

Duval County Public Schools

# Lake Shore Middle School



2017-18 Schoolwide Improvement Plan

## Lake Shore Middle School

2519 BAYVIEW RD, Jacksonville, FL 32210

<http://www.duvalschools.org/lakeshore>

### School Demographics

<b>School Type and Grades Served</b> (per MSID File)	<b>2016-17 Title I School</b>	<b>2016-17 Economically Disadvantaged (FRL) Rate</b> (as reported on Survey 3)
Middle School 6-8	Yes	100%
<b>Primary Service Type</b> (per MSID File)	<b>Charter School</b>	<b>2018-19 Minority Rate</b> (Reported as Non-white on Survey 2)
K-12 General Education	No	80%

### School Grades History

Year	2016-17	2015-16	2014-15	2013-14
Grade	C	D	D*	D

*\*Informational Baseline School Grade*

**Note:** The school grades calculation was revised substantially for the 2014-15 school year to implement statutory changes made by the 2014 Legislature and incorporate the new Florida Standards Assessments. The 2014-15 school grades serve as informational baseline data that schools can use to improve in future years.

### School Board Approval

This plan is pending approval by the Duval 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 that has a school grade of D or F.

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 (see page 4). For schools receiving a grade of A, B, or C, the district may opt to require a SIP using a template of its choosing.

This document was prepared by school and district leadership using the FDOE'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 barriers that could hinder achieving those goals and resources that could be used to eliminate or reduce barriers (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, established in [section 1008.33, Florida Statutes](#), is a statewide network of strategic support, differentiated by need according to performance data, provided to districts and schools in order to improve leadership capacity, teacher efficacy, and student outcomes. Through a data-driven planning and problem-solving process, DA field teams collaborate with district leadership to design, implement, and refine strategic goals and action plans that are documented in the SIP.

### DA Regions

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

### DA Categories

At the start of each academic year, traditional schools are classified for DA support in two categories based on the most recent school grades data available. Descriptions of each DA category along with the state support and interventions provided are set forth by [Rule 6A-1.099811, Florida Administrative Code](#):

- **Not in DA** - A school with a current school grade of A, B, or C; charter schools; and ungraded schools.
- **Targeted Support and Improvement** - A school with a current school grade of an initial D.
- **Comprehensive Support and Improvement** - A school with a current school grade of F or two consecutive grades of D, or a high school with a graduation rate of 67 percent or less in the most recent data release.

### DA Turnaround Status

Additionally, Comprehensive Support and Improvement schools have a turnaround status of "Implementing," based on a school's grades history, including the current school grade:

- Implementing - A school with a status of "Implementing" requires the district to submit a turnaround plan to the State Board of Education for approval and implementation. A school remains in "Implementing" status until its school grade improves to a C or higher.

### 2017-18 DA Category and Statuses for Lake Shore Middle School

DA Region and RED	DA Category and Turnaround Status
Northeast - <a href="#">Cassandra Brusca</a>	- N/A

## I. Part I: Current School Status

### A. Supportive Environment

#### 1. School Mission and Vision

##### a. Provide the school's mission statement.

The mission of Lake Shore Middle School is to meet the physical, social, and emotional needs of both our students and staff, while providing a rigorous academic environment preparing students to successfully compete in a global community.

##### b. Provide the school's vision statement.

Lake Shore Middle School strives to develop students and staff members who are principled and balanced in their ability to be inquirers, communicators, thinkers and risk-takers in order to become caring, open-minded, reflective and knowledgeable citizens.

#### 2. School Environment

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

Lake Shore Middle School admin, teachers and staff annually review student demographic, assessment, and performance data. In addition, teachers and staff collect data from students and parents when planning instruction. Lake Shore Middle counselors and staff plan multicultural field trips and experiences that are embedded throughout the curriculum and elective courses. Parents are always involved in the planning and implementation of processes and events at Lake Shore in order to ensure that cultural needs and relationships are fostered.

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

Lake Shore is divided into three separate grade-level learning communities. Each grade-level has dedicated staff and resources including administrators, school counselors, and support facilitators to ensure that students' learning is nurtured in a more intimate environment meeting individual needs.

Assistant Principals and Deans address discipline concerns immediately. Students receive immediate consequences and are referred to appropriate services as well. Additionally, a strong Positive Behavioral Support Plan is in place helping students change negative behaviors more positively.

Additionally, during School, the following are enforced:

- Structured movement during transition to classes
- School wide Hall Pass system is monitored
- Uniform and ID policy enhances students' safety and structured movement procedures
- Instructional team Rituals and Routines are developed and reviewed
- Students making good choices are selected and celebrated as Student of the Month

##### c. 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.

Lake Shore Middle School has developed a system to where students who are causing disruption to the learning environment are immediately addressed. Using the DCPS Student Code of conduct, a

Positive Behavior Support system, and a cohesive set of guidelines and policies (IDs, Dress Code, Class Transition, Arrival Dismissal, etc..) all students are directed and redirected accordingly. Students, staff, parents, and families are involved in the development and the execution of our set policies that govern and guide student discipline.

**d. 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.**

Through the use of school counseling and Full-Service schools, students with elevated social-emotional needs are referred to wrap around services.

Additionally, students with elevated behavioral concerns have been assigned staff mentors. Lake Shore Middle is also participating in a district wide program that allows students to receive counseling services through a trained social worker/behavior specialist on site. The NVP program will be utilized to meet the needs of students with chronic behavior challenges.

**3. Early Warning Systems**

The school's response to this section may address the requirements of ESSA, P.L. No. 114-95, Â§ 1114(b)(7)(A)(i) and (b)(7)(A)(iii)(III).

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

Teachers are responsible for tracking attendance and reporting to guidance counselors after a student has missed more than 5 days in a calendar month by filling out the following online form: <https://lakeshoreguidance.wthe>

Teachers are expected to have attempted to make contact with parent or guardian to let them know of absences and concerns as well as spoken to the student individually about their concern. Once guidance receives the online form, a letter is sent home alerting parent/guardian of excessive absences with a warning that an AIT meeting will be scheduled if absences persist. Once student has 8 absences in one calendar month, guidance is responsible for mailing necessary paperwork home to let parent's know that an AIT meeting is scheduled and they are expected to attend with their student.

