

OVERARCHING SCHOOL GOAL: The number of students reading on grade level by the end of eighth grade will increase to 75 percent or higher as measured by the end of year screener by the end of the 2021 school year.

2019-2020 aimswebPlus - Initial Tier 1: 8 -70%, 7-67% Mid Tier 1: 8 -70%, 7- 59%

<i>STRAND I: TEACHING FOR LEARNING</i>	
ENGLISH LANGUAGE ARTS (ELA)	MATHEMATICS
1	2
<p>SMART Goal(s):</p> <p>By 2021, we will narrow this gap by increasing the percentage of students with disabilities at or above proficient in reading on the SOL assessment from 46.36% to 60%.</p> <p>By 2021, we will narrow this gap by increasing the percentage of black students at or above proficient in reading on the SOL assessment from 60% to 75%.</p> <p>By 2021, we will narrow this gap by increasing the percentage of ELL students at or above proficient in reading on the SOL assessment from 66.67% to 75%.</p>	<p>SMART Goal(s):</p> <p>By 2021, we will narrow this gap by increasing the percentage of students with disabilities at or above proficient in math on the SOL assessment from 55% to 70%.</p> <p>By 2021, we will narrow this gap by increasing the percentage of black students at or above proficient in math on the SOL assessment from 68% to 75%.</p>

ACTION PLAN

1. Essential Action/Research-Based Strategy: Implement an aligned written, tested, and taught curriculum, with clear objectives.

Focus Area <i>[Domain(s)/Student Group(s)]</i>	Action Steps	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Monitoring and Frequency
ELA	Monitor implementation of an aligned written, tested, and taught curriculum, with clear objectives with a focus on differentiation for our targeted populations through the observation cycle.	Instructional Specialist Instructional Coach	August 2020- June 2021	Lesson plans, observation reports Meeting minutes, PD resources, targeted observations on curriculum alignment and differentiation.	School Administration, Director of Secondary Instruction will monitor quarterly
ELA	Support PLCs in updating curriculum units using the UBD format and focusing on differentiation	Instructional Specialist Instructional Coach	August 2020- June 2021	Curriculum guides	Instructional Specialist will monitor quarterly and report to Principal, Director of Secondary Instruction
ELA	The instructional coach, reading specialist, and Literacy Specialist will provide required professional development in the areas of explicit vocabulary instruction, effective effort strategies, and differentiated instruction to address knowledge and skill gaps.	Instructional Coach Reading Specialist,	August 2020- June 2021	Professional Development documents, observation reports with feedback, lesson plans	Instructional Coach will monitor monthly and report to Principal, Director of Secondary Instruction

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		Division Literacy Specialist			
ELA	Require all new ELA teachers, teachers of students with disabilities, and teachers of English learners to complete the Framing the Learning professional development playlist modules.	Instructional Coach	October 2020-December 2020 January- June 2021	Certificate of completion and participant list	Director of Secondary Education will monitor monthly
ELA	Design a strategic plan to keep targeted students immersed in reading and writing opportunities over the summer months	Instructional Coach, Reading Specialist, Division Literacy Specialist	August 2020- June 2020		

2. Essential Action/Research-Based Strategy: Implement an aligned written, tested, and taught curriculum, with clear objectives.

Focus Area <i>[Domain(s)/Student Group(s)]</i>	Action Steps	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Monitoring and Frequency
Math	Monitor implementation of an aligned written, tested, and taught curriculum, with clear objectives, and monitored through the observation cycle.	Instructional Specialist Instructional Coach	August 2020- June 2021	Lesson plans, observation reports Meeting minutes, PD resources, targeted observations on curriculum alignment.	Principal, Director of Curriculum and Instruction will monitor quarterly
Math	Support for PLCs in the creation of curriculum units using the UBD format	Instructional Specialist	August 2020- June 2021	Curriculum guides	Instructional Specialist will monitor quarterly and report to Principal, Director of Secondary Instruction
Math	The instructional coach will provide instructional support in classrooms and with curriculum through the PLC process.	Instructional Coach	August 2020- June 2021	PLC minutes, Coach/teacher contact data	Instructional Coach will monitor monthly and report to Principal, Director of Curriculum and Instruction
Math	Implementation of explicit vocabulary instruction in math workshop and AMP'd up experiences	Classroom Teacher	August 2020- June 2021	Vocabulary subtest from end of year screener	Instructional Coach will monitor monthly and report to Principal, Director of Curriculum and Instruction

