NORTH BRANDYWINE MS

256 Reeceville Rd

CSI School Plan | 2023 - 2024

VISION FOR LEARNING

North Brandywine Middle School shares the responsibility to prepare students academically, socially, and emotionally so personal growth is an investment in their future. Students develop foundational skills required to achieve academic excellence in a diverse but equitable learning community that fosters kindness and curiosity in a welcoming environment. Our community seeks to inspire all students to become informed, and resilient individuals who strive to reach their unique potential through innovation and relevant academic exploration supported by an inclusive and collaborative culture.

STEERING COMMITTEE

Name	Position	Building/Group
Dr. Catherine Vanvooren	Chief School Administrator	Coatesville Area School District
Dr. Wilson Lambert	Assistant Principal	North Brandywine Middle School
Dr. Eugenia Roberts	Principal	North Brandywine Middle School
Nicole Nafe	Teacher	North Brandywine Middle School
Balana Gullatt	Teacher	North Brandywine Middle School
Karen Smith	Education Specialist	North Brandywine Middle School
Jason Palaia	District Level Leaders	Coatesville Area School District
Annette Thomas Brown	Teacher	North Brandywine Middle School
Jaclyn Dzedzy	Education Specialist	North Brandywine Middle School
Kaitlyn Myers	Teacher	North Brandywine Middle School
Dr. Kim Rank	Other	Chester County Intermediate Unit
Felicia Artis-Hatfield	Parent	Coatesville, Pa.
Jordan Crans	Community Member	Bridge Academy & Community Center

Name	Position	Building/Group

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
If we establish a culture of collective responsibility for the social, emotional, and behavioral outcomes of all students...Then educators will use evidence-based strategies with fidelity to develop strong relationships with students and support them socially and emotionally.	Regular Attendance School climate and culture
If teachers have opportunities to frequently collaborate, utilize timely data, and plan accordingly with instructional and intervention practices that are aligned, and evidence-based to meet the needs of each student, then students will be better engaged for relevant and rigorous instruction	English Language Arts Mathematics

ACTION PLAN AND STEPS

Evidence-based Strategy
Using Student Achievement Data to Support Instructional Decision Making WWC

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)

Goal Nickname	Measurable Goal Statement (Smart Goal)
Reading	90% of students will meet or exceed their individual growth goals in reading as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the Acadience reading assessment
Math	90% of students will meet or exceed their individual growth goals as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the MAP math assessment.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Select implementation lead and team for this action plan.	2023-07-05 - 2023-08-31	Admin, SIP Team	Action plan & SIP Team agreement
Implementation lead schedules bi-weekly check ins with implementation team to determine status of each action step, successes and challenges to solve.	2023-08-15 - 2023-08-31	Principal	Bi-Weekly Monitoring template with actions steps
Monthly implementation monitoring meetings will be scheduled and the calendar will be provided to SIP team members	2023-08-15 - 2024-06-28	Principal	SIP monthly meeting schedule with dates/time, Rolling agenda, bi-weekly monitoring template
Develop a schedule to include collaboration time for grade level/subject area teachers to meet	2023-07-05 - 2023-08-15	Admin	Completed master schedule, including faculty meetings
Administrators complete professional development for about DataWise protocols. The PD will be the free data wise course online and will focus on Data Wise protocols	2023-07-05 - 2023-08-15	Admin, SIF, SI Statewide Team	Data Wise Overview course / https://www.edx.org/course/introduction-to-data-wise-a-collaborative-process

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Provide turnaround professional development to staff on the effective use of data. Staff will understand how to access reports and utilize a variety of data evidence to inform practice (Data Wise Step 2 Build Assessment Literacy)	2023-08-15 - 2023-12-29	Admin, SIF, SI Statewide Team	Data Wise turnaround training
Develop procedures/structure for grade level team meetings: Create Data Wise templates for Data overview, rolling agenda with objectives	2023-08-15 - 2023-11-03	Admin, SIF	Data Wise Rolling Agenda
Create a Shared Calendar with all committee meeting dates and time and share with staff (Montly/Quartely)	2023-07-05 - 2023-08-15	Admin, SIF	Completed calendar
Develop BOY overview of SIP for staff	2023-07-10 - 2023-08-15	Admin, SIF	SIP
Contact and Schedule ESL Professional Development Facilitator to provide professional development on utilizing rubrics to score tasks, Can Do Descriptors, Academic language and strategies with working with ELLs.	2023-08-01 - 2023-09-22	Admin, ESL Lead	WIDA ACCESS Speaking & Writing Rubric / PD Evaluation
Review MTSS process to ensure understanding of who is on the team, what data is being used, etc. Create flowchart of referral process for MTSS, SAP, both with what to expect after referral. Develop a Pre MTSS spreadsheet, including Problem Solving Team.	2023-08-01 - 2023-09-15	Admin, MTSS Lead, Special Ed Supervisor	

