

STRAWBERRY MANSION HS

3133 Ridge Ave

CSI School Plan | 2020 - 2021

VISION FOR LEARNING

Vision: Education. Opportunity. Equity Mission: Strawberry Mansion HS is a transformative school that is driven to provide an exceptional education and equitable opportunities for all students. Through career pathways, each student will extend their learning and develop the competencies necessary to compete in the 21st century. Every student will graduate with two viable options; a high-quality diploma, and an industry certification- that is The Mansion Promise.

STEERING COMMITTEE

Name	Position	Building/Group
Brian McCracken	Principal	Strawberry Mansion
Stephanie Williams	Assistant Principal	Strawberry Mansion
Zoey Rooney	Math Specialist	Strawberry Mansion
Tamala Anderson	Literature Specialist	Strawberry Mansion
Matt Bynre	Science Specialist	Strawberry Mansion
Leonard Royal	Climate Specialist	Strawberry Mansion
Wydiah Sullivan	Parent	Strawberry Mansion
Catharine Blunt	Community Member	Strawberry Mansion
Comcast Business Essentials	Business Partner	Comcast
Nicole Butler	Student	Strawberry Mansion
Joe Taylor	Planning Support	School District of Philadelphia
Zanette Smith	Special Education Case Manager	School District of Philadelphia
Shaniece Boyd	Attendance Coach	School District of Philadelphia
Kyle Cephas	Culture and Climate Coach	School District of Philadelphia
Ryan Murphy	Grants Compliance Monitor	School District of Philadelphia
Ervin Miller	Talent Partner	School District of Philadelphia
Alison Barnes	Profesional Learning Specialist	School District of Philadelphia
Johanna Agnew	Prevention and Intervention Specialist	School District of Philadelphia

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
We will use systematic, collaborative planning processes to ensure instruction is coordinated, aligned, and evidence-based and to build teacher instructional and leadership capacity.	Mathematics English Language Arts STEM
We will implement an evidence-based system of schoolwide positive behavior interventions and supports in order to develop clearly articulated expectations for students that will be upheld uniformly across our entire school.	Regular Attendance School climate and culture Career Standards Benchmark
We will implement a multi-tiered system of supports for academics to provide students with systematic opportunities to improve their grades before they fail.	Graduation rate Graduation rate Career Standards Benchmark

ACTION PLAN AND STEPS

Evidence-based Strategy			
PBIS (Tier I) Link: https://www.evidenceforpa.org/strategies/48			
Measurable Goals			
Goal Nickname	Measurable Goal Statement (Smart Goal)		
Zero OSS Goal	At least 93% of 9-12th grade students will have zero out-of-school suspensions.		
Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Train all staff on PBIS, with a focus on (1) teaching the PBIS lesson plans around expectations and (2) how to implement PBIS in your own learning space	2020-08-24 - 2020-10-02	Climate Manager	Climate Manager Position Funded Through CSI Funds: \$125,300 Rationale: The climate manager will lead/oversee the implementation of PBIS. Counselor Position Funded Through CSI Funds: \$122,900 Rationale: The counselor will support Tier II of the PBIS process and, since we have a very transient population, will orient new students to our PBIS norms and expectations. 4 Hour Climate Staff Position Funded Through CSI Funds: \$17,400 5 Hour Climate Staff Position Funded Through CSI Funds: \$28,200 Rationale: Climate support staff will aid in our schoolwide implementation of PBIS.
Teachers will administer PBIS lesson plans with advisory groups	2020-08-31 - 2020-09-18	Teachers	Lesson Plans