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		Instructional Coach			
STRAND II: SCHOOL ENVIRONMENT					
<i>*Insert more rows as necessary. Include a maximum of 5-7 Essential Actions/Strategies based on prioritized areas derived from the CNA.</i>					
6	Leadership and Governance		7	Commitment to Professional Learning	
	SMART Goal(s): N/A			SMART Goal(s): N/A	
8	Safe and Orderly Environments		9	Family and Community Engagement	
	SMART Goal(s): During the 2020-2021 school year, student Office Discipline Referrals will be reduced by 15% as measured by the division discipline report from 2019-2020.			SMART Goal(s): During the 2020-2021 school, year DMMS will hold quarterly meetings to develop community and family partnerships.	
Other 10:	College/ Career and Life Readiness		SMART Goal(s): During the 2020-2021 school year the WPS Empowered Learning Model, which is aligned with the Virginia 5 C's will be integrated into the written, taught and assessed curriculum and program platform as evidenced in individual career plans and ELA curriculum.		
ACTION PLAN					
1. Essential Action/Research-Based Strategy: Implement Positive Behavior Interventions and Supports System (PBIS)					
Focus Area <i>[Domain(s)/Student Group(s)]</i>	Action Steps	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Monitoring and Frequency
#8	Monitor Positive Behavior Intervention and Support Systems school wide Tier 1	Classroom Teachers, PBIS Lead, PBIS Team, Team Leads	Aug-June	Posted expectations, SWIS data, minutes from PBIS	Principal, Assistant Principals will monitor monthly
#8	Provide professional development to teachers for implementing Tier 2 PBIS strategies schoolwide	PBIS Lead, Team Leads, Student Conduct and PBIS Coordinator	Aug-June	Professional Development plans, PowerPoints, meeting minutes	Principal, Assistant Principals will monitor quarterly
#8	Conduct targeted classroom observations of Tier 1 PBIS strategies	PBIS Team	Aug-June	Observation reports and walk-through tools	Principal, Assistant Principals will monitor three times throughout year

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#8	Monitor schoolwide Tier 2 practices using strategic tracking system	PBIS Lead, PBIS Team		CICO student data sheets, meeting agendas and minutes, and data tracking tool	PBIS Lead will monitor bi-weekly and report to Principal
#9	Establish an Equity cohort of black male students to mentor and advise with a focus on career planning and preparation, and workplace communication skills	Equity Coordinator, School Counselors	August - December 2020 (program planning/ student id) January-June 2021 (implementation)	Meeting agendas and minutes	Principal, Director of Secondary Instruction will monitor each semester

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#9	<p>Create a task force:</p> <p>Phase 1 - to identify opportunities to learn about students' lives outside school</p> <p>Phase 2 - to identify methods to help families learn about home environments that support student learning.</p>	<p>PBIS Lead, Team Lead, Student Conduct and PBIS Coordinator, School Social Worker, School Counselor, Equity Specialist, Special Education Lead Teacher</p>	<p>Phase 1: September 2020-January 2021</p> <p>Phase 2: February 2020-June 2021</p>	<p>Meeting agendas and minutes</p>	<p>Student Conduct & PBIS Coordinator and Equity Specialist will monitor monthly and report to Principal, Director of Secondary Instruction</p>
#9	<p>Design and implement a strategic plan to expose targeted students to opportunities within the community to include collegiate visit(s)</p>	<p>PBIS Lead, Team Lead, Student Conduct and PBIS Coordinator, Equity Specialist</p>	<p>August - December 2020 (program planning/ student id) January-June 2021 (implementation)</p>		<p>Student Conduct & PBIS Coordinator and Equity Specialist will monitor monthly and report to Principal, Director of Secondary Instruction</p>
Focus Area <i>[Domain(s)/Student Group(s)]</i>	Action Steps	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Monitoring and Frequency
#10	<p>Continue to embed the WPS Empowered Learning Model skills and dispositions, which are aligned with Virginia's 5Cs, into our units of study within our curriculum writing and development.</p>	<p>Instructional Specialist Instructional Coach</p>	<p>June 2021</p>	<p>Curriculum guides</p>	<p>Instructional Specialist will monitor quarterly and report to Principal, Director of Secondary Instruction</p>