

## **COATESVILLE INTERMEDIATE HS**

1425 E Lincoln Highway

CSI School Plan | 2023 - 2024

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### **VISION FOR LEARNING**

All teachers and staff of the Coatesville Intermediate High School will take responsibility for creating an equitable learning environment to support the educational success of our students by communicating high expectations and ensuring all students are making academic, social, and emotional growth.

## STEERING COMMITTEE

Name	Position	Building/Group
Clifford J. Maloney III	Coatesville Area Intermediate High School Principal	Coatesville Area School District
Dr. Catherine Vanvooren	Chief School Administrator	District Office
Brenda George	District Level Leaders	District Office
Jason Palaia	Director of Educational Services	District Office
Dr. Kelly Cole	Other	Coatesville Area Intermediate High School
Dr. Jamar Alston	Assistant Principal	Coatesville Area Intermediate High School
Theodore Sterious	Teacher	Coatesville Intermediate High School
Sarma Clouser	Teacher	Coatesville Area Intermediate High School
Amanda Perri	Teacher	Coatesville Area Intermediate High School
Maria Meade	Teacher	Coatesville Area Intermediate High School
Stephen Shirk	Other	Coatesville Area Intermediate High School
Tina Rodgers	Other	Coatesville Area Intermediate High School
Kenneth Jones	Teacher	Coatesville Area Intermediate High School

<b>Name</b>	<b>Position</b>	<b>Building/Group</b>
Cassandra Jones	District Level Leaders	District Office
Dr. Kim Rank	Other	Chester County Intermediate Unit
Michelle Kryworuka	Parent	Coatesville Intermediate High School
Andre Alston	Community Member	Coatesville Intermediate High School
Katherine Ceressman	Student	Coatesville Intermediate High School

## ESTABLISHED PRIORITIES

### Priority Statement

Although CAIHS has methods of assessments and analysis in place, not all stakeholders understand which data points are to be used to make decisions that inform instructional practices to meet individual needs.

### Outcome Category

Essential Practices 1: Focus on Continuous Improvement of Instruction

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Currently CAIHS does not have consistency among staff with expectations for behavior and academics for students and students do not have respect for authority, which has resulted in a decrease in school climate.

Essential Practices 3: Provide Student-Centered Support Systems

Essential Practices 2: Empower Leadership

## ACTION PLAN AND STEPS

### Evidence-based Strategy

Using Student Achievement Data to Support Instructional Decision Making WWC (<https://ies.ed.gov/ncee/wwc/PracticeGuide/12>)

### Measurable Goals

<b>Goal Nickname</b>	<b>Measurable Goal Statement (Smart Goal)</b>
ELA Growth	Based on the PSSA for ELA, all students will meet or exceed the PA Standards of Academic growth as measured using PVAAS ELA growth data.
Math/Algebra Growth	Based on the PSSA for Math/Algebra, all students will meet or exceed the PA Standards of Academic growth as measured using PVAAS ELA growth data.

<b>Action Step</b>	<b>Anticipated Start/Completion</b>	<b>Lead Person/Position</b>	<b>Materials/Resources/Supports Needed</b>
Select implementation lead and team for this action plan.	2023-07-01 - 2023-08-30	Admin, SIP Team	Action plan & SIP Team agreement
Implementation lead schedules bi-weekly check ins with implementation team to determine status of each action step, successes and challenges to solve.	2023-08-15 - 2023-09-30	Assistant Principal	Bi-Weekly Monitoring template with actions steps
Monthly implementation monitoring meetings will be scheduled and the calendar will be provided to SIP team members	2023-08-15 - 2024-06-30	Principal	SIP monthly meeting schedule with dates/time, Rolling agenda, bi-weekly monitoring template
Develop a schedule to include collaboration time for grade level/subject area teachers to meet	2023-07-01 - 2023-08-15	Admin	Completed master schedule, including faculty meetings
Administrators complete professional development for about DataWise protocols. The PD will be the free data wise course online and will focus on Data Wise protocols	2023-07-01 - 2023-09-30	Admin, SIF, SI Statewide Team	Data Wise Overview course / <a href="https://www.edx.org/course/introduction-to-data-wise-a-collaborative-process">https://www.edx.org/course/introduction-to-data-wise-a-collaborative-process</a>