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

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

Indicator	Grade Level												Total	
	K	1	2	3	4	5	6	7	8	9	10	11		12
Attendance below 90 percent	0	0	0	0	0	0	95	118	80	0	0	0	0	293
One or more suspensions	0	0	0	0	0	0	133	104	87	0	0	0	0	324
Course failure in ELA or Math	0	0	0	0	0	0	64	95	51	0	0	0	0	210
Level 1 on statewide assessment	0	0	0	0	0	0	113	129	129	0	0	0	0	371

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

Indicator	Grade Level												Total	
	K	1	2	3	4	5	6	7	8	9	10	11		12
Students exhibiting two or more indicators	0	0	0	0	0	0	95	95	51	0	0	0	0	241

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

Academic histories are run by the end of the second week of school to check credits. We also run academic history of new students every month. If we have a student from out of county, we transcribe their grades to make sure they have the appropriate credits. We determine if there are grades missing that need to be requested, finalization issues, or true credit recovery. We then call the students down to discuss options and have them sign an agreement of understanding that they know they have to recover the course. In prior years, we were only offering FLVS and support in TEAM UP, but now we offer the physical course with a teacher after school.

To supply extra support for students scoring a level 1 on the Reading and/or Math FSA, every student has been strategically scheduled to receive instruction from the same Reading and Math teacher every day. This support allows the students to remediate and build skills that are causing low performance. This strategy allows the teacher to have a lesser load of students and use data to drive differentiated instruction for every student to increase student achievement. ELL and ESOL subgroup students are also scheduled in cohorts to ensure adequate educational support, accommodations and progress monitoring is provided in their classes.

## B. Family and Community Engagement

The school's response to this section may address the requirements of ESSA, P.L. No. 114-95, Â§ 1114(b)(2) and (b)(7)(A)(iii)(I).

**1. 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.**

**a. Will the school use its Title I Parent and Family Engagement Policy (PFEP) to satisfy this question?**

Yes

**1. PFEP Link**

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

**2. Description**

Monthly informational meetings are used to target all parents.

**2. 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.**

The administration and staff at Lake Shore middle rely on community partnerships to enhance school programs and the school Mission/Vision and supplement instructional supplies. As needed, the administration reaches out to retain local partnerships to assist in filling the needs of students and initiatives on campus. The school also builds and sustains partnerships with the local community by inviting them to parent involvement activities such as orientation, open house, parent nights, SAC, and PTSA meetings.

## C. Effective Leadership

**1. School Leadership Team**

**a. Membership**

Identify the name, email address and position title for each member of the school leadership team.:



Name	Title
Gottberg, Caleb	Principal
Barfield, Kirsten	Instructional Coach
Ross, Nkoyo	Assistant Principal

## b. Duties

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

The Principal oversees all areas of the SIP. The Assistant Principals are responsible for specific subject areas and are instrumental in directing what needs to happen in their assigned content areas. The Dean oversees all referrals and safety issues and promotes school wide positive behavior processes. The Test Coordinator is responsible for data disaggregation and helping teachers understand the data. The Math Coach oversees the Math department and the Literacy Coach oversees Language Arts and Reading. Each member meets weekly with the subject area professional learning community (PLC). During PLC's, lessons are planned, data is analyzed, student work is analyzed, and standards/benchmarks are unpacked. Also during PLC's, professional development is provided on areas of concern according to the school based action plan or identified areas based on classroom walk-throughs.

### **2. 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 leadership team meets weekly to discuss interventions, student learning gains, monitor the implementation of the Response to Intervention model, and collaborate for efficiency of school wide systems and processes. The team will provide training to faculty and staff on RtI processes. The team also meets to:

- Discuss professional development needs
- Examine and analyze data to make RtI decisions
- Monitor the fidelity of teacher involvement in the RtI process.

The Team will use a wide array of strategies and interventions to help achieve current SIP goals. The Team will analyze real time data in order to determine deficits and implement such strategies.

Title I funds are used to increase the teachers on the staff. Funds will also be used to allow students to participate in educational field trips. Finally, the Title I funds will be used to engage the parents in school activities and meetings.

## 2. School Advisory Council (SAC)

### **a. Membership**

Identify the name and stakeholder group for each member of the SAC.:

Name	Stakeholder Group
Caleb Gottberg	Principal
Stevie Watts	Business/Community
Rose Looney	Parent
Milton Person	Parent
Nkoyo Ross	Education Support Employee
Leslie Sarjeant	Education Support Employee
Jamicelle Clark	Education Support Employee
Candice Smith	Parent
Pauline Montgomery	Parent

### b. Duties

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

The school's response to this question may address the requirements of ESSA, P.L. No. 114-95, Â§ 1114(b)(2).

*a. Evaluation of last year's school improvement plan*

Team meets monthly to review and revise SIP and suggest improvements. The rough draft of the School improvement plan will be presented at the SAC meeting on September 6, 2016. Members were asked to assist in developing the Parent Involvement Plan by offering input on programs and activities to enhance parental support and promote student achievement.

*b. Development of this school improvement plan*

SAC members reviewed the SIP and made suggestions to improve the SIP.

*c. Preparation of the school's annual budget and plan*

Team reviews allocation and suggests redirection as needed.

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

The funds will be used to support the different programs.

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

Yes

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

### 3. Literacy Leadership Team (LLT)

#### a. Membership

Identify the name and position title for each member of the school-based LLT or similar group, if applicable.:

Name	Title
Ross, Nkoyo	Instructional Coach
Gottberg, Caleb	Assistant Principal
	Principal
Barfield, Kirsten	Instructional Coach

## b. Duties

### 1. Describe how the LLT or similar group promotes literacy within the school, if applicable.

The literacy team consists of all administrators, dean of students, all instructional coaches, teacher leaders per subject area, and a student. The team meets monthly to analyze data and develop a plan to implement literacy in all content areas, including electives.

School-wide Literacy Plan is as follows:

- \*All subject areas will implement close reading strategies
- \*EQuIP Protocol will be utilized to analyze student work and ensure alignment to standards and Item Specs.
- \*Achieve 3000 will be implemented in Reading/ ELA/ Social Studies and Science classes
- \*Data will be utilized to drive instruction in all content areas
- \*Literacy Week Activities will be planned
- \*Data Chats
- \*Small Group Instruction
- \*Model effective reading instruction
- \*Collaborate with all subject area PLC's to promote reading and writing strategies across content areas
- \*Gradual release model instructional lessons (I do, we do, you do) used in all subject areas

The LLT will work on reading critically in all content areas. The members of the team will ensure that the reading strategies that need to be used will be properly disseminated to all teachers.

The LLT will use teacher reflections of the content focused PLC sessions to initiate and refine the PLC process in the school. During the PLC meetings, the LLT will use various research based literature and AVID resources to enrich all content areas.

## D. Public and Collaborative Teaching

The school's responses to this section may address the requirements of ESSA, P.L. No. 114-95, Â§ 1114(b)(7)(A)(iii)(IV).

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

Teachers have been divided into Professional Learning Communities by subject area. Through this collaborative effort, teachers are able to review data, instruction, and research to suggest and implement improved practices in the classroom. Additionally, district support is brought in to support teachers as needed. Most teachers have been given common planning to encourage this work. Administration is regularly present and supports the teachers while providing any necessary supplies and resources. Professional Development sessions are also planned both by content area or school wide as applicable. Opening of school activities are planned to encourage team building and enhance a positive working relationship between teachers and staff.

