

Miami-Dade County Public Schools

Acadmir Preparatory Academy



2015-16 School Improvement Plan

Academir Preparatory Academy

10870 SW 113 PLACE, Miami, FL 33176

www.academirpreparatoryacademy.com

School Demographics

School Type	2014-15 Title I School	2015-16 Economically Disadvantaged (FRL) Rate (As Reported on Survey 2)
Elementary	No	56%

Alternative/ESE Center	Charter School	2015-16 Minority Rate (Reported as Non-white on Survey 2)
No	Yes	100%

School Grades History

Year
Grade

School Board Approval

This plan is pending approval by the Dade County School Board.

SIP Authority and Template

Section 1001.42(18), Florida Statutes, requires district school boards to annually approve and require implementation of a school improvement plan (SIP) for each school in the district.

The Florida Department of Education (FDOE) SIP template meets all statutory and rule requirements for traditional public schools and incorporates all components required for schools receiving Title I funds. This template is required by State Board of Education Rule 6A-1.099811, Florida Administrative Code, for all non-charter schools with a current grade of D or F, or with a grade of F within the prior two years. For all other schools, the district may use a template of its choosing. All districts must submit annual assurances that their plans meet statutory requirements.

This document was prepared by school and district leadership using the Florida Department of Education's school improvement planning web application located at <https://www.floridacims.org>.

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Purpose and Outline of the SIP

The SIP is intended to be the primary artifact used by every school with stakeholders to review data, set goals, create an action plan and monitor progress. A corollary at the district level is the District Improvement and Assistance Plan (DIAP), designed to help district leadership make the necessary connections between school and district goals in order to align resources. The Florida Department of Education encourages schools to use the SIP as a “living document” by continually updating, refining and using the plan to guide their work throughout the year. This printed version represents the SIP as of the “Date Modified” listed in the footer.

Part I: Current School Status

Part I organizes the current status of the school around five domains inspired by the 5Essentials framework: Supportive Environment, Family and Community Involvement, Effective Leadership, Public and Collaborative Teaching, and Ambitious Instruction and Learning. Questions regarding the school’s Multi-Tiered System of Supports have been embedded throughout this part to demonstrate how data is used by stakeholders to understand the needs of all students and allocate appropriate resources in proportion to those needs.

Part II: Needs Assessment

Part II requires the school to review performance and early warning systems data in order to develop strategic goals and associated data targets (i.e., “SMART goals”) for the coming school year in context of the school’s greatest strengths and needs. An online tool was developed, which includes data visualizations and processing questions to support problem identification, problem analysis and strategic goal formulation.

Part III: 8-Step Planning and Problem Solving for Implementation

Part III enables the school to develop implementation plans for its highest-priority goals. With the overview of the current state of the school in mind and the strategic goals identified through the needs assessment, the planning team engages in a facilitated planning and problem-solving process, through which they

- Define strategic goals and establish targets to be reached by successfully achieving the goals (Step 1)
- Identify resources available to support the goals and barriers that could hinder achieving those goals (Step 2)
- Select high-priority barriers they want to address initially (Step 3)
- Design implementation and monitoring plans for strategies to resolve selected barriers (Steps 4-7)
- Determine how they will monitor progress toward each goal (Step 8)

Appendices

The following appendices, automatically-generated from content entered in Part III, are included in this document:

- Appendix 1 is a timeline of all action steps and monitoring activities
- Appendix 2 is an outline of all professional development opportunities and technical assistance items
- Appendix 3 is a report of the budget needed to implement the strategies

Differentiated Accountability

Florida’s Differentiated Accountability (DA) system is a statewide network of strategic support, differentiated by need according to performance data, and provided to schools and districts in order to improve leadership capacity, teacher efficacy and student outcomes. DA field teams collaborate with district and school leadership to design, implement and refine improvement plans, as well as provide instructional coaching, as needed.

DA Regions

Florida’s DA network is divided into five geographical regions, each served by a field team led by a regional executive director (RED).

