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| **ELA Goal: By 2024, we will increase the percentage of K-3 students meeting or exceeding grade level norms on Reading MAP by 4% from 30.3% to 34.3%.** |
| **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? |
| * High expectations and utilizing the district’s high quality instructional materials
* Backwards Planning
* Foundational skills *(Grades K-2: Structured Literacy)*
* Constructing Arguments Using Complex Texts *(Grades 3-5)*
 | * Bi-monthly grade level meetings
* Monthly grade level PLC meetings (supports backwards planning and using formative assessment data to drive instruction)
* Must-have coaching walkthroughs
* Instructional coaching and feedback
* Building-level PD
* Weekly staff smores to share data/progress
 | * PLC agendas and planning documents submitted to principal.
* Coaching notes and feedback from academic coaches.
* Digital resource growth
* Increased achievement on common summative assessments
* Students meeting projected growth goals on Winter and Spring MAP/NSCAS Growth assessments
 | * MAP/NSCAS Growth: ELA outcomes
* Amira
* Lexia/Core 5 Data
* Report Card Grades
* Summative Module Assessments (ELA)
* Structured Literacy Pre/Post Tests
 | PD surrounding…* The Opportunity Myth for high expectations.
* Backwards planning
* Foundational Skills/Structured Literacy
* Constructing Arguments Using Complex Texts
* Standards Based Grading
* Learning Framework
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| **Staff Retention Goal: By 2024, we will increase the percentage of staff retention by 2% from 83% to 85%.** |
| **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/staff progress? | **Professional Development:**What will you teach to support effective strategy implementation? |
| * Be kind and empathetic and treat people with respect
* Provide additional support for new staff
* SEL Check-Ins
 | * Staff shout outs/recognition
* Random incentives (treats, prizes, contests, etc.)
* Opportunities to wear jeans/sweats
* Teambuilding
* Teacher/Staff Appreciation Week
* Lion’s Den Welcome Camp (Professional Development for New and Current Staff)
 | * High staff attendance rates
* Positive Staff Response to activities/events
* Participation in optional activities
 | * Climate survey
* Staff feedback
 | * Incorporate SEL strategies and teambuilding activities for adults in our meetings/professional development.
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| **Behavior Goal: By 2024, we will decrease the number of referrals by 3% from 1790 to 1736.** |
| **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? |
| * Identify students with behavioral/SEL needs.
* MTSS-B Tier 1 Supports
* MTSS-B Tier 2 Supports (Check in/out)
* Consistent MTSS-B Tier 1 & Tier 2 Team Meetings
 | * Hold Monthly MTSS-B tier 1&2 meetings
* Present MTSS-B tier 1&2 school-wide supports.
* Utilize PAC and establish a reteaching component
* Check in and check out
* Field Trips as Behavior Incentives
 | * Agendas from monthly meetings posted in the MV Notebook
* Staff following the behavior flowchart for class and office-managed behavior
* MTSS-B Walkthroughs
 | * Behavior Dashboard (Behavior referrals)
 | * MTSS-B PD for both Tier 1 & 2 supports in staff professional development
* 1:1 Behavior Coaching for Teachers as Needed
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| **Attendance Goal: By 2024, we will increase the percentage of non-chronic absent students by 2% from 6.46% to 4.64%** |
| **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? |
| * Identify students with chronic attendance issues
* Recognize students with non-chronic attendance issues
* Remove barriers to attending school on time, every day
 | * Hold Weekly Attendance Meetings
* Utilize Attendance Dashboard to Capture student need.
* Establish weekly and quarterly attendance recognition systems.
* Communicate attendance impact with families
* Home visits
* Remove attendance barriers through community resources
 | * Agendas from weekly attendance meetings
* Recognition certificates/awards distributed
* Attendance communication in monthly newsletters/smores
* Reduction in attendance letters sent home
 | * Attendance Dashboard
 | * NA
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