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

Lake Shore is a Professional Development School in partnership with the University of North Florida. We host several interns and in turn end up hiring many of the interns who we train. Lake Shore also recruits Teach for America teachers.

In order to retain teachers, we offer year long professional development. Teachers work closely with other teachers in their Professional Learning Communities. Teachers are also encouraged to enroll in training that is offered by the district. Our school also works to retain new teachers by placing them in the district MINT program. This program pairs new teachers (brand new and new to the school) with a mentor teacher based on content expertise. The new teacher and mentor meet weekly, and the school-based professional development facilitator meets with new teachers monthly.

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

New teachers are paired with an experienced teacher who teaches the same content as the novice teacher. Lake Shore also has a National Board Certified Professional Development Facilitator who meets monthly with the novice teachers. Mentor teachers observe the novice teachers at least 3 times a year and meet with the novice teacher bimonthly. New teachers also participate in the district's MINT program. Depending on certification requirements, new teachers participate in the MINT program for up to three years. The school-based support team consists of an administrator, PDF, mentor, and coach. The district MINT Specialist provides support and resources for this team.

Each of the mentees will meet with their support mentor once a week. The mentors collect data on their mentees and provide feedback on classroom management, lesson delivery, etc.

The district MINT support activities include:

1. Mentor observation cycles, which new teachers receive formative feedback and targeted coaching
2. New teacher observations of model teachers with a focus on identified challenges and Educator Accomplished Practices
3. PDF monthly MINT learning sessions that focus on identified areas of need
4. Collaborative learning PLC's provide additional layers of support and learning opportunities.

## **E. Ambitious Instruction and Learning**

### **1. Instructional Programs and Strategies**

#### **a. Instructional Programs**

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

ELA- Uses district curriculum guides, grade level appropriate texts, Achieve 3000, On the Record, iLit.

Math uses Digits/Pearson/Eureka curriculum, Team Up after school, after school tutoring.

\*\*District support provides regular training to be implemented in the school. Admin and coaches regularly monitor and debrief with teachers.

#### **b. Instructional Strategies**

##### ***1. 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.***

The school uses data to identify sub-groups and provide differentiated instruction to meet the diverse needs of students through scheduling students based on their achievement levels. Schedule requirements state that any student who made a level 1 and 2 (lowest 30%) are double blocked in reading and math.

Joint planning provides opportunity for ESE and general education teachers to develop strategies to use for specific lessons and specific students to assist students having difficulty attaining proficiency. Curriculum vertical planning will take place across all grade levels the last nine weeks of school to ramp up the curriculum and prepare students academically for next year. This will assist in front loading content prerequisite skills and provide a strong foundation of the content for students.

**2. 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:** 3,000

Students are given the opportunity to remain after school to receive 1 hour of additional academic support in math, reading, writing and science. Students will then have 1 hour enrichment activities that include dancing, cheerleading, football, cooking, poetry and basketball.

**Strategy Rationale**

This will help support students with their academics after school while they are participating in school activities.

**Strategy Purpose(s)**

- Core Academic Instruction
- Enrichment

**Person(s) responsible for monitoring implementation of the strategy**

Gottberg, Caleb, gottbergc@duvalschools.org

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

Students' performance on Curriculum Guide Assessments will be monitored. Also, end of the year FSA data to see if students made gains will also be monitored.

**2. Student Transition and Readiness**

**a. PreK-12 Transition**

The school's response to this question may address the requirements of ESSA, P.L. No. 114-95, Â§ 1114(b)(7)(A)(iii)(V).

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

Lake Shore Middle School hosts orientations throughout the summer, mails home information to families, and readily posts information and updates on the school website.

**b. College and Career Readiness**

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

Students are given the opportunity to select which elective classes that they wish to take. Guidance counselors regularly meet with students to make sure they are on the right track with their education. Students participate in formulating a 6 year academic plan in grades 6th and 7th through the school counseling department and AVID (6th). 8th graders also complete a 4 year High School Plan and Career Planning in their History classes. Students in all 3 grades complete a Career Assessment Inventory and an individualized plan for future college and career studies. This provides them a guide to the prerequisites for those careers.

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

Student data is disaggregated to determine who should be taking high school level classes and those students are placed in those courses. PLC's follow curriculum guides and develop lessons together to help meet the needs of the students. Core content teachers develop instructional strategies to ensure that all students are successful.

**3. 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

**4. 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.**

IB MYP and AVID strategies have been implemented throughout the school to prepare students for success and to compete in a global economy.

## II. Needs Assessment

The school's completion of this part may address the requirements of ESSA, P.L. No. 114-95, Â§ 1114(b)(6).

### A. Problem Identification

#### 1. Data to Support Problem Identification

##### b. 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:

*No files were uploaded*

#### 2. 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.

### B. 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.

### C. Strategic Goals

## 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.** If all teachers implement the district curriculum guides, as well as utilize prescribed reading strategies and accountable talk strategies beyond the ELA and Reading classrooms with fidelity, then there will be an increase in proficiency and gains on district and state assessments.
- G2.** If all teachers implement the Gradual Release Model and small group data driven instruction, then there will be an increase in proficiency and gains on district and state assessments.

## Strategic Goals Detail

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

**G1.** If all teachers implement the district curriculum guides, as well as utilize prescribed reading strategies and accountable talk strategies beyond the ELA and Reading classrooms with fidelity, then there will be an increase in proficiency and gains on district and state assessments. 1a

G094442

**Targets Supported** 1b

Indicator	Annual Target
ELA/Reading Gains	50.0
Math Gains	50.0
ELA/Reading Lowest 25% Gains	65.0
Math Lowest 25% Gains	65.0

**Targeted Barriers to Achieving the Goal** 3

- Lack of teacher ability to effectively unpack curriculum, develop well-paced lessons, differentiate based on student needs, and stay on schedule with the curriculum guides
- Lack of familiarity with high yield reading strategies and accountable talk strategies in core content areas
- The number of new and non-college of Ed teachers is increasing. Conversely, the number of veteran teacher is decreasing.

**Resources Available to Help Reduce or Eliminate the Barriers** 2

- School Based Coaches
- District Specialists
- Curriculum Guides (CGs) available on district website
- Professional Development
- Administrative Support
- Common Planning in professional learning communities
- Diagnostic Assessments

**Plan to Monitor Progress Toward G1.** 8

Monitor differentiated instruction during instruction as well as accountable talk in classrooms. Monitor lesson plans for evidence of implementation. Debrief with coaches, leadership team, teachers, and establish next steps through coaching cycles.