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Provide turnaround professional development to staff on the effective use of data. Staff will understand how to access reports and utilize a variety of data evidence to inform practice (Data Wise Step 2 Build Assessment Literacy)	2023-08-15 - 2023-12-30	Admin, SIF, SI Statewide Team	Data Wise turnaround training
Develop procedures/structure for grade level team meetings: Create Data Wise templates for Data overview, rolling agenda with objectives	2023-08-15 - 2023-11-01	Admin, SIF	Data Wise Rolling Agenda
Create a Shared Calendar with all committee meeting dates and time and share with staff (Montly/Quartely)	2023-07-10 - 2023-08-15	Admin, SIF	Shared calendar
Develop BOY overview of SIP for staff	2023-07-10 - 2023-08-15	Admin, SIF	SIP
Contact and Schedule ESL Professional Development Facilitator to provide professional development on utilizing rubrics to score tasks, Can Do Descriptors, Academic language and strategies with working with ELLs.	2023-08-01 - 2023-08-30	Admin, ESL Lead	WIDA ACCESS Speaking & Writing Rubric / PD Evaluation
Review MTSS process to ensure understanding of who is on the team, what data is being used, etc. Create flowchart of referral process for MTSS, SAP, both with what to expect after referral. Develop a Pre MTSS spreadsheet, including Problem Solving Team.	2023-08-01 - 2023-08-30	Admin, MTSS Lead, Special Ed Supervisor	MTSS Procedures/Data

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Redesign faculty meeting structure to include opportunities for in house training facilitation on topics such as Inclusion/Co-teaching	2023-07-10 - 2023-08-15	Admin	Schedule for faculty meeting dates/times
Create a Data Overview via the diagnostic survey tool based on the variety of data resources for all grade levels. (Data Wise Step 3 Create Data Overview)	2023-08-25 - 2024-01-15	Admin, Special Ed, Grade Level Leads, Reading Specialist	Data overview template
Develop & facilitate activity for BOY meeting with staff - Focus on creating a vision for data use aligned to district vision for learning	2023-08-01 - 2023-08-15	Admin, SIF	
Specially Designed Instruction Professional development to increase understanding and individual student needs.	2023-08-25 - 2023-11-15	Special Ed Supervisor	IEP Samples - develop training resources for all staff
Monthly department meetings will be held to look and discuss data, and modify instruction. (Data Wise Step 4 Dig into Student Data)	2023-08-25 - 2024-06-15	Admin, Grade Level Teams, Related Services	Student work, assessments, agenda
Complete ELA & Math Achievement Action Walks on a monthly basis to ensure curriculum implementation.	2023-09-30 - 2024-05-30	Admin, Coaches, SIF	Assessments, curriculum aligned documents, Achievement Action Walkthrough Template

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Learning Walks will be conducted (teacher to teacher twice a year): non-evaluative and focused on identified problems of practice. Collaboration time will be provided to share and discuss. Action plans development based on findings. (Data Wise Step 5 Examine Instruction & Step 6 Action Plans)	2023-09-30 - 2024-05-30	Admin, Teachers	Learning Walk template
Building administration will attend department meetings to check in on progress, discuss steps with team and revise instructional practices as needed. (Data Wise Step 7 Plan to Assess Progress & Step 8 Act and Assess)	2023-08-25 - 2023-06-15	Admin, Grade Level Teams, Related Services	Agenda
Baseline data for benchmark math and reading assessments - MAP, IXL	2023-08-29 - 2023-10-03	Teachers	
Data analysis of diagnostic survey tool results to be used during quarter 1 monitoring routine	2023-09-18 - 2023-11-03	Admin, SI Team, SIF	Data Diagnostic survey tool, data from quarter 1
Review baseline data and determine strategies & interventions to meet individual student needs. Share with all teachers who instruct student (e.g., Math, ELA, Science, SS, Related Arts, WIN)	2023-10-30 - 2023-11-30	Admin, Reading Specialist	data results
Check in on how the implementation of Data Wise protocols are going. Identify what is working, what is not working, what needs to be revised.	2023-10-30 - 2023-12-30	Admin, SIP Team	Protocols



Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
MOY benchmark assessments for math and reading - MAP, IXL	2024-01-03 - 2024-03-01	Teachers	
Complete a mid year data analysis between BOY to MOY identifying trends, gaps and instructional changes required.	2024-01-15 - 2024-03-15	Admin, Reading Specialist	Data results
Mid year review of MTSS process - identify strengths and challenges	2024-01-15 - 2024-02-15	Admin, MTSS Team	
End of year progress monitoring for math and reading	2024-04-15 - 2024-05-30	Teachers	
Complete and share with teachers a BOY to MOY to EOY data analysis and report trends	2024-05-01 - 2024-06-15	Admin, Reading Specialist	Data results
Evaluate the impact of additional collaboration and instructional strategies through data gathered from walk throughs and group discussions to determine the progress of school wide implementation of instructional best practices.	2024-04-28 - 2024-06-30	Admin, SIP Team	Data will be used to develop schedule & PD for 2024-25 school year
<b>Anticipated Outcome</b>			
Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.			

## Monitoring/Evaluation

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

### Evidence-based Strategy

Restorative Practices SEL - Year One ([https://drive.google.com/file/d/1HKo5LDmAf\\_SPcNzC\\_52CyfJLwGVy3IOM/view?usp=sharing](https://drive.google.com/file/d/1HKo5LDmAf_SPcNzC_52CyfJLwGVy3IOM/view?usp=sharing) )

### Measurable Goals

#### Goal Nickname

#### Measurable Goal Statement (Smart Goal)

Behavior Referrals

The number of office behavioral referrals for the 2023-24 school year will decrease 10% from 2,000 to 1,800.

PBIS ROCKS

During the 2023-24 school year, all CAIHS teachers will utilize the PBIS ROCKS incentives to promote positive behavior and interactions with staff and students by distributing a minimum of 25 ROCKS per month per teacher for a total of 13,750 by the end of the school year. (55 teachers x 25 ROCKS = 1,375 per month)

#### Action Step

#### Anticipated Start/Completion

#### Lead Person/Position

#### Materials/Resources/Supports Needed

Select implementation lead and team for this action plan.

2023-07-01 -  
2023-08-30

Admin, SIP Team

Action plan & SIP Team agreement

Implementation lead schedules bi-weekly check ins with implementation team to determine status of each action step,

2023-08-15 -  
2023-09-30

Admin, SIP Team

Bi-Weekly Monitoring template with actions steps

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
successes and challenges to solve.			
Monthly implementation monitoring meetings will be scheduled and the calendar will be provided to SIP team members	-	Admin	SIP monthly meeting schedule with dates/time, Rolling agenda, bi-weekly monitoring template
Establish a Restorative Practice Core Team & Lead	2023-07-01 - 2023-08-15	Admin, Restorative Practice Specialist, Climate Coach	
Review and compile data from surveys/focus groups, behavior data, etc.	2023-08-01 - 2023-09-30	Restorative Practice Core Team	Data
Restorative Practice training for Core Team	2023-08-15 - 2023-09-30	Admin	
Plan for BOY staff meeting including shoutouts to staff (staff to staff)	2023-08-15 - 2023-09-29	Admin	
Communicate school vision & plan	2023-08-15 - 2023-09-15	Admin	School Improvement Plan
Ensure expectations are communicated clearly & check for understanding - staff, students and families	2023-08-15 - 2023-09-15	Admin	