DA Categories

Traditional public schools are classified at the start of each school year, based upon the most recently released school grades (A-F), into one of the following categories:

- Not in DA – currently A or B with no F in prior three years; charter schools; ungraded schools
- Monitoring Only – currently A, B or C with at least one F in the prior three years
- Focus – currently D
 - Planning – two consecutive grades of D (i.e., DD), or a grade of F immediately followed by a grade of D in the most recent grades release (i.e., FD)
 - Implementing – two consecutive grades of D in the most recent grades release preceded by a grade below C (i.e., FDD or DDD)
- Priority – currently F
 - Planning – declined to a grade of F in the most recent grades release and have not received a planning year or implemented a turnaround option during the previous school year
 - Implementing – two consecutive grades of F (i.e., FF), or three consecutive grades below C with an F in the most recent grades release (i.e., FDF or DDF)

DA Turnaround and Monitoring Statuses

Additionally, schools in DA are subject to one or more of the following Turnaround and Monitoring Statuses:

- Former F – currently A-C with at least one F in the prior three years; SIP is monitored by FDOE
- Planning – Focus Planning and Priority Planning; district is planning for possible turnaround
- Implementing – Focus Implementing and Priority Implementing; district is implementing the Turnaround Option Plan (TOP)

2015-16 DA Category and Statuses

DA Category	Region	RED
Not In DA		Gayle Sitter
Former F	Turnaround Status	
No		

Part I: Current School Status

Supportive Environment

School Mission and Vision

Provide the school's mission statement

The mission of Academir Preparatory Academy is to provide students with a well-rounded elementary education, through a challenging program, focused on mathematics and science pursuing innovative, reform-based instructional methods in a stimulating and nurturing environment that fosters maximum student achievement.

Provide the school's vision statement

The vision of Academir Preparatory Academy is to provide students with a challenging and rigorous curriculum enabling students to be well prepared for life through adherence to the mission, shared purpose, and clearly articulated goals.

School Environment

Describe the process by which the school learns about students' cultures and builds relationships between teachers and students

The purpose of Academir Preparatory Academy is to prepare students to reach their maximum potential in all subject with special emphasis on mathematics, science, and reading. Their culture and diverse background are taken into account to build upon their knowledge, and unique individualize needs of each student. Teachers and students build a positive and nurturing relationship based on trust.

Describe how the school creates an environment where students feel safe and respected before, during and after school

APA approach to classroom management will be a consistent behavior management system that will maximize instruction and learning. APA uses a proactive and positive approach to classroom management. APA implements the 3R's Club - Respect, Responsibility and Readiness to Learn as a guideline to all students for the behavior expected at school. All students are treated with dignity and respect. Students are taught the skills and behaviors necessary for success. Staff members encourage motivation through positive interactions and building relationships with students.

Describe the schoolwide behavioral system in place that aids in minimizing distractions to keep students engaged during instructional time. This may include, but is not limited to, established protocols for disciplinary incidents, clear behavioral expectations, and training for school personnel to ensure the system is fairly and consistently enforced

The school's discipline plan allows teachers to establish major goals (instructional and behaviors) that students accomplish by the end of the academic year. The plan describes basic attitudes, traits and behaviors that will help students succeed in the classroom and throughout their lives. High positive expectations will be expected of all students. APA will build positive relationships with the students' families by making initial contact with them at the beginning of the school year and maintain regular contact throughout the school year to ensure behavioral and academic success.

Describe how the school ensures the social-emotional needs of all students are being met, which may include providing counseling, mentoring and other pupil services

APA ensures that the social-emotional needs of all students are being met through the process of self-reflection, utilization of data, structuring for success, and collaboration. If student behavior is irresponsible, the school staff will reflect on what they can do to help the student. Objective information about behavior is important in planning and making decisions about behavior. The setting is organized to promote successful behavior from all students. Faculty and staff share the responsibility of ensuring that all students follow the school's discipline plan. A policy is in place for disseminating critical information regarding a student's well-being and safety.

Early Warning Systems

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(B)(ii)(III), (b)(1)(B)(iii)(I), and (b)(1)(I).

