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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 |
| **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 |
| **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 |