

## **Tenet 2 School Leader Practices & Decisions**

**Gap Statement:** According to the December 2017 DTSDE recommendations, the school leaders have positively impacted the behavior challenges that were once prevalent at school 16. As leaders were focusing primarily on behavior they were unable to regularly monitor instruction in classrooms. As a result of this, instruction and planning are generally of low quality and assessments in both ELA and math have demonstrated overall low academic student achievement.

**SMART Goal:** The School Leaders will conduct and coordinate focused walkthroughs, observations and collaborate school leadership team and support staff to conduct quarterly learning walks and use the data to provide immediate feedback to teachers that will improve teacher practices and increase *overall* student achievement in both ELA, Math with a 10% increase. Administrators in conjunction with District and school Leadership teams will conduct walkthroughs, learning walks and provide immediate feedback to teachers within 24 hours of the classroom visits. The key focus areas are: learning environment, Instructional focus and Assessment. The data gathered from the observations, walk throughs and learning walks will be used to provide immediate feedback to teachers, improve teacher practices, identify opportunities for staff, professional development and increase overall student achievement. By the end of quarter 1, 75% of the staff will have demonstrated proficiency of implementation of the identified key focus areas, by the end of quarter 2, 85% of staff will have demonstrated proficiency of implementation of the identified key focus areas, by the end of quarter 3 90% of staff will have demonstrated proficiency of implementation of the identified key focus areas and by the end of quarter 4 95% of staff will have demonstrated proficiency of implementation of the identified key focus areas .

### **Leading Indicators:**

- Walk through schedule
- Walk through tool identified and used, which will allow for immediate feedback
- Quality lesson plans aligned with the CCLS consists of the key components but not limited to: learning targets, individualized instruction based on student data, small groups, differentiated instruction, higher level questioning, assessments, checks for understanding, closings.
- Increased student engagement as evidenced by: small group instruction, differentiated instruction and rigorous activities, higher order questioning, checks for understanding
- Reduction in classroom referrals by 10% each quarter.
- Student performance data on Assessments administered (NWEA, Aimsweb Plus, common formative & summative assessments). Proficiency
- Increased overall student growth in both NWEA, Aimsweb Plus from fall, winter to spring will show an increase in scores by 10% each quarter
- Data driven instruction
  - lesson plans reflect differentiated instruction and use of assessments, as evidenced by notes in data notebook and lesson plan.
  - Small group instruction and differentiated instruction activities indicated in lesson plans.

- Change in teacher practices as evidenced by feedback provided from observations walkthroughs.
- Professional development offered and all teachers participate. Job embedded through Teacher Grade Level m
- Meetings. Professional Development topic and materials will be evident in lesson plans.

**Action Plan/Activity:**

1. Administrators will develop a walk through, observation and learning walk schedules.
2. Walk throughs - conduct at least 15 walk throughs per week and provide immediate feedback to teachers using the walkthrough tool.
3. The leadership team will conduct quarterly walkthroughs and provide immediate feedback to the school regarding the focus areas (environmental and Instructional) i.e. X number of classrooms learning targets were observed, X number of classrooms differentiated instruction was observed, X number of classrooms higher order questioning was observed.
4. Establish six week intervention cycles for grades K-6 for the school year, in which data will be used to inform instruction, identify flexible groups
5. The data gathered from the walk throughs, observations and learning walks will be used to plan for and support professional development for staff.
6. The professional development will be job embedded during grade level meetings, beyond the school day and summer PD (TrueNorth Logic, instructional coaches, behavior specialists, Content Directors, administrators, educational consultants and community agencies).
7. Data Dialogues (administrators teacher, reading, intervention meetings) every 6 weeks.

**Tenet 3 Curriculum Development & Support**

**Gap Statement:** According to the December 2017 DTSDE recommendations,

**SMART Goal:**

**Leading Indicators:**

**Action Plan/Activity:**

**Tenet 4 Teacher Practices & Decisions**

**Gap Statement:** According to the December 2017 DTSDE recommendations,

**SMART Goal:**

**Leading Indicators:**

**Action Plan/Activity:**

**Tenet 5 Student Social & Emotional Developmental Health**

**Gap Statement:** According to the December 2017 DTSDE recommendations,

**SMART Goal:**

**Leading Indicators:**

**Action Plan/Activity:**

**Tenet 6 Family & Community Engagement**

**Gap Statement:** According to the December 2017 DTSDE recommendations,

**SMART Goal:**

**Leading Indicators:**

**Action Plan/Activity:**