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Develop RP protocols	2023-08-15 - 2023-10-30	Admin, RP Coach, Climate Coach	
Review & revise current PBIS process - Identify existing structures that will support RP & use of ROCKS incentives	2023-08-15 - 2023-10-30	PBIS Committee, RP Coach, Climate Coach, Admin	Current PBIS process and data
Meet with Restorative Practice Coach and Climate Coaches to establish priorities	2023-08-15 - 2023-10-30	Admin, RP Coach, Climate Coach	
Develop implementation plan, including communication & PD	2023-08-15 - 2023-10-30	Admin, RP Coach, Climate Coach	
Tier 1 PD: All staff (Community Circles & proactive strategies)	2023-09-15 - 2023-12-22	Admin, RP Coach	
Plan for Tier 2 PD: Facilitation of Conflict Circles for RP Coach, Climate Coach, Counselors, Admin	2023-11-06 - 2024-02-16	RP Coach	
Plan for Tier 3 PD: Training specific for youth suspended (Re-entry) - RP Coach	2024-01-29 - 2024-05-10	RP Coach	
Track discipline data & review end of quarter 1 - identify trends, needs	2023-08-30 - 2023-12-01	Admin, RP Coach, Counselors, PBIS Committee	

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Check in with each staff member	2023-08-15 - 2023-10-13	Admin	
Plan a brief Circles activity at each staff meeting with a focus on Self-Care/Mental Health (Moment of Connection)	2023-08-15 - 2024-06-14	Admin, RP Coach, Climate Coach, Counselors	
Survey staff for areas they need support	2023-08-15 - 2023-10-13	Admin, RP Coach	Survey
Communicate RP to parents/community	2023-09-01 - 2023-11-30	Admin, RP Coach	Newsletter, Email
Plan Family Engagement nights - develop a yearly calendar (activities having an academic, SEL focus)	2023-08-30 - 2024-06-14	Admin, RP Coach	
Mid-year: Revisit expectations with staff and students	2024-01-03 - 2024-03-04	Admin	
Share successes with Board, staff and families	2024-01-03 - 2024-05-30	Admin	
Back to basics PD for staff : Classroom management to ensure engagement is strong throughout holidays & use of ROCKS	2023-11-15 - 2024-02-02	Admin, RP Coach, Counselors	
Begin to implement RP Circles (determine focus area for year 1)	2024-01-15 - 2024-06-14	RP Coach	

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Review school community preferred outcomes and develop/design tools for on-going progress checks.	2024-01-15 - 2024-06-14	Admin, RP Coach	
Develop & administer mid-year survey to staff (climate)	2024-01-03 - 2024-04-01	Admin, RP Coach	Survey
Analyze survey results & use to plan staff meeting focus	2024-03-15 - 2024-05-30	Admin, RP Coach	
Continued check in with individual staff members	2023-09-01 - 2024-06-14	Admin	
Clearly communicate EOY expectations & deadlines	2024-04-15 - 2024-06-17	Admin	
Share current year successes & challenges	2024-05-15 - 2024-06-17	Admin	
Plan & share next year initiatives/plans	2024-05-15 - 2024-06-17	Admin, SIP Team, RP Coach	2024-25 SIP
Review initial RP Circles, behavior data and staff input- use to build plan for bigger rollout year 2	2024-05-01 - 2024-06-14	Admin, SIP Team, RP Coach	Year 1 data
<b>Anticipated Outcome</b>			
Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student			

growth and achievement.

