VISION FOR LEARNING

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

STEERING COMMITTEE

Name	Position	Building/Group
Joy Post	Principal	Southern Middle School
JuliAnne Kline	District Administrator	Reading School District
Richard Roth	Teacher	Southern Middle School
Vicky Halferty	Teacher	Southern Middle School
Julie Rutt	Teacher	Southern Middle School
John Getz	Other	Southern Middle School
Trisha Engle	Teacher	Southern Middle School
Wanda Colon	Parent Engagement Facilitator	Communities in Schools
Jessica Fortunato	Parent	Southern Middle School
Abigail Houck	School Improvement Facilitator	BCIU
Jennifer Murray	Chief School Administrator	Reading School District

Name	Position	Building/Group

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
Using restorative practices as a school wide initiative with student services supports, staff, students, and families will have access and opportunity to engage in helpful and meaningful conversations, groups, and resources to benefit the social and emotional well being of all community members.	Regular Attendance School climate and culture
By using a variety of assessment data, teaching teams will reflect, review, and construct learner centered problems and provide changes to instructional practices to increase student growth on standards based assessments.	Essential Practices 1: Focus on Continuous Improvement of Instruction Essential Practices 1: Focus on Continuous Improvement of Instruction

ACTION PLAN AND STEPS

Evidence-based Strategy
Instructional Teams

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
ELA growth goals	By June 30, 2024, 90% of students will show significant growth on ELA CDT from their beginning of the year CDT assessment.
Math growth goals	By June 30, 2024, 90% of students will have met their iReady typical growth goal.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Revise Data Wise improvement journals and update the reference guide for the 23-24 school year	2023-08-01 - 2023-08-23	Principal/Assistant Principal & SIP Team	Data Wise improvement journal template Data Wise Reference guide
Establish and finalize professional development plan.The plan will include scheduled time for DataWise journal completion on at least one 3:40-4:10 Monday of the month for all departments.	2023-08-01 - 2023-08-23	Principal/Assistant Principal & SIP Team	Professional Development Plan
Schedule Testing calendar for 22-23 school year, including FLEX Weeks for grade level/building testing time	2023-08-01 - 2023-08-23	Principal/Assistant Principal/ SIP Team	District Testing calendar
Provide an overview PD on the RSD Instructional Framework and the walkthrough template	2023-08-23 - 2023-08-23	Principal/Assistant Principal	Instructional Framework, District one-pagers, and Walkthrough template
Establish and schedule Beyond the Castle Wall field trips for the school year (5/6 Fall, Winter, Spring) and 7/8 (Fall, Winter, and a community service project) - must be connected to the curriculum	2023-08-23 - 2023-09-29	Team Leaders	Field Trip Request Form. Bus Quotes, Permission slips, Quotes from destination

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Each department will create a Data Wise improvement journal and plan the assessments that will be utilized	2023-08-25 - 2023-09-26	Principal and Assistant Principal	Data Wise improvement journal Data Wise reference sheet
All departments will conduct and attend Data wise department meetings on the second Monday of the month (3:40-4:10 pm) that are scheduled in the professional development plan. Data wise improvement journal will be utilized and completed during this time.	2023-08-25 - 2024-06-11	Principal & Assistant Principal/Department Leaders	Data Wise meeting agenda/data sources - student work and assessments Data Wise improvement journal Data Wise reference guide
Contact LAS LINKS staff and contract with DRC to provide professional development and support with LAS links assessment administration and reports	2023-08-30 - 2023-09-29	Principal/Assistant Principal	LAS LINKS resources
Implement small group / rotational learning model for 7/8 teachers once a cycle for every section. (Rotational Block scheduling)	2023-09-07 - 2024-06-07	Principal/Assistant Principal	Lesson plan review /Walkthrough template
Review MTSS process (tier 1 supports, referral process, and MTSS meeting format) Quarter 1	2023-09-07 - 2023-11-02	Principal/Assistant Principal/SIP Team	MTSS committee feedback and agenda notes
Administer CDT tests for ELA (single category) during ELA block, i Ready diagnostic, SRI, and benchmark assessments	2023-09-07 - 2023-09-29	Classroom teachers/Assessment Coordinator	Benchmark test / Chromebooks / student tickets

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Provide professional development for NEW teaching staff hired over the summer and during hte school year about Data Wise protocols. The PD will be the free data wise course online and will focus on Data Wise protocols	2023-09-07 - 2024-06-07	Principal/Assistant Principal	Data Wise Overview course / https://www.edx.org/course/introduction-to-data-wise-a-collaborative-process
Conduct walkthroughs by building administrators (minimum 5 visits per week per admin). Feedback on walkthroughs provided to staff through PAETEP custom forms template. The focus will be on quality interactions and high expectations for all.	2023-09-07 - 2024-06-07	Principal & Assistant Principal	Walk-through template on PA-ETEP
Schedule and Administer LAS Links Assessment for ELLs	2023-09-07 - 2023-09-29	ESL Teachers	LAS LINKS access
All departments complete Quarter 1 Data Wise improvement journal	2023-09-18 - 2023-11-02	Department Members	Data Wise improvement journal
ESL teachers review LAS Links data and meet with students as part of the progress monitoring (Create Growth Goals template)	2023-10-03 - 2023-10-20	ESL Teachers	Progress monitoring form - individual reports from LAS LINKS
All departments complete Quarter 2 Data Wise improvement journal	2023-11-03 - 2024-01-19	Department Members	Data Wise improvement journal
Review MTSS process (tier 1 supports, referral process, and MTSS meeting format) Quarter 2	2023-11-03 - 2024-01-19	Principal/Assistant Principal/SIP Team	MTSS committee feedback and agenda notes