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Redesign faculty meeting structure to include opportunities for in house training facilitation on topics such as Inclusion/UDL	2023-07-10 - 2023-08-18	Admin	Schedule for faculty meeting dates/times
Create a Data Overview via the diagnostic survey tool based on the variety of data resources for all grade levels. (Data Wise Step 3 Create Data Overview)	2023-08-25 - 2023-11-10	Admin, Special Ed, Grade Level Leads, Reading Specialist	Data overview template
Develop & facilitate activity for BOY meeting with staff - Focus on creating a vision for data use aligned to district vision for learning	2023-08-01 - 2023-08-25	Admin, SIF	
Specially Designed Instruction Professional development to increase understanding and individual student needs.	2023-08-25 - 2023-11-17	Special Ed Supervisor	IEP Samples - develop training video for all staff
Monthly department meetings will be held to look and discuss data, and modify instruction. (Data Wise Step 4 Dig into Student Data)	2023-08-25 - 2024-06-14	Admin, Grade Level Teams, Related Services	Student work, assessments, agenda
Complete ELA & Math Achievement Action Walks on a monthly basis to ensure curriculum implementation.	2023-08-31 - 2024-05-31	Admin, Coaches, SIF	Assessments, curriculum aligned documents, Achievement Action Walkthrough Template

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Learning Walks will be conducted (teacher to teacher minimum of one time current year): non-evaluative and focused on identified problems of practice. Collaboration time will be provided to share and discuss. Action plans development based on findings. (Data Wise Step 5 Examine Instruction & Step 6 Action Plans)	2023-09-29 - 2024-05-31	Admin, Teachers	Learning Walk template
Building administration will attend department meetings to check in on progress, discuss steps with team and revise instructional practices as needed. (Data Wise Step 7 Plan to Assess Progress & Step 8 Act and Assess)	2023-08-25 - 2024-06-14	Admin, Grade Level Teams, Related Services	Agenda
Baseline data for benchmark math and reading assessments - MAPP, Acadience, IXL	2023-08-28 - 2023-10-06	Teachers	
Data analysis of diagnostic survey tool results to be used during quarter 1 monitoring routine	2023-08-25 - 2023-11-03	Admin, SIF	Diagnostic survey tool, school data
Review baseline data and determine strategies & interventions to meet individual student needs. Share with all teachers who instruct student (e.g., Math, ELA, Science, SS, Related Arts, WIN)	2023-10-23 - 2023-11-30	Admin, Reading Specialist, Math Coach	
Check in on how the implementation of Data Wise protocols are going. Identify what is working, what is not working, what needs to be revised.	2023-10-30 - 2023-12-29	Admin, SIP team	

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
MOY benchmark assessments for math and reading - Acadience, IXL	2024-01-03 - 2024-03-08	Teachers	
Complete a mid year data analysis between BOY to MOY identifying trends, gaps and instructional changes required.	2024-01-15 - 2024-03-15	Admin, Reading Specialist,Math Coach	
Mid year review of MTSS process - identify strengths and challenges	2024-01-15 - 2024-02-16	Admin, MTSS Team	
End of year progress monitoring for math and reading	2024-04-15 - 2024-05-30	Teachers	
Complete and share with teachers a BOY to MOY to EOY data analysis and report trends	2024-05-01 - 2024-06-14	Admin, Reading Specialist, Math Coach	
Evaluate the impact of additional collaboration and instructional strategies through data gathered from walk throughs and group discussions to determine the progress of school wide implementation of instructional best practices.	2024-04-29 - 2024-06-28	Admin, SIP Team	Data will be used to develop schedule & PD for 2024-25 school year

Anticipated Outcome

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Monitoring/Evaluation

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Evidence-based Strategy

Restorative Practices - Year 1

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Attendance	By June 14, 2024, 75% of students will demonstrate regular attendance.
Behavior Referrals	The number of office behavioral referrals for the 2023-24 school year will decrease 10% from 1,360 to 1,224.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Select implementation lead and team for this action plan.	2023-07-05 - 2023-08-31	Admin, SIP Team	Action plan & SIP Team agreement
Implementation lead schedules bi-weekly check ins with	2023-08-15 -	Admin, SIP	Bi-Weekly Monitoring template

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
implementation team to determine status of each action step, successes and challenges to solve.	2023-09-29	Team	with actions steps
Monthly implementation monitoring meetings will be scheduled and the calendar will be provided to SIP team members	2023-08-15 - 2024-06-28	Admin	SIP monthly meeting schedule with dates/time, Rolling agenda, bi-weekly monitoring template
Establish a Restorative Practice Core Team & Lead	2023-07-05 - 2023-08-15	Admin, Restorative Practice Specialist	
Review and compile data from surveys/focus groups, behavior data, etc.	2023-08-01 - 2023-09-29	Restorative Practice Core Team	
Restorative Practice training for Core Team	2023-08-01 - 2023-09-29	Admin	
Plan for BOY staff meeting including shoutouts to staff (staff to staff)	2023-08-15 - 2023-09-29	Admin	
Communicate school vision & plan	2023-08-15 - 2023-09-15	Admin	SIP
Ensure expectations are communicated clearly & check for understanding - staff, students and families	2023-08-15 - 2023-09-15	Admin	

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Develop RP protocols	2023-08-15 - 2023-10-31	Admin, RP Coach	
Review & revise current PBIS process - Identify existing structures that will support RP & use of puzzle piece incentives	2023-08-15 - 2023-10-30	PBIS Committee, RP Coach, Admin	
Meet with Restorative Practice Coach to establish priorities	2023-08-15 - 2023-10-31	Admin, RP Coach	
Develop implementation plan, including communication & PD	2023-08-15 - 2023-10-31	Admin, RP Coach	
Tier 1 PD: All staff (Community Circles & proactive strategies)	2023-09-15 - 2023-12-29	Admin, RP Coach	
Plan for Tier 2 PD: Facilitation of Conflict Circles for RP Coach, Counselors, Admin	2023-11-06 - 2024-02-16	RP Coach	
Plan for Tier 3 PD: Training specific for youth suspended (Re-entry) - RP Coach	2024-01-29 - 2024-05-10	RP Coach	
Track discipline data & review end of quarter 1 - identify trends, needs	2023-08-28 - 2023-12-01	Admin, RP Coach, Counselors, PBIS Committee	

