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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 |
| **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 |
| **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 |