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Schedule and Administer LAS Links Assessment for ELIs - Test 2	2023-11-13 - 2023-11-21	ESL Teachers	LAS LINKS assessment
ESL teachers review LAS Links data and meet with students as part of the progress monitoring using growth grow template	2023-11-30 - 2023-12-21	ESL Teachers	Progress monitoring form - individual reports from LAS LINKS
All departments complete Quarter 3 Data Wise improvement journal	2024-01-22 - 2024-03-27	Department Members	Data Wise improvement journal
Review MTSS process (tier 1 supports, referral process, and MTSS meeting format) Quarter 3	2024-01-22 - 2024-03-27	Principal/Assistant Principal/SIP Team	MTSS committee feedback and agenda notes
Schedule and Administer LAS Links Assessment for ELIs - Test 3	2024-04-02 - 2024-04-19	ESL Teachers	LAS LINKS assessment
ESL teachers review LAS Links data and meet with students as part of the progress monitoring using growth grow template	2024-05-06 - 2024-05-17	ESL Teachers	Progress monitoring form - individual reports from LAS LINKS
All departments complete Quarter 4 Data Wise improvement journal	2024-03-28 - 2024-05-24	Department Members	Data Wise Improvement journal
Review MTSS process (tier 1 supports, referral process, and MTSS meeting format) Quarter 4	2024-03-28 - 2024-05-24	Principal/Assistant Principal/SIP Team	MTSS committee feedback and agenda notes
Conduct Data Analysis of the CDT and iReady	2024-05-01 -	Classroom teachers	Action plan and Growth reports

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Diagnostic end-of-year test to see growth report for students and if growth goals were attained. Report data analysis to building administration.	2024-06-07	Principal/Assistant Principal/SIP Team	
Conduct Data Analysis of the LAS Links end of year test to see growth report for students and if growth goals were attained. Report data analysis to building administration.	2024-05-01 - 2024-06-07	ESL Teachers/Admin	LAS Links Growth Reports
Evaluate the impact of instructional strategies through data gathered from walk throughs and learning walks to determine the progress of school wide implementation of instructional best practices. Evaluation of data will be used to determine instructional focus and needs based professional development for upcoming school year.	2024-05-01 - 2024-06-07	SIP team	Walk through and observation data
Evaluate the impact of ELL, ELA, and Math coach through data gathered from data wise action plans, walk-throughs and observations.	2024-05-01 - 2024-06-07	SIP team	Walk through data observation, Data Wise action plans

Anticipated Outcome

Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Monitoring/Evaluation

Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings

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Evidence-based Strategy
Restorative Practice

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Interventions impact on Attendance	By June 30, 2024, 75% of students will be considered regular attendees.
Restorative Practice	By June 30th, 2024 the number of discipline referrals coded "96" will be less than 781.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Assemble and schedule Equity Team (6-10 members).	2023-08-01 - 2023-09-06	Principal & Assistant Principal	The Identity Safe book, Meeting schedule Calendar/ Extra wages, contractual hourly wage
Assemble and schedule Attendance Team (6-10 members).	2023-08-01 - 2023-09-06	Principal & Assistant Principal	Attendance works resources meeting schedule Calendar/ Extra wages, contractual

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
			hourly wage
Assemble and schedule Action Team for partnerships (6-10 members).	2023-08-01 - 2023-09-06	Principal & Assistant Principal	NNPS membership meeting schedule Calendar/ Extra wages, contractual hourly wage
Assemble and schedule PBIS Action Team (6-10 members).	2023-08-01 - 2023-09-06	Principal & Assistant Principal	PBIS manual and meeting schedule Calendar/ Extra wages, contractual hourly wage
Assemble and schedule Restorative Practice Action Team (6-10 members).	2023-08-01 - 2023-09-06	Principal & Assistant Principal	IIRP Training and resources and meeting schedule Calendar/ Extra wages, contractual hourly wage
Select attendance support implementation goals for school year 23-24	2023-08-01 - 2023-09-06	Attendance Team	Attendance works
Establish an Attendance support calendar for meetings, initiatives, and implementation reviews.	2023-08-01 - 2023-09-06	Attendance Team	Schedule and agenda
Develop Action Plan for ATP with the focus being on communicating academic courses, Restorative practice and SEL competencies to parents and guardians	2023-08-01 - 2023-08-23	Action Team for partnerships	Template for Action Plan

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Coordinate and organize resources and community partners for Family Engagement programs to help communicate about Restorative practices, Attendance, and SEL competencies	2023-08-01 - 2023-09-29	Action Team for partnerships	Community partner contact list and planning documents
Develop Parent Advisory Council (PAC) meeting schedule and agenda topics for the school year.	2023-08-01 - 2023-09-29	Action Team for partnerships	PAC Schedule for posting digital and hardcopy
Update sign-in / tracking Google form for Family engagement events	2023-08-01 - 2023-08-25	Action team of partnerships	Google Form tracking sheet
Establish monthly planning meeting schedule for the Restorative Practice Action Team to create / complete: professional development for all staff on restorative conversations and circles monthly weekly advisory lessons for staff to complete	2023-08-01 - 2023-09-12	Restorative Practice Action Team	Funds for extra wages, contractual hourly wage, for meeting beyond contractual time, meeting agendas and sign in sheets"
Contract with SMARTPASS and conduct professional development with new staff about safe schools plan and SMARTPASS to promote and sustain a positive school environment where all members safe in school	2023-08-01 - 2023-08-25	Principal & Assistant Principal & Team leaders	SMARTPASS training
Schedule professional development with staff on Restorative practices and Equity initiatives	2023-08-22 - 2023-09-29	Restorative Practice Facilitator, RP Action Team, Equity Action Team & Admin	IIRP training, The Identity Safe book Schedule for professional development PD evaluation