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Check in with each staff member	2023-08-15 - 2023-10-16	Admin	
Plan a brief Circles activity at each staff meeting with a focus on Self-Care/Mental Health (Moment of Connection)	2023-08-15 - 2024-06-14	Admin, RP Coach, Counselors	
Survey staff for areas they need support	2023-08-15 - 2023-10-16	Admin, RP Coach	
Communicate RP to parents/community	2023-09-01 - 2023-11-30	Admin, RP Coach	Newsletter, Email
Plan Family Engagement nights - develop a yearly calendar (activities having an academic, SEL focus)	2023-08-30 - 2024-06-14	Admin, Counselors	
Mid-year: Revisit expectations with staff and students	2024-01-03 - 2024-03-01	Admin	
Share successes with Board, staff and families	2024-01-03 - 2024-05-31	Admin	
Back to basics PD for staff : Classroom management to ensure engagement is strong throughout holidays & use of puzzle pieces	2023-11-15 - 2024-02-02	Admin, RP Coach, Counselors	
Begin to implement RP Circles (determine focus area for year 1)	2024-01-15 -	RP Coach	

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
	2024-06-14		
Review school community preferred outcomes and develop/design tools for on-going progress checks.	2024-01-15 - 2024-06-14	Admin, RP Coach	
Develop & administer mid-year survey to staff (climate)	2024-01-03 - 2024-04-01	Admin, RP Coach	Survey
Analyze survey results & use to plan staff meeting focus	2024-03-15 - 2024-05-31	Admin, RP Coach	
Continued check in with individual staff members	2023-09-05 - 2024-06-17	Admin	
Clearly communicate EOY expectations & deadlines	2024-04-15 - 2024-06-17	Admin	
Share current year successes & challenges	2024-05-15 - 2024-06-17	Admin	
Plan & share next year initiatives/plans	2024-05-15 - 2024-06-17	Admin, SIP Team, RP Coach	
Review Initial RP Circles, behavior data and staff input- use to build plan for bigger rollout year 2	2024-05-01 - 2024-06-17	Admin, SIP Team, RP Coach	

Anticipated Outcome

Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Monitoring/Evaluation

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
90% of students will meet or exceed their individual growth goals in reading as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the Acadience reading assessment (Reading) 90% of students will meet or exceed their individual growth goals as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the MAP math assessment. (Math)	Using Student Achievement Data to Support Instructional Decision Making WWC	Administrators complete professional development for about DataWise protocols. The PD will be the free data wise course online and will focus on Data Wise protocols	07/05/2023 - 08/15/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
90% of students will meet or exceed their individual growth goals in reading as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the Acadience reading assessment (Reading)	Using Student Achievement Data to Support Instructional Decision Making WWC	Provide turnaround professional development to staff on the effective use of data. Staff will understand how to access reports and utilize a variety of data evidence to inform practice (Data Wise Step 2 Build Assessment Literacy)	08/15/2023 - 12/29/2023
90% of students will meet or exceed their individual growth goals as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the MAP math assessment. (Math)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
90% of students will meet or exceed their individual growth goals in reading as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the Acadience reading assessment (Reading) 90% of students will meet or exceed their individual growth goals as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the MAP math assessment. (Math)	Using Student Achievement Data to Support Instructional Decision Making WWC	Contact and Schedule ESL Professional Development Facilitator to provide professional development on utilizing rubrics to score tasks, Can Do Descriptors, Academic language and strategies with working with ELLs.	08/01/2023 - 09/22/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
90% of students will meet or exceed their individual growth goals in reading as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the Acadience reading assessment (Reading) 90% of students will meet or exceed their individual growth goals as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the MAP math assessment. (Math)	Using Student Achievement Data to Support Instructional Decision Making WWC	Develop & facilitate activity for BOY meeting with staff - Focus on creating a vision for data use aligned to district vision for learning	08/01/2023 - 08/25/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
90% of students will meet or exceed their individual growth goals in reading as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the Acadience reading assessment (Reading) 90% of students will meet or exceed their individual growth goals as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the MAP math assessment. (Math)	Using Student Achievement Data to Support Instructional Decision Making WWC	Specially Designed Instruction Professional development to increase understanding and individual student needs.	08/25/2023 - 11/17/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
90% of students will meet or exceed their individual growth goals in reading as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the Acadience reading assessment (Reading) 90% of students will meet or exceed their individual growth goals as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the MAP math assessment. (Math)	Using Student Achievement Data to Support Instructional Decision Making WWC	Learning Walks will be conducted (teacher to teacher minimum of one time current year): non-evaluative and focused on identified problems of practice. Collaboration time will be provided to share and discuss. Action plans development based on findings. (Data Wise Step 5 Examine Instruction & Step 6 Action Plans)	09/29/2023 - 05/31/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 14, 2024, 75% of students will demonstrate regular attendance. (Attendance) The number of office behavioral referrals for the 2023-24 school year will decrease 10% from 1,360 to 1,224. (Behavior Referrals)	Restorative Practices - Year 1	Restorative Practice training for Core Team	08/01/2023 - 09/29/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 14, 2024, 75% of students will demonstrate regular attendance. (Attendance) The number of office behavioral referrals for the 2023-24 school year will decrease 10% from 1,360 to 1,224. (Behavior Referrals)	Restorative Practices - Year 1	Tier 1 PD: All staff (Community Circles & proactive strategies)	09/15/2023 - 12/29/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 14, 2024, 75% of students will demonstrate regular attendance. (Attendance) The number of office behavioral referrals for the 2023-24 school year will decrease 10% from 1,360 to 1,224. (Behavior Referrals)	Restorative Practices - Year 1	Plan for Tier 2 PD: Facilitation of Conflict Circles for RP Coach, Counselors, Admin	11/06/2023 - 02/16/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 14, 2024, 75% of students will demonstrate regular attendance. (Attendance) The number of office behavioral referrals for the 2023-24 school year will decrease 10% from 1,360 to 1,224. (Behavior Referrals)	Restorative Practices - Year 1	Plan for Tier 3 PD: Training specific for youth suspended (Re-entry) - RP Coach	01/29/2024 - 05/10/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 14, 2024, 75% of students will demonstrate regular attendance. (Attendance) The number of office behavioral referrals for the 2023-24 school year will decrease 10% from 1,360 to 1,224. (Behavior Referrals)	Restorative Practices - Year 1	Back to basics PD for staff : Classroom management to ensure engagement is strong throughout holidays & use of puzzle pieces	11/15/2023 - 02/02/2024