**Person Responsible**

Caleb Gottberg

**Schedule**

Weekly, from 8/30/2017 to 6/1/2018

**Evidence of Completion**

Lesson Plans and classroom observations, Data Notebooks.



**G2.** If all teachers implement the Gradual Release Model and small group data driven instruction, then there will be an increase in proficiency and gains on district and state assessments. 1a

G094443

**Targets Supported** 1b

Indicator	Annual Target
ELA/Reading Gains	50.0
Math Lowest 25% Gains	65.0
ELA/Reading Lowest 25% Gains	65.0
Math Gains	50.0

**Targeted Barriers to Achieving the Goal** 3

- Lack of teacher knowledge and ability to provide small group instructional strategies in all core academic areas
- Inconsistency in students' self reflection in monitoring and tracking their own data

**Resources Available to Help Reduce or Eliminate the Barriers** 2

- Reading/Math Coach and District Support Staff including math, reading, science, ESE and ELL.Title I Resources
- Title I Resources
- Onsite Professional Development during early release
- Subject area common planning time
- Computer Carts are available in classrooms
- Tiered planning for teachers to observe other teachers

**Plan to Monitor Progress Toward G2.** 8

Professional development will be monitored, book study notes, classroom observations and lesson plans

**Person Responsible**

Nkoyo Ross

**Schedule**

Quarterly, from 8/29/2017 to 6/1/2018

**Evidence of Completion**

Lesson plans, classroom observations and book study questions, data tracking forms.

## 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.** If all teachers implement the district curriculum guides, as well as utilize prescribed reading strategies and accountable talk strategies beyond the ELA and Reading classrooms with fidelity, then there will be an increase in proficiency and gains on district and state assessments. **1**

 G094442

**G1.B1** Lack of teacher ability to effectively unpack curriculum, develop well-paced lessons, differentiate based on student needs, and stay on schedule with the curriculum guides **2**

 B253670

**G1.B1.S1** Training and use of district support in providing protocols for unpacking curriculum guides/ implementation during PLCs. **4**

 S267919

### Strategy Rationale

To ensure consistency of instruction provided in all content area classrooms.

### Action Step 1 **5**

Training on UNIFY and Performance Matters to collect, analyze, and disaggregate data.

#### Person Responsible

Caleb Gottberg

#### Schedule

Semiannually, from 8/30/2017 to 4/30/2018

#### Evidence of Completion

Evidence of a data notebook that is utilized on a daily basis.

### Action Step 2 **5**

Training on using stations to differentiate instruction.

#### Person Responsible

Caleb Gottberg

#### Schedule

Semiannually, from 8/30/2017 to 4/30/2018

#### Evidence of Completion

Agenda from training.

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

Implement ongoing support for teachers through common planning and one on one based on needs.

**Person Responsible**

Caleb Gottberg

**Schedule**

Weekly, from 8/14/2017 to 6/1/2018

***Evidence of Completion***

Data notebook that is used on a daily basis.

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

Data is used to create small groups and stations in the classroom to help close the gaps in student understanding.

**Person Responsible**

Caleb Gottberg

**Schedule**

Weekly, from 8/28/2017 to 5/31/2018

***Evidence of Completion***

Data notebook, lesson plans, walkthroughs.

**G1.B1.S2** Training on unpacking curriculum and standards and implementing exit slips to check for understanding and drive instruction on a daily basis. 4

 S267920

### **Strategy Rationale**

To optimize comprehension and student ownership.

### **Action Step 1** 5

Continued training on developing and implementing exit slips.

#### **Person Responsible**

Kirsten Barfield

#### **Schedule**

Quarterly, from 8/30/2017 to 5/30/2018

#### **Evidence of Completion**

Agendas from training, PLC Agendas.

### **Action Step 2** 5

Continued training on using exit slip data to drive instruction on a daily basis.

#### **Person Responsible**

Kirsten Barfield

#### **Schedule**

Quarterly, from 8/30/2017 to 6/1/2018

#### **Evidence of Completion**

Agenda from training.

**Plan to Monitor Fidelity of Implementation of G1.B1.S2** 6

Develop exit slips during common planning and PLC time. Analyze exit slip data during common planning and PLC time.

**Person Responsible**

Caleb Gottberg

**Schedule**

Weekly, from 8/24/2017 to 6/1/2018

***Evidence of Completion***

Evidence of using data to drive instruction in the lesson plan.

**Plan to Monitor Effectiveness of Implementation of G1.B1.S2** 7

Exit slips are used on a daily basis to check for understanding and drive instruction.

**Person Responsible**

Caleb Gottberg

**Schedule**

Daily, from 8/21/2017 to 6/1/2018

***Evidence of Completion***

Lesson plans and walkthroughs.

**G1.B1.S3** Create and integrate a focus calendar based on CGA, SSA Science, Expeditionary Learning, Achieve 3000, Digits, EUREKA and teacher collected data. 4

S267921

### Strategy Rationale

To streamline instruction and focus on identified deficits for additional remediation.

### Action Step 1 5

Develop Focus Calendars for 6th, 7th, and 8th Grade based on scrimmages, Civics, Algebra, Biology, SSA Science (8th), ACHIEVE 3000, Digits, and EUREKA data.

#### Person Responsible

Caleb Gottberg

#### Schedule

Quarterly, from 8/30/2017 to 6/1/2018

#### Evidence of Completion

Focus Calendars, PLC Agendas

### Action Step 2 5

Training on how to integrate focus lessons on a daily basis.

#### Person Responsible

Caleb Gottberg

#### Schedule

On 8/30/2017

#### Evidence of Completion

Agenda from training.

**Action Step 3** 5

Training on pacing to accomplish all objectives within the class period.

**Person Responsible**

Kirsten Barfield

**Schedule**

Semiannually, from 8/30/2017 to 6/1/2018

**Evidence of Completion**

Agenda from training.

**Plan to Monitor Fidelity of Implementation of G1.B1.S3** 6

Focus lessons are apparent on a daily basis in the classroom and in lesson plans.

**Person Responsible**

Kirsten Barfield

**Schedule**

Daily, from 8/21/2017 to 5/31/2018

**Evidence of Completion**

Lesson plans and walkthroughs.

**Plan to Monitor Effectiveness of Implementation of G1.B1.S3** 7

Focus calendars are developed and prioritized based on data. Focus lessons are implemented on a daily basis.

**Person Responsible**

Caleb Gottberg

**Schedule**

Quarterly, from 8/21/2017 to 6/1/2018

**Evidence of Completion**


Focus calendar, lesson plans, and walkthroughs.



