

MARSHALL JOHN SCH

4500 Griscom St

TSI Title 1 School Plan | 2020 - 2021

VISION FOR LEARNING

The vision of the John Marshall School is one in which all learners grow and succeed in a school community that values diversity. We believe our students are our greatest resource and therefore entitled to a high-quality education that supports and accommodates the needs of our scholars. We adhere to the belief that it is the responsibility of the school, parents/guardians, and the broader community to create a safe, caring, and respectful environment that nurtures a student's self-esteem, fosters problem solving, creates lifelong learners, and produces productive, successful citizens.

STEERING COMMITTEE

Name	Position	Building/Group
Olivia Jones	Assistant Principal	John Marshall Elementary
Margaret Lewis	Math Academic Teacher Leader	John Marshall Elementary
Andrea Shell	Literacy Academic Teacher Leader	John Marshall Elementary
David White	Science Content Specialist/Teacher Leader	John Marshall Elementary
Azim Jones	School-based Climate Representative	John Marshall Elementary
Leya Egea-Hinton	Planning and Evidence-based Support (PESO) member	PhilaSD- Central Office
Melissa Dashields	Special Education Case Manager	PhilaSD- Central Office
Shanice Boyd	Network Attendance Coach	PhilaSD- Central Office
Kenneth Glover	Network Culture and Climate Coach	PhilaSD- Central Office
Darrin Kall	Grants Compliance Monitor	PhilaSD- Central Office
Jackie Polidor	Central Office Talent Partner	PhilaSD- Central Office
Doria Mitchell	Network Early Literacy/Literacy Director	PhilaSD- Central Office
Nancy Bradley	Network Professional Learning Specialist	PhilaSD- Central Office
James Adams	Prevention and Intervention Liaison	PhilaSD- Central Office
Ed Dunn	Lead Academic Coach (Math)	John Marshall School

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
Resources needed is a curriculum, scope and sequence, personnell, and a concise schedule to meet the needs of our below level learners. For Math we plan to purchase First in Math and Corrective Math to use to accellerate the progress of the students. We will use Corrective reading with a concentration of increasing sight words and phonetical awareness for our struggling readers. we plan to use our K-2nd support teacher and bus attendants to facilitate pull out groups.	Other Other Other
Allowing for time during summer summit that allows for teachers to create the instructional planning guide to direct pacing. Lesson plans will be reviewed to ensure that they are aligned to the elegeible content which will also be reviewed during observations.	Other Other Career Standards Benchmark
Collectively shape the vision for continuous improvement of teaching and learning.	English Language Arts Mathematics Career Standards Benchmark
Identify professional learning needs through analysis of a variety of data.	Early Literacy Career Standards Benchmark Regular Attendance
Implement a multi-tiered system of supports for academics and behavior.	School climate and culture

Priority Statement	Outcome Category
	Mathematics
	Career
	Standards
	Benchmark

ACTION PLAN AND STEPS

Evidence-based Strategy
120 Minute Literacy Block

Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)
Early Literacy Goal	At least 44% of students in grades K-3 will score at target by Spring AIMswEB Plus, as evidenced by the grade level composite score. .

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Professional Development (Guided Reading)- PD via grade spans-Teachers will begin review and discussion of Guided Reading materials provided during PD days. A schedule of PD will be provided quarterly.	2020-09-01 - 2021-06-15	ELA ATL	ReadyGen; Saxon Phonics
Establishing Routines and Procedures for 120-minute block- Teachers will work collaboratively with administration to develop clear procedures and expectations to	2020-09-01 - 2021-06-15	Assistant Principal/ ELA ATL	ReadyGen; Saxon Phonic