APPROVALS & SIGNATURES

Assurance of Quality and Accountability

Assurance of Quality and Accountability

The Building Administrator, Superintendent/Chief Executive Officer and President of the School Board will affirm the following statements.

We affirm that our school has developed a School Improvement Plan based upon a thorough review of the essential practices to advance educational programs and processes and improve student achievement.

We affirm that the action plans that we will be implementing address our specific school needs, include strategies that provide educational opportunities and instructional strategies for all students and each of the student groups, increases the amount and quality of learning time, and provides equity in the curriculum which may include programs, activities, and courses necessary to provide a well-rounded education. These plans address the needs of all children in the school, but particularly the needs of those at risk of not meeting the challenging State academic standards.

We, the undersigned, hereby certify that the school level plan has been duly reviewed by the Building Administrator, Superintendent of Schools and formally approved by the district's Board of Education, per guidelines required by the Pennsylvania Department of Education.

We hereby affirm and assure that the school level plan:

- Addresses all the **required components** prescribed by the Pennsylvania Department of Education
- Meets **ESSA requirements**
- Reflects **evidence-based strategies that meet the three highest levels of evidence outlined in ESSA**
- Has a **high probability of improving student achievement**
- Has sufficient **LEA leadership and support to ensure successful implementation**

With this Assurance of Quality & Accountability, we, therefore, request the Pennsylvania Department of Education grant formal approval to implement this school level plan.

Signature (Entered Electronically and must have access to web application).

Chief School Administrator

School Improvement Facilitator Signature

Building Principal Signature

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

The all student group met interim goal and improvement targets on the 2021-22 PSSA for both Math and ELA.

According to the 2021-22 PVAAS data for ELA and Math, the all student group exceeded the standard demonstrating growth interim goal for both ELA and Math

The Black, Hispanic, White, Economically disadvantaged, English Learner, and Students with disabilities subgroups all met interim goal/improvement targets for both the 2021-22 ELA and Math PSSA s

PBIS process in place which will build relationships between students and teachers

After school is available to all students to enrich their skills in reading and math

The following subgroups for Math exceeded the Statewide standard demonstrating Statewide Average Growth Score (75.3%): Black (81%), Hispanic (91%), White (83%), Economically Disadvantaged (91%), and English Learners

The Lunch and Learn went well. The students ate lunch, listened

Challenges

The Black (18.2%), Hispanic (8.2%), White (22.8%), 2 or more races (17.9%), Economically Disadvantaged (11.9%), English Language (6.7%) and students with disabilities (16%) subgroups did not meet the performance standard measure for regular attendance.

11.1% of all students scored proficient/advanced on the 2021-22 Math PSSA.

31.9% of all students scored proficient/advanced on the 2021-22 ELA PSSA.

The Students with Disability subgroup did meet the 2021-22 Math Standard Demonstrating Growth measure (70%). They scored 64%.

The Hispanic (0%), Economically Disadvantaged (0%), and English learner (0%) subgroups did not meet the 2021-22 English Language Growth & Attainment measure.

Data being used appropriately to inform instructional practices

Use systematic, collaborative planning processes to ensure instruction is coordinated, aligned, and evidence-based

Promote and sustain a positive school environment where all

Strengths

to the Judge, pharmacist, and author. Students were able to ask questions at the end of the presentation.s

The related academics of College and Career Readiness is starting to become more focused.

Students went to Luken Steel to participate in a job shadowing experience. Additional partnerships throughout Chester County are in place for the next school year.

The following subgroups for ELA exceeded the Statewide standard demonstrating Statewide Average Growth Score (75%) Black (80%), Hispanic (76%), White (83%), Economically Disadvantaged (78%), English Learners (75%), and Student with Disabilities (83%).

Foundation in place for MTSS and regularly looking at data

After school is available to all students to enrich their skills in reading and math

Lexia is used to meet individual student need

Foundation in place for MTSS and regularly looking at data

New math curriculum was piloted that is aligned with standards

Partnership with FLUX Space

Challenges

members feel welcomed, supported, and safe in school: socially, emotionally, intellectually, and physically

Need to continue to engage students in conversations and presentations so all students will understand and associate income level with education.

