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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 42% to 46% |
| **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? |
| Set high expectations for grade level content presented to all students with the needed scaffolding. Backwards planning | Create and conduct grade level meetings that focus on a PLC model that supports backwards planning and formative assessments. Determine needed scaffolds to support student understanding while maintaining high level expectations. Provide intentional coaching and feedback to listed strategies. | PLC agendas and planning documents submitted to principal. Coaching notes and feedback from academic coaches. | MAP ELA outcomesAmiraLexia/Core 5 DataReport Card GradesCommon Summative Assessment (ELA)  | PD surrounding The Opportunity Myth for high expectations.  |
| **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.  | Staff shout outs/recognitionRandom incentivesMt. View PerksTeambuilding | Cohesive grade level collaborationLow staff absences | Climate surveyStaff feedback | Incorporate SEL strategies for adults in our PD.  |

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| **Behavior Goal**: By 2024, we will decrease the number of referrals by 3% from 854 to 828 |
| **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 SupportsMTSS-B Tier 2 Supports (check in/out) | Hold Monthly MTSS-B tier 1&2 meetings.Present MTSS-B tier 1&2 school-wide supports. Utilize PAC and establish a reteaching componentCheck in and check out | Agendas from monthly meetingsAgendas/Dates from MTSS-B PD provided to staff.MTSS-B Fidelity Checks | Behavior Dashboard (Behavior referrals) | MTSS-B PD for both tier 1&2 supports |
| **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.Promote Strive for 95Recognize students with perfect attendance/growth | Hold Weekly Attendance MeetingsUtilize Attendance Dashboard to Capture student need.Establish weekly and quarterly attendance recognition systems. Communicate attendance impact with familiesHome visitsRemove attendance barriers through community resources | Agendas from Weekly Attendance meetingsQuarterly and Yearly Attendance - student recognitionAttendance communication in Monthly Newsletters | Attendance Dashboard Outcomes | NA |