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Create and share Advisory guidelines and expectations that include weekly and daily schedules. The focus will be on SEL competencies and Restorative conversations	2023-08-22 - 2023-09-29	Restorative Practice Facilitator, RP Action Team & Admin	Advisory guidelines and expectations
Select Restorative practice implementation goals for school year 23-24 and develop an advisory lesson plan template	2023-08-22 - 2023-09-29	Restorative Practice Facilitator, RP Action Team & Admin	IIRP Training
Identify preferred communication method for each family by each classroom teacher: Classroom teachers will use information to make monthly contacts per parent communication expectations	2023-08-22 - 2023-09-29	Classroom teachers	Google form survey Parent communication expectations
Hold parent/community events and activities during and after school hours: Focus on student academic supports and SEL competencies	2023-08-22 - 2024-06-07	Action team of partnerships	Funds for extra wages, contractual hourly wage, for meeting beyond contractual time, materials for events, space for events
Create and share weekly advisory lessons and monthly resources for staff to complete provided by the Restorative Practice Action Team. The focus of the lesson will be restorative practice activities. Lessons will be every Thursday. (Quarter 1)	2023-09-06 - 2023-11-02	Restorative Practice Facilitator, RP Action Team &	Restorative practices lesson plan template

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
		Admin	
Hold SEL workshops in all classrooms on a Quarterly basis	2023-09-06 - 2024-06-07	Student services	SEL curriculum / resources, Class / workshop schedule
Hold attendance incentives/ events for parents and students on a quarterly basis (Quarter 1)	2023-09-06 - 2023-11-02	CIS/ATP/PBIS	Incentive materials and resources
Ask Parent Advisory Committee to review ATP Action Plan and send it back to the ATP team with suggestions and questions.	2023-09-06 - 2023-10-12	Action Team for Partnerships	Completed Action plan
Track & Evaluate participation in SEL programming - quarter 1	2023-09-06 - 2023-09-12	Student Services	Tracking sheet Google form
Tracking of student attendance supports - quarter 1	2023-09-06 - 2023-09-12	Student Services	Tracking sheet Google form
Track & Evaluate SMARTPASS system: promote and sustain a positive school environment where all members safe in school	2023-11-03 - 2024-01-19	Principal & Assistant Principal & Team leaders	SMARTPASS reports
Track & Evaluate participation in SEL programming - quarter 2	2023-11-03 - 2024-01-19	Student Services	Tracking sheet Google form
Tracking of student attendance supports - quarter 2	2023-11-03 - 2024-01-19	Student Services	Tracking sheet Google form

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Hold attendance incentives/ events for parents and students on a weekly, monthly, and quarterly basis (Quarter 2)	2023-11-03 - 2024-01-19	CIS/ATP/PBIS	Incentive materials and resources
Create and share weekly advisory lessons and monthly resources for staff to complete provided by the Restorative Action Team. The focus of the lesson will be restorative practice activities. Lessons will be every Thursday. (Quarter 2)	2023-11-03 - 2024-01-19	Restorative Practice Facilitator, RP Action Team & Admin	Restorative practices lesson plan template
Create and share weekly advisory lessons and monthly resources for staff to complete provided by the Restorative Practice Action Team. The focus of the lesson will be restorative practice activities. Lessons will be every Thursday. (Quarter 3)	2024-01-22 - 2024-03-25	Restorative Practice Facilitator, RP Action Team & Admin	Restorative practices lesson plan template
Track & Evaluate participation in SEL programming - quarter 3	2024-01-22 - 2024-03-25	Student Services	Tracking sheet Google form
Tracking of student attendance supports - quarter 3	2024-01-22 - 2024-03-25	Student Services	Tracking sheet Google form
Hold attendance incentives/ events for parents and students on a weekly, monthly, and quarterly basis (Quarter 3)	2024-01-22 - 2024-03-25	CIS/ATP/PBIS	Incentive materials and resources
Track & Evaluate participation in SEL programming - quarter 4	2024-03-26 - 2024-06-07	Student Services	Tracking sheet

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Tracking of student attendance supports - quarter 4	2024-03-26 - 2024-06-07	Student Services	Tracking sheet
Create and share weekly advisory lessons and monthly resources for staff to complete provided by the Restorative Practice Action Team. The focus of the lessons will be restorative practice activities. Lessons will be every Thursday. (Quarter 4)	2024-03-26 - 2024-06-07	Restorative Practice Facilitator, RP Action Team & Admin	Restorative practices lesson plan template
Hold attendance incentives/ events for parents and students on a weekly, monthly, and quarterly basis (Quarter 4)	2024-03-26 - 2024-06-07	CIS/ATP/PBIS	Incentive materials and resources