Implementation of high impact instructional strategies focused on literacy and aligned to standards across curriculum thereby providing daily opportunities for writing activities, academic journaling, and student engagement

Meeting diverse needs of students - academic, behavior and social emotional

Need to have a better understanding of culture and meeting students were they are

Class sizes are large and are disproportionate with the number of students with disabilities.

Data being used appropriately to inform instructional practices

Teachers understanding how to meet academic, behavioral and social emotional needs

Lack of technology hindered access to programs

Strengths

Additional online resources available to address individual student need as well as Spring Math, Extra Math and IXL

Partnering with Amazon to create relevant experiences for students

Took time to build relationships with the African American students and majority also attended after school programs

Use a variety of assessments (including diagnostic, formative, and summative) to monitor student learning and adjust programs and instructional practices

Implement a multi-tiered system of supports for academics and behavior

Hispanic students were able to be grouped so the ESL teacher was able to support in the general education setting

Training on STEELS is in place

After school STEM opportunities for students are available

Students are being educated on pathways for their future and provided information on occupations, skills set and salary.

MTSS and data being reviewed and shared to develop small

Challenges

Barrier in making math relevant to real world application

Science curriculum is out-dated and work being done to align with new STEELS Standards

Student low self esteem and lack of confidence

High number of students with disabilities

Technology access outside of school to enhance education

Strengths

groups

Connecting families with resources to assist SEL needs

Students were referred for evaluations in a timely manner

Most Notable Observations/Patterns

Based on data collected from staff and students, we have an environment where people do not feel welcomed, supported, or safe: socially, emotionally, intellectually and physically. In order to increase achievement, we need to focus on improving climate and culture and ensuring our teachers are data literate and meeting the individual needs of students.

Challenges	Discussion Point	Priority for Planning
Use systematic, collaborative planning processes to ensure instruction is coordinated, aligned, and evidence-based	Current schedule does not allow for collaboration. Data needs to be shared and understood by teachers.	✓
Promote and sustain a positive school environment where all members feel welcomed, supported, and safe in school: socially, emotionally, intellectually, and physically	School culture and climate survey results indicate a need to improve culture for staff and students. Clear, consistent expectations must be communicated and PBIS needs to be revisited.	✓
Meeting diverse needs of students - academic, behavior and social emotional		

ADDENDUM B: ACTION PLAN

Action Plan: Using Student Achievement Data to Support Instructional Decision Making WWC

Action Steps	Anticipated Start/Completion Date
Select implementation lead and team for this action plan.	07/05/2023 - 08/31/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
Action plan & SIP Team agreement	no

Action Steps	Anticipated Start/Completion Date
Implementation lead schedules bi-weekly check ins with implementation team to determine status of each action step, successes and challenges to solve.	08/15/2023 - 08/31/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
Bi-Weekly Monitoring template with actions steps	no

Action Steps	Anticipated Start/Completion Date
Monthly implementation monitoring meetings will be scheduled and the calendar will be provided to SIP team members	08/15/2023 - 06/28/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
SIP monthly meeting schedule with dates/time, Rolling agenda, bi-weekly monitoring template	no

Action Steps	Anticipated Start/Completion Date
Develop a schedule to include collaboration time for grade level/subject area teachers to meet	07/05/2023 - 08/15/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
Completed master schedule, including faculty meetings	no

Action Steps	Anticipated Start/Completion Date
Administrators complete professional development for about DataWise protocols. The PD will be the free data wise course online and will focus on Data Wise protocols	07/05/2023 - 08/15/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
Data Wise Overview course / https://www.edx.org/course/introduction-to-data-wise-a-collaborative-process	yes

Action Steps	Anticipated Start/Completion Date
Provide turnaround professional development to staff on the effective use of data. Staff will understand how to access reports and utilize a variety of data evidence to inform practice (Data Wise Step 2 Build Assessment Literacy)	08/15/2023 - 12/29/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
Data Wise turnaround training	yes

Action Steps	Anticipated Start/Completion Date
Develop procedures/structure for grade level team meetings: Create Data Wise templates for Data overview, rolling agenda with objectives	08/15/2023 - 11/03/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
Data Wise Rolling Agenda	no

Action Steps	Anticipated Start/Completion Date
Create a Shared Calendar with all committee meeting dates and time and share with staff (Montly/Quartely)	07/05/2023 - 08/15/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed		PD Step
Completed calendar		

Action Steps	Anticipated Start/Completion Date
Develop BOY overview of SIP for staff	07/10/2023 - 08/15/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
SIP	no

Action Steps	Anticipated Start/Completion Date
Contact and Schedule ESL Professional Development Facilitator to provide professional development on utilizing rubrics to score tasks, Can Do Descriptors, Academic language and strategies with working with ELLs.	08/01/2023 - 09/22/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
WIDA ACCESS Speaking & Writing Rubric / PD Evaluation	yes

Action Steps	Anticipated Start/Completion Date
Review MTSS process to ensure understanding of who is on the team, what data is being used, etc. Create flowchart of referral process for MTSS, SAP, both with what to expect after referral. Develop a Pre MTSS spreadsheet, including Problem Solving Team.	08/01/2023 - 09/15/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Redesign faculty meeting structure to include opportunities for in house training facilitation on topics such as Inclusion/UDL	07/10/2023 - 08/18/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed		PD Step
Schedule for faculty meeting dates/times		no

