

## LEADERSHIP:

**Focus Goal #1:** By the end of the 2020 school year, the principal and leadership team will have executed a clear vision and mission for the school's direction.

	Indicators/Action Steps (PD workshops titles are bolded)	Target w/ Measurement	Driver / Due Date	Implementation Process Rating NS; B; OT; C
Strategy 1 Milestone 1.1.1 Establish protocols for leadership and PLC meetings.	1. Train leadership team in <b>Setting the Stage: Developing Your Leadership Team</b> 01/30/20 2. Leadership team trains PLC teams with <b>Developing Effective Teams</b> 02/28/20	1. Leadership Team meetings have adopted with protocols. 2. Effective team systems and protocols are operational within all teams.	Principal, leadership team, Catapult lead  01/30/20	Completed  Completed
Strategy 2 Milestone 4.2.1 Create a schoolwide PLC calendar	1. Build a school-wide PLC and meeting calendar including grade level/bands, and leadership team	1. Grade level/band calendar 2. Leadership team calendar	Principal, leadership team and Catapult team  2/28/20	Completed
Strategy 3 Milestone 1.1.2 Engage Leadership team in School-wide Data Analysis and teachers in grade level and student level analysis to inform current planning and instruction	1. Train teachers with <b>Intro to Data Analysis</b> (3/31/20) 2. Train Leadership with <b>Analyzing Student and Teacher Growth</b> (3/31/20) 3. Engage Leadership team in PD: <b>Assessment for School Leaders</b> (3/31/20)	1. All teachers/ complete data analysis and share data during PLC meetings. Teachers use reports for school, class, and individual students and identify students above, at, near, and below grade level. 2. Leadership analyzes year over year data and cohort data. 3. Leadership team will reflect on recent observations and how to support teachers in more effectively collecting and utilizing data to drive instruction.	Principal, leadership team, Catapult lead  03/31/20	On Time/In Process
Strategy 4 Milestone 2.2.2 Create Differentiated Professional Development plans for teachers	1. Develop Differentiated Plans based on individual teacher's needs	1. Differentiated PD Calendar for current year is developed.	Principal, leadership team, teachers, Catapult team  6/30/20	PD Calendar Completed for 19-20

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Strategy 5 Milestone 4.1.1 Review and update all school policies	1. Create or update all school policies (6/30/20)	1. All policies will be reviewed and updated.	Principal, leadership team and Catapult team 6/30/20	NS
Strategy 6 Milestone 4.2.1 Review and update leadership team and PLC meeting schedule	1. Create a calendar for consistent School Leadership Team, Grade Level Teams (6/30/20)	1. All teams will have created a calendar for consistent team meetings using agendas and minutes.	Principal, leadership team and Catapult team 6/30/20	NS
Strategy 7 Milestone 4.1.1 Review and update behavior policies	1. Update Behavior Policies and Code of Conduct (6/30/20)	1. Teachers will apply strategies and approaches to become a more culturally competent educator.	Principal, leadership team and Catapult team 6/30/20	OT
Strategy 8 Milestone 4.2.1 Principal strategically assigns teacher roles based on student needs	1. Principal strategically assigns teacher roles based on student needs	1. 100% of teachers will be assigned roles dependent on student and Blended Learning needs.	Principal, leadership team and Catapult team 6/30/20	NS
Strategy 9 Milestone 4.2.1 Data Analysis Process & Data Calendar are in place.	1. Engage Leadership team with <b>Finishing Strong</b> (schedule for June: 6/30/20)	1. Leadership team will review all EOY goals and progress and will respond with strategies for integration into SIP FY 20.	Principal, leadership team and Catapult team 6/30/20	NS

<b>PEDAGOGY and CURRICULUM:</b> <b>Focus Goal #2:</b> By the end of the 2020 school year, curriculum and interventions will be horizontally and vertically aligned with the Core Standards, and these standards and associated learning targets are in use and evident at all grade levels and content areas.				
	Indicators/Action Steps (PD workshops titles are bolded)	Target w/ Measurement	Driver / Due Date	Implementation Process Rating NS; B; OT; C
Strategy 1 Milestone 2.1.1 Train teachers in research-based practices for delivery of strong Tier 1 instruction	1. Teachers are intentionally planning for Academic Learning Time <b>with BIC (3/31/20)</b>	1. 75% of teachers demonstrate effective instructional behaviors in the coaching tool.	Principal, Academic Coaches, Catapult team (3/30/20)	NS
Strategy 2 Milestone 2.1.1 Coach teachers in research-based practices	1. Ensure calendared observation and feedback cycle is in place (3/30/20)	1. Leaders consistently observing and gathering data in a common tool to measure instructional effectiveness.	Principal, Academic Coaches, Catapult team (3/30/20)	NS
Strategy 3 Milestone 3.1.1 Conduct Curriculum Map/Alignment Audit	1. Engage Leadership team and teachers in PD: <b>Curriculum Mapping and Horizontal/Vertical Alignment (6/30/20)</b>	1. Coaches and grade level PLCs complete alignment for ELA curriculum.	Principal, Academic Coaches, Catapult team (6/30/20)	B