Describe the school's early warning system and provide a list of the early warning indicators used in the system

Academir Preparatory Academy considers regular school attendance an integral part of a student's education. Absences are excused only for personal illness, medical appointments, death in the family, and religious holidays. A note explaining the reason for the absence is due upon return. Excused notes returned to school three days or more after the absence will not be accepted and the absence will remain as unexcused. Students who have two unexcused absences within a month will not be included in the monthly 3 R's Club. Parent meetings are held on monthly basis with students who have 5 or more unexcused absences. After school an Saturday tutoring program are implemented for Reading and Math students, and fifth grade Science students who have been identified. A set intervention time is provided for all identified students in both subject areas as well.

Provide the following data related to the school's early warning system

The number of students by grade level that exhibit each early warning indicator:

Indicator	Grade Level	Total
Attendance below 90 percent		
One or more suspensions		
Course failure in ELA or Math		
Level 1 on statewide assessment		

The number of students identified by the system as exhibiting two or more early warning indicators:

Indicator	Grade Level	Total
Students exhibiting two or more indicators		

Describe all intervention strategies employed by the school to improve the academic performance of students identified by the early warning system

A letter is sent to parents of those students with excessive absences on a monthly basis. The school conducts monthly parent meeting with students with five or more unexcused absences. Students who have good attendance are recognized on a monthly basis. A discipline plan is followed to ensure students' inappropriate behavior is discouraged and rectified prior to resulting in suspension. The bottom 35% of the student population is addressed academically through the implementation of remedial instruction to minimize the achievement gap. The students requiring intervention are provided with a minimum of thirty minutes of remedial instruction with school based support staff in the areas of reading and/or math. After school and Saturday tutoring programs are established to minimize the achievement gap. Student data is collected and used to guide instruction and make sound instructional decisions that foster academic growth and success.

Family and Community Involvement

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(B)(iii)(I)(aa).

Describe how the school works at building positive relationships with families to increase involvement, including efforts to communicate the school's mission and vision, and keep parents informed of their child's progress

Title I schools use the Parent Involvement Plan (PIP) to meet the requirements of 20 U.S.C. § 6314(b)(1)(F).

Will the school use its PIP to satisfy this question?

No

PIP Link

The school completes a Parental Involvement Plan (PIP), which is available at the school site.

Description

The school will maintain an open channel of communication with parents at all times to provide them with information regarding their child's academic progress.

The school will:

- Identify students who are at a level below, at grade level or above grade level and let parents know by notifying them and requesting a parent conference.
- Those students that are not making adequate progress toward the Florida Standards will be identified and methods of improvement will be implemented and interventions will take place in order to help the student improve. All interventions and the progress of the interventions will be communicated to parents through MTS meetings that review the intervention implemented.
- Other data that is obtained and the progress of the students will be communicated to parents via progress reports, report cards, parent involvement workshops and parent conferences as well as other adequate forms written and oral communication deemed necessary in order to maintain the parent informed.

The school website informs parents of all upcoming events and activities. All teachers have classroom websites that are updated weekly to inform parents of all home learning assignments, upcoming tests and projects. Parents are provided with conference times before school hours beginning at 7:45 a.m. The school will continue to host parental involvement activities that promote literacy.

Describe the process by which the school builds and sustains partnerships with the local community for the purpose of securing and utilizing resources to support the school and student achievement

APA regularly schedules EESAC meetings, parent workshops, open house, special events and chats with the teachers and staff. These meetings are held to support parents with the development of their child's progress. Local community partnerships are used to influence the academic growth and achievement of all students.

Effective Leadership

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(H).

School Leadership Team

Membership:

Name	Title
Claro, Carolina	Principal
Rossie, Carlos	Instructional Coach
Raimy, Stempien	Assistant Principal

Duties

Describe the roles and responsibilities of the members, including how they serve as instructional leaders and practice shared decision making

Dr. Carolina Claro, Principal, -The role of the Principal is to communicate a clear and common vision, and ensures all teachers and staff are implementing the SIP and following the Problem-Solving Process. The Principal analyzes the school's data and uses data results to make instructional decisions. Evaluates the impact of instruction and interventions in Tiers 1-3. Communicates student outcomes and celebrates and communicates success.