Anticipated Outcome

Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Monitoring/Evaluation

Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2024, 90% of students will show significant growth on ELA CDT from their beginning of the year CDT assessment. (ELA growth goals) By June 30, 2024, 90% of students will have met their iReady typical growth goal. (Math growth goals)	Instructional Teams	Provide an overview PD on the RSD Instructional Framework and the walkthrough template	08/23/2023 - 08/23/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2024, 90% of students will show significant growth on ELA CDT from their beginning of the year CDT assessment. (ELA growth goals) By June 30, 2024, 90% of students will have met their iReady typical growth goal. (Math growth goals)	Instructional Teams	Contact LAS LINKS staff and contract with DRC to provide professional development and support with LAS links assessment administration and reports	08/30/2023 - 09/29/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2024, 90% of students will show significant growth on ELA CDT from their beginning of the year CDT assessment. (ELA growth goals) By June 30, 2024, 90% of students will have met their iReady typical growth goal. (Math growth goals)	Instructional Teams	Provide professional development for NEW teaching staff hired over the summer and during hte school year about Data Wise protocols. The PD will be the free data wise course online and will focus on Data Wise protocols	09/07/2023 - 06/07/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2024, 75% of students will be considered regular attendees. (Interventions impact on Attendance) By June 30th, 2024 the number of discipline referrals coded "96" will be less than 781. (Restorative Practice)	Restorative Practice	Establish monthly planning meeting schedule for the Restorative Practice Action Team to create / complete: professional development for all staff on restorative conversations and circles monthly weekly advisory lessons for staff to complete	08/01/2023 - 09/12/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2024, 75% of students will be considered regular attendees. (Interventions impact on Attendance) By June 30th, 2024 the number of discipline referrals coded "96" will be less than 781. (Restorative Practice)	Restorative Practice	Contract with SMARTPASS and conduct professional development with new staff about safe schools plan and SMARTPASS to promote and sustain a positive school environment where all members safe in school	08/01/2023 - 08/25/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2024, 75% of students will be considered regular attendees. (Interventions impact on Attendance) By June 30th, 2024 the number of discipline referrals coded "96" will be less than 781. (Restorative Practice)	Restorative Practice	Schedule professional development with staff on Restorative practices and Equity initiatives	08/22/2023 - 09/29/2023

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

Career Standards Benchmark: 94.9% of all student groups met the performance standard compared to the statewide average of 86.2%

For the 21-22 school year, 79.0% of students showed academic growth in English Language Arts compared to the statewide average of 76%.

For the 21-22 school year, 89.0% of students showed academic growth in Math compared to the statewide average of 76.2%.

Eighth grade: 5% of students were advanced in September, while 15% were advanced in May

Science/Biology All Student Group for the School Year 21-22 - Academic Growth Score 79.0 Statewide Average Growth Score 74.6 Meeting Statewide Growth Standard 70.0

91% of all SOMS students completed the May iReady diagnostic test. 1% of students moved to on grade level from the baseline diagnostic.

Collectively shape the vision for continuous improvement of teaching and learning

Challenges

17.7% of all student groups were proficient or advanced in ELA. All student Groups did not meet the interim goal/improvement target and increased in performance from the previous year.

2.7% of all students groups were proficient or advanced in Math. All student Groups did not meet the interim goal/improvement target and remained the same performance from the previous year.

All Student Groups did not meet performance standards for regular attendance and decreased from the previous year from 75.4% to 70.9%. The statewide average for 21-22 schoolyear is 82.2%.

All Student Groups did not meet the Interim Goal/Improvement Target for English Language Growth and Attainment. It was well below the state average of 22.2%. Southern was at 6.2% which decreased from the previous year at 7.6%.

The 22-23 school year was the implementation year for iReady in all grade levles for teachers and students.

The student group with the lowest career readiness score was Student with Disabilities at 94.3%.

Strengths

Collectively shape the vision for continuous improvement of teaching and learning

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

Implement evidence-based strategies to engage families to support learning

All student groups exceed statewide averages and targets for career readiness

76% of ELLs met annual academic growth expectations Math 21-22 PVAAS

Regular attendance for ELLs is 76.1 percent for the 21-22 school year which is 5.2% higher than the school average.

Seventh grade: 5% of students were advanced in September, while 9% were advanced in May

Sixth grade: 5% of students were advanced in September, while 8% were advanced in May

Fifth grade: 65% of students were below basic in September, 53% were below basic in May

Challenges

All grade levels varied from 53% to 61% of the students being below basic on the May assessment.

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

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

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

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

1.2% ELLs scored advanced or proficient on the Math 21-22 PSSA test

Student considered economically disadvantaged 17.8% scored advanced or proficient on ELA PSSA during the 21-22 school year.

Students considered economically disadvantaged had a regular attendance of 70.7% during the 21-22 school year.

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

Challenges

instructional practices *

Science/Biology - All Student Group for the School Year 21-22 Percent Proficient or Advanced scored 14.2% Statewide Average 54.4%

Most Notable Observations/Patterns

Implementation of best practices in not happening consistently for all levels of learners. We also currently don't match high expectations with students' needs (teach to the middle). Assessments are not used consistently to impact and plan for future instruction. Benchmark assessment data was reviewed but constant data analysis focused on learner centered problems and needs has not been addressed. We hope to build more supports and systems that promote and sustain a positive school environment where all members feel welcomed, supported, and safe in school: socially, emotionally, intellectually and physically

Challenges	Discussion Point	Priority for Planning
17.7% of all student groups were proficient or advanced in ELA. All student Groups did not meet the interim goal/improvement target and increased in performance from		