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Make a monthly calendar of PBIS related incentive (Knights Pride).	2020-08-01 - 2020-08-31	Climate Manager	Calendar of incentives
Develop student voice and involvement plan. Part of the PBIS team will be student led. The student leadership team will be identified at the beginning of the school year. Throughout the course of the year, student leadership will provide input on everything related to Knights Pride, and their capacity will be built to help facilitate peer mediation.	2020-08-31 - 2021-06-11	PBIS Facilitator	Knights Pride events, meetings with the student leadership team
Retrain peer mediation group by reframing the purpose of peer mediation. They will be developed on a quarterly basis.	2020-09-01 - 2021-06-11	Climate Manager	Peer mediation training materials
The climate and culture team and youth court will refer students for peer mediation by consulting flow chart (three repeated occurrences of minor behaviors prior to resulting in major office referral).	2020-09-01 - 2021-06-11	Dean of Restorative Practices	Behavior flow chart, student minor referral data
Peer mediator will keep a log of mediations that have occurred so that the climate team can provide supports for mediations that do not seem to be resolved.	2020-09-01 - 2021-06-11	Dean of Restorative Practices	Peer mediation log
Leverage external partnerships in alignment with school plan around attendance incentives and intervention supports.	2020-09-01 - 2021-06-11	Attendance Designee	Truancy Provider, Jevs Human Services, Kings Water Ice
Train intervention providers in providing attendance interventions (such as Check in/Check out) for students in the 90-95% attendance bucket.	2020-08-24 - 2020-09-30	Attendance Designee	PD materials, network attendance coach
For students whose attendance falls below 90%, develop SAIP plans and identify criteria for home visits.	2020-08-31 - 2021-06-11	Attendance Designee	SAIP plans, home visit resources, network attendance coach
Attendance team will review attendance data on a monthly basis and make adjustments to Tier II or Tier III interventions as needed.	2020-08-31 - 2021-06-11	Attendance designee	Attendance data
The PBIS team will identify attendance incentives and students earning those incentives based on their attendance tiers from last year's data. These identified students' attendance data will be reviewed quarterly alongside the MTSS process to make sure their attendance is improving.	2020-08-31 - 2021-06-11	Counselor	List of students identified for these attendance incentives, incentives, data
PBIS Kick-Off assembly and lesson plans will be administered to lay out expectations and rewards system to students.	2020-09-01 - 2020-09-30	PBIS Facilitator	Assembly materials, assembly schedule, PBIS lesson plans
Provide rolling student orientation every Tuesday for 1 hour to introduce new students to the school's PBIS plan.	2020-09-01 - 2021-06-11	Counselor	Orientation materials
Train all staff in the District's Relationships First model (e.g., community building circles, restorative conferences, harm & healing	2020-08-24 - 2020-09-30	Assistant Principal	District Restorative Practices Coach, Relationships First PD

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
circles).			
Train all staff in the District's Check-In Check-Out model	2020-08-24 - 2020-09-30	Assistant Principal	District's CICO model, PD materials
Students who are exhibiting positive behaviors will receive acknowledgement and rewards from climate staff	2020-08-31 - 2021-06-11	4 and 5 Hour Climate Staff	Incentives

Anticipated Outcome

Our percentage of chronically tardy students will decrease 10% YOY. 100% of students will take part in PBIS orientation.

Monitoring/Evaluation

MTSS team will review attendance and student discipline data on a quarterly basis, PBIS will conduct monthly deep dives into the discipline data to look for problematic areas in the school/teachers who may be assigning more referrals than others. The attendance team will monitor SAIP progress every 30 days. Quarterly, the attendance team will review 95% attendance data to determine whether we are on-track to meet our EOY 95% attendance goal. SAIPs will be progress monitored by the attendance team every 30 days. Quarterly, the climate team will review Zero OSS data to determine whether we are on-track to meet our EOY Zero OSS goal.

Evidence-based Strategy

Early Warning Intervention and Monitoring System (Tier II) Link: <https://www.evidenceforpa.org/strategies/1>

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Zero OSS Goal	At least 93% of 9-12th grade students will have zero out-of-school suspensions.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Train intervention providers in implementing the universal screening.	2020-08-24 - 2021-06-11	Behavioral Health Counselor	Counselor Position Funded Through CSI Funds: \$122,900 Rationale: The counselor will oversee the administering of the universal screener.
Identify key data and process for monitoring implementation/effectiveness of the universal screening tool and interventions.	2020-08-24 - 2021-06-11	Behavioral Health Counselor	Network Climate and Culture team, data from the universal screener
Assign students to Tier II interventions based on data from the Universal Screener	2020-09-30 - 2021-06-11	Behavioral Health Counselor	Network Climate and Culture team, tier II interventions
Progress monitor all students receiving Tier II and III interventions	2020-09-30 - 2021-06-11	Behavioral Health Counselor	Network Climate and Culture team, tier II interventions

Anticipated Outcome

100% of at-risk students (as identified by the universal screener) will receive the mental health/behavioral interventions that they need.

Monitoring/Evaluation

The MTSS team will meet quarterly to monitor the progress of Tier II and Tier III students receiving interventions. Quarterly, the climate

team will review Zero OSS data to determine whether we are on-track to meet our EOY Zero OSS goal.