**G1.B2** Lack of familiarity with high yield reading strategies and accountable talk strategies in core content areas **2**

 B253671

**G1.B2.S1** Professional Development on the scope of the Curriculum Guides, Lesson Guides, high yield reading strategies and accountable talk strategies **4**

 S267922

### **Strategy Rationale**

To increase opportunities for student discourse and collaboration across all content areas. Focus on vocabulary, accountable talk with text support, and writing across all curriculum with textual support as a focus for creating arguments and answering higher order questions.

### **Action Step 1** **5**

Professional development on the scope and sequence of the Curriculum Guides and Lesson Guides as well as close reading and accountable talk strategies.

#### **Person Responsible**

Nkoyo Ross

#### **Schedule**

Weekly, from 8/30/2017 to 6/1/2018

#### **Evidence of Completion**

Agenda from PD

### **Action Step 2** **5**

Use Curriculum guides and Lesson Guides to plan lessons on a daily basis that include opportunities for student discourse.

#### **Person Responsible**

Nkoyo Ross

#### **Schedule**

Weekly, from 8/30/2017 to 6/1/2018

#### **Evidence of Completion**

Lesson plans, PLC Agendas, student attendance and engagement

**Plan to Monitor Fidelity of Implementation of G1.B2.S1** 6

Implement ongoing support for teachers through common planning and one on one PD based on needs.

**Person Responsible**

Caleb Gottberg

**Schedule**

Weekly, from 8/21/2017 to 6/1/2018

***Evidence of Completion***

Lesson Plans and walkthroughs.

**Plan to Monitor Effectiveness of Implementation of G1.B2.S1** 7

Curriculum Guide Assessment data reflects completion of all objectives within the nine week period.

**Person Responsible**

Caleb Gottberg

**Schedule**

Quarterly, from 8/21/2017 to 6/1/2018

***Evidence of Completion***

CGA data

**G1.B2.S2** Professional Development on lesson planning using the Curriculum Guides and Lesson Guides **4** S267923**Strategy Rationale**

To ensure alignment to district curriculum.

**Action Step 1** **5**

Professional development on lesson planning using the Curriculum Guides and Lesson Guides. Professional Development on accountable talk and high yield reading strategies through the Literacy Team.

**Person Responsible**

Nkoyo Ross

**Schedule**

Weekly, from 8/30/2017 to 6/1/2018

**Evidence of Completion**

Agenda from PD

**Action Step 2** **5**

Using the Curriculum Guides and Lesson Guides, create lesson plans and reflect on previous lessons and analyze student work.

**Person Responsible**

Caleb Gottberg

**Schedule**

Weekly, from 8/30/2017 to 6/1/2018

**Evidence of Completion**

Lesson plans , student data, reflections, PLC Agendas

**Plan to Monitor Fidelity of Implementation of G1.B2.S2** 6

Implement coaching cycle on lesson planning based on needs.

**Person Responsible**

Kirsten Barfield

**Schedule**

Monthly, from 8/21/2017 to 6/2/2018

***Evidence of Completion***

Observations

**Plan to Monitor Effectiveness of Implementation of G1.B2.S2** 7

CAST evaluations reflect highly effective in Domain 1: Planning and Preparation

**Person Responsible**

Nkoyo Ross


**Schedule**

Semiannually, from 10/30/2017 to 4/27/2018

***Evidence of Completion***

CAST Evaluations

**G1.B3** The number of new and non-college of Ed teachers is increasing. Conversely, the number of veteran teacher is decreasing. 2

 B253672

**G1.B3.S1** Meet regularly with new teachers in order to assess progress with implementation of curriculum in the classroom and provide support as needed. 4

 S267924

### **Strategy Rationale**

Ensure that new teachers are regularly supported through the leadership team to decrease teacher turnover and ensure continuity of instruction.

### **Action Step 1** 5

Weekly meetings with new teachers to monitor support given and need for coaching.

#### **Person Responsible**

Caleb Gottberg

#### **Schedule**

Weekly, from 8/29/2017 to 6/1/2018

#### **Evidence of Completion**

Support logs. Meeting minutes/agendas.

**G2.** If all teachers implement the Gradual Release Model and small group data driven instruction, then there will be an increase in proficiency and gains on district and state assessments. 1

G094443

**G2.B2** Inconsistency in students' self reflection in monitoring and tracking their own data 2

B253674

**G2.B2.S1** School-Based Leadership Team will provide teachers with a data tracking form to assist students in tracking, taking ownership of their data, and goal setting. This process will give students the opportunity to track their own data and monitor their progress and set individual goals as applicable. 4

S267926

### Strategy Rationale

Lack of student accountability and ownership.

### Action Step 1 5

Evaluate the lack of student accountability and ownership as well as the inconsistent implementation of small group instruction. Review the gaps between the CAST rubric's expectation of "Highly Effective" and the gradual release model compared to gaps in teacher knowledge and expertise about the model.

#### Person Responsible

Nkoyo Ross

#### Schedule

Weekly, from 8/29/2017 to 6/1/2018

#### Evidence of Completion

Principal Notes/Admin observations

### Action Step 2 5

Brainstorm and collaborate on areas that need to be addressed in order for teachers to master the gradual release model to effectively implement differentiated learning.

#### Person Responsible

Nkoyo Ross

#### Schedule

Weekly, from 8/29/2017 to 6/1/2018

#### Evidence of Completion

Team Notes

**Action Step 3** 5

Prioritize professional development and professional development materials for teachers and coaches.

**Person Responsible**

Nkoyo Ross

**Schedule**

Weekly, from 8/29/2017 to 6/1/2018

**Evidence of Completion**

Professional Development agenda, Notes, and Teacher Artifacts

**Plan to Monitor Fidelity of Implementation of G2.B2.S1** 6

Principal will initiate a review of the gradual release model. Additionally, leadership team and coaches, will review baseline data in order to determine essential areas for teacher improvement in order to prioritize PD.

**Person Responsible**

Caleb Gottberg

**Schedule**

Quarterly, from 8/21/2017 to 6/1/2018

**Evidence of Completion**

Notes and Priority PD List

**Plan to Monitor Effectiveness of Implementation of G2.B2.S1** 7

Review of the teacher POST CAST portal and focus group input on resources and PD.

**Person Responsible**

Caleb Gottberg

**Schedule**

On 6/1/2018

**Evidence of Completion**

CAST Portal and Focus Group Notes

**G2.B2.S2** Academic Coaches and District Specialists will provide professional development, model strategies, and debrief with tiered teachers on the implementation of the gradual release model in the classroom as well as data tracking, to ensure that teachers are releasing instruction to students. 4

S267927

### Strategy Rationale

Inconsistent implementation of the Gradual Release Model

#### Action Step 1 5

Meet together to schedule and prepare early release and planning day professional development. Develop agendas, tasks, and presentations to assist teachers in acquiring the skills and knowledge needed to effectively track student data, assist students in tracking their own data, as well as implement the gradual release model in the classroom.