Challenges	Discussion Point	Priority for Planning
the previous year.		
Provide frequent, timely, and systematic feedback and support on instructional practices		
Foster a culture of high expectations for success for all students, educators, families, and community members		
Promote and sustain a positive school environment where all members feel welcomed, supported, and safe in school: socially, emotionally, intellectually and physically	Students, staff, and families are asking for support with social, emotional, and behaviors that are affecting the school environment.	✓
Use a variety of assessments (including diagnostic, formative, and summative) to monitor student learning and adjust programs and instructional practices *	Assessments are not used consistently to impact and plan for future instruction. Benchmark assessment data was reviewed but constant data analysis focused on learner centered problems and needs has not been addressed. Implementation of best practices is not happening consistently for all levels of learners. We currently do not consistently match/have high expectations with students' needs.	✓
1.2% ELLs scored advanced or proficient on the Math 21-22 PSSA test		

Challenges	Discussion Point	Priority for Planning
Student considered economically disadvantaged 17.8% scored advanced or proficient on ELA PSSA during the 21-22 school year.		
Students considered economically disadvantaged had a regular attendance of 70.7% during the 21-22 school year.		

ADDENDUM B: ACTION PLAN

Action Plan: Instructional Teams

Action Steps	Anticipated Start/Completion Date
Revise Data Wise improvement journals and update the reference guide for the 23-24 school year	08/01/2023 - 08/23/2023

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
Data Wise improvement journal template Data Wise Reference guide	no

Action Steps	Anticipated Start/Completion Date
Establish and finalize professional development plan.The plan will include scheduled time for DataWise journal completion on at least one 3:40-4:10 Monday of the month for all departments.	08/01/2023 - 08/23/2023

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
Professional Development Plan	no

Action Steps	Anticipated Start/Completion Date
Schedule Testing calendar for 22-23 school year, including FLEX Weeks for grade level/building testing time	08/01/2023 - 08/23/2023

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
District Testing calendar	no

Action Steps	Anticipated Start/Completion Date
Provide an overview PD on the RSD Instructional Framework and the walkthrough template	08/23/2023 - 08/23/2023

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
Instructional Framework, District one-pagers, and Walkthrough template	yes

Action Steps	Anticipated Start/Completion Date
Establish and schedule Beyond the Castle Wall field trips for the school year (5/6 Fall, Winter, Spring) and 7/8 (Fall, Winter, and a community service project) - must be connected to the curriculum	08/23/2023 - 09/29/2023

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
Field Trip Request Form. Bus Quotes, Permission slips, Quotes from destination	no

Action Steps	Anticipated Start/Completion Date
Each department will create a Data Wise improvement journal and plan the assessments that will be utilized	08/25/2023 - 09/26/2023

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
Data Wise improvement journal Data Wise reference sheet	no

Action Steps	Anticipated Start/Completion Date
All departments will conduct and attend Data wise department meetings on the second Monday of the month (3:40-4:10 pm) that are scheduled in the professional development plan. Data wise improvement journal will be utilized and completed during this time.	08/25/2023 - 06/11/2024

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed		PD Step
Data Wise meeting agenda/data sources - student work and assessments Data Wise improvement journal Data Wise reference guide		no

Action Steps	Anticipated Start/Completion Date
Contact LAS LINKS staff and contract with DRC to provide professional development and support with LAS links assessment administration and reports	08/30/2023 - 09/29/2023

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
LAS LINKS resources	yes

Action Steps	Anticipated Start/Completion Date
Implement small group / rotational learning model for 7/8 teachers once a cycle for every section. (Rotational Block scheduling)	09/07/2023 - 06/07/2024

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
Lesson plan review /Walkthrough template	no

Action Steps	Anticipated Start/Completion Date
Review MTSS process (tier 1 supports, referral process, and MTSS meeting format) Quarter 1	09/07/2023 - 11/02/2023

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
MTSS committee feedback and agenda notes	

Action Steps	Anticipated Start/Completion Date
Administer CDT tests for ELA (single category) during ELA block, i Ready diagnostic, SRI, and benchmark assessments	09/07/2023 - 09/29/2023

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed		PD Step
Benchmark test / Chromebooks / student tickets		no

Action Steps	Anticipated Start/Completion Date
Provide professional development for NEW teaching staff hired over the summer and during hte school year about Data Wise protocols. The PD will be the free data wise course online and will focus on Data Wise protocols	09/07/2023 - 06/07/2024

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
Data Wise Overview course / https://www.edx.org/course/introduction-to-data-wise-a-collaborative-process	yes

Action Steps	Anticipated Start/Completion Date
Conduct walkthroughs by building administrators (minimum 5 visits per week per admin). Feedback on walkthroughs provided to staff through PAETEP custom forms template. The focus will be on quality interactions and high expectations for all.	09/07/2023 - 06/07/2024

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
Walk-through template on PA-ETEP	no

Action Steps	Anticipated Start/Completion Date
Schedule and Administer LAS Links Assessment for ELLs	09/07/2023 - 09/29/2023

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
LAS LINKS access	no

Action Steps	Anticipated Start/Completion Date
All departments complete Quarter 1 Data Wise improvement journal	09/18/2023 - 11/02/2023

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
Data Wise improvement journal	no

Action Steps	Anticipated Start/Completion Date
ESL teachers review LAS Links data and meet with students as part of the progress monitoring (Create Growth Goals template)	10/03/2023 - 10/20/2023

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
Progress monitoring form - individual reports from LAS LINKS	no

Action Steps	Anticipated Start/Completion Date
All departments complete Quarter 2 Data Wise improvement journal	11/03/2023 - 01/19/2024

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
Data Wise improvement journal	no

Action Steps	Anticipated Start/Completion Date
Review MTSS process (tier 1 supports, referral process, and MTSS meeting format) Quarter 2	11/03/2023 - 01/19/2024