Evidence-based Strategy

9th Grade Academy (Tier 3) Link: https://ies.ed.gov/ncee/wwc/Docs/InterventionReports/WWC_Talent_Development_071607.pdf

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
9th On-Track Goal	At least 40% of 9th grade students will be firmly on-track, enrolled in four core plus one and earning As and Bs in all core courses.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Leverage external partnerships in alignment with goals for 9th grade on-track and develop a plan for monthly commitments to the school.	2020-08-01 - 2021-06-11	Counselor	Alumni Association, Linked Learning
Provide monthly guest speakers and workshops to 9th grade students	2020-09-01 - 2021-06-11	Counselor	Linked Learning
The 9th grade academy will meet bi-weekly to review on track status.	2020-09-01 - 2021-06-11	9th grade AP	Bi-weekly meeting schedule, on-track data
Establish classroom spaces for all 9th grade teachers so the 9th graders are all in one wing to decrease transition time between classes.	2020-08-01 - 2020-08-31	Principal	Building blueprints
Establish consistent scholar and teacher procedures and practices across classrooms (e.g., 9th grade binder)	2020-08-31 - 2020-09-30	Principal	9th grade procedures
The 9th grade team will pull the GMT on a monthly basis and will review the data during academy meetings	2020-09-30 - 2021-06-11	Principal	Grades Monitoring Tool

Anticipated Outcome

The percentage of students failing at least 1 core courses will be reduced by 10% YOY (reviewed quarterly).

Monitoring/Evaluation

The 9th grade academy will meet bi-weekly to review on track status. Quarterly, administration will review 9th grade on-track data to determine whether we are on-track to meet our EOY 9th grade on-track goal.

Evidence-based Strategy

Check & Connect (Tier 3) Link: <https://www.evidenceforpa.org/strategies/6>

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
9th On-Track Goal	At least 40% of 9th grade students will be firmly on-track, enrolled in four core plus one and earning As and Bs in all core courses.
12th On-Track Goal	At least 55% of 12th grade students will be firmly on track for graduation, earning As and Bs in all core courses.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
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Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Advisors will be trained in how to use the Check and Reflect tool	2020-08-24 - 2020-08-28	Stephanie Williams/Assistant Principal	Check and Reflect
Check and Reflect will be administered to students monthly	2020-10-01 - 2021-06-11	Ms. James/Counselor	Check and Reflect
Advisors will maintain a binder which will contain completed Check and Reflect forms that will be used for further conferencing with students	2020-10-01 - 2021-06-11	Ms. James/Counselor	Check and Reflect Forms, Check and Reflect Binder
Teachers will create assignments for students to complete for grade improvement	2020-11-20 - 2021-04-30	Teachers	Grade Improvement Assignments
Teachers will communicate with students around grade improvement opportunities and then the counselor will follow up with students to develop a plan for completion and to monitor progress	2020-11-27 - 2021-05-07	Ms. James/Counselor	Grade Improvement Assignments
The counselor will bring completed grade improvement assignments to grade-team meetings to ensure that teachers fairly grade the work and make changes to the students' grade in SIS accordingly	2020-11-27 - 2021-06-11	Ms. James/Counselor	Grade Improvement Assignments, SIS

Anticipated Outcome

The percentage of 9th grade students failing an elective will be reduced by 10% YOY (reviewed quarterly).

Monitoring/Evaluation

On a quarterly basis, the Mansion leadership team will review On-track data to determine whether the school is on pace to meet its end of year goals. Quarterly, administration will review 9th and 12th grade on-track data to determine whether we are on-track to meet our EOY 9th and 12th grade on-track goal. 10th and 11th grade on-track data will also be reviewed during this time.

Evidence-based Strategy

Blended Learning (Tier 2) Link: <https://www2.ed.gov/rschstat/eval/tech/evidence-based-practices/finalreport.pdf>

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Math Keystone Goal	At least 5% of students will score at Proficient or Advanced on the Algebra I Keystone exam by the end of their 9th grade year. (use STAR to monitor).
Literature Keystone Goal	At least 15% of students will score at Proficient or Advanced on the Literature Keystone exam by the end of their 10th grade year. (use STAR to monitor).
Biology Goal	At least 10% of students will score at Proficient or Advanced on the Biology Keystone exam by the end of their 10th grade year. (use Benchmarks to monitor).