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
<p>support successful implementation of all components of the literacy block. This will be practiced and monitored intensively during the month of September in order to create an environment in which teachers can work with small groups without interruption.</p>			
<p>Teacher Professional Learning Communities/ Data Meetings- Teachers will receive professional development on how to use the guided reading binder to analyze and monitor the progress of the students in literacy. Teachers will receive support on how to use the binder as a coaching tool for students.</p>	<p>2020-09-01 - 2021-06-15</p>	<p>Assistant Principal</p>	<p>See it , Name it, Do it (Data Review Framework;</p>
<p>ATLs, AP, and Principal will provide instructional coaching on an individual basis to support content delivery and best practices</p>	<p>2020-09-01 - 2021-06-11</p>	<p>Assistant Principal, ELA Academic teacher leader and Math Academic teacher leader</p>	<p>Danielson evaluation tool, curriculum standards</p>
<p>ATLs will schedule content-specific supports via PLC to support instructional best practices.</p>	<p>2020-09-01 - 2021-05-20</p>	<p>ELA Academic teacher leader and Math Academic teacher leader</p>	<p>See it name it do it, data review framework, curriculum standards, quarterly standards</p>
<p>Teachers, in collaboration</p>	<p>2020-09-01 -</p>	<p>ATL, AP, SBTL</p>	<p>I-ready intervention, data</p>

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
with ATL, Principal, and AP will analyze iReady data to determine areas of need for whole class, small group, and individual supports.	2021-06-15		meeting i-ready monthly review
Informal and Formal Observations will be conducted to include pre-conference, observations and post conferences.	2020-09-01 - 2021-05-30	Principal and Assistant Principal	Danielson evaluation tool, curriculum standards
A coaching schedule will be sent out weekly by the ELS to include pre-visits, classroom visits and post conferences. Coaching sessions will be differentiated.	2020-09-01 - 2021-06-15	ELS	Danielson evaluation tool, curriculum standards
Progress Monitoring through Aimsweb to identify student strengths and areas where they may need additional support or intensive interventions.	2020-09-01 - 2021-06-15	ELS and ELA Academic Teacher Leader	AIMSweb+ monitoring system, Ready Gen Curriculum, Saxon Phonics, Writer's Workshop
Time during the literacy block for students to practice independent reading skills and for teachers to meet one on one with students.	2020-09-10 - 2021-06-15	Assistant Principal, ELA Academic Teacher Leader, Reading ELS,	Ready Gen Curriculum, Saxon Phonics, Writer's Workshop
Done throughout the year teachers are able to review students guided reading level, AIMSweb level to keep track of student data.	2020-09-01 - 2021-06-15	ELA Academic Teacher Leader	Ready Gen Curriculum, Saxon Phonics, Writer's Workshop

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Conferencing through Reader's Workshop to help students develop their understanding of literary works, vocabulary and key components of literature. Teachers review to look at specific reading behaviors that pertain to students reading levels.	2020-09-01 - 2021-05-30	ELA Academic Teacher Leader	Ready Gen Curriculum, Saxon Phonics, Writer's Workshop

Anticipated Outcome

The goal is for teachers to have a clear understanding about how we are supporting our 3 tiers of students and what resources to use. This should allow the instructional team to create targeted goals for the big buckets of students that focus on student outcomes.

Monitoring/Evaluation

AIMS WEB

Evidence-based Strategy

I-Ready Intervention Program

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Early Literacy Goal	At least 44% of students in grades K-3 will score at target by Spring AIMSweb Plus, as evidenced by the grade level composite score. .
4-5 Math Goal	No more than 45% of students in grades 4-5 will score Below Basic on the Math PSSA (includes PASA). (use STAR to monitor).
3rd Math PSSA Goal	No more than 70% of in grade 3rd will score at Below Basic on the Math PSSA (includes PASA). (use AIMSweb Plus to monitor)

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Common Planning Meetings	2020-09-01 - 2020-06-15	Math ATL	Corrective Math; I-Ready; Professional Development; Intensive coaching
Implementation of Data Analysis Protocol (See It, Name It, Do It)	2020-09-01 - 2021-06-15	Assistant Principal	(See It, Name It, Do It framework)
Implementation of RTII Meetings	2020-09-01 - 2021-06-15	School Counselor and Assistant Principal	School Counselor and Climate Specialist
Teachers will receive PD on implementing iReady.	2020-09-01 - 2021-06-15	ELA academic teacher leader, Math academic teacher leader	i-ready program, teacher toolbox, iready data reports
Teachers are assigned to a group of students for the remedial/enrichment block based on certification. All teachers cover a block regardless of certification.	2020-09-01 - 2021-06-15	ELA academic teacher leader, Math academic teacher leader	Curriculum scope and sequence, Danielson evaluation tool

Anticipated Outcome

The goal is to ensure that our below level learners are moving at an accelerated rate, hoping that in 2-3 years they will be on grade level in reading and math.

Monitoring/Evaluation

Benchmark Assessments, Formative Assessments, Bi-weekly check-ins, and data meetings

Evidence-based Strategy

Common Planning, Grade Group, PLC, Data Team Meetings

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
4-5 Math Goal	No more than 45% of students in grades 4-5 will score Below Basic on the Math PSSA (includes PASA). (use STAR to monitor).
3rd Math PSSA Goal	No more than 70% of in grade 3rd will score at Below Basic on the Math PSSA (includes PASA). (use AIMSweb Plus to monitor)

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Incentive Redemption and Celebration	2020-09-01 - 2021-06-15	Climate Manager & School Counselors	PBIS rewards system, Second Step, Staff Deployments
Recruiting and training student mediators	2020-09-01 - 2021-06-15	Climate Manager	Second Step Mediation Program
Implementation of Monday Meetings	2020-09-01 - 2021-06-15	Classroom Teachers	Second Step Curriculum
Quarterly review of student's ability to meet the eligible content standards in accordance with the PA core and scope and sequence.	2020-09-01 - 2021-06-15	Principal , Assistant Principal, ELA Academic Teacher Leader, Math Academic Teacher Leader	Curriculum standards, Network Instructional Planning Guide
Provide direct action steps for teachers based on observations and directly related to student outcomes.	2020-09-01 - 2021-05-30	Principal , Assistant Principal	Danielson evaluation tool, Curriculum standards, Network Instructional Planning Guide
Review of student groups and student data to plan interventions and differentiation for student learning.	2020-09-01 - 2021-06-02	Principal, Assistant Principal, Math Academic teacher leader,	Reading behavior checklist; Envisions curriculum, data monitoring tool AIMSweb data reports

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
		ELA academic leader	
Utilize Grade Group to analyze and review Reading Behavior Checklist and AIMSweb data to create plans to improve scores for below level (target) students.	-	Assistant Principal, ELS, ELA academic teacher leader	Reading behavior checklist; AIMSweb data reports
Progress Monitoring through Aimsweb to identify student strengths and areas where they may need additional support or intensive interventions.	-	ELA academic teacher leader	AIMSweb data reports, Saxon Phonics, ReadyGen
Differentiated Development based on informal/formal feedback. Provided monthly for cohorts to improve their practice	2020-09-01 - 2021-06-15	Principal, Assistant Principal	Danielson Evaluation tool, curriculum standards

Anticipated Outcome

The goal is to have clear and concise systems to track and monitor MTSS and student behavior. The goal is for all teachers to use the school wide behavior system and language, while also having a universal system to track and monitor data.

Monitoring/Evaluation

Teachers will facilitate a monthly second step meeting to the staff during professional development rotating grades and subjects on a monthly basis.

Evidence-based Strategy

Implementation of PBIS Incentive Program

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)		
Early Literacy Goal	At least 44% of students in grades K-3 will score at target by Spring AIMSweb Plus, as evidenced by the grade level composite score. .		
Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
School counselors effectively follow attendance and truancy policies, while also implementing positive incentives, and targeting specific students, we should be able to be able to meet the network attendance goal.	2020-09-01 - 2021-06-15	School Counselors	Bi-weekly check-ins, PBIS rewards
Establish team to oversee Tier II programming and set regular meeting schedule (at least once a month)	2020-09-01 - 2021-06-15	Principal, Assistant Principal	Danielson Evaluation tool, curriculum standards
Establish clear roles and responsibilities for oversight and implementation of identified approach.	2020-09-01 - 2021-06-15	Principal	Danielson Evaluation tool, curriculum standards
Progress monitor all students receiving Tier II and III interventions.	2020-09-01 - 2021-06-15	Principal , Assistant Principal	Danielson Evaluation tool, curriculum standards
On an ongoing basis, all staff members have stock of "Marshall Bucks" that they can award to students who meet attendance and	2020-09-01 - 2021-06-15	Climate Manager	PBIS rewards incentive program

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
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behavioral expectations.

Every second week, students can redeem their Marshall Bucks for small prizes, or larger incentives such as parties and activities.	2020-09-01 - 2021-06-15	Climate Manager	PBIS rewards program
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Student data will be monitored, students with increased absences parent contact will be made. If needed students will be identified for SAIP and then truancy court if needed.	2020-09-01 - 2021-06-15	School Counselors	Attendace SIS reports
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Anticipated Outcome

The goal is to have clear and concise systems to track and monitor MTSS and student behavior. The goal is for all teachers to use the school wide behavior system and language, while also having a universal system to track and monitor data.

Monitoring/Evaluation

Counselors are responsible for meeting with the Principal on a bi-weekly basis to review student attendance data, for targeted interventions and support

Evidence-based Strategy

Evidence-based Small Group Interventions/Restorative Practices

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Climate: Suspension Goal	At least 90% of students will have zero out-of-school suspensions (100% of K-2 will have zero-out-of-school suspensions).

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Train intervention providers in identified approach, teachers and staff will receive two PD sessions related to the Restorative Practices initiative: Restorative Practice implementation, and De-Escalation of conflicts	2020-09-01 - 2021-06-15	Climate Manager and Classroom Teachers	Second Step SEL program
Identify key data and process for monitoring implementation of identified approach	2020-09-01 - 2020-06-15	Principal and Assistant Principal	Second Step and Restorative Practices Curriculum
Establish team to oversee Tier II programming and set regular meeting schedule (at least once a month). Progress monitor all students receiving Tier II and III interventions.	2020-09-01 - 2021-06-15	Principal and Assistant Principal	Restorative practices curriculum
Establish clear roles and responsibilities for oversight and implementation of identified approach.	2020-09-01 - 2021-06-15	Principal, Assistant Principal, Climate Manger	Marshall Climate and culture plan
Based on teacher and administration recommendations, students will be identified to be trained as peer mediators (one of the Restorative Practice components).	2020-09-01 - 2021-06-15	Climate manager, school counselors	Second step SEL program
When an issue occurs with one or more	2020-09-01 - 2021-06-15	Principal, Climate	Monthly Data Meetings; Bi-weekly check-ins with the

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
<p>students that goes beyond the scope of what can be dealt with in the classroom the Climate Team evaluates the situation and develops a response plan, generally based around developing a contract based on restorative practices. Suspension is a last resort beyond this.</p>		Manger	Principal

<p>Each Monday, from 8:30-9:30 there will be lessons in each class focused on an element of the Second Step program, for example Problem Solving. The overarching theme of these lessons will change from month to month.</p>	2020-09-01 - 2021-06-15	Principal; Classroom Teachers	Second Step SEL program
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<p>Based on teacher and administration recommendations, students will be identified to be trained as peer mediators (one of the Restorative Practice components).</p>	-	Principal and Climate Manger	Monthly Data Meetings; Bi-weekly check-ins with the Principal
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Anticipated Outcome

The goal is to have clear and concise systems to track and monitor MTSS and student behavior. The goal is for all teachers to use the school wide behavior system and language, while also having a universal system to track and monitor data.

Monitoring/Evaluation

Review student data during MTSS Data meetings on a monthly basis

Evidence-based Strategy

Implementation of 90 minute Math Comprehensive Instructional Block

Measurable Goals

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4-5 Math Goal	No more than 45% of students in grades 4-5 will score Below Basic on the Math PSSA (includes PASA). (use STAR to monitor).
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Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Teachers will meet weekly to engage in common planning. They will review lesson plans and student data, and continue to make use of the skills and techniques described above, refining their use of the same.	2020-09-01 - 2021-06-01	Principal/ Assistant Principal	EDS; Danielson Framework
Both the principal and the assistant principal will have assigned teachers for informal observations. Our goal is to observe/provide feedback in the form of a walkthrough / informal/formal observation at least 3-5 times a week.	2020-09-01 - 2021-06-15	Assistant Principal / Math ATL	Envisions Curriculum, I-ready toolbox, and Everyday Math
Teachers, in collaboration	2020-09-01 -	Principal/	Envisions Curriculum, I-

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
with ATL, Principal, and AP will analyze iReady data to determine areas of need for whole class, small group, and individual supports.	2021-05-30	Assistant Principal	ready toolbox, and Everyday Math
Through observations, data, and assessments teachers would determine who would need additional support through interventions.	2020-09-01 - 2021-06-15	Principal/ Assistant Principal	Danielson evaluation tool and Curriculum standards
Implement the Acceleration Network's Model for Math Instruction (K-5th).	2020-09-01 - 2021-06-15	Principal/ Assistant Principal ; Math Academic teacher leader	Envision curriculum, curriculum standards
Based on walk throughs discuss at PLC meetings the plans for lessons that will support the students.	2020-09-01 - 2021-05-30	Principal/ Assistant Principal ; Math Academic teacher leader; ELA academic teacher leader	Ready Gen, Saxon Phonics, Envision curriculum, curriculum standards

Anticipated Outcome

The goal is to ensure that our below level learners are moving at an accelerated rate, hoping that in 2-3 years they will be on grade level in reading and math.

Monitoring/Evaluation

Based on walk throughs discuss at PLC meetings the plans for lessons that will support the students.



PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 44% of students in grades K-3 will score at target by Spring AIMSweb Plus, as evidenced by the grade level composite score. . (Early Literacy Goal)	120 Minute Literacy Block	Professional Development (Guided Reading)- PD via grade spans-Teachers will begin review and discussion of Guided Reading materials provided during PD days. A schedule of PD will be provided quarterly.	09/01/2020 - 06/15/2021

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At least 44% of students in grades K-3 will score at target by Spring AIMSweb Plus, as evidenced by the grade level composite score. . (Early Literacy Goal)	I-Ready Intervention Program	Teachers will receive PD on implementing iReady.	09/01/2020 - 06/15/2021
No more than 45% of students in grades 4-5 will score Below Basic on the Math PSSA (includes PASA). (use STAR to monitor). (4-5 Math Goal)			
No more than 70% of in grade 3rd will score at Below Basic on the Math PSSA (includes PASA). (use AIMSweb Plus to monitor) (3rd Math PSSA Goal)			

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<p>At least 44% of students in grades K-3 will score at target by Spring AIMSweb Plus, as evidenced by the grade level composite score. . (Early Literacy Goal)</p>	<p>I-Ready Intervention Program</p>	<p>Teachers are assigned to a group of students for the remedial/enrichment block based on certification. All teachers cover a block regardless of certification.</p>	<p>09/01/2020 - 06/15/2021</p>
<p>No more than 45% of students in grades 4-5 will score Below Basic on the Math PSSA (includes PASA). (use STAR to monitor). (4-5 Math Goal)</p>			
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PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 90% of students will have zero out-of-school suspensions (100% of K-2 will have zero-out-of-school suspensions). (Climate: Suspension Goal)	Evidence-based Small Group Interventions/Restorative Practices	Identify key data and process for monitoring implementation of identified approach	09/01/2020 - 06/15/2020

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 90% of students will have zero out-of-school suspensions (100% of K-2 will have zero-out-of-school suspensions). (Climate: Suspension Goal)	Evidence-based Small Group Interventions/Restorative Practices	Establish team to oversee Tier II programming and set regular meeting schedule (at least once a month). Progress monitor all students receiving Tier II and III interventions.	09/01/2020 - 06/15/2021