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
MTSS committee feedback and agenda notes	no

Action Steps	Anticipated Start/Completion Date
Schedule and Administer LAS Links Assessment for ELls - Test 2	11/13/2023 - 11/21/2023

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
LAS LINKS assessment	no

Action Steps	Anticipated Start/Completion Date
ESL teachers review LAS Links data and meet with students as part of the progress monitoring using growth grow template	11/30/2023 - 12/21/2023

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
Progress monitoring form - individual reports from LAS LINKS	no

Action Steps	Anticipated Start/Completion Date
All departments complete Quarter 3 Data Wise improvement journal	01/22/2024 - 03/27/2024

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
Data Wise improvement journal	no

Action Steps	Anticipated Start/Completion Date
Review MTSS process (tier 1 supports, referral process, and MTSS meeting format) Quarter 3	01/22/2024 - 03/27/2024

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
MTSS committee feedback and agenda notes	no

Action Steps	Anticipated Start/Completion Date
Schedule and Administer LAS Links Assessment for ELIs - Test 3	04/02/2024 - 04/19/2024

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
LAS LINKS assessment	no

Action Steps	Anticipated Start/Completion Date
ESL teachers review LAS Links data and meet with students as part of the progress monitoring using growth grow template	05/06/2024 - 05/17/2024

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
Progress monitoring form - individual reports from LAS LINKS	no

Action Steps	Anticipated Start/Completion Date
All departments complete Quarter 4 Data Wise improvement journal	03/28/2024 - 05/24/2024

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
Data Wise Improvement journal	no

Action Steps	Anticipated Start/Completion Date
Review MTSS process (tier 1 supports, referral process, and MTSS meeting format) Quarter 4	03/28/2024 - 05/24/2024

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
MTSS committee feedback and agenda notes	no

Action Steps	Anticipated Start/Completion Date
Conduct Data Analysis of the CDT and iReady Diagnostic end-of-year test to see growth report for students and if growth goals were attained. Report data analysis to building administration.	05/01/2024 - 06/07/2024

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
Action plan and Growth reports	no

Action Steps	Anticipated Start/Completion Date
Conduct Data Analysis of the LAS Links end of year test to see growth report for students and if growth goals were attained. Report data analysis to building administration.	05/01/2024 - 06/07/2024

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
LAS Links Growth Reports	no

Action Steps	Anticipated Start/Completion Date
Evaluate the impact of instructional strategies through data gathered from walk throughs and learning walks to determine the progress of school wide implementation of instructional best practices. Evaluation of data will be used to determine instructional focus and needs based professional development for upcoming school year.	05/01/2024 - 06/07/2024

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed	PD Step
Walk through and observation data	no

Action Steps	Anticipated Start/Completion Date
Evaluate the impact of ELL, ELA, and Math coach through data gathered from data wise action plans, walk-throughs and observations.	05/01/2024 - 06/07/2024

Monitoring/Evaluation	Anticipated Output
Walkthroughs by the administration, SIP Meeting agendas, PLC meetings and agendas, Quartly SIP meetings, Data Reviews, MTSS meetings	Increased ELA and Math scores, Increase in speaking and writing skills of ELL students, continued development of PLCs

Material/Resources/Supports Needed		PD Step
Walk through data observation, Data Wise action plans		no

Action Plan: Restorative Practice

Action Steps	Anticipated Start/Completion Date
Assemble and schedule Equity Team (6-10 members).	08/01/2023 - 09/06/2023

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
The Identity Safe book, Meeting schedule Calendar/ Extra wages, contractual hourly wage	no

Action Steps	Anticipated Start/Completion Date
Assemble and schedule Attendance Team (6-10 members).	08/01/2023 - 09/06/2023

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Attendance works resources meeting schedule Calendar/ Extra wages, contractual hourly wage	no

Action Steps	Anticipated Start/Completion Date
Assemble and schedule Action Team for partnerships (6-10 members).	08/01/2023 - 09/06/2023

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
NNPS membership meeting schedule Calendar/ Extra wages, contractual hourly wage	no

Action Steps	Anticipated Start/Completion Date
Assemble and schedule PBIS Action Team (6-10 members).	08/01/2023 - 09/06/2023

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
PBIS manual and meeting schedule Calendar/ Extra wages, contractual hourly wage	

Action Steps	Anticipated Start/Completion Date
Assemble and schedule Restorative Practice Action Team (6-10 members).	08/01/2023 - 09/06/2023

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
IIRP Training and resources and meeting schedule Calendar/ Extra wages, contractual hourly wage	no

Action Steps	Anticipated Start/Completion Date
Select attendance support implementation goals for school year 23-24	08/01/2023 - 09/06/2023

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Attendance works	no

Action Steps	Anticipated Start/Completion Date
Establish an Attendance support calendar for meetings, initiatives, and implementation reviews.	08/01/2023 - 09/06/2023

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Schedule and agenda	no

Action Steps	Anticipated Start/Completion Date
Develop Action Plan for ATP with the focus being on communicating academic courses, Restorative practice and SEL competencies to parents and guardians	08/01/2023 - 08/23/2023

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Template for Action Plan	no

Action Steps	Anticipated Start/Completion Date
Coordinate and organize resources and community partners for Family Engagement programs to help communicate about Restorative practices, Attendance, and SEL competencies	08/01/2023 - 09/29/2023

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed		PD Step
Community partner contact list and planning documents		no

