pacing guide and curriculums for each content and grade level.	no

-----

Action Steps	Anticipated Start/Completion Date
Biweekly meetings to collect, analyze and evaluate data for SIP Plan Evaluation	08/21/2023 - 06/30/2024

Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we use data protocols to examine student achievement, we can develop different instructional practices and increase student engagement and improve student achievement.

Material/Resources/Supports Needed	PD Step
Data from team meetings, data to evaluate program, other data as identified in process to be able to evaluate the SIP plan, IU support, SIP funding for meeting time	no

**Action Plan: Positive Behavioral Supports and Interventions**

Action Steps	Anticipated Start/Completion Date
Select Implementation team lead	07/01/2023 - 08/21/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we develop a shared ownership for implementing the system for school-wide positive behavior interventions and supports, then staff will hold each other accountable for consistently implementing the system, and students will report a safe and positive school environment
Material/Resources/Supports Needed	PD Step
N/A	no

-----

Action Steps	Anticipated Start/Completion Date
Implementation lead schedules bi-weekly check-ins with the implementation team to determine status of each action step, successes and challenges to solve.	07/01/2023 - 08/21/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we develop a shared ownership for implementing the system for school-wide positive behavior interventions and supports, then staff will hold each other accountable for consistently implementing the system, and students will report a safe and positive school environment
Material/Resources/Supports Needed	PD Step
Summer Hours / Canva or similar design templates / Printing access/ Restorative Practices Facilitator	no

-----

Action Steps	Anticipated Start/Completion Date
Outline quarterly "Focus Behaviors" Calendar to teach and reteach PBIS expectations on a schoolwide level	07/01/2023 - 08/21/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we develop a shared ownership for implementing the system for school-wide positive behavior interventions and supports, then staff will hold each other accountable for consistently implementing the system, and students will report a safe and positive school environment
Material/Resources/Supports Needed	PD Step
Summer Committee Hours Video or Google Slides design templates Sharing Platform. Restorative Practices Facilitator	no

-----

Action Steps	Anticipated Start/Completion Date
Create a quarterly school store schedule and select staff members to facilitate the store hours	08/01/2023 - 08/31/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we develop a shared ownership for implementing the system for school-wide positive behavior interventions and supports, then staff will hold each other accountable for consistently implementing the system, and students will report a safe and positive school environment
Material/Resources/Supports Needed	PD Step
Committee Members to facilitate school store. Weekly paid hours for staff. Funding and Supplies for store, popcorn, drinks, etc.	no

-----

Action Steps	Anticipated Start/Completion Date
Create a schedule for drawing monthly raffle prizes - to be completed on the last Friday of each month.	01/01/0001 - 01/01/0001
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we develop a shared ownership for implementing the system for school-wide positive behavior interventions and supports, then staff will hold each other accountable for consistently implementing the system, and students will report a safe and positive school environment
Material/Resources/Supports Needed	PD Step
Monthly Prizes Raffle boxes tickets, funding to purchase prizes	no

-----

Action Steps	Anticipated Start/Completion Date
<p>Team leaders calculate and submit the percentage of students from their team that were eligible for the PBIS incentive using the PBIS point tracking system. Data submitted to PBIS Committee Lead by the last day of each month.</p>	<p>01/01/0001 - 01/01/0001</p>
Monitoring/Evaluation	Anticipated Output
<p>Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.</p>	<p>If we develop a shared ownership for implementing the system for school-wide positive behavior interventions and supports, then staff will hold each other accountable for consistently implementing the system, and students will report a safe and positive school environment</p>
Material/Resources/Supports Needed	PD Step
<p>Organize a meeting schedule Data tracking templates</p>	<p>no</p>

-----

Action Steps	Anticipated Start/Completion Date
PBIS Committee delivers professional development to all NWMS staff outlining the staff expectations for the PBIS tiered supports, including data tracking systems, school-wide expectations to be used in classrooms & common areas	08/21/2023 - 08/25/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we develop a shared ownership for implementing the system for school-wide positive behavior interventions and supports, then staff will hold each other accountable for consistently implementing the system, and students will report a safe and positive school environment
Material/Resources/Supports Needed	PD Step
Presentation to staff during August PD, Assistant Principal, Instructional Supervisor, Restorative Practices Facilitator, Reading Specialist, Intervention Specialist.	yes