#### Person Responsible

Caleb Gottberg

#### Schedule

Weekly, from 8/30/2017 to 8/30/2018

#### Evidence of Completion

Presentations, Notes, Topics, Teacher practices and artifacts, teacher evidence including lesson plans.

#### Action Step 2 5

Debrief and refine professional development for teachers. Model in classrooms the strategies being implemented for teachers. Teachers will participate in focus groups and lesson studies to assist the leadership team in creating an agenda for the following school year.

#### Person Responsible

Caleb Gottberg

#### Schedule

Biweekly, from 8/29/2017 to 6/1/2018

#### Evidence of Completion

Notes, Updated Agenda, Focus Group Notes, Debriefs



**Plan to Monitor Fidelity of Implementation of G2.B2.S2 6**

Plan and provide ongoing PD during common planning to teachers on the gradual release model.

**Person Responsible**

Caleb Gottberg

**Schedule**

Weekly, from 8/8/2017 to 6/1/2018

**Evidence of Completion**

Early release agenda, common planning agenda, observation/conference agenda, teacher focus group meeting minutes, debriefs

**Plan to Monitor Effectiveness of Implementation of G2.B2.S2 7**

Review teacher input to determine teacher receptiveness to training/CP. Schedule ongoing classroom observations for fidelity of implementation.

**Person Responsible**

Caleb Gottberg

**Schedule**

Daily, from 8/8/2017 to 6/1/2018

**Evidence of Completion**

Coaches Logs, Focus/Classroom Walkthrough Notes, Meeting Agendas

**G2.B2.S3** Principal, School-Based Leadership Team, Coaches, and District Specialists will conduct a review of teacher implementation of the gradual release model and student data tracking as compared to the CAST Portal Data for next steps in the 2017-2018 school year. 4

S267928

### Strategy Rationale

For tracking growth and monitoring

### Action Step 1 5

Assess, based on the CAST DCPS Evaluation Portal, the areas of improvement for the gradual release model. Also review data tracking forms for students.

#### Person Responsible

Caleb Gottberg

#### Schedule

Semiannually, from 8/29/2017 to 6/1/2018

#### Evidence of Completion

CAST Portal, Debrief Notes, Student data tracking forms

### Action Step 2 5

Create a prioritized list of deficits to address in ongoing professional development during the Fall and Spring through Early Release and PLC meetings.

#### Person Responsible

Nkoyo Ross

#### Schedule

Monthly, from 8/29/2017 to 6/1/2018

#### Evidence of Completion

Notes and List. Revised PD Plan

**Plan to Monitor Fidelity of Implementation of G2.B2.S3** 6

Conduct middle of year and end of year review of implementation progress.

**Person Responsible**

Caleb Gottberg

**Schedule**

Semiannually, from 12/11/2017 to 6/1/2018

***Evidence of Completion***

Review Notes and Debrief Agenda

**Plan to Monitor Effectiveness of Implementation of G2.B2.S3** 7

Compare results from Mid-Year to End of Year observation and student performance data on Curriculum Guide Assessments and the FSA. Develop a priority plan to scaffold teacher improvement in the classroom with the use of gradual release.

**Person Responsible**

Caleb Gottberg

**Schedule**

Semiannually, from 12/29/2017 to 4/1/2018

***Evidence of Completion***

Data from testing and CAST Portal Observation Data, Debrief Notes, Next Steps

### IV. Implementation Timeline

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
<b>2018</b>					
G1.B1.S3.A2 A356524	Training on how to integrate focus lessons on a daily basis.	Gottberg, Caleb	8/30/2017	Agenda from training.	8/30/2017 one-time
G2.B2.S3.MA1 M380759	Compare results from Mid-Year to End of Year observation and student performance data on Curriculum...	Gottberg, Caleb	12/29/2017	Data from testing and CAST Portal Observation Data, Debrief Notes, Next Steps	4/1/2018 semiannually
G1.B2.S2.MA1 M380752	CAST evaluations reflect highly effective in Domain 1: Planning and Preparation	Ross, Nkoyo	10/30/2017	CAST Evaluations	4/27/2018 semiannually
G1.B1.S1.A1 A356519	Training on UNIFY and Performance Matters to collect, analyze, and disaggregate data.	Gottberg, Caleb	8/30/2017	Evidence of a data notebook that is utilized on a daily basis.	4/30/2018 semiannually
G1.B1.S1.A2 A356520	Training on using stations to differentiate instruction.	Gottberg, Caleb	8/30/2017	Agenda from training.	4/30/2018 semiannually
G1.B1.S2.A1 A356521	Continued training on developing and implementing exit slips.	Barfield, Kirsten	8/30/2017	Agendas from training, PLC Agendas.	5/30/2018 quarterly
G1.B1.S1.MA1 M380744	Data is used to create small groups and stations in the classroom to help close the gaps in student...	Gottberg, Caleb	8/28/2017	Data notebook, lesson plans, walkthroughs.	5/31/2018 weekly
G1.B1.S3.MA1 M380749	Focus lessons are apparent on a daily basis in the classroom and in lesson plans.	Barfield, Kirsten	8/21/2017	Lesson plans and walkthroughs.	5/31/2018 daily
G1.MA1 M380754	Monitor differentiated instruction during instruction as well as accountable talk in classrooms...	Gottberg, Caleb	8/30/2017	Lesson Plans and classroom observations, Data Notebooks.	6/1/2018 weekly
G2.MA1 M380761	Professional development will be monitored, book study notes, classroom observations and lesson...	Ross, Nkoyo	8/29/2017	Lesson plans, classroom observations and book study questions, data tracking forms.	6/1/2018 quarterly
G1.B1.S1.MA1 M380745	Implement ongoing support for teachers through common planning and one on one based on needs.	Gottberg, Caleb	8/14/2017	Data notebook that is used on a daily basis.	6/1/2018 weekly
G1.B2.S1.MA1 M380750	Curriculum Guide Assessment data reflects completion of all objectives within the nine week...	Gottberg, Caleb	8/21/2017	CGA data	6/1/2018 quarterly
G1.B2.S1.MA1 M380751	Implement ongoing support for teachers through common planning and one on one PD based on needs.	Gottberg, Caleb	8/21/2017	Lesson Plans and walkthroughs.	6/1/2018 weekly
G1.B2.S1.A1 A356526	Professional development on the scope and sequence of the Curriculum Guides and Lesson Guides as...	Ross, Nkoyo	8/30/2017	Agenda from PD	6/1/2018 weekly
G1.B2.S1.A2 A356527	Use Curriculum guides and Lesson Guides to plan lessons on a daily basis that include opportunities...	Ross, Nkoyo	8/30/2017	Lesson plans, PLC Agendas, student attendance and engagement	6/1/2018 weekly
G1.B3.S1.A1 A356530	Weekly meetings with new teachers to monitor support given and need for coaching.	Gottberg, Caleb	8/29/2017	Support logs. Meeting minutes/agendas.	6/1/2018 weekly
G2.B2.S1.MA1 M380755	Review of the teacher POST CAST portal and focus group input on resources and PD.	Gottberg, Caleb	10/31/2017	CAST Portal and Focus Group Notes	6/1/2018 one-time
G2.B2.S1.MA1 M380756	Principal will initiate a review of the gradual release model. Additionally, leadership team and...	Gottberg, Caleb	8/21/2017	Notes and Priority PD List	6/1/2018 quarterly
G2.B2.S1.A1 A356531	Evaluate the lack of student accountability and ownership as well as the inconsistent...	Ross, Nkoyo	8/29/2017	Principal Notes/Admin observations	6/1/2018 weekly