Action Steps	Anticipated Start/Completion Date
Develop Parent Advisory Council (PAC) meeting schedule and agenda topics for the school year.	08/01/2023 - 09/29/2023

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
PAC Schedule for posting digital and hardcopy	no

Action Steps	Anticipated Start/Completion Date
Update sign-in / tracking Google form for Family engagement events	08/01/2023 - 08/25/2023

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Google Form tracking sheet	no

Action Steps	Anticipated Start/Completion Date
Establish monthly planning meeting schedule for the Restorative Practice Action Team to create / complete: professional development for all staff on restorative conversations and circles monthly weekly advisory lessons for staff to complete	08/01/2023 - 09/12/2023

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Funds for extra wages, contractual hourly wage, for meeting beyond contractual time, meeting agendas and sign in sheets"	yes

Action Steps	Anticipated Start/Completion Date
Contract with SMARTPASS and conduct professional development with new staff about safe schools plan and SMARTPASS to promote and sustain a positive school environment where all members safe in school	08/01/2023 - 08/25/2023

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
SMARTPASS training	yes

Action Steps	Anticipated Start/Completion Date
Schedule professional development with staff on Restorative practices and Equity initiatives	08/22/2023 - 09/29/2023

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
IIRP training, The Identity Safe book Schedule for professional development PD evaluation	yes

Action Steps	Anticipated Start/Completion Date
Create and share Advisory guidelines and expectations that include weekly and daily schedules. The focus will be on SEL competencies and Restorative conversations	08/22/2023 - 09/29/2023

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Advisory guidelines and expectations	no

Action Steps	Anticipated Start/Completion Date
Select Restorative practice implementation goals for school year 23-24 and develop an advisory lesson plan template	08/22/2023 - 09/29/2023

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
IIRP Training	no

Action Steps	Anticipated Start/Completion Date
Identify preferred communication method for each family by each classroom teacher: Classroom teachers will use information to make monthly contacts per parent communication expectations	08/22/2023 - 09/29/2023

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed		PD Step
Google form survey Parent communication expectations		no

Action Steps	Anticipated Start/Completion Date
Hold parent/community events and activities during and after school hours: Focus on student academic supports and SEL competencies	08/22/2023 - 06/07/2024

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Funds for extra wages, contractual hourly wage, for meeting beyond contractual time, materials for events, space for events	no

Action Steps	Anticipated Start/Completion Date
Create and share weekly advisory lessons and monthly resources for staff to complete provided by the Restorative Practice Action Team. The focus of the lesson will be restorative practice activities. Lessons will be every Thursday. (Quarter 1)	09/06/2023 - 11/02/2023

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Restorative practices lesson plan template	no

Action Steps	Anticipated Start/Completion Date
Hold SEL workshops in all classrooms on a Quarterly basis	09/06/2023 - 06/07/2024

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
SEL curriculum / resources, Class / workshop schedule	no

Action Steps	Anticipated Start/Completion Date
Hold attendance incentives/ events for parents and students on a quarterly basis (Quarter 1)	09/06/2023 - 11/02/2023

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Incentive materials and resources	no

Action Steps	Anticipated Start/Completion Date
Ask Parent Advisory Committee to review ATP Action Plan and send it back to the ATP team with suggestions and questions.	09/06/2023 - 10/12/2023

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Completed Action plan	no

Action Steps	Anticipated Start/Completion Date
Track & Evaluate participation in SEL programming - quarter 1	09/06/2023 - 09/12/2023

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Tracking sheet Google form	no

Action Steps	Anticipated Start/Completion Date
Tracking of student attendance supports - quarter 1	09/06/2023 - 09/12/2023

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Tracking sheet Google form	no

Action Steps	Anticipated Start/Completion Date
Track & Evaluate SMARTPASS system: promote and sustain a positive school environment where all members safe in school	11/03/2023 - 01/19/2024

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
SMARTPASS reports	no

Action Steps	Anticipated Start/Completion Date
Track & Evaluate participation in SEL programming - quarter 2	11/03/2023 - 01/19/2024

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Tracking sheet Google form	no

Action Steps	Anticipated Start/Completion Date
Tracking of student attendance supports - quarter 2	11/03/2023 - 01/19/2024

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Tracking sheet Google form	no

Action Steps	Anticipated Start/Completion Date
Hold attendance incentives/ events for parents and students on a weekly, monthly, and quarterly basis (Quarter 2)	11/03/2023 - 01/19/2024

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Incentive materials and resources	no

Action Steps	Anticipated Start/Completion Date
Create and share weekly advisory lessons and monthly resources for staff to complete provided by the Restorative Action Team. The focus of the lesson will be restorative practice activities. Lessons will be every Thursday. (Quarter 2)	11/03/2023 - 01/19/2024

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Restorative practices lesson plan template	no

Action Steps	Anticipated Start/Completion Date
Create and share weekly advisory lessons and monthly resources for staff to complete provided by the Restorative Practice Action Team. The focus of the lesson will be restorative practice activities. Lessons will be every Thursday. (Quarter 3)	01/22/2024 - 03/25/2024

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Restorative practices lesson plan template	no

Action Steps	Anticipated Start/Completion Date
Track & Evaluate participation in SEL programming - quarter 3	01/22/2024 - 03/25/2024

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Tracking sheet Google form	no

Action Steps	Anticipated Start/Completion Date
Tracking of student attendance supports - quarter 3	01/22/2024 - 03/25/2024

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Tracking sheet Google form	no

Action Steps	Anticipated Start/Completion Date
Hold attendance incentives/ events for parents and students on a weekly, monthly, and quarterly basis (Quarter 3)	01/22/2024 - 03/25/2024