Raimy Stempien, Assistant Principal, coordinates all Leadership Team meetings, ensures implementation of strategies outlined in the SIP, and monitors implementation and progress of MTSS and SIP. The Assistant Principal analyzes and disseminates information related to student data and progress, and evaluates the impact of instruction and interventions in Tiers 1-3. The Assistant Principal ensures the SIP is implemented with fidelity and monitors curriculum goals to ensure effectiveness. Student outcomes are communicated and student success is celebrated.

Carlor Rossie, Curriculum Coach provides classroom support and guidance to teachers on the implementation process of SIP. She assists teachers with Tier grouping decisions based on data results. She engages in data chats with all teachers to ensure data is driving instructional decisions and monitors program effectiveness by reviewing data results from IReady, baseline, interim, and winter assessments. She also assists teachers in implementing the "Go Math" program, writing curriculum, and Wonders curriculum with fidelity.

The function and responsibility of the Grade level chairperson is to disseminate information to grade level teachers discussed during Leadership Team Meetings, assist teachers in the implementation of SIP, meet on a weekly basis with grade level teachers to discuss data results, differentiated instruction, group interventions, and self-monitoring by students. Grade level chairperson will ensure that grade level teachers are implementing the goals outlined in the SIP with fidelity. As this is the first year of a new, small school, all teachers will have an input and responsibility in the above.

Describe the process through which school leadership identifies and aligns all available resources (e.g., personnel, instructional, curricular) in order to meet the needs of all students and maximize desired student outcomes. Include the methodology for coordinating and supplementing federal, state and local funds, services and programs. Provide the person(s) responsible, frequency of meetings, how an inventory of resources is maintained and any problem-solving activities used to determine how to apply resources for the highest impact

The MTSS Leadership Team will review and reflect upon the School Improvement Plan on an on-going basis to ensure SIP implementation and fidelity. The team will meet to discuss, review, and reflect upon the data obtained from baseline, interim, and winter assessments. The team will discuss student's strengths and weaknesses, as well as, class performance. The data will reflect which students require additional supports and intervention. Students will be grouped for intervention in accordance to competency levels as determined by our IReady diagnostics and instructional needs as reflected on the data obtained through district assessments. Class performance on district assessments will be used as indicators for the need for particular professional developments.

Curriculum coach will serve as instructional support to model lessons and assist teachers on program implementation, grouping, and interventions. Grade level meetings will be held on a weekly basis to discuss student data results and performance. Monthly data chats will beheld to determine student progress through the MTSS system. Leadership meetings will be held twice a month to discuss data

results, trends, and reflection. Goals and strategies aligned to the SIP will be discussed regularly for continued improve

School Advisory Council (SAC)

Membership:

Name	Stakeholder Group
Dr. Carolina Claro	Principal
Raimy Stempien	Education Support Employee
Jennifer Amador	Teacher
Melissa Ross-Brenes	Teacher
Karen Sosa	Teacher
Osdania Garcia	Parent
Edwin Sosa	Parent
Gerard Samaroo	Business/Community
Alexander Casas	Business/Community
	Student

Duties

Provide a description of the SAC's involvement with the following activities, as required by section 1001.452(2), Florida Statutes

Evaluation of last year's school improvement plan

The SAC committee was involved in reviewing the goals associated with last year's School Improvement Plan. The SAC committee gave suggestions that would help guide goals for this coming school year.

Development of this school improvement plan

The SAC committee is the primary responsible body within the school for the creation and implementation of the School Improvement Plan. SAC members discussed issues related to academic curriculum (Reading, Writing, Math, and Science), parent involvement, attendance, school budgets, professional development, instructional materials and curricular needs.

Preparation of the school's annual budget and plan

The administrative team presented the budget during the SAC meeting. Recommendations and suggestions were made by SAC members.

Describe the use of school improvement funds allocated last year, including the amount budgeted for each project

Laptops and headphones were purchased to enhance our curriculum.