<b>ASSESSMENT for LEARNING:</b> <b>Focus Goal #3:</b> By the end of the 2020 school year, school leadership will conduct effective instructional rounds, use instructional rounds data to inform planning for teacher professional development, and ensure planning for students meets their academic needs.				
	Indicators/Action Steps (PD workshops titles are bolded)	Target w/ Measurement	Driver / Due Date	Implementation Process Rating NS; B; OT; C
Strategy 1 Milestone 1.2.1 Data Analysis Process & Data Calendar are in place	1. Engage Leadership team in PD: in <b>Data-Driven Observations and Coaching Conversations</b> 2. Build classroom walkthrough tools for observations. 3. Conduct paired observations to build inter-rater reliability on the look fors and feedback cycle	1. Principal serves as instructional leader, coordinating, or conducting non-evaluative classroom observations that focus on collecting evidence of quality teaching and learning.	Principal, coaches Catapult lead (3/31/20)	B
Strategy 2 Milestone 1.2.1 Leadership engages in using data to inform instructional coaching	1. Principal and coaches use a calendared observation plan and walk-through tool to inform ongoing coaching cycle.	1. Principal and coaches use a calendared observation plan and	Principal, coaches, Catapult lead (3/31/20)	B

## ASSESSMENT for LEARNING:

**Focus Goal #3:** By the end of the 2020 school year, school leadership will conduct effective instructional rounds, use instructional rounds data to inform planning for teacher professional development, and ensure planning for students meets their academic needs.

		walk-through tool to inform ongoing coaching cycle.		
Strategy 3 Milestone 1.2.1 Engage Leadership team in PD: <b>Assessment for School Leaders</b>	1. Engage Leadership team in PD: <b>Assessment for School Leaders</b>	1. Leadership team will reflect on recent observations and how to support teachers in more effectively collecting and utilizing data to drive instruction. The team will develop a tool to examine the types of assessments currently in use, to track their impact on driving instructional planning and to align delivery feedback related to the identified. targeted school-wide skills.	Principal, coaches, Catapult lead (3/31/20)	B
Strategy 4 Milestone 1.3.1 Engage Leadership team in <b>Planning for the State Test</b>	1. Engage Leadership team in <b>Planning for the State Test</b>	1. The leadership considers a strategic plan for Testing Environment, Scheduling, Proctor Training, etc.	Principal, Testing Coordinator, leadership team, Catapult lead (3/31/20)	OT
Strategy 5 Milestone 1.3.1 Engage Leadership team in <b>Planning for the State Test</b>	1. Develop an annual process for analyzing data from the NWEA and State test. 2. Identify targeted skills from state assessment by grade level. 3. Meet with grade level teams to review data: reflective cycle/incoming student data	1. The leadership team and teachers will create and implement an action plan for teaching targeted skills	Principal, Testing Coordinator, leadership team, Catapult lead (3/31/20)	OT

## LEARNING ENVIRONMENT:

**Focus Goal #4:** By April of the 2020 school year, the school team will have enacted a clearly defined plan to celebrate targeted skill progress leading up to the State assessment and will establish a positive culture for achievement, promoting success on the state assessment and all other assessments.

	Indicators/Action Steps (PD workshops titles are bolded)	Target w/ Measurement	Driver / Due Date	Implementation Process Rating NS; B; OT; C
Strategy1 Milestone 1.3.1 Celebrate opportunities in the State Test Plan	1. Develop plan to track and celebrate progress of targeted skills and classroom and individual success with test taking skills (2/28/20)	1. The leadership intentionally celebrates tracking of targeted skills and classroom and individual success with test taking skills (2/28/20)	Principal, Testing Coordinator, leadership team, Catapult team (2/28/20)	NS
Strategy 2 Milestone 1.3.1 Develop a Family Engagement Outreach Plan	1. Develop plan to intentionally work with families and students to participate in state testing (2/28/20)	1. The leadership team and teachers intentionally work with families and students to participate in state testing (2/28/20)	Principal, Testing Coordinator, leadership team, Catapult team (2/28/20)	NS

## STUDENT and FAMILY SUPPORT:

**Focus Goal #5:** By the end of the 2020 school year, 100% of teachers will use a formal structure to identify students in need of specialized support and prescribe interventions/services as needed in a systematic, multi-tiered way.

	Indicators/Action Steps (PD workshops titles are bolded)	Target w/ Measurement	Driver / Due Date	Implementation Process Rating NS; B; OT; C
Strategy 1 Milestone 2.2.1 Train all staff in targeted Special Education modules	1. Train teachers in serving the Special Education population	1. 100% of teachers are trained in Catapult Special Education PD Modules	Principal, Special Education Coordinator, Teachers, Catapult team (6/30/20)	Completed
Strategy 2 Milestone 2.2.1 Complete Sped Compliance Audit	1. Ensure compliancy is being met for every learner (6/30/20)	1. IEP's, SPED delivery of services, RTI systems, SPED monitoring plan for compliancy	Principal, Special Education Coordinator, Teachers, Catapult team (6/30/20)	Completed
Strategy 3 Milestone 2.2.1 Train all staff in targeted Special Education modules	1. Engage teachers in PD: <b>Targeted Special Education Support</b> (6/30/20) Jan31:	1. Teachers are identifying their Special Education students and understand the requirements of their individual IEP's. Teachers will apply in lesson plans.	Principal, Special Education Coordinator, Teachers, Catapult	Completed

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**Focus Goal #5:** By the end of the 2020 school year, 100% of teachers will use a formal structure to identify students in need of specialized support and prescribe interventions/services as needed in a systematic, multi-tiered way.

	<b>Understanding and Meeting the Needs of Diverse Learners</b>		team Catapult team (6/30/20)	
Strategy 4 Milestone 3.2.3 Empower staff to leverage the intervention supports in a MTSS process.	2. Leadership team will engage in PD: <b>Tiered Academic Interventions</b> (6/30/20)	2. The leadership team will create a MTSS framework for constructing a data-driven, tiered intervention system	Principal, Special Education Coordinator, Teachers, Catapult team (6/30/20)	OT