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
G2.B2.S1.A2 A356532	Brainstorm and collaborate on areas that need to be addressed in order for teachers to master the...	Ross, Nkoyo	8/29/2017	Team Notes	6/1/2018 weekly
G2.B2.S1.A3 A356533	Prioritize professional development and professional development materials for teachers and...	Ross, Nkoyo	8/29/2017	Professional Development agenda, Notes, and Teacher Artifacts	6/1/2018 weekly
G1.B1.S2.MA1 M380746	Exit slips are used on a daily basis to check for understanding and drive instruction.	Gottberg, Caleb	8/21/2017	Lesson plans and walkthroughs.	6/1/2018 daily
G1.B1.S2.MA1 M380747	Develop exit slips during common planning and PLC time. Analyze exit slip data during common...	Gottberg, Caleb	8/24/2017	Evidence of using data to drive instruction in the lesson plan.	6/1/2018 weekly
G1.B1.S2.A2 A356522	Continued training on using exit slip data to drive instruction on a daily basis.	Barfield, Kirsten	8/30/2017	Agenda from training.	6/1/2018 quarterly
G1.B2.S2.A1 A356528	Professional development on lesson planning using the Curriculum Guides and Lesson Guides....	Ross, Nkoyo	8/30/2017	Agenda from PD	6/1/2018 weekly
G1.B2.S2.A2 A356529	Using the Curriculum Guides and Lesson Guides, create lesson plans and reflect on previous lessons...	Gottberg, Caleb	8/30/2017	Lesson plans , student data, reflections, PLC Agendas	6/1/2018 weekly
G2.B2.S2.MA1 M380757	Review teacher input to determine teacher receptiveness to training/CP. Schedule ongoing classroom...	Gottberg, Caleb	8/8/2017	Coaches Logs, Focus/Classroom Walkthrough Notes, Meeting Agendas	6/1/2018 daily
G2.B2.S2.MA1 M380758	Plan and provide ongoing PD during common planning to teachers on the gradual release model.	Gottberg, Caleb	8/8/2017	Early release agenda, common planning agenda, observation/ conference agenda, teacher focus group meeting minutes, debriefs	6/1/2018 weekly
G2.B2.S2.A2 A356535	Debrief and refine professional development for teachers. Model in classrooms the strategies being...	Gottberg, Caleb	8/29/2017	Notes, Updated Agenda, Focus Group Notes, Debriefs	6/1/2018 biweekly
G1.B1.S3.MA1 M380748	Focus calendars are developed and prioritized based on data. Focus lessons are implemented on a...	Gottberg, Caleb	8/21/2017	Focus calendar, lesson plans, and walkthroughs.	6/1/2018 quarterly
G1.B1.S3.A1 A356523	Develop Focus Calendars for 6th, 7th, and 8th Grade based on scrimmages, Civics, Algebra, Biology,...	Gottberg, Caleb	8/30/2017	Focus Calendars, PLC Agendas	6/1/2018 quarterly
G1.B1.S3.A3 A356525	Training on pacing to accomplish all objectives within the class period.	Barfield, Kirsten	8/30/2017	Agenda from training.	6/1/2018 semiannually
G2.B2.S3.MA1 M380760	Conduct middle of year and end of year review of implementation progress.	Gottberg, Caleb	12/11/2017	Review Notes and Debrief Agenda	6/1/2018 semiannually
G2.B2.S3.A1 A356536	Assess, based on the CAST DCPS Evaluation Portal, the areas of improvement for the gradual release...	Gottberg, Caleb	8/29/2017	CAST Portal, Debrief Notes, Student data tracking forms	6/1/2018 semiannually
G2.B2.S3.A2 A356537	Create a prioritized list of deficits to address in ongoing professional development during the...	Ross, Nkoyo	8/29/2017	Notes and List. Revised PD Plan	6/1/2018 monthly
G1.B2.S2.MA1 M380753	Implement coaching cycle on lesson planning based on needs.	Barfield, Kirsten	8/21/2017	Observations	6/2/2018 monthly
G2.B2.S2.A1 A356534	Meet together to schedule and prepare early release and planning day professional development....	Gottberg, Caleb	8/30/2017	Presentations, Notes, Topics, Teacher practices and artifacts, teacher evidence including lesson plans.	8/30/2018 weekly

## V. Professional Development Opportunities

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

**G1.** If all teachers implement the district curriculum guides, as well as utilize prescribed reading strategies and accountable talk strategies beyond the ELA and Reading classrooms with fidelity, then there will be an increase in proficiency and gains on district and state assessments.

**G1.B1** Lack of teacher ability to effectively unpack curriculum, develop well-paced lessons, differentiate based on student needs, and stay on schedule with the curriculum guides

**G1.B1.S1** Training and use of district support in providing protocols for unpacking curriculum guides/ implementation during PLCs.

### **PD Opportunity 1**

Training on UNIFY and Performance Matters to collect, analyze, and disaggregate data.

#### **Facilitator**

Literacy and Math Coaches

#### **Participants**

All Teachers, Administrators

#### **Schedule**

Semiannually, from 8/30/2017 to 4/30/2018

### **PD Opportunity 2**

Training on using stations to differentiate instruction.

#### **Facilitator**

Literacy and Math Coaches

#### **Participants**

All Teachers, Administrators

#### **Schedule**

Semiannually, from 8/30/2017 to 4/30/2018

**G1.B1.S2** Training on unpacking curriculum and standards and implementing exit slips to check for understanding and drive instruction on a daily basis.

**PD Opportunity 1**

Continued training on developing and implementing exit slips.

**Facilitator**

Literacy and Math Coaches

**Participants**

All teachers, Administrators

**Schedule**

Quarterly, from 8/30/2017 to 5/30/2018

**PD Opportunity 2**

Continued training on using exit slip data to drive instruction on a daily basis.