Verify that the school is in compliance with section 1001.452, Florida Statutes, regarding the establishment requirements and duties of the SAC

Yes

If the school is not in compliance, describe the measures being implemented to meet SAC requirements

Literacy Leadership Team (LLT)

Membership:

Name	Title
Claro, Carolina	Principal
Rossie, Carlos	Instructional Coach
Amador, Jessica	Teacher, K-12
Brenes, Melissa	Teacher, K-12

Duties

Describe how the LLT promotes literacy within the school

The major initiative of the LLT is to ensure that all students are making adequate progress in the area of reading literacy and reading skills. They will monitor performance of benchmark assessments to ensure that all students are mastering the required benchmarks. The Literacy Team will assist all teachers in the development of the implementation of the new Florida Standards and instructional best practices. We will also have teachers support with the literacy leadership team, to have content expertise as well as teacher feedback when creating a strong plan.

Public and Collaborative Teaching

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(D).

Describe the school's strategies to encourage positive working relationships between teachers, including collaborative planning and instruction

All teachers have common planning time to discuss across grade levels student academic data and growth. Next steps to achieving academic growth is discussed within the Learning Team meetings that are held on a monthly basis. The Learning Team Meetings focus on strategically planning the discussion of implementing the Florida Standards through the incorporation of best practices and academic rigor

Describe the school's strategies to recruit, develop and retain highly qualified, certified-in-field, effective teachers to the school

In order to retain effective teachers, a class assignment request form is provided to teachers before the end of the academic school year allowing them to select the grade level and subject area preference for the upcoming school year. Bonuses are provided to those teachers who are rated as highly effective in their yearly evaluations. In order to recruit teachers, the principal uses professional affiliations with local universities and teacher education programs.

Describe the school's teacher mentoring program, including the rationale for pairings and planned mentoring activities

Orientation meeting is held for all new employees. New employees are paired with more experienced teachers. Teachers are provided with opportunities to plan together and model lessons for new teachers. The curriculum coach assist new teachers and serve as a coach and mentor in the area of reading, math, and science. The school utilizes the District's evaluation system. The faculty is surveyed at the beginning of the year to determine what professional developments are needed. Professional development are provided throughout the school year.

Ambitious Instruction and Learning

Instructional Programs and Strategies

Instructional Programs

Describe how the school ensures its core instructional programs and materials are aligned to Florida's standards

APA uses state adopted and researched based curriculum infusing best practices so that students are engaged and challenged on a daily basis. The school's curriculum is aligned to the Florida Standards. The core instructional programs implement research based strategies, innovations and activities that facilitate high levels of learning and achievement for all students. The curriculum reflects high quality instruction and the school will use Florida Department of Education adopted researched based textbooks and are accompanied by supplementary materials. All intervention and challenging materials will be incorporated to address the needs of special populations of learners, such as Gifted, ESE and ELL students.

The teachers follow the district approved pacing guides and develop their lesson plans accordingly. The curriculum coach and administrators review lesson plans weekly to ensure that all the benchmarks are being covered. Teachers follow the state mandated MTSS process so that they can implement interventions as demonstrated by students' data on assessments and teacher recommendation. LEP plans will also be followed with fidelity to ensure all ELL students are being taught with the appropriate strategies and that the students are receiving the support needed to meet the set objectives.

Instructional Strategies

Describe how the school uses data to provide and differentiate instruction to meet the diverse needs of students. Provide examples of how instruction is modified or supplemented to assist students having difficulty attaining the proficient or advanced level on state assessments

APA collects and analyzes data to make determinations about student learning and performance levels at the beginning of the school year. Data is used to determine student strengths and weaknesses and to drive and differentiate instruction. The collection of data is an ongoing process. For example, standardized test results from 2015 will be compared to results from 2014 to determine educational strengths and needs of students and to compare the students academic progress. Furthermore benchmark assessments are regularly provided to students to monitor growth in the areas of reading, math, and science, as well as IReady data. Interim quarterly assessments are used to monitor student progress and make instructional decisions that impact student growth and progress. Student data is used to drive and target students requiring below level, on level, and beyond level instruction. Scheduled intervention times are allotted throughout the school day to deliver remedial instruction. Students are also provided with enrichment opportunities to further develop and increase their academic potential.