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Incentive materials and resources	no

Action Steps	Anticipated Start/Completion Date
Track & Evaluate participation in SEL programming - quarter 4	03/26/2024 - 06/07/2024

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Tracking sheet	no

Action Steps	Anticipated Start/Completion Date
Tracking of student attendance supports - quarter 4	03/26/2024 - 06/07/2024

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Tracking sheet	no

Action Steps	Anticipated Start/Completion Date
Create and share weekly advisory lessons and monthly resources for staff to complete provided by the Restorative Practice Action Team. The focus of the lessons will be restorative practice activities. Lessons will be every Thursday. (Quarter 4)	03/26/2024 - 06/07/2024

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Restorative practices lesson plan template	no

Action Steps	Anticipated Start/Completion Date
Hold attendance incentives/ events for parents and students on a weekly, monthly, and quarterly basis (Quarter 4)	03/26/2024 - 06/07/2024

Monitoring/Evaluation	Anticipated Output
Action teams, PD for staff, Restorative Practice Advisory lessons, Parent engagement and use of community partners	Decrease in behaviors and increase in attendance through the continued use of Restorative Practice.

Material/Resources/Supports Needed	PD Step
Incentive materials and resources	no

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2024, 90% of students will show significant growth on ELA CDT from their beginning of the year CDT assessment. (ELA growth goals) By June 30, 2024, 90% of students will have met their iReady typical growth goal. (Math growth goals)	Instructional Teams	Provide an overview PD on the RSD Instructional Framework and the walkthrough template	08/23/2023 - 08/23/2023
By June 30, 2024, 90% of students will show significant growth on ELA CDT from their beginning of the year CDT assessment. (ELA growth goals) By June 30, 2024, 90% of students will have met their iReady typical growth goal. (Math growth goals)	Instructional Teams	Contact LAS LINKS staff and contract with DRC to provide professional development and support with LAS links assessment administration and reports	08/30/2023 - 09/29/2023
By June 30, 2024, 90% of students will show significant growth on ELA CDT from their beginning of the year CDT assessment. (ELA growth goals)	Instructional Teams	Provide professional	09/07/2023 -

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2024, 90% of students will have met their iReady typical growth goal. (Math growth goals)		development for NEW teaching staff hired over the summer and during hte school year about Data Wise protocols. The PD will be the free data wise course online and will focus on Data Wise protocols	06/07/2024
By June 30, 2024, 75% of students will be considered regular attendees. (Interventions impact on Attendance) By June 30th, 2024 the number of discipline referrals coded "96" will be less than 781. (Restorative Practice)	Restorative Practice	Establish monthly planning meeting schedule for the Restorative Practice Action Team to create / complete: professional development for all staff on restorative conversations and circles monthly	08/01/2023 - 09/12/2023

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		weekly advisory lessons for staff to complete	
By June 30, 2024, 75% of students will be considered regular attendees. (Interventions impact on Attendance) By June 30th, 2024 the number of discipline referrals coded "96" will be less than 781. (Restorative Practice)	Restorative Practice	Contract with SMARTPASS and conduct professional development with new staff about safe schools plan and SMARTPASS to promote and sustain a positive school environment where all members safe in school	08/01/2023 - 08/25/2023
By June 30, 2024, 75% of students will be considered regular attendees. (Interventions impact on Attendance) By June 30th, 2024 the number of discipline referrals coded "96" will be less than 781. (Restorative Practice)	Restorative Practice	Schedule professional development with staff on Restorative practices and	08/22/2023 - 09/29/2023

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		Equity initiatives	

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
RSD Instructional Framework	Southern Middle School staff	Overview of Instructional Framework and walkthrough template

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Implementation of the two pillars of focus ~ quality interactions and high expectations for all ~ as observed during walkthroughs and formal observations	08/23/2023 - 08/23/2023	Principal and Assistant Principal

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

Professional Development Step	Audience	Topics of Prof. Dev
LAS Links Data Dive	ESL Teachers	How to find and read various reports post-assessment and how to address the needs of the students

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
ELS teachers will use reports to help guide their lessons as well as supporting classroom teachers with strategies to teach the ELL students	08/30/2023 - 09/29/2023	Principal, Assistant Principal and ESL teachers

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
3d: Using Assessment in Instruction	Language and Literacy Acquisition for All Students

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Professional Development Step	Audience	Topics of Prof. Dev
Data Wise Protocols	New teaching staff	Data Wise protocols and expectations

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Collaboration with department and data wise journal	08/23/2023 - 06/07/2024	Principal, Assistant Principal, Department Heads

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

3d: Using Assessment in Instruction

Professional Development Step	Audience	Topics of Prof. Dev
Restorative Practice and Equity PD	All Staff	Restorative Practice and Equity action team topics

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Implementation of restorative practice in all areas of the school community, decrease in discipline referrals, increase in attendance	08/23/2023 - 06/07/2024	Restorative Practice Facilitator, Restorative Practice, and Equity Action Teams

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

2a: Creating an Environment of Respect and Rapport

2b: Establishing a Culture for Learning

Professional Development Step	Audience	Topics of Prof. Dev
Smartpass PD	Teaching Staff	Using Smartpass and how to pull reports

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Use of Smart pass daily and team leaders' data discussions	08/23/2023 - 09/29/2023	Principal, Assistant Principal, and Team Leaders

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
2d: Managing Student Behavior	
2a: Creating an Environment of Respect and Rapport	

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline