

BYWOOD EL SCH

330 Avon Rd

TSI Title 1 School Plan | 2021 - 2022

VISION FOR LEARNING

At Bywood Elementary School, we believe that together we can impart a world of understanding into the minds and hearts of every Bywood student. Bywood Elementary School's vision for learning is to provide a challenging educational program where effective instructional practices are utilized across all learning environments. All staff, students, parents and administrators continue to create and sustain a positive school culture through our core values; Collaboration, Communication, Leadership, Hard Work, Respect, Responsibility, Safety and Courage. Our goal is to have every Bywood student learn to love learning and grow academically.

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
<p>Educators at Bywood Elementary will strive to have data guide their instructional decision making. They will continue to learn best instructional practices and plan accordingly.</p>	<p>Mathematics Mathematics Mathematics</p>
<p>School Administrators will ensure that teachers are being provided with high quality professional learning. They will enhance their understanding of curriculum.</p>	<p>English Language Arts</p>
<p>Bywood Elementary has developed individual reading goals for every student. Administrators will provide professional development to deepen their understanding of the progression of reading. The Into Reading program incorporates the key components of reading including phonics, phonemic awareness, vocabulary, fluency and comprehension. Our educators will have the capability to accurately model these reading skills and will be given many opportunities to enhance their skill level.</p>	<p>English Language Arts English Language Arts English Language Arts</p>

ACTION PLAN AND STEPS

Evidence-based Strategy

Envisions Implementation and Training

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Math Third Grade Goal

The third grade student group will meet the 2020 expected mathematics student growth norm of 9.61, as specified by NWEA, from the beginning of the year to the end of the year mathematics MAP benchmark.

Math 4th Grade Goal

The fourth grade student group will meet the 2020 expected mathematics student growth norm of 10.96, as specified by NWEA, from the beginning of the year to the end of the year mathematics MAP benchmark.

Math 5th Grade Goal

The fifth grade student group will meet the 2020 expected mathematics student growth norm of 9.61, as specified by NWEA, from the beginning of the year to the end of the year mathematics MAP benchmark.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

In the 2021-2022 school year, all elementary grades will continue to implement the second year of the Envisions Mathematics program. This program seeks to help students develop an understanding of math concepts through problem-based instruction, small-group interaction, and visual learning with a focus on reasoning and modeling.

2021-08-30 -
2022-06-28

Principal Lead
Teacher
District Math
Supervisor
Director of
Curriculum

Materials: Envision
curricular materials and
SAVVAS online access for
teachers and students.

Anticipated Outcome

An increase in overall student achievement and growth in the area of Mathematics.

Monitoring/Evaluation

NWEA MAP Fall, Winter and Spring assessment data will be monitored to track progress. This information will be reviewed at quarterly data meetings and used to guide instructional decisions for school, classroom, and individual student needs through data binders.

Evidence-based Strategy

Implementation of HMH Into Reading Curriculum

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
ELA Third Grade Goal	The third grade student group will meet the 2020 expected reading student growth norm of 10.50, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark.
ELA Fourth Grade Goal	The fourth grade student group will meet the 2020 expected reading student growth norm of 8.16, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark.
ELA Fifth Grade Goal	The fifth grade student group will meet the 2020 expected reading student growth norm of 6.50, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
<p>In the 2021-2022 school year, all elementary grades will continue to implement the HMH Into Reading program. The Into Reading curriculum provides students with the following supports: -Culturally responsive and ethnically diverse literacy texts -Embedded growth mindset instructional strategies and techniques -A comprehensive leveled reading library incorporating differentiated activities -Student personalized goals</p>	<p>2021-08-30 - 2022-06-10</p>	<p>Principal Lead Teacher District ELA Supervisor Director of Curriculum</p>	<p>HMH Into Reading curriculum / Online components / online resources Chromebooks Virtual Professional Development Trainings</p>

Anticipated Outcome
 An increase in overall student achievement and growth in the area of ELA.

Monitoring/Evaluation
 NWEA MAP Fall, Winter and Spring assessment data will be monitored to track progress. This information will be reviewed at quarterly data meetings and used to guide instructional decisions for school, classroom, and individual student needs. 2. Student Data Binders

Evidence-based Strategy
 Instructional Learning Walks

Measurable Goals

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Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
The administrator will conduct five learning walks per week and will provide timely feedback based on their observations. They will be provided with support when needed. The principal will work closely	2021-08-30 - 2022-06-10	Principal District Supervisor Instructional	Danielson framework Learning walk survey

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
with the instructional coaches to provide that support.		Coaches District Consultants	

Anticipated Outcome

It is anticipated that the teacher will self reflect and make changes to their instructional practices based on the feedback from the administrator.

Monitoring/Evaluation

The teachers will be provided with feedback and any necessary professional development.

Evidence-based Strategy

Learning Target Training

Measurable Goals

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Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Teachers will be provided with learning target training over the course of the school year.	2021-08-30 - 2022-06-10	Principal Lead Teacher District Consultant	Learning Target Training

Anticipated Outcome

Learning Target training will provide educators with tools to enhance their student's understanding of the curriculum. It will also drive their instruction, planning and assessment.

Monitoring/Evaluation

Teachers will have opportunities to meet one on one with the learning target consultant to fine tune their practice. The principal will look for the learning target to be unpacked during regular learning walks.

Evidence-based Strategy

Student Data Binders

Measurable Goals

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Goal Nickname**Measurable Goal Statement (Smart Goal)**

ELA Fifth Grade Goal

The fifth grade student group will meet the 2020 expected reading student growth norm of 6.50, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark.

Action Step**Anticipated Start/Completion****Lead Person/Position****Materials/Resources/Supports Needed**

Teachers, along with students, will create individualized data binders with a reading and math goal for every student in their class. Teacher and student will create an academic plan to obtain their goals. They will monitor their goals and change when necessary. Students will chart their growth along the way.

2021-08-30 -
2022-06-10Principal
Students
Teacher Lead
TeacherData Binders Growth Charts
Academic Probes**Anticipated Outcome**

Students will grow in the area of math and reading. Students will be aware of the growth they are making towards their goals.

Monitoring/Evaluation

Students, along with their teacher, will chart their progress on bi weekly or monthly schedule. Students will create a new goal once they have mastered their previous goal.

Evidence-based Strategy

Aim Academy

Measurable Goals

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ELA Fifth Grade Goal	The fifth grade student group will meet the 2020 expected reading student growth norm of 6.50, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Teachers will be provided with AIM reading training from the AIM institute. A research-driven, IDA-accredited, fully online teacher training program grounded in the science of reading.	2021-08-30 - 2022-06-10	Aim Academy	Aim Academy Course

Anticipated Outcome

Students will make growth in the area of reading and educators will learn the best strategies for language and literacy instruction.

Monitoring/Evaluation

Teachers will monitor the Aimsweb scores to see their student's growth after implementing strategies they have learned through the AIM institute.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>The third grade student group will meet the 2020 expected mathematics student growth norm of 9.61, as specified by NWEA, from the beginning of the year to the end of the year mathematics MAP benchmark. (Math Third Grade Goal)</p> <p>The fourth grade student group will meet the 2020 expected mathematics student growth norm of 10.96, as specified by NWEA, from the beginning of the year to the end of the year mathematics MAP benchmark. (Math 4th Grade Goal)</p> <p>The fifth grade student group will meet the 2020 expected mathematics student growth norm of 9.61, as specified by NWEA, from the beginning of the year to the end of the year mathematics MAP benchmark. (Math 5th Grade Goal)</p>	<p>Envisions Implementation and Training</p>	<p>In the 2021-2022 school year, all elementary grades will continue to implement the second year of the Envisions Mathematics program. This program seeks to help students develop an understanding of math concepts through problem-based instruction, small-group interaction, and visual learning with a focus on reasoning and modeling.</p>	<p>08/30/2021 - 06/10/2022</p>

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>The third grade student group will meet the 2020 expected reading student growth norm of 10.50, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Third Grade Goal)</p>	<p>Implementation of HMH Into Reading Curriculum</p>	<p>In the 2021-2022 school year, all elementary grades</p>	<p>08/30/2021 - 06/10/2022</p>
<p>The fourth grade student group will meet the 2020 expected reading student growth norm of 8.16, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Fourth Grade Goal)</p>		<p>will continue to implement the HMH Into Reading program. The Into Reading</p>	
<p>The fifth grade student group will meet the 2020 expected reading student growth norm of 6.50, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Fifth Grade Goal)</p>		<p>curriculum provides students with the following supports: - Culturally responsive and ethnically diverse literacy texts - Embedded growth mindset instructional strategies and techniques -A comprehensive</p>	

Measurable Goals

**Action Plan
Name**

**Professional
Development Step**

**Anticipated
Timeline**

leveled reading
library
incorporating
differentiated
activities -Student
personalized
goals

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

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<p>The third grade student group will meet the 2020 expected mathematics student growth norm of 9.61, as specified by NWEA, from the beginning of the year to the end of the year mathematics MAP benchmark. (Math Third Grade Goal)</p>	<p>Instructional Learning Walks</p>	<p>The administrator will conduct five learning walks per week and will provide timely feedback based on their observations. They will be provided with support when needed. The principal will work closely with the instructional coaches to provide that support.</p>	<p>08/30/2021 - 06/10/2022</p>
<p>The fourth grade student group will meet the 2020 expected reading student growth norm of 8.16, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Goal - 4th)</p>			
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<p>The fourth grade student group will meet the 2020 expected reading student growth norm of 8.16, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Fourth Grade Goal)</p>			

Measurable Goals

**Action Plan
Name**

**Professional
Development Step**

**Anticipated
Timeline**

The fifth grade student group will meet the 2020 expected reading student growth norm of 6.50, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Fifth Grade Goal)

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>The third grade student group will meet the 2020 expected mathematics student growth norm of 9.61, as specified by NWEA, from the beginning of the year to the end of the year mathematics MAP benchmark. (Math Third Grade Goal)</p>	<p>Learning Target Training</p>	<p>Teachers will be provided with learning target training over the course of the school year.</p>	<p>08/30/2021 - 06/10/2022</p>
<p>The fourth grade student group will meet the 2020 expected reading student growth norm of 8.16, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Goal - 4th)</p>			
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<p>The fourth grade student group will meet the 2020 expected reading student growth norm of 8.16, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Fourth Grade Goal)</p>			

Measurable Goals

**Action Plan
Name**

**Professional
Development Step**

**Anticipated
Timeline**

The fifth grade student group will meet the 2020 expected reading student growth norm of 6.50, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Fifth Grade Goal)

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>The third grade student group will meet the 2020 expected mathematics student growth norm of 9.61, as specified by NWEA, from the beginning of the year to the end of the year mathematics MAP benchmark. (Math Third Grade Goal)</p>	<p>Student Data Binders</p>	<p>Teachers, along with students, will create individualized data binders with a reading and math goal for every student in their class. Teacher and student will create an academic plan to obtain their goals. They will monitor their goals and change when necessary. Students will chart their growth along the way.</p>	<p>08/30/2021 - 06/10/2022</p>
<p>The fourth grade student group will meet the 2020 expected mathematics student growth norm of 10.96, as specified by NWEA, from the beginning of the year to the end of the year mathematics MAP benchmark. (Math 4th Grade Goal)</p>			
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Measurable Goals

**Action Plan
Name**

**Professional
Development Step**

**Anticipated
Timeline**

The fifth grade student group will meet the 2020 expected reading student growth norm of 6.50, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Fifth Grade Goal)

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<p>The third grade student group will meet the 2020 expected reading student growth norm of 10.50, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Third Grade Goal)</p>	<p>Aim Academy</p>	<p>Teachers will be provided with AIM reading training from the AIM institute. A research-driven, IDA-accredited, fully online teacher training program grounded in the science of reading.</p>	<p>08/30/2021 - 06/10/2022</p>
<p>The fourth grade student group will meet the 2020 expected reading student growth norm of 8.16, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Goal - 4th)</p>			
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APPROVALS & SIGNATURES

Assurance of Quality and Accountability

Assurance of Quality and Accountability

The Building Administrator, Superintendent/Chief Executive Officer and President of the School Board will affirm the following statements.

We affirm that our school has developed a School Improvement Plan based upon a thorough review of the essential practices to advance educational programs and processes and improve student achievement.

We affirm that the action plans that we will be implementing address our specific school needs, include strategies that provide educational opportunities and instructional strategies for all students and each of the student groups, increases the amount and quality of learning time, and provides equity in the curriculum which may include programs, activities, and courses necessary to provide a well-rounded education. These plans address the needs of all children in the school, but particularly the needs of those at risk of not meeting the challenging State academic standards.

We, the undersigned, hereby certify that the school level plan has been duly reviewed by the Building Administrator, Superintendent of Schools and formally approved by the district's Board of Education, per guidelines required by the Pennsylvania Department of Education.

We hereby affirm and assure that the school level plan:

- Addresses all the **required components** prescribed by the Pennsylvania Department of Education
- Meets **ESSA requirements**
- Reflects **evidence-based strategies that meet the three highest levels of evidence outlined in ESSA**
- Has a **high probability of improving student achievement**
- Has sufficient **LEA leadership and support to ensure successful implementation**

With this Assurance of Quality & Accountability, we, therefore, request the Pennsylvania Department of Education grant formal approval to implement this school level plan.

School Board Minutes or Affirmation Statement

2021-06-29

Signature (Entered Electronically and must have access to web application).

Superintendent/Chief Executive Officer

Daniel P. McGarry, Ed.D.

2021-09-01

School Improvement Facilitator Signature

Building Principal Signature

Kristin Meehan

2021-09-01

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

Future Ready PA Index Meeting Annual Academic Growth Expectations (PVAAS) - ELA All student groups EXCEEDED the standard demonstrating growth in ELA with a MAX academic growth score of 100 (compared to the statewide average growth score of 75).

Future Ready PA Index Meeting Annual Academic Growth Expectations (PVAAS) - Math All student groups EXCEEDED the standard demonstrating growth in Mathematics with a MAX academic growth score of 100 (compared to the statewide average growth score of 75.3).

According to the Future Ready PA Index Meeting Annual Academic Growth Expectations (PVAAS Math & ELA), the Asian, Black, Hispanic, Economically Disadvantaged and English Learner student groups ALL met or exceeded the statewide goal and demonstrated an increase in performance from the previous year.

Addition of pupil services staff member - Bywood Elementary School added a school counselor position to the staff during the 2019-2020 school year. The school counselor supports college and career readiness initiatives and provides lessons to students that enhances their social and emotional development, and

Challenges

According to the Future Ready PA Index Proficient or Advanced on PA State Assessments (ELA) the all student group did not meet the Interim Goal / Improvement Target in the area of ELA with a percent proficient or advanced of 32.3% - compared to the statewide average of 62.1%.

According to the Future Ready PA Index Proficient or Advanced on PA State Assessments (Math) the all student group did not meet the Interim Goal / Improvement Target in the area of ELA with a percent proficient or advanced of 16.1% - compared to the statewide average of 45.2%.

Future Ready PA Index Meeting Annual Academic Growth Expectations (PVAAS) - Math. The students with disabilities group in the area of Mathematics did not meet the state goal / interim target AND demonstrated a decrease in performance from the previous year.

Career Standards Benchmark (FRPAI) - The All Student Group did not meet the performance standard and fell 9.6% short of the statewide average.

PVAAS Growth of Student Group Report - There is moderate

Strengths

equips them for experiences outside of the school in their local communities.

PVAAS Growth of Student Group Report - 4th grade English Learner Students received a Math growth index score of 2.7 and an ELA growth index score of 2.22 which indicates that they exceeded the standard for PA Academic Growth

PVAAS Growth of Student Group Report - 5th grade English Learner Students received a Math growth index score of .59 and an ELA growth index score of 2.06 which indicates that they met or exceeded the standard for PA Academic Growth

PVAAS Growth of Student Group Report - 4th grade Economically Disadvantaged Students received a Math and ELA growth index scores which indicate that they exceeded the standard for PA Academic Growth.

eMetric Matched Comparison Report - Using the PSSA Matched Comparison Report for the current 4th grade has the following growth/change over the past 2 PSSA assessments. There were 116 students that took both assessments. Of the 31 BB students in 3rd grade, 18 remained BB, while 12 moved up to basic and 1 to proficient. Of the 54 basic students, 30 remained basic, 15 moved up to proficient, 1 to advanced, and 8 dropped to BB. Of the 30 Proficient students, 17 remained proficient, 8 moved to advanced and 5 dropped to basic. The 1 advanced student remained

Challenges

evidence that Bywood students with IEPs did not meet the standard for PA academic growth in the area of mathematics.

While the Hispanic student group demonstrated evidence that they met the standard for PA Academic Growth in mathematics, they did lagged in comparison to all other student groups.

eMetric Matched Comparison Report - Using the PSSA Matched Comparison Report for the most recent 4th grade has the following growth/change over the past 2 PSSA assessments. There were 116 students that took both assessments. Of the 31 BB students in 3rd grade, 18 remained BB, while 12 moved up to basic and 1 to proficient. Of the 54 basic students, 30 remained basic, 15 moved up to proficient, 1 to advanced, and 8 dropped to BB. Of the 30 Proficient students, 17 remained proficient, 8 moved to advanced and 5 dropped to basic. The 1 advanced student remained advanced. Using the same Matched Comparison Report for most recent 5th grade students, the following growth/change occurred over the past 2 PSSA assessments. There were 125 students who took both assessments. Of the 19 BB students, 11 remained BB and 8 moved up to basic. Of the 61 basic students, 34 remained basic, 18 moved up to proficient and 9 dropped to BB. Of the 34 proficient, 24 remained proficient, 2 moved to advanced and 8 dropped to basic. Of the 11 advanced students, 5 remained advanced and 6 dropped to proficient. While each cohort grew 8-10% over the year, there were students who dropped a proficiency level. From 3rd to 4th grade 13 of the 116

Strengths

advanced. Using the same Matched Comparison Report for current 5th grade students, the following growth/change occurred over the past 2 PSSA assessments. There were 125 students who took both assessments. Of the 19 BB students, 11 remained BB and 8 moved up to basic. Of the 61 basic students, 34 remained basic, 18 moved up to proficient and 9 dropped to BB. Of the 34 proficient, 24 remained proficient, 2 moved to advanced and 8 dropped to basic. Of the 11 advanced students, 5 remained advanced and 6 dropped to proficient. Based on these results, looking at the students who were here for both assessments in 3rd and 4th grade the percentage of students proficient/advanced grew from 27% to 37%. Looking at the students who were here for both assessments in 4th and 5th grade the percentage of students proficient/advanced grew from 36% to 44%.

Professional development opportunities are provided for teachers and administrators. There is a focus on effective reading instruction, developing learning targets, student engagement strategies, trauma informed care strategies, and restorative practices.

Student data is reviewed and analyzed throughout the school year. Reviewed data includes data from the following sources: Benchmark Testing, Aimsweb Plus, PSSA, Data Binders and NWEA MAP .

Challenges

students dropped a proficiency level, this is 11% of the students. From grades 4 to 5, 23 students of the 125 dropped a proficiency level, which constitutes 18%.

NWEA Measure of Academic Progress (MAP) - Based on MAP Reading/ELA data from the 2020-2021 school year, students in grades 1-5 did not meet or exceed the grade level growth expectations when comparing the grade level average RIT score from the Fall to the Winter.

NWEA Measure of Academic Progress (MAP) - Based on MAP Mathematics data from the 2020-2021 School year, students in grades 1-5 did not meet or exceed the grade level growth expectations when comparing the grade level average RIT score from the Fall to the Winter.

PVAAS - While the most recent PSSA data indicates that Bywood met the standard for academic growth in Science, the three-year average shows there is significant evidence that the school did not meet the standard for PA academic growth (red).

Monitor and evaluate the impact of professional learning on staff practices and student learning.

Implement evidence-based strategies to engage families to support learning.

Strengths

Grade Specific PVAAS Data - According to the most recent PVAAS data (2019) - 4th grade Math students showed significant evidence that it exceeded the PA standard for Academic Growth (dark blue) and in the three-year average.

Professional development opportunities are provided for teachers and administrators. There is a focus on effective math instruction, developing learning targets, student engagement strategies, trauma informed care strategies, and restorative practices.

Grade Specific PVAAS Data - According to the most recent PVAAS data (2019) 4th grade demonstrated evidence that they met the standard for PA academic growth (green), exceeding the three-year average that showed there was significant evidence that the school did not meet the standard for PA academic growth (red).

Implement an evidence-based system of school-wide positive behavior interventions and supports

Use a variety of assessments (including diagnostic, formative, and summative) to monitor student learning and adjust programs and instructional practices.

Challenges

Foster a culture of high expectations for success for all students, educators, families, and community members.



Most Notable Observations/Patterns

Generally speaking, students at Bywood Elementary School are meeting or exceeding expectations with respect to growth (PVAAS) yet the achievement data indicates that Bywood students are below (in some cases well below) the state benchmarks and averages in both Mathematics and ELA. The team would like to focus on professional development of staff and trauma informed practices to foster a better learning environment.

Challenges

Discussion Point

Priority for Planning

NWEA Measure of Academic Progress (MAP) - Based on MAP Mathematics data from the 2020-2021 School year, students in grades 1-5 did not meet or exceed the grade level growth expectations when comparing the grade level average RIT score from the Fall to the Winter.

During the 2020 school year the school district transitioned to a rigorous math curriculum aligned to the Common Core State Standards. Envisions is designed to support educators in making data based instruction decisions and utilizing differentiated learning models. At Bywood Elementary School our staff needs to focus on providing small group instruction. It is crucial our educators have the understanding of math content and best instructional strategies to accommodate the vast learning styles of students.

Monitor and evaluate the impact of professional learning on staff practices and student learning.

Professional development opportunities will be made available to teachers during the 2021-2022. Educators at Bywood will be provided with various opportunities to gain a deeper understanding of best instructional practices and individual student goals. Educators are then provided with time to explore and analyze data relevant to their students in order to provide that individualized student goals.

Foster a culture of high expectations

Professional development opportunities will be made available to teachers

Challenges**Discussion Point****Priority for Planning**

for success for all students, educators, families, and community members.

during the 2021-2022.

NWEA Measure of Academic Progress (MAP) - Based on MAP Reading/ELA data from the 2020-2021 school year, students in grades 1-5 did not meet or exceed the grade level growth expectations when comparing the grade level average RIT score from the Fall to the Winter.

Educators will continue to look at data to drive their instructional decision making. Each student will have an individualized reading goal that they will work towards. Student goals will drive their instruction.

ADDENDUM B: ACTION PLAN

Action Plan: Envisions Implementation and Training

Action Steps	Anticipated Start/Completion Date
In the 2021-2022 school year, all elementary grades will continue to implement the second year of the Envisions Mathematics program. This program seeks to help students develop an understanding of math concepts through problem-based instruction, small-group interaction, and visual learning with a focus on reasoning and modeling.	08/30/2021 - 06/28/2022

Monitoring/Evaluation	Anticipated Output
NWEA MAP Fall, Winter and Spring assessment data will be monitored to track progress. This information will be reviewed at quarterly data meetings and used to guide instructional decisions for school, classroom, and individual student needs through data binders.	An increase in overall student achievement and growth in the area of Mathematics.