Provide the following information for each strategy the school uses to increase the amount and quality of learning time and help enrich and accelerate the curriculum:

Strategy: Extended School Day

Minutes added to school year: 10,000

Students are in school an extra 30 minutes a day daily.

Strategy Rationale

By having an extended day students have the ability of having more instructional time.

Strategy Purpose(s)

- Core Academic Instruction

Person(s) responsible for monitoring implementation of the strategy

Claro, Carolina, pr0410@dadeschools.net

Data that is or will be collected and how it is analyzed to determine effectiveness of the strategy

IREADY monthly, and diagnostic assessments.

Student Transition and Readiness

PreK-12 Transition

The school's response to this question may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(G).

Describe the strategies the school employs to support incoming and outgoing cohorts of students in transition from one school level to another

New student applications will be accepted during the month of January. The dates are posted on the school website as well as visibly in the main office. Banners advertising the application period are also displayed outside the building. Siblings of current students have priority. Open house "Meet and Greet" sessions for Kindergarten students occur one week prior to the opening of school. Parents and students are able to visit their child's classrooms and meet the teachers. Student participation in this event is strongly encouraged. Parents and students are also invited to the September Open House that will occur during the month of September. A separate Kindergarten Orientation is held the week before school starts. Articulation meetings with the articulating middle school is held prior to the closing of the academic school year to ensure a smooth transition for each student.

College and Career Readiness

Describe the strategies the school uses to advance college and career awareness, which may include establishing partnerships with business, industry or community organizations

N/A

Identify the career and technical education programs available to students and industry certifications that may be earned through those respective programs

N/A

Describe efforts the school has taken to integrate career and technical education with academic courses (e.g., industrial biotechnology) to support student achievement

N/A

Describe strategies for improving student readiness for the public postsecondary level based on annual analysis of the [High School Feedback Report](#), as required by section 1008.37(4), Florida Statutes

N/A

Needs Assessment

Problem Identification

Data to Support Problem Identification

Portfolio Selection

Portfolio selection is not required by the Florida Department of Education but is offered as a tool for needs assessment.

Data Uploads

Data uploads are not required by the Florida Department of Education but are offered as a tool for the needs assessment. In this section, the school may upload files of locally available data charts and graphs being used as evidence of need.

The following documents were submitted as evidence for this section:

Problem Identification Summary

This section is not required by the Florida Department of Education but is provided as an opportunity for the school to summarize the points of strength and areas of need that have been identified in the data.

There is no current SIP data for Academir Prep as the 2015 school year it is in its first year. However, we are aware that according to our I-Ready online reading and math assessments that many of our students are below grade level and we also have a high ESOL population. An area of strength is that teachers are aggressively using their intervention blocks to ensure students are provided with the necessary support to enjoy academic success.

Problem Analysis Summary

This section is not required by the Florida Department of Education but is provided as an opportunity for the school to summarize the underlying “why” or root causes for the areas of need identified in the data, as determined by situational awareness of, and research conducted by, the stakeholders involved in the needs assessment.

We are currently collecting additional information in order to continue to provide our students with a quality education. However, root cause of overall progress will be determined when more information becomes available.

School Improvement Goals

The following key is intended to help readers understand how the sections of this document correspond to the steps of the 8-step planning and problem-solving framework used in the School Improvement Plan. The Quick Key numbers can help registered users go directly to the point of entry for any given goal, barrier and strategy within the online survey.