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Provide training for Imagine Math and ThinkCerca use, including data analysis utilizing reports from both programs.	2020-08-24 - 2020-08-28	Brian McCracken/Principal	ThinkCerca Purchased Through CSI Funds: \$5,527 Rationale: By purchasing online intervention programs for Math and ELA, students will have opportunities to participate in blended learning instruction and complete assignments that are tailored to their individual needs.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Teachers will include elements of blended learning in their lesson plans.	2020-08-31 - 2021-06-11	Brian McCracken/Principal	Lesson Plans
Teachers will implement blended learning and use Imagine Math and ThinkCerca as a station. Students will spend at least 45 minutes per week on each.	2020-08-31 - 2021-06-11	Teachers	Computers, ThinkCerca, Imagine Math
Math and ELA Leads will monitor student usage of Imagine Math and ThinkCerca weekly to ensure fidelity with the 45 minutes of student usage per week and also drive competitions and reward students.	-	Rooney and Anderson/Teacher Leaders	Imagine Math and ThinkCerca Student Reports
Teachers will hold monthly 1:1 student data conferences to discuss student progress as well as plans for improvement.	2020-10-02 - 2021-06-11	Brian McCracken/Principal	Imagine Math and ThinkCerca Student Reports, Grades Monitoring Tool

Anticipated Outcome

75% of students will meet their online intervention program usage targets.

Monitoring/Evaluation

Math and ELA Leads will monitor student usage of Imagine Math and ThinkCerca weekly to ensure fidelity with the 45 minutes of student usage per week. Quarterly, administration will review STAR/Benchmark data to determine whether we are on-track to meet our EOY proficiency goals. Administration will review participation rates during STAR/Benchmark testing windows to ensure that all students are completing the assessment.

Evidence-based Strategy

Using Student Achievement Data to Support Instructional Decision Making (Tier 3) Link: https://ies.ed.gov/ncee/wwc/Docs/PracticeGuide/dddm_pg_092909.pdf

Measurable Goals

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Biology Goal	At least 10% of students will score at Proficient or Advanced on the Biology Keystone exam by the end of their 10th grade year. (use Benchmarks to monitor).

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Teachers will have Common Planning Time built into their schedule	2020-08-01 - 2020-08-31	Brian McCracken/Principal	Teacher Rosters, Calendar
Teachers will engage in Common Planning Time weekly led by the AP or Lead Teacher.	2020-08-31 - 2021-06-11	Stephanie Williams/Assistant Principal	CPT Agendas
Common Planning Time will be focused on planning grade level instruction and use of Keystone Rubric for grading Constructed Responses.	2020-08-31 - 2021-06-11	Rooney and Anderson/Lead Teachers	Keystone Rubric, Keystone Released Items, Common Assessments

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Teachers will norm on grading through CR Data Review Cycles which will occur bi-weekly and be tracked in an Excel document	2020-08-31 - 2021-06-11	Brian McCracken/Principal	Constructed Response Tracker, Constructed Response Scoring Rubric
CR data will be used to create small groups in order to re-teach.	2020-09-14 - 2021-06-11	Rooney and Anderson/Lead Teachers	Constructed Response Tracker, Lesson Plans
Student work will be analyzed using the SDP student work analysis protocol	2020-09-14 - 2021-06-11	Stephanie Williams/Assistant Principal	Student Work Analysis Protocol
Student data from STAR and Benchmarks will be analyzed using SDP data analysis protocols	-	Brian McCracken/Principal	SDP Data Analysis Protocols

Anticipated Outcome

100% of teacher grade books will be up to date and will contain equitable grading practices as laid out by the administration (reviewed at interims).

Monitoring/Evaluation

Quarterly, administration will review STAR/Benchmark data to determine whether we are on-track to meet our EOY proficiency goals.

Evidence-based Strategy

Content-Focused Coaching (Tier 3) Link: <https://www.evidenceforessa.org/programs/reading/content-focused-coaching-whole-class>

Measurable Goals

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Literature Keystone Goal	At least 15% of students will score at Proficient or Advanced on the Literature Keystone exam by the end of their 10th grade year. (use STAR to monitor).
Biology Goal	At least 10% of students will score at Proficient or Advanced on the Biology Keystone exam by the end of their 10th grade year. (use Benchmarks to monitor).