Action Steps	Anticipated Start/Completion Date
Create a Data Overview via the diagnostic survey tool based on the variety of data resources for all grade levels. (Data Wise Step 3 Create Data Overview)	08/25/2023 - 11/10/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
Data overview template	no

Action Steps	Anticipated Start/Completion Date
Develop & facilitate activity for BOY meeting with staff - Focus on creating a vision for data use aligned to district vision for learning	08/01/2023 - 08/25/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
	yes

Action Steps	Anticipated Start/Completion Date
Specially Designed Instruction Professional development to increase understanding and individual student needs.	08/25/2023 - 11/17/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
IEP Samples - develop training video for all staff	yes

Action Steps	Anticipated Start/Completion Date
Monthly department meetings will be held to look and discuss data, and modify instruction. (Data Wise Step 4 Dig into Student Data)	08/25/2023 - 06/14/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
Student work, assessments, agenda	no

Action Steps	Anticipated Start/Completion Date
Complete ELA & Math Achievement Action Walks on a monthly basis to ensure curriculum implementation.	08/31/2023 - 05/31/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
Assessments, curriculum aligned documents, Achievement Action Walkthrough Template	no

Action Steps	Anticipated Start/Completion Date
Learning Walks will be conducted (teacher to teacher minimum of one time current year): non-evaluative and focused on identified problems of practice. Collaboration time will be provided to share and discuss. Action plans development based on findings. (Data Wise Step 5 Examine Instruction & Step 6 Action Plans)	09/29/2023 - 05/31/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
Learning Walk template	yes

Action Steps	Anticipated Start/Completion Date
Building administration will attend department meetings to check in on progress, discuss steps with team and revise instructional practices as needed. (Data Wise Step 7 Plan to Assess Progress & Step 8 Act and Assess)	08/25/2023 - 06/14/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
Agenda	no

Action Steps	Anticipated Start/Completion Date
Baseline data for benchmark math and reading assessments - MAPP, Acadience, IXL	08/28/2023 - 10/06/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Data analysis of diagnostic survey tool results to be used during quarter 1 monitoring routine	08/25/2023 - 11/03/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
Diagnostic survey tool, school data	no

Action Steps	Anticipated Start/Completion Date
Review baseline data and determine strategies & interventions to meet individual student needs. Share with all teachers who instruct student (e.g., Math, ELA, Science, SS, Related Arts, WIN)	10/23/2023 - 11/30/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Check in on how the implementation of Data Wise protocols are going. Identify what is working, what is not working, what needs to be revised.	10/30/2023 - 12/29/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
MOY benchmark assessments for math and reading - Acadience, IXL	01/03/2024 - 03/08/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Complete a mid year data analysis between BOY to MOY identifying trends, gaps and instructional changes required.	01/15/2024 - 03/15/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed		PD Step
		no

Action Steps	Anticipated Start/Completion Date
Mid year review of MTSS process - identify strengths and challenges	01/15/2024 - 02/16/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed		PD Step
		no

Action Steps	Anticipated Start/Completion Date
End of year progress monitoring for math and reading	04/15/2024 - 05/30/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Complete and share with teachers a BOY to MOY to EOY data analysis and report trends	05/01/2024 - 06/14/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Evaluate the impact of additional collaboration and instructional strategies through data gathered from walk throughs and group discussions to determine the progress of school wide implementation of instructional best practices.	04/29/2024 - 06/28/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

Material/Resources/Supports Needed	PD Step
Data will be used to develop schedule & PD for 2024-25 school year	no

Action Plan: Restorative Practices - Year 1

Action Steps	Anticipated Start/Completion Date
Select implementation lead and team for this action plan.	07/05/2023 - 08/31/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed	PD Step
Action plan & SIP Team agreement	no

Action Steps	Anticipated Start/Completion Date
Implementation lead schedules bi-weekly check ins with implementation team to determine status of each action step, successes and challenges to solve.	08/15/2023 - 09/29/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed		PD Step
Bi-Weekly Monitoring template with actions steps		no

Action Steps	Anticipated Start/Completion Date
Monthly implementation monitoring meetings will be scheduled and the calendar will be provided to SIP team members	08/15/2023 - 06/28/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed	PD Step
SIP monthly meeting schedule with dates/time, Rolling agenda, bi-weekly monitoring template	no

Action Steps	Anticipated Start/Completion Date
Establish a Restorative Practice Core Team & Lead	07/05/2023 - 08/15/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Review and compile data from surveys/focus groups, behavior data, etc.	08/01/2023 - 09/29/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Restorative Practice training for Core Team	08/01/2023 - 09/29/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed		PD Step
		yes

Action Steps	Anticipated Start/Completion Date
Plan for BOY staff meeting including shoutouts to staff (staff to staff)	08/15/2023 - 09/29/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Communicate school vision & plan	08/15/2023 - 09/15/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed	PD Step
SIP	no

Action Steps	Anticipated Start/Completion Date
Ensure expectations are communicated clearly & check for understanding - staff, students and families	08/15/2023 - 09/15/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Develop RP protocols	08/15/2023 - 10/31/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Review & revise current PBIS process - Identify existing structures that will support RP & use of puzzle piece incentives	08/15/2023 - 10/30/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Meet with Restorative Practice Coach to establish priorities	08/15/2023 - 10/31/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Develop implementation plan, including communication & PD	08/15/2023 - 10/31/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed		PD Step
		no