Problem Solving Key

G = Goal

B =
Barrier

S = Strategy

1 = Problem Solving Step  S123456 = Quick Key

Strategic Goals Summary

G1. To increase student achievement by improving core instruction in all content areas

Strategic Goals Detail

For each strategic goal, this section lists the associated targets (i.e., "SMART goals"), resources available to support movement toward the goal, barriers to achieving the goal, and the plan for monitoring progress toward the goal

G1. To increase student achievement by improving core instruction in all content areas 1a

G069442

Targets Supported 1b

Indicator	Annual Target
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Resources Available to Support the Goal 2

- English Language Arts: IREADY, Wonder Works curriculum, Interventionists, after school tutoring
- Math: IREADY after school tutoring
- Science: Fusion Books curriculum, after school tutoring.
- Social Studies: Weekly Readers
- Technology: Computer labs, MIMIO (SMART Boards)
- Human Resource Curriculum Specialist providing teacher support

Targeted Barriers to Achieving the Goal 3

- Need for further teacher development of explicit rigorous instruction.

Plan to Monitor Progress Toward G1. 8

Administration will progress monitor IREADY data, classroom based assessments and artifacts, and district based baselines.

Person Responsible

Carolina Claro

Schedule

Monthly, from 9/30/2015 to 5/31/2016

Evidence of Completion

Multiple data points will be collected and analyzed (IREADY reports, baseline data, and classroom based data) to ensure progress from students.

Action Plan for Improvement


For each strategy selected in the plan to reduce a targeted barrier to a strategic goal, this section lists the rationale for that strategy (i.e., why the school believes it will reduce the barrier) and the action steps that have been identified as necessary to implementing the strategy, including details such as the point person, timing and duration, and evidence of completion. At the end of each set of action steps is the plan for monitoring the implementation and effectiveness of the respective strategy.

Problem Solving Key


G = Goal **B** =
Barrier **S** = Strategy

1 = Problem Solving Step  S123456 = Quick Key


G1. To increase student achievement by improving core instruction in all content areas **1**

 G069442

G1.B1 Need for further teacher development of explicit rigorous instruction. **2**

 B180728

G1.B1.S1 Teachers will receive continuous instructional modeling by the Curriculum Specialist (Instructional Coach) on effective and explicit instruction **4**

 S192058

Strategy Rationale

If teachers receive support through modeling of lessons and collaborative planning they will be able to apply what they have learned.

Action Step 1 **5**

Curriculum Specialist will provide a needs assessment of tiered support for teachers.

Person Responsible

Carlos Rossie

Schedule

Quarterly, from 9/9/2015 to 5/31/2016

Evidence of Completion

A plan / list of teachers and how they will be tiered for support.

Action Step 2 5

Provide coaching cycle according to the tiered support plan.

Person Responsible

Carlos Rossie

Schedule

Biweekly, from 9/14/2015 to 5/31/2016

Evidence of Completion

Coaching logs.

Action Step 3 5

Classroom walkthroughs to monitor explicit rigorous instruction.

Person Responsible

Carolina Claro

Schedule

Weekly, from 10/21/2015 to 5/31/2016

Evidence of Completion

Administrative walks and logs

Action Step 4 5

Provide ongoing coaching while going through the full coaching cycle.

Person Responsible

Carlos Rossie

Schedule

Monthly, from 10/26/2015 to 5/31/2016

Evidence of Completion

Based off of administrative walkthroughs and follow up. As well as coaching logs.

Action Step 5 5

Provide professional development on rigor

Person Responsible

Carlos Rossie

Schedule

On 8/4/2015

Evidence of Completion

My Learning Plan Master Plan Points allotted to teachers as well as PD approved by district, sign sheet.

Plan to Monitor Fidelity of Implementation of G1.B1.S1 6

Administration will monitor how the coaching of teachers is progressing

Person Responsible

Carolina Claro

Schedule

Biweekly, from 10/14/2015 to 5/31/2016

Evidence of Completion

Administration will meet with the Curriculum Specialist to see what support has been provided to teachers.

Plan to Monitor Fidelity of Implementation of G1.B1.S1 6

Administration will monitor teacher progress after teachers have been modeled by the Curriculum Specialist

Person Responsible

Carolina Claro

Schedule

Monthly, from 9/30/2015 to 5/31/2016

Evidence of Completion

Administration will observe teachers that have gone through the coaching cycle to ensure best practices are being implemented

Plan to Monitor Effectiveness of Implementation of G1.B1.S1 7

Administration will conduct classroom walkthroughs on a weekly basis

Person Responsible

Carolina Claro

Schedule

On 5/31/2016

Evidence of Completion

Review of lesson plans, IREADY data, and ensure that teachers are implementing differentiated instruction with fidelity.

Appendix 1: Implementation Timeline

Action steps and monitoring activities identified in the SIP as necessary to achieve the school's goals.

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
G1.B1.S1.A1	Curriculum Specialist will provide a needs assessment of tiered support for teachers.	Rossie, Carlos	9/9/2015	A plan / list of teachers and how they will be tiered for support.	5/31/2016 quarterly
G1.B1.S1.A2	Provide coaching cycle according to the tiered support plan.	Rossie, Carlos	9/14/2015	Coaching logs.	5/31/2016 biweekly
G1.B1.S1.A3	Classroom walkthroughs to monitor explicit rigorous instruction.	Claro, Carolina	10/21/2015	Administrative walks and logs	5/31/2016 weekly
G1.B1.S1.A4	Provide ongoing coaching while going through the full coaching cycle.	Rossie, Carlos	10/26/2015	Based off of administrative walkthroughs and follow up. As well as coaching logs.	5/31/2016 monthly
G1.B1.S1.A5	Provide professional development on rigor	Rossie, Carlos	8/3/2015	My Learning Plan Master Plan Points allotted to teachers as well as PD approved by district, sign sheet.	8/4/2015 one-time
G1.MA1	Administration will progress monitor IREADY data, classroom based assessments and artifacts, and district based baselines.	Claro, Carolina	9/30/2015	Multiple data points will be collected and analyzed (IREADY reports, baseline data, and classroom based data) to ensure progress from students.	5/31/2016 monthly
G1.B1.S1.MA1	Administration will conduct classroom walkthroughs on a weekly basis	Claro, Carolina	10/16/2015	Review of lesson plans, IREADY data, and ensure that teachers are implementing differentiated instruction with fidelity.	5/31/2016 one-time
G1.B1.S1.MA1	Administration will monitor how the coaching of teachers is progressing	Claro, Carolina	10/14/2015	Administration will meet with the Curriculum Specialist to see what support has been provided to teachers.	5/31/2016 biweekly
G1.B1.S1.MA2	Administration will monitor teacher progress after teachers have been modeled by the Curriculum Specialist	Claro, Carolina	9/30/2015	Administration will observe teachers that have gone through the coaching cycle to ensure best practices are being implemented	5/31/2016 monthly

Appendix 2: Professional Development and Technical Assistance Outlines

Professional development opportunities and technical assistance items identified in the SIP as action steps to achieve the school's goals.

Professional Development Opportunities

Professional development opportunities identified in the SIP as action steps to achieve the school's goals.

G1. To increase student achievement by improving core instruction in all content areas

G1.B1 Need for further teacher development of explicit rigorous instruction.

G1.B1.S1 Teachers will receive continuous instructional modeling by the Curriculum Specialist (Instructional Coach) on effective and explicit instruction

PD Opportunity 1

Provide professional development on rigor

Facilitator

Carlos Rossie

Participants

School Based instructional staff

Schedule

On 8/4/2015

Technical Assistance Items

Technical Assistance opportunities identified in the SIP as action steps to achieve the school's goals.

Budget

Budget Data						
1	G1.B1.S1.A1	Curriculum Specialist will provide a needs assessment of tiered support for teachers.				\$0.00
2	G1.B1.S1.A2	Provide coaching cycle according to the tiered support plan.				\$0.00
3	G1.B1.S1.A3	Classroom walkthroughs to monitor explicit rigorous instruction.				\$0.00
4	G1.B1.S1.A4	Provide ongoing coaching while going through the full coaching cycle.				\$0.00
5	G1.B1.S1.A5	Provide professional development on rigor				\$350.00
	Function	Object	Budget Focus	Funding Source	FTE	2015-16
	1100	130-Other Certified Instructional Personnel	2002 - Academir Preparatory Academy	School Improvement Funds		\$350.00
					Total:	\$350.00