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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 outcomes  Amira  Lexia/Core 5 Data  Report Card Grades  Common 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/recognition  Random incentives  Mt. View Perks  Teambuilding | Cohesive grade level collaboration  Low staff absences | Climate survey  Staff 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 Supports  MTSS-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 component  Check in and check out | Agendas from monthly meetings  Agendas/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 95  Recognize students with perfect attendance/growth | 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  Quarterly and Yearly Attendance - student recognition  Attendance communication in Monthly Newsletters | Attendance Dashboard Outcomes | NA |