**Facilitator**

Literacy and Math Coaches

**Participants**

All Teachers, Administrators

**Schedule**

Quarterly, from 8/30/2017 to 6/1/2018

**G1.B1.S3** Create and integrate a focus calendar based on CGA, SSA Science, Expeditionary Learning, Achieve 3000, Digits, EUREKA and teacher collected data.

**PD Opportunity 1**

Training on how to integrate focus lessons on a daily basis.

**Facilitator**

Coaches, Administrators

**Participants**

All Teachers, Administrators

**Schedule**

On 8/30/2017

## PD Opportunity 2

Training on pacing to accomplish all objectives within the class period.

### Facilitator

Coaches

### Participants

All Teachers

### Schedule

Semiannually, from 8/30/2017 to 6/1/2018

**G1.B2** Lack of familiarity with high yield reading strategies and accountable talk strategies in core content areas

**G1.B2.S1** Professional Development on the scope of the Curriculum Guides, Lesson Guides, high yield reading strategies and accountable talk strategies

## PD Opportunity 1

Professional development on the scope and sequence of the Curriculum Guides and Lesson Guides as well as close reading and accountable talk strategies.

### Facilitator

Literacy and Math Coach, Administrators

### Participants

All Teachers, Administrators

### Schedule

Weekly, from 8/30/2017 to 6/1/2018

## PD Opportunity 2

Use Curriculum guides and Lesson Guides to plan lessons on a daily basis that include opportunities for student discourse.

### Facilitator

Gottberg; Ross; Durkin

### Participants

All teachers, Administrators

### Schedule

Weekly, from 8/30/2017 to 6/1/2018



**G1.B2.S2** Professional Development on lesson planning using the Curriculum Guides and Lesson Guides

**PD Opportunity 1**

Professional development on lesson planning using the Curriculum Guides and Lesson Guides. Professional Development on accountable talk and high yield reading strategies through the Literacy Team.

**Facilitator**

Math and Literacy Coaches

**Participants**

All teachers, Administrators

**Schedule**

Weekly, from 8/30/2017 to 6/1/2018

**G1.B3** The number of new and non-college of Ed teachers is increasing. Conversely, the number of veteran teacher is decreasing.

**G1.B3.S1** Meet regularly with new teachers in order to assess progress with implementation of curriculum in the classroom and provide support as needed.

**PD Opportunity 1**

Weekly meetings with new teachers to monitor support given and need for coaching.

**Facilitator**

Leadership Team

**Participants**

New Teachers and Teachers needing additional support.

**Schedule**

Weekly, from 8/29/2017 to 6/1/2018

## VI. Technical Assistance Items

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

**G2.** If all teachers implement the Gradual Release Model and small group data driven instruction, then there will be an increase in proficiency and gains on district and state assessments.

**G2.B2** Inconsistency in students' self reflection in monitoring and tracking their own data

**G2.B2.S1** School-Based Leadership Team will provide teachers with a data tracking form to assist students in tracking, taking ownership of their data, and goal setting. This process will give students the opportunity to track their own data and monitor their progress and set individual goals as applicable.

### TA Opportunity 1

Evaluate the lack of student accountability and ownership as well as the inconsistent implementation of small group instruction. Review the gaps between the CAST rubric's expectation of "Highly Effective" and the gradual release model compared to gaps in teacher knowledge and expertise about the model.

#### Facilitator

#### Participants

#### Schedule

Weekly, from 8/29/2017 to 6/1/2018

## VII. Budget

1	G1.B1.S1.A1	Training on UNIFY and Performance Matters to collect, analyze, and disaggregate data.	\$0.00
2	G1.B1.S1.A2	Training on using stations to differentiate instruction.	\$0.00
3	G1.B1.S2.A1	Continued training on developing and implementing exit slips.	\$0.00
4	G1.B1.S2.A2	Continued training on using exit slip data to drive instruction on a daily basis.	\$0.00
5	G1.B1.S3.A1	Develop Focus Calendars for 6th, 7th, and 8th Grade based on scrimmages, Civics, Algebra, Biology, SSA Science (8th), ACHIEVE 3000, Digits, and EUREKA data.	\$0.00
6	G1.B1.S3.A2	Training on how to integrate focus lessons on a daily basis.	\$0.00
7	G1.B1.S3.A3	Training on pacing to accomplish all objectives within the class period.	\$0.00
8	G1.B2.S1.A1	Professional development on the scope and sequence of the Curriculum Guides and Lesson Guides as well as close reading and accountable talk strategies.	\$0.00
9	G1.B2.S1.A2	Use Curriculum guides and Lesson Guides to plan lessons on a daily basis that include opportunities for student discourse.	\$200.00

	Function	Object	Budget Focus	Funding Source	FTE	2017-18
			District-Wide	General Fund		\$200.00
<i>Notes: General Professional Development on CGs. (Supplies)</i>						
10	G1.B2.S2.A1	Professional development on lesson planning using the Curriculum Guides and Lesson Guides. Professional Development on accountable talk and high yield reading strategies through the Literacy Team.				\$0.00
11	G1.B2.S2.A2	Using the Curriculum Guides and Lesson Guides, create lesson plans and reflect on previous lessons and analyze student work.				\$0.00
12	G1.B3.S1.A1	Weekly meetings with new teachers to monitor support given and need for coaching.				\$0.00
13	G2.B2.S1.A1	Evaluate the lack of student accountability and ownership as well as the inconsistent implementation of small group instruction. Review the gaps between the CAST rubric's expectation of "Highly Effective" and the gradual release model compared to gaps in teacher knowledge and expertise about the model.				\$0.00
14	G2.B2.S1.A2	Brainstorm and collaborate on areas that need to be addressed in order for teachers to master the gradual release model to effectively implement differentiated learning.				\$0.00
15	G2.B2.S1.A3	Prioritize professional development and professional development materials for teachers and coaches.				\$0.00
16	G2.B2.S2.A1	Meet together to schedule and prepare early release and planning day professional development. Develop agendas, tasks, and presentations to assist teachers in acquiring the skills and knowledge needed to effectively track student data, assist students in tracking their own data, as well as implement the gradual release model in the classroom.				\$0.00
17	G2.B2.S2.A2	Debrief and refine professional development for teachers. Model in classrooms the strategies being implemented for teachers. Teachers will participate in focus groups and lesson studies to assist the leadership team in creating an agenda for the following school year.				\$0.00
18	G2.B2.S3.A1	Assess, based on the CAST DCPS Evaluation Portal, the areas of improvement for the gradual release model. Also review data tracking forms for students.				\$0.00
19	G2.B2.S3.A2	Create a prioritized list of deficits to address in ongoing professional development during the Fall and Spring through Early Release and PLC meetings.				\$0.00
					<b>Total:</b>	<b>\$200.00</b>