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| **Goal**: Reading on Grade Level | | | | |
| **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.  (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? |
| * Backwards planning * Lesson Planning * Reading Interventionist | * Develop lesson plans that prepare our students to understand content that will help them be successful on assessments. * Complete backwards planning to ensure content taught matches assessments * Provide reading intervention support for identified students * Create videos to share with teachers   “\ | * Completed binder * Scaffolding in lesson planning * Pacing in instruction – students doing majority of the work * Grade appropriate work being provided * High student engagement * Focused learning targets | * Weekly and Module Assessment results/graphs * MAP Scores * Amira Benchmark results * Increase students from 47% at or above norm. grade level mean rit to 50% for 23-24 school year. | * Teacher led success stories for staff meetings * Time for collaboration in grade level meetings * CLI strategies * Joyful Teacher book study * Engagement strategies * Video sharing |
| **Goal: Increase Staff Retention 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  (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? |
| * Classroom coverage when staff are absent * Provide support to student teachers to retain them in OPS. * Positive reinforcement to staff | * Providing leadership and non-classroom staff coverage of classes when staff are absent * Hosting student teacher meetings to provide guidance and support for new teachers * Providing frequent coaching in the moment feedback. * Incorporating frequent staff recognition | * High percentage of staff returning to Belle Ryan from year to year. * Daily teacher attendance increase * High engagement of staff/activities in events outside the regular school day. | * Percentage of staff retained will be at 76% or higher * Climate results –annually * Staff attending a minimum of 3 family events a year. | * Intentional planning at grade level meetings focused on collaborative planning for both math and ELA * MTSS-B tier 2 PD and implementation to reduce chronic behaviors. |

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| **Goal**: Increase Student Attendance by 5% | | | | |
| **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  (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? |
| * Increase Parent Communication * Student Attendance Recognition * Classroom Attendance Recognition | * Send monthly parent communications on Blackboard on importance of attendance * Recognize class attendance award winners each week * Announce perfect attendance students per quarter * Complete home visits on chronic absences | * Weekly numbers of student, classroom, and school-wide attendance * KBRE announcements promoting school attendance. * Classrooms with all students in attendance | * 22-23 school year – 32% * 23-24 school year goal– 37% * Review attendance dashboard for individual recognition * Review attendance dashboard for classroom recognition. | * Resources for teachers to support student attendance. * Resources for parents to improve attendance * Resources for teachers to encourage classmates to support each other. |
| **Goal:** | | | | |
| **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  (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? |
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