Material/Resources/Supports Needed	PD Step
Materials: Envision curricular materials and SAVVAS online access for teachers and students.	yes

Action Plan: Implementation of HMH Into Reading Curriculum

Action Steps**Anticipated Start/Completion Date**

In the 2021-2022 school year, all elementary grades will continue to implement the HMH Into Reading program. The Into Reading curriculum provides students with the following supports: -Culturally responsive and ethnically diverse literacy texts - Embedded growth mindset instructional strategies and techniques -A comprehensive leveled reading library incorporating differentiated activities -Student personalized goals

08/30/2021 - 06/10/2022

Monitoring/Evaluation**Anticipated Output**

NWEA MAP Fall, Winter and Spring assessment data will be monitored to track progress. This information will be reviewed at quarterly data meetings and used to guide instructional decisions for school, classroom, and individual student needs. 2. Student Data Binders

An increase in overall student achievement and growth in the area of ELA.

Material/Resources/Supports Needed**PD Step**

HMH Into Reading curriculum / Online components / online resources Chromebooks Virtual Professional Development Trainings

yes



Action Plan: Instructional Learning Walks

Action Steps	Anticipated Start/Completion Date
The administrator will conduct five learning walks per week and will provide timely feedback based on their observations. They will be provided with support when needed. The principal will work closely with the instructional coaches to provide that support.	08/30/2021 - 06/10/2022
Monitoring/Evaluation	Anticipated Output
The teachers will be provided with feedback and any necessary professional development.	It is anticipated that the teacher will self reflect and make changes to their instructional practices based on the feedback from the administrator.
Material/Resources/Supports Needed	PD Step
Danielson framework Learning walk survey	yes
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Action Plan: Learning Target Training

Action Steps

Anticipated Start/Completion Date

Teachers will be provided with learning target training over the course of the school year.

08/30/2021 - 06/10/2022

Monitoring/Evaluation

Anticipated Output

Teachers will have opportunities to meet one on one with the learning target consultant to fine tune their practice. The principal will look for the learning target to be unpacked during regular learning walks.

Learning Target training will provide educators with tools to enhance their student's understanding of the curriculum. It will also drive their instruction, planning and assessment.

Material/Resources/Supports Needed

PD Step

Learning Target Training

yes

Action Plan: Student Data Binders

Action Steps

Anticipated Start/Completion Date

Teachers, along with students, will create individualized data binders with a reading and math goal for every student in their class. Teacher and student will create an academic plan to obtain their goals. They will monitor their goals and change when necessary. Students will chart their growth along the way.

08/30/2021 - 06/10/2022

Monitoring/Evaluation

Anticipated Output

Students, along with their teacher, will chart their progress on bi weekly or monthly schedule. Students will create a new goal once they have mastered their previous goal.

Students will grow in the area of math and reading. Students will be aware of the growth they are making towards their goals.

Material/Resources/Supports Needed

PD Step

Data Binders Growth Charts Academic Probes

yes



Action Plan: Aim Academy

Action Steps

Anticipated Start/Completion Date

Teachers will be provided with AIM reading training from the AIM institute. A research-driven, IDA-accredited, fully online teacher training program grounded in the science of reading.

08/30/2021 - 06/10/2022

Monitoring/Evaluation

Anticipated Output

Teachers will monitor the Aimsweb scores to see their student's growth after implementing strategies they have learned through the AIM institute.

Students will make growth in the area of reading and educators will learn the best strategies for language and literacy instruction.

Material/Resources/Supports Needed

PD Step

Aim Academy Course

yes



ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>The third grade student group will meet the 2020 expected mathematics student growth norm of 9.61, as specified by NWEA, from the beginning of the year to the end of the year mathematics MAP benchmark. (Math Third Grade Goal)</p>	<p>Envisions Implementation and Training</p>	<p>In the 2021-2022 school year, all elementary grades will continue to implement the</p>	<p>08/30/2021 - 06/10/2022</p>
<p>The fourth grade student group will meet the 2020 expected mathematics student growth norm of 10.96, as specified by NWEA, from the beginning of the year to the end of the year mathematics MAP benchmark. (Math 4th Grade Goal)</p>		<p>second year of the Envisions</p>	
<p>The fifth grade student group will meet the 2020 expected mathematics student growth norm of 9.61, as specified by NWEA, from the beginning of the year to the end of the year mathematics MAP benchmark. (Math 5th Grade Goal)</p>		<p>Mathematics program. This program seeks to help students develop an understanding of math concepts through problem-based instruction, small-group interaction, and visual learning with a focus on reasoning and modeling.</p>	

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>The third grade student group will meet the 2020 expected reading student growth norm of 10.50, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Third Grade Goal)</p>	<p>Implementation of HMH Into Reading Curriculum</p>	<p>In the 2021-2022 school year, all elementary grades will continue to implement the HMH Into Reading program. The Into Reading curriculum provides students with the following supports: -</p>	<p>08/30/2021 - 06/10/2022</p>
<p>The fourth grade student group will meet the 2020 expected reading student growth norm of 8.16, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Fourth Grade Goal)</p>		<p>Culturally responsive and ethnically diverse literacy texts -</p>	
<p>The fifth grade student group will meet the 2020 expected reading student growth norm of 6.50, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Fifth Grade Goal)</p>		<p>Embedded growth mindset instructional strategies and techniques -A comprehensive leveled reading library incorporating</p>	

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		differentiated activities -Student personalized goals	
The third grade student group will meet the 2020 expected mathematics student growth norm of 9.61, as specified by NWEA, from the beginning of the year to the end of the year mathematics MAP benchmark. (Math Third Grade Goal)	Instructional Learning Walks	The administrator will conduct five learning walks per week and will provide timely feedback based on their observations. They will be provided with support when needed. The principal will work closely with the instructional coaches to provide that support.	08/30/2021 - 06/10/2022
The fourth grade student group will meet the 2020 expected reading student growth norm of 8.16, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Goal - 4th)			
The fourth grade student group will meet the 2020 expected mathematics student growth norm of 10.96, as specified by NWEA, from the beginning of the year to the end of the year mathematics MAP benchmark. (Math 4th Grade Goal)			
The fifth grade student group will meet the 2020 expected mathematics student growth norm of 9.61, as specified by NWEA, from the beginning of the year to the end of the year mathematics MAP benchmark. (Math 5th Grade Goal)			
The third grade student group will meet the 2020 expected reading student growth norm of 10.50, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Third Grade Goal)			
The fourth grade student group will meet the 2020 expected reading student growth norm of 8.16, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Fourth Grade Goal)			

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>The fifth grade student group will meet the 2020 expected reading student growth norm of 6.50, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Fifth Grade Goal)</p>			
<p>The third grade student group will meet the 2020 expected mathematics student growth norm of 9.61, as specified by NWEA, from the beginning of the year to the end of the year mathematics MAP benchmark. (Math Third Grade Goal)</p>	<p>Learning Target Training</p>	<p>Teachers will be provided with learning target training over the course of the school year.</p>	<p>08/30/2021</p>
<p>The fourth grade student group will meet the 2020 expected reading student growth norm of 8.16, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Goal - 4th)</p>			<p>-</p>
<p>The fourth grade student group will meet the 2020 expected mathematics student growth norm of 10.96, as specified by NWEA, from the beginning of the year to the end of the year mathematics MAP benchmark. (Math 4th Grade Goal)</p>			
<p>The fifth grade student group will meet the 2020 expected mathematics student growth norm of 9.61, as specified by NWEA, from the beginning of the year to the end of the year mathematics MAP benchmark. (Math 5th Grade Goal)</p>			
<p>The third grade student group will meet the 2020 expected reading student growth norm of 10.50, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Third Grade Goal)</p>			
<p>The fourth grade student group will meet the 2020 expected reading student growth norm of 8.16, as specified by NWEA, from the beginning of the year to the end of the</p>			

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>year ELA MAP benchmark. (ELA Fourth Grade Goal)</p> <p>The fifth grade student group will meet the 2020 expected reading student growth norm of 6.50, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Fifth Grade Goal)</p>			
<p>The third grade student group will meet the 2020 expected mathematics student growth norm of 9.61, as specified by NWEA, from the beginning of the year to the end of the year mathematics MAP benchmark. (Math Third Grade Goal)</p>	<p>Student Data Binders</p>	<p>Teachers, along with students, will create individualized data binders with a reading and math goal for every student in their class. Teacher and student will create an academic plan to obtain their goals. They will monitor their goals and change when necessary. Students will chart their growth along the way.</p>	<p>08/30/2021 - 06/10/2022</p>
<p>The fourth grade student group will meet the 2020 expected reading student growth norm of 8.16, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Goal - 4th)</p>			
<p>The fourth grade student group will meet the 2020 expected mathematics student growth norm of 10.96, as specified by NWEA, from the beginning of the year to the end of the year mathematics MAP benchmark. (Math 4th Grade Goal)</p>			
<p>The fifth grade student group will meet the 2020 expected mathematics student growth norm of 9.61, as specified by NWEA, from the beginning of the year to the end of the year mathematics MAP benchmark. (Math 5th Grade Goal)</p>			
<p>The third grade student group will meet the 2020 expected reading student growth norm of 10.50, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Third Grade Goal)</p>			
<p>The fourth grade student group will meet the 2020 expected reading student growth norm of 8.16, as specified by NWEA, from the beginning of the year to the end of the</p>			

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>year ELA MAP benchmark. (ELA Fourth Grade Goal)</p> <p>The fifth grade student group will meet the 2020 expected reading student growth norm of 6.50, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Fifth Grade Goal)</p>			
<p>The third grade student group will meet the 2020 expected reading student growth norm of 10.50, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Third Grade Goal)</p> <p>The fourth grade student group will meet the 2020 expected reading student growth norm of 8.16, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Goal - 4th)</p> <p>The fourth grade student group will meet the 2020 expected reading student growth norm of 8.16, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Fourth Grade Goal)</p> <p>The fifth grade student group will meet the 2020 expected reading student growth norm of 6.50, as specified by NWEA, from the beginning of the year to the end of the year ELA MAP benchmark. (ELA Fifth Grade Goal)</p>	Aim Academy	Teachers will be provided with AIM reading training from the AIM institute. A research-driven, IDA-accredited, fully online teacher training program grounded in the science of reading.	08/30/2021 - 06/10/2022

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Learning Target Training	Teachers Lead Teacher	Learning Targets and Student Engagement

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Students will exhibit growth in math and reading scores.	08/29/2021 - 06/10/2022	Principal District Consultant Lead Teacher

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
1c: Setting Instructional Outcomes	Language and Literacy Acquisition for All Students
1f: Designing Student Assessments	
3c: Engaging Students in Learning	

Professional Development Step	Audience	Topics of Prof. Dev
AIM Institute	Reading Specialist	Language Development, Science of Reading and Strategies for language and literacy instruction

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Students will exhibit growth in the area of reading.	08/30/2021 - 06/10/2022	AIM Institute Consultant

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

1c: Setting Instructional Outcomes

Language and Literacy Acquisition for All Students

3c: Engaging Students in Learning

1f: Designing Student Assessments

1e: Designing Coherent Instruction

4a: Reflecting on Teaching

1a: Demonstrating Knowledge of Content and Pedagogy

3b: Using Questioning and Discussion Techniques

Professional Development Step

Audience

Topics of Prof. Dev

Instructional Learning Walks

Teachers

Student Engagement, Lesson Planning, Assessment ,
Data Driven Instruction

Evidence of Learning

Anticipated Timeframe

Lead Person/Position

Students will make growth in all academic areas.

08/30/2021 - 06/10/2022

Administrator

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

1a: Demonstrating Knowledge of Content and Pedagogy

Language and Literacy Acquisition for All Students

1e: Designing Coherent Instruction

2d: Managing Student Behavior

3c: Engaging Students in Learning

4b: Maintaining Accurate Records

1d: Demonstrating Knowledge of Resources

2c: Managing Classroom Procedures

3b: Using Questioning and Discussion Techniques

4a: Reflecting on Teaching

4f: Showing Professionalism

1b: Demonstrating Knowledge of Students

1f: Designing Student Assessments

2e: Organizing Physical Space

3d: Using Assessment in Instruction

4d: Participating in a Professional Community

1c: Setting Instructional Outcomes

2a: Creating and Environment of Respect and Rapport

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

3a: Communicating with Students

3e: Demonstrating Flexibility and Responsiveness

4e: Growing and Developing Professionally

Professional Development Step

Audience

Topics of Prof. Dev

Student Data Binders

Teachers & Students

Goals, Data Driven Instruction

Evidence of Learning

Anticipated Timeframe

Lead Person/Position

Student's goals will be updated as each one is mastered and they will show growth in the areas of reading and math.

08/30/2021 - 06/10/2022

Administrator Lead Teacher

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

1b: Demonstrating Knowledge of Students

Teaching Diverse Learners in an Inclusive Setting

3a: Communicating with Students

4b: Maintaining Accurate Records

1f: Designing Student Assessments

3d: Using Assessment in Instruction

2b: Establishing a Culture for Learning

4a: Reflecting on Teaching

1e: Designing Coherent Instruction

3b: Using Questioning and Discussion Techniques

1c: Setting Instructional Outcomes



ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Weekly Electronic Communication from School Principal	Review and discuss progress on plan's goals	Parentlink/Blackboard System	Home and School Meeting	11/18/21 2/17/21
Review and discuss progress on plan's goals	Progress monitoring of goals	Faculty Meetings	School community-teachers and staff	11/17/21 2/16/22
