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| **Goal**: (MS) To increase the percentage of students reaching their MAP Growth Goal set by MAP Assessment in the Areas of Math and ELA by 3%. |
| **Strategy:**What will we focus on to achieve our goal-our commitments? | **Actions:** To do list: things we need to do to implement our strategies (i.e. Schedule this, arrange that, create …)(Lead with a verb) | **Success Criteria:**What are we expecting to see and hear from the leadership team and teachers? | **Progress/Outcomes**What evidence will we use to monitor student progress? | **Professional Development:**What will you teach to support effective strategy implementation named? |
| Bluestem will focus on MAP growth over time for the 2024-2025 school year.  | * Schedule department and PLC meetings (bi-monthly after school, alternating Mondays).
* Plan agendas for meetings that are data focused, student work centered, solutions and outcomes oriented.
* Plan and facilitate PD around literacy across the contents – to be delivered August 12th.
* Plan and facilitate PD around MLL supports to be delivered August 13th.
* Provide instructional coaching to teachers who are in their first two-five years of teaching.
* Provide ongoing professional development around student engagement.
 | * Engagement during meetings – teachers focus on data and outcomes, not on what is not in their control.
* Increased assessment literacy – better understanding of student data and implications.
* Positive feedback through teacher surveys (important use of time, value in the work, seeing the results)
 | * Increase in MAP Growth
* Grade book data
* Student work
 | * Literacy Across the Contents PD (August)
* Ongoing PD around engagement and literacy (focus on reading, writing, and speaking strategies).
* MLL Professional Development facilitated by EL teachers and their EL coach
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| **Goal:** Create tier I procedures for all students to increase learning time and maintain a less than 5% rate each month for ALL out of class referrals (buddy room, PAC, and Admin office)  |
| **Strategy:**What will we focus on to achieve our goal-our commitments? | **Actions:** To do list: things we need to do to implement our strategies (i.e. Schedule this, arrange that, create …)(Lead with a verb) | **Success Criteria:**What are we expecting to see and hear from the leadership team and teachers? | **Progress/Outcomes**What evidence will we use to monitor student progress? | **Professional Development:**What will you teach to support effective strategy implementation named? |
| Bluestem will use MTSS-B behavioral plan, common language, and strong Tier 1, Tier 2, and Tier 3 supports. | * Meet regularly with MTSS-B team (comprised of Deans of Students, teachers).
* Plan and deliver MTSS-B professional development August 12th and 13th.
* Provide feedback to teachers during instructional walkthroughs around adherence to common MTSS-B tier I strategies.
* Hold team meetings regularly (once per week) to discuss student concerns and solutions.
 | * Consistent use of common language
* Consistency with behavior plan across classrooms and grade levels
 | * Student referral data
* Completed reflection forms
 | * MTSS-B Professional Development August 12th and 13th
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| **Goal**: (Staffing) Bluestem will follow the guidance and core principle of CULTURIZE by Jimmy Casas |
| **Strategy:**What will we focus on to achieve our goal-our commitments? | **Actions:** To do list: things we need to do to implement our strategies (i.e. Schedule this, arrange that, create …)(Lead with a verb) | **Success Criteria:**What are we expecting to see and hear from the leadership team and teachers? | **Progress/Outcomes**What evidence will we use to monitor student progress? | Professional Development:What will you teach to support effective strategy implementation named? |
| Bluestem will follow the guidance and core principles of CULTURIZE by Jimmy Casas.  | * Continue to use frameworks we utilized from our development with Jimmy Casa’s in June of 2023.
* Continue to open meetings with grounding in our norms and moments of connection
 | * We want to continue using Culturizing language throughout our meetings and interactions
	+ “What are the undercurrents?”
	+ “Are you/we carrying the banner?”
	+ “Being clear (with expectations) is kind. . “
* Eliminating anonymous surveys
* Extending Culturize to include engagement with students and families.
 | * Staff, student, family culture survey data
 | * Start each meeting with grounding in our Bluestem norms
* Start each meeting with a moment of connection
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| **Goal:** Bluestem will decrease our chronic absenteeism from 41.9% to 36.5% (5 % decrease)  |
| **Strategy:**What will we focus on to achieve our goal-our commitments? | **Actions:** To do list: things we need to do to implement our strategies (i.e. Schedule this, arrange that, create …)(Lead with a verb) | **Success Criteria:**What are we expecting to see and hear from the leadership team and teachers? | **Progress/Outcomes**What evidence will we use to monitor student progress? | **Professional Development:**What will you teach to support effective strategy implementation? |
| Weekly attendance meetings | * Meet as a leadership and attendance team to identify students who are chronically absent or disengaged.
* We will communicate absence trends via Teams with key staff members
* Attendance celebrations and rewards
* Attendance lessons in advisement
* Weekly checks on IC for students to monitor their absenteeism during advisement
 | * Ongoing communication for absent students
* Home visits
* Visits with students and families
* Collaborative Attendance Plans
* Tapping in supports from School Social Worker and Community Resources
 | * Absenteeism data in tableau
* Weekly checks on attendance issues during admin meetings
* Tableau data monitoring
* Attendance celebrations
* Information for parents/guardians
 | * Review attendance data at staff meetings
* Review attendance data at Parent
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