-----

Action Steps	Anticipated Start/Completion Date
Explicitly Teach PBIS #RSDProud building expectations, point tracking system, and positive interventions to all students during weeks one and two of the 2023-2024 school year during Homeroom/Advisory.	08/28/2023 - 08/11/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we develop a shared ownership for implementing the system for school-wide positive behavior interventions and supports, then staff will hold each other accountable for consistently implementing the system, and students will report a safe and positive school environment
Material/Resources/Supports Needed	PD Step
Design templates committee created promotion materials.	no

-----

Action Steps	Anticipated Start/Completion Date
Create Incentive Schedule and facilitate meetings with outside facilities regarding availability, contracts, and cost	08/01/2023 - 09/01/2023
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we develop a shared ownership for implementing the system for school-wide positive behavior interventions and supports, then staff will hold each other accountable for consistently implementing the system, and students will report a safe and positive school environment
Material/Resources/Supports Needed	PD Step
Transportation Facilities / performer costs Alternative lunches/ funding for monthly incentives	no

-----

Action Steps	Anticipated Start/Completion Date
Administration conducts walk-throughs during Homeroom/Advisory to ensure #RSDProud expectations are being taught during the first two weeks of instruction and that appropriate signage is posted in all classrooms	08/28/2023 - 06/07/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we develop a shared ownership for implementing the system for school-wide positive behavior interventions and supports, then staff will hold each other accountable for consistently implementing the system, and students will report a safe and positive school environment
Material/Resources/Supports Needed	PD Step
Walk Through List (also provided to staff)	no

-----

Action Steps	Anticipated Start/Completion Date
PBIS Committee Lead gathers and calculates monthly schoolwide incentive participation data from team leader and submissions and submits final calculations to building administrators no later than the 7th of each month	10/02/2023 - 06/07/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we develop a shared ownership for implementing the system for school-wide positive behavior interventions and supports, then staff will hold each other accountable for consistently implementing the system, and students will report a safe and positive school environment
Material/Resources/Supports Needed	PD Step
Google Form/Sheet to calculate team data, after school hours.	no

-----

Action Steps	Anticipated Start/Completion Date
PBIS Committee Member conducts new-staff PBIS orientation at least one time per marking period.	10/02/2023 - 04/30/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we develop a shared ownership for implementing the system for school-wide positive behavior interventions and supports, then staff will hold each other accountable for consistently implementing the system, and students will report a safe and positive school environment
Material/Resources/Supports Needed	PD Step
PBIS Staff handbook Data tracking pages, Restorative Practices Facilitator, new teacher mentors, Assistant Principal, Principal, Instructional Supervisor.	no
-----	

Action Steps	Anticipated Start/Completion Date
Team leaders evaluate PBIS points and incentive participation and transition students from tier 1 positive behavior tracking method to tier 1 CICO sheet for any student ineligible for monthly incentive two or more months in any marking period. This is done quarterly.	10/23/2023 - 04/05/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we develop a shared ownership for implementing the system for school-wide positive behavior interventions and supports, then staff will hold each other accountable for consistently implementing the system, and students will report a safe and positive school environment
Material/Resources/Supports Needed	PD Step
Team Daily/Monthly Tracking Pages PBIS Reporting Page	no

-----

Action Steps		Anticipated Start/Completion Date	
Create and implement Quarterly PBIS student input survey		10/30/2023 - 06/03/2024	
Monitoring/Evaluation		Anticipated Output	
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.		If we develop a shared ownership for implementing the system for school-wide positive behavior interventions and supports, then staff will hold each other accountable for consistently implementing the system, and students will report a safe and positive school environment	
Material/Resources/Supports Needed			PD Step
Google Form Survey, Restorative Practices Facilitator, Instructional Supervisor, Assistant Principal.			no

-----

Action Steps	Anticipated Start/Completion Date
Implement the Tiered Fidelity Inventory (TFI) as a way to monitor mid year progress.	01/01/2024 - 01/31/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we develop a shared ownership for implementing the system for school-wide positive behavior interventions and supports, then staff will hold each other accountable for consistently implementing the system, and students will report a safe and positive school environment
Material/Resources/Supports Needed	PD Step
Support from Intermediate Unit Tiered Fidelity Inventory Survey	no

-----

Action Steps	Anticipated Start/Completion Date
Run referral reports, assess frequent behavior concerns and students with multiple referrals, and share high frequency behavior concerns with staff and PBIS for the monthly	09/29/2023 - 06/07/2024
Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we develop a shared ownership for implementing the system for school-wide positive behavior interventions and supports, then staff will hold each other accountable for consistently implementing the system, and students will report a safe and positive school environment
Material/Resources/Supports Needed	PD Step
Discipline Referral Report	no
-----	

Action Steps	Anticipated Start/Completion Date
Plan for and provide incentive prizes for student attendance during PSSA assessments	01/01/0001 - 01/01/0001

Monitoring/Evaluation	Anticipated Output
Monthly, Yearly, as included in plan, School improvement team, Principal, Assistant Principal, Restorative Practices Facilitator, Instructional Supervisor, Intervention Specialist, Reading Specialist.	If we develop a shared ownership for implementing the system for school-wide positive behavior interventions and supports, then staff will hold each other accountable for consistently implementing the system, and students will report a safe and positive school environment

Material/Resources/Supports Needed	PD Step
Funding for prizes, raffle tickets	no

-----

-----

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
60% of students will report a sense of belonging by June 2024 as measured by a 3 question survey completed quarterly. (Restorative practices)	Restorative Practices	Introduction to Restorative Practices PD	08/01/2023 - 08/31/2023
		De-escalation PD	08/01/2023 - 08/31/2023
60% of students will report a sense of belonging by June 2024 as measured by a 3 question survey completed quarterly. (Restorative practices)	Restorative Practices	Restorative Practices PD for new staff	01/18/2024 - 01/31/2024
	Using Student Data to Support Instructional Decision Making	Create and deliver Professional Development on data analysis and implementation to inform instruction.	07/01/2023 - 08/31/2023
		Create and deliver Professional Development on Formative	07/01/2023 - 08/31/2023

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
	Decision Making	Assessment to enable data teams to analyze student data and plan instruction	
	Using Student Data to Support Instructional Decision Making	Create and Deliver Professional development to support Goal setting, academic conversations and student ownership of formative assessment	08/01/2023 - 06/30/2024
By June 2024, there will be a decrease in the referrals for disrespect and fighting of all students by 4% over the June 2023 data. (PBIS Goal)	Positive Behavioral Supports and Interventions	PBIS Committee delivers professional development to all NWMS staff outlining the staff expectations for the PBIS tiered supports,	08/21/2023 - 08/25/2023

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		including data tracking systems, school-wide expectations to be used in classrooms & common areas	

-----

### PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Beginning of the Year In-Service Days for teachers and Staff	All Staff	Restorative practices, de-escalation techniques, data analysis and use of data to inform instruction, formative assessment, goal setting, academic conversations, PBIS tiered supports and expectations for students and staff.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
<p>Student survey data on feeling of belonging, staff needs survey for Formative assessment, walkthrough data, Data team agendas and Meeting minutes, student assessment data, Discipline referral reports, PBIS monthly tracking sheets, TFI, student equity surveys, periodic program evaluations as provided for in the action steps of the plan.</p>	<p>08/22/2023 - 08/25/2023</p>	<p>Principal, Assistant Principal, Instructional Supervisor, Restorative Practices Facilitator, Intervention Specialist, Reading Specialist, PBIS team lead</p>
Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:	
<p>2b: Establishing a Culture for Learning</p> <p>1b: Demonstrating Knowledge of Students</p> <p>3c: Engaging Students in Learning</p> <p>2a: Creating an Environment of Respect and Rapport</p> <p>4e: Growing and Developing Professionally</p> <p>1c: Setting Instructional Outcomes</p> <p>3d: Using Assessment in Instruction</p> <p>3a: Communicating with Students</p> <p>1a: Demonstrating Knowledge of Content and Pedagogy</p> <p>3b: Using Questioning and Discussion Techniques</p>	<p>Teaching Diverse Learners in Inclusive Settings</p>	



**ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS**

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