Action Steps	Anticipated Start/Completion Date
Tier 1 PD: All staff (Community Circles & proactive strategies)	09/15/2023 - 12/29/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed	PD Step
	yes

Action Steps	Anticipated Start/Completion Date
Plan for Tier 2 PD: Facilitation of Conflict Circles for RP Coach, Counselors, Admin	11/06/2023 - 02/16/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed		PD Step
		yes

Action Steps	Anticipated Start/Completion Date
Plan for Tier 3 PD: Training specific for youth suspended (Re-entry) - RP Coach	01/29/2024 - 05/10/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed		PD Step
		yes

Action Steps	Anticipated Start/Completion Date
Track discipline data & review end of quarter 1 - identify trends, needs	08/28/2023 - 12/01/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Check in with each staff member	08/15/2023 - 10/16/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed		PD Step
		no

Action Steps	Anticipated Start/Completion Date
Plan a brief Circles activity at each staff meeting with a focus on Self-Care/Mental Health (Moment of Connection)	08/15/2023 - 06/14/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Survey staff for areas they need support	08/15/2023 - 10/16/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Communicate RP to parents/community	09/01/2023 - 11/30/2023

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed	PD Step
Newsletter, Email	no

Action Steps	Anticipated Start/Completion Date
Plan Family Engagement nights - develop a yearly calendar (activities having an academic, SEL focus)	08/30/2023 - 06/14/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed		PD Step
		no

Action Steps	Anticipated Start/Completion Date
Mid-year: Revisit expectations with staff and students	01/03/2024 - 03/01/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed		PD Step
		no

Action Steps	Anticipated Start/Completion Date
Share successes with Board, staff and families	01/03/2024 - 05/31/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed	PD Step

Action Steps	Anticipated Start/Completion Date
Back to basics PD for staff : Classroom management to ensure engagement is strong throughout holidays & use of puzzle pieces	11/15/2023 - 02/02/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed	PD Step
	yes

Action Steps	Anticipated Start/Completion Date
Begin to implement RP Circles (determine focus area for year 1)	01/15/2024 - 06/14/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Review school community preferred outcomes and develop/design tools for on-going progress checks.	01/15/2024 - 06/14/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed		PD Step
		no

Action Steps	Anticipated Start/Completion Date
Develop & administer mid-year survey to staff (climate)	01/03/2024 - 04/01/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed	PD Step
Survey	no

Action Steps	Anticipated Start/Completion Date
Analyze survey results & use to plan staff meeting focus	03/15/2024 - 05/31/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Continued check in with individual staff members	09/05/2023 - 06/17/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Clearly communicate EOY expectations & deadlines	04/15/2024 - 06/17/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Share current year successes & challenges	05/15/2024 - 06/17/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed	PD Step
	no

Action Steps	Anticipated Start/Completion Date
Plan & share next year initiatives/plans	05/15/2024 - 06/17/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed		PD Step
		no

Action Steps	Anticipated Start/Completion Date
Review Initial RP Circles, behavior data and staff input- use to build plan for bigger rollout year 2	05/01/2024 - 06/17/2024

Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges to initial year one restorative practice pilot.	Student behavior referrals will decrease and staff positive incentives to student for appropriate behavior will increase, which will increase student engagement as evidenced through progress monitoring.

Material/Resources/Supports Needed	PD Step
	no

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
90% of students will meet or exceed their individual growth goals in reading as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the Acadience reading assessment (Reading) 90% of students will meet or exceed their individual growth goals as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the MAP math assessment. (Math)	Using Student Achievement Data to Support Instructional Decision Making WWC	Administrators complete professional development for about DataWise protocols. The PD will be the free data wise course online and will focus on Data Wise protocols	07/05/2023 - 08/15/2023
90% of students will meet or exceed their individual growth goals in reading as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the Acadience reading assessment (Reading) 90% of students will meet or exceed their individual growth goals as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the MAP math assessment. (Math)	Using Student Achievement Data to Support Instructional Decision Making WWC	Provide turnaround professional development to staff on the effective use of data. Staff will understand how to access reports and utilize a	08/15/2023 - 12/29/2023

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		variety of data evidence to inform practice (Data Wise Step 2 Build Assessment Literacy)	
90% of students will meet or exceed their individual growth goals in reading as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the Acadience reading assessment (Reading) 90% of students will meet or exceed their individual growth goals as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the MAP math assessment. (Math)	Using Student Achievement Data to Support Instructional Decision Making WWC	Contact and Schedule ESL Professional Development Facilitator to provide professional development on utilizing rubrics to score tasks, Can Do Descriptors, Academic language and strategies with working with ELLs.	08/01/2023 - 09/22/2023
90% of students will meet or exceed their individual growth goals in reading as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the Acadience reading assessment (Reading)	Using Student Achievement	Develop & facilitate activity for BOY meeting	08/01/2023 - 08/25/2023

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
90% of students will meet or exceed their individual growth goals as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the MAP math assessment. (Math)	Data to Support Instructional Decision Making WWC	with staff - Focus on creating a vision for data use aligned to district vision for learning	
90% of students will meet or exceed their individual growth goals in reading as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the Acadience reading assessment (Reading) 90% of students will meet or exceed their individual growth goals as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the MAP math assessment. (Math)	Using Student Achievement Data to Support Instructional Decision Making WWC	Specially Designed Instruction Professional development to increase understanding and individual student needs.	08/25/2023 - 11/17/2023
90% of students will meet or exceed their individual growth goals in reading as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the Acadience reading assessment (Reading) 90% of students will meet or exceed their individual growth goals as measured by a change in their scores from the baseline assessment to the end-of-year assessment using the MAP math assessment. (Math)	Using Student Achievement Data to Support Instructional Decision Making WWC	Learning Walks will be conducted (teacher to teacher minimum of one time current year): non-evaluative and focused on identified problems of	09/29/2023 - 05/31/2024

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		practice. Collaboration time will be provided to share and discuss. Action plans development based on findings. (Data Wise Step 5 Examine Instruction & Step 6 Action Plans)	
By June 14, 2024, 75% of students will demonstrate regular attendance. (Attendance) The number of office behavioral referrals for the 2023-24 school year will decrease 10% from 1,360 to 1,224. (Behavior Referrals)	Restorative Practices - Year 1	Restorative Practice training for Core Team	08/01/2023 - 09/29/2023
By June 14, 2024, 75% of students will demonstrate regular attendance. (Attendance) The number of office behavioral referrals for the 2023-24 school year will decrease 10% from 1,360 to 1,224. (Behavior Referrals)	Restorative Practices - Year 1	Tier 1 PD: All staff (Community Circles & proactive strategies)	09/15/2023 - 12/29/2023
By June 14, 2024, 75% of students will demonstrate regular attendance. (Attendance)	Restorative	Plan for Tier 2 PD:	11/06/2023 -

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
The number of office behavioral referrals for the 2023-24 school year will decrease 10% from 1,360 to 1,224. (Behavior Referrals)	Practices - Year 1	Facilitation of Conflict Circles for RP Coach, Counselors, Admin	02/16/2024
By June 14, 2024, 75% of students will demonstrate regular attendance. (Attendance) The number of office behavioral referrals for the 2023-24 school year will decrease 10% from 1,360 to 1,224. (Behavior Referrals)	Restorative Practices - Year 1	Plan for Tier 3 PD: Training specific for youth suspended (Re-entry) - RP Coach	01/29/2024 - 05/10/2024
By June 14, 2024, 75% of students will demonstrate regular attendance. (Attendance) The number of office behavioral referrals for the 2023-24 school year will decrease 10% from 1,360 to 1,224. (Behavior Referrals)	Restorative Practices - Year 1	Back to basics PD for staff : Classroom management to ensure engagement is strong throughout holidays & use of puzzle pieces	11/15/2023 - 02/02/2024

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Data Wise Process	Administrators	The Data Wise process and how to use protocols

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Use of rolling agenda and data protocols	07/05/2023 - 08/31/2023	Administrators

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:

Professional Development Step	Audience	Topics of Prof. Dev
Data Wise turnaround training	Teachers	Staff will understand how to access reports and utilize a variety of data evidence to inform practice (Data Wise Step 2 Build Assessment Literacy)

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Use of protocols and rolling agendas	08/15/2023 - 12/29/2023	Administration

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:

Professional Development Step	Audience	Topics of Prof. Dev
ESL Effective Strategies for the classroom	Teachers	Utilizing rubrics to score tasks, Can Do Descriptors, Academic language and strategies with working with ELLs.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Students accessing learning as evidenced through walkthrough data and increased achievement	08/01/2023 - 08/31/2023	Admin, ESL Lead

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:

Professional Development Step	Audience	Topics of Prof. Dev
Vision Activity	Admin and teachers	Develop a vision for data for the school

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Completed vision for learning	08/15/2023 - 08/31/2023	Admin

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

Professional Development Step	Audience	Topics of Prof. Dev
Specilly Designed Instruction PD	Teachers	Use and implementation of specially designed instruction and understanding IEPs

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Students accessing learning as evidenced through walkthrough data and increased achievement	08/25/2023 - 11/17/2023	Special Education Supervisor

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

Professional Development Step	Audience	Topics of Prof. Dev
Learning Walk PD	Teachers	What re learning walks and how they can improve instructional practices

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Completion of a learning walk, template and follow up discussion/collaboration between teachers	09/29/2023 - 10/31/2023	Admin

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:

Professional Development Step	Audience	Topics of Prof. Dev
Restorative Practices	Administrators, Restorative Practice Coach, Teachers	What is Restorative Practices, How to use Circles, Conflict Circles, and Re-entry after suspension

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Circles being used at staff meetings and in the classroom. Meaningful re-entry meeting after suspension. Increase in climate for staff and students	08/15/2023 - 05/15/2024	Admin, RP Coach, Consultant

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:

Professional Development Step	Audience	Topics of Prof. Dev
Back to Basics - Classroom Management	Teachers	PBIS practices, use of puzzle pieces, expectations for staff/students and tips to increase student engagement

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Increase in puzzle piece incentives and decrease in behavioral referrals	11/15/2023 - 02/01/2024	PBIS Lead, Admin

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Post CSI Improvement Plan to district website for 28 days	Public viewing and solicit feedback for SIP	Post on district website	Community and families	28 days between July and August
Board approval of School Improvement Plan	Approval of SIP will be an agenda item to voted on	School Board agenda and vote	School Board	August 2023 Board meeting
Share SIP with staff	Share and review SIP, including goals and action plans	Initial faculty meeting	NBMS Staff	August 2023
Share SIP with families	Provide an overview of SIP to families so they are aware of school goals and action plans	Create a one-page document to be sent to families	Families	By 10-31-2023