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
The leadership team will conduct observations to determine which coaching tier they belong in	2020-09-07 - 2020-10-02	Stephanie Williams/Assistant Principal and Brian McCracken/Principal	Observation Rubric
Teachers will be be tiered using a three tiered system depending on need as determined by observation data.	2020-09-21 - 2020-10-02	Stephanie Williams/Assistant Principal and Brian McCracken/Principal	Observation Rubric
Tier 1 Teachers receive coaching monthly, Tier 2 Teachers receive coaching bi-weekly, RTier 3 Teachers receive coaching weekly.	2020-10-02 - 2021-05-28	Stephanie Williams/Assistant Principal and Brian McCracken/Principal	Coaching Plans, Achieve the Core
Teachers will receive academic coaching from the AP and	2020-10-02 -	Stephanie	Coaching Plans, Achieve

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Principal using Achieve the Core Instructional Practice Guide as a resource. In addition to individual needs, coaching will also focus on grade level content and pacing.	2021-05-28	Williams/Assistant Principal and Brian McCracken/Principal	the Core
Administration will de-brief with teachers after every observation	2020-10-02 - 2021-05-28	Stephanie Williams/Assistant Principal and Brian McCracken/Principal	Coaching Plans, Observation Rubric

Anticipated Outcome

75% of tier 3 coaches will improve their pacing and their delivery of grade level content as determined by reviews of observation scores.

Monitoring/Evaluation

Coaching logs will be reviewed monthly. Quarterly, administration will review STAR/Benchmark data to determine whether we are on-track to meet our EOY proficiency goals.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 93% of 9-12th grade students will have zero out-of-school suspensions. (Zero OSS Goal)	PBIS (Tier I) Link: https://www.evidenceforpa.org/strategies/48	Train all staff on PBIS, with a focus on (1) teaching the PBIS lesson plans around expectations and (2) how to implement PBIS in your own learning space	08/24/2020 - 10/02/2020

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

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At least 93% of 9-12th grade students will have zero out-of-school suspensions. (Zero OSS Goal)	PBIS (Tier I) Link: https://www.evidenceforpa.org/strategies/48	Train intervention providers in providing attendance interventions (such as Check in/Check out) for students in the 90-95% attendance bucket.	08/24/2020 - 09/30/2020

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 93% of 9-12th grade students will have zero out-of-school suspensions. (Zero OSS Goal)	PBIS (Tier I) Link: https://www.evidenceforpa.org/strategies/48	For students whose attendance falls below 90%, develop SAIP plans and identify criteria for home visits.	08/31/2020 - 06/11/2021

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 93% of 9-12th grade students will have zero out-of-school suspensions. (Zero OSS Goal)	PBIS (Tier I) Link: https://www.evidenceforpa.org/strategies/48	Train all staff in the District's Relationships First model (e.g., community building circles, restorative conferences, harm & healing circles).	08/24/2020 - 09/30/2020

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 93% of 9-12th grade students will have zero out-of-school suspensions. (Zero OSS Goal)	PBIS (Tier I) Link: https://www.evidenceforpa.org/strategies/48	Train all staff in the District's Check-In Check-Out model	08/24/2020 - 09/30/2020

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 93% of 9-12th grade students will have zero out-of-school suspensions. (Zero OSS Goal)	Early Warning Intervention and Monitoring System (Tier II) Link: https://www.evidenceforpa.org/strategies/1	Train intervention providers in implementing the universal screening.	08/24/2020 - 06/11/2021

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 40% of 9th grade students will be firmly on-track, enrolled in four core plus one and earning As and Bs in all core courses. (9th On-Track Goal)	9th Grade Academy (Tier 3) Link: https://ies.ed.gov/ncee/wwc/Docs/InterventionReports/WWC_Talent_Development_071607.pdf	The 9th grade team will pull the GMT on a monthly basis and will review the data during academy meetings	09/30/2020 - 06/11/2021

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 40% of 9th grade students will be firmly on-track, enrolled in four core plus one and earning As and Bs in all core courses. (9th On-Track Goal)	Check & Connect (Tier 3) Link: https://www.evidenceforpa.org/strategies/6	Advisors will be trained in how to use the Check and Reflect tool	08/24/2020 - 08/28/2020
At least 55% of 12th grade students will be firmly on track for graduation, earning As and Bs in all core courses. (12th On-Track Goal)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>At least 5% of students will score at Proficient or Advanced on the Algebra I Keystone exam by the end of their 9th grade year. (use STAR to monitor). (Math Keystone Goal)</p>	<p>Blended Learning (Tier 2) Link: https://www2.ed.gov/rschstat/eval/tech/evidence-based-practices/finalreport.pdf</p>	<p>Provide training for Imagine Math and ThinkCerca use, including data analysis utilizing reports from both programs.</p>	<p>08/24/2020 - 08/28/2020</p>
<p>At least 15% of students will score at Proficient or Advanced on the Literature Keystone exam by the end of their 10th grade year. (use STAR to monitor). (Literature Keystone Goal)</p>			
<p>At least 10% of students will score at Proficient or Advanced on the Biology Keystone exam by the end of their 10th grade year. (use Benchmarks to monitor). (Biology Goal)</p>			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>At least 5% of students will score at Proficient or Advanced on the Algebra I Keystone exam by the end of their 9th grade year. (use STAR to monitor). (Math Keystone Goal)</p>	<p>Using Student Achievement Data to Support Instructional Decision Making (Tier 3) Link: https://ies.ed.gov/ncee/wwc/Docs/PracticeGuide/dddm_pg_092909.pdf</p>	<p>Teachers will norm on grading through CR Data Review Cycles which will occur bi-weekly and be tracked in an Excel document</p>	<p>08/31/2020 - 06/11/2021</p>
<p>At least 15% of students will score at Proficient or Advanced on the Literature Keystone exam by the end of their 10th grade year. (use STAR to monitor). (Literature Keystone Goal)</p>			
<p>At least 10% of students will score at Proficient or Advanced on the Biology Keystone exam by the end of their 10th grade year. (use Benchmarks to monitor). (Biology Goal)</p>			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 5% of students will score at Proficient or Advanced on the Algebra I Keystone exam by the end of their 9th grade year. (use STAR to monitor). (Math Keystone Goal)	Content-Focused Coaching (Tier 3) Link: https://www.evidenceforessa.org/programs/reading/content-focused-coaching-whole-class	Teachers will be be tiered using a three tiered system depending on need as determined by observation data.	09/21/2020 - 10/02/2020
At least 15% of students will score at Proficient or Advanced on the Literature Keystone exam by the end of their 10th grade year. (use STAR to monitor). (Literature Keystone Goal)			
At least 10% of students will score at Proficient or Advanced on the Biology Keystone exam by the end of their 10th grade year. (use Benchmarks to monitor). (Biology Goal)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 5% of students will score at Proficient or Advanced on the Algebra I Keystone exam by the end of their 9th grade year. (use STAR to monitor). (Math Keystone Goal)	Content-Focused Coaching (Tier 3) Link: https://www.evidenceforessa.org/programs/reading/content-focused-coaching-whole-class	Tier 1 Teachers receive coaching monthly, Tier 2 Teachers receive coaching bi-weekly, RTier 3 Teachers receive coaching weekly.	10/02/2020 - 05/28/2021
At least 15% of students will score at Proficient or Advanced on the Literature Keystone exam by the end of their 10th grade year. (use STAR to monitor). (Literature Keystone Goal)			
At least 10% of students will score at Proficient or Advanced on the Biology Keystone exam by the end of their 10th grade year. (use Benchmarks to monitor). (Biology Goal)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 5% of students will score at Proficient or Advanced on the Algebra I Keystone exam by the end of their 9th grade year. (use STAR to monitor). (Math Keystone Goal)	Content-Focused Coaching (Tier 3) Link: https://www.evidenceforessa.org/programs/reading/content-focused-coaching-whole-class	Teachers will receive academic coaching from the AP and Principal using Achieve the Core Instructional Practice Guide as a resource. In addition to individual needs, coaching will also focus on grade level content and pacing.	10/02/2020 - 05/28/2021
At least 15% of students will score at Proficient or Advanced on the Literature Keystone exam by the end of their 10th grade year. (use STAR to monitor). (Literature Keystone Goal)			
At least 10% of students will score at Proficient or Advanced on the Biology Keystone exam by the end of their 10th grade year. (use Benchmarks to monitor). (Biology Goal)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 5% of students will score at Proficient or Advanced on the Algebra I Keystone exam by the end of their 9th grade year. (use STAR to monitor). (Math Keystone Goal)	Content-Focused Coaching (Tier 3) Link: https://www.evidenceforessa.org/programs/reading/content-focused-coaching-whole-class	Administration will de-brief with teachers after every observation	10/02/2020 - 05/28/2021
At least 15% of students will score at Proficient or Advanced on the Literature Keystone exam by the end of their 10th grade year. (use STAR to monitor). (Literature Keystone Goal)			
At least 10% of students will score at Proficient or Advanced on the Biology Keystone exam by the end of their 10th grade year. (use Benchmarks to monitor). (Biology Goal)			