### **Monitoring/Evaluation**

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Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

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## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Based on the PSSA for ELA, all students will meet or exceed the PA Standards of Academic growth as measured using PVAAS ELA growth data. (ELA Growth)</p>	<p>Using Student Achievement Data to Support Instructional Decision Making WWC (<a href="https://ies.ed.gov/ncee/wwc/PracticeGuide/12">https://ies.ed.gov/ncee/wwc/PracticeGuide/12</a>)</p>	<p>Administrators complete professional development for about DataWise protocols. The PD will be the free data wise course online and will focus on Data Wise protocols</p>	<p>07/01/2023 - 09/30/2023</p>
<p>Based on the PSSA for Math/Algebra, all students will meet or exceed the PA Standards of Academic growth as measured using PVAAS ELA growth data. (Math/Algebra Growth)</p>			



## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Based on the PSSA for ELA, all students will meet or exceed the PA Standards of Academic growth as measured using PVAAS ELA growth data. (ELA Growth)</p>	<p>Using Student Achievement Data to Support Instructional Decision Making WWC (<a href="https://ies.ed.gov/ncee/wwc/PracticeGuide/12">https://ies.ed.gov/ncee/wwc/PracticeGuide/12</a>)</p>	<p>Provide turnaround professional development to staff on the effective use of data. Staff will understand how to access reports and utilize a variety of data evidence to inform practice (Data Wise Step 2 Build Assessment Literacy)</p>	<p>08/15/2023 - 12/30/2023</p>
<p>Based on the PSSA for Math/Algebra, all students will meet or exceed the PA Standards of Academic growth as measured using PVAAS ELA growth data. (Math/Algebra Growth)</p>			

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Based on the PSSA for ELA, all students will meet or exceed the PA Standards of Academic growth as measured using PVAAS ELA growth data. (ELA Growth)</p>	<p>Using Student Achievement Data to Support Instructional Decision Making WWC (<a href="https://ies.ed.gov/ncee/wwc/PracticeGuide/12">https://ies.ed.gov/ncee/wwc/PracticeGuide/12</a>)</p>	<p>Contact and Schedule ESL Professional Development Facilitator to provide professional development on utilizing rubrics to score tasks, Can Do Descriptors, Academic language and strategies with working with ELLs.</p>	<p>08/01/2023 - 08/30/2023</p>
<p>Based on the PSSA for Math/Algebra, all students will meet or exceed the PA Standards of Academic growth as measured using PVAAS ELA growth data. (Math/Algebra Growth)</p>			

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
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Based on the PSSA for Math/Algebra, all students will meet or exceed the PA Standards of Academic growth as measured using PVAAS ELA growth data. (Math/Algebra Growth)			

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

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## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

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<p>Based on the PSSA for ELA, all students will meet or exceed the PA Standards of Academic growth as measured using PVAAS ELA growth data. (ELA Growth)</p>	<p>Using Student Achievement Data to Support Instructional Decision Making WWC (<a href="https://ies.ed.gov/ncee/wwc/PracticeGuide/12">https://ies.ed.gov/ncee/wwc/PracticeGuide/12</a>)</p>	<p>Learning Walks will be conducted (teacher to teacher twice a year): non-evaluative and focused on identified problems of practice. Collaboration time will be provided to share and discuss. Action plans development based on findings. (Data Wise Step 5 Examine Instruction &amp; Step 6 Action Plans)</p>	<p>09/30/2023 - 05/30/2024</p>
<p>Based on the PSSA for Math/Algebra, all students will meet or exceed the PA Standards of Academic growth as measured using PVAAS ELA growth data. (Math/Algebra Growth)</p>			

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>The number of office behavioral referrals for the 2023-24 school year will decrease 10% from 2,000 to 1,800. (Behavior Referrals)</p> <p>During the 2023-24 school year, all CAIHS teachers will utilize the PBIS ROCKS incentives to promote positive behavior and interactions with staff and students by distributing a minimum of 25 ROCKS per month</p>	<p>Restorative Practices SEL - Year One (<a href="https://drive.google.com/file/d/1HKo5LDmAf_SPcNzC_52CyfJLwGVy3I0M/view?usp=sharing">https://drive.google.com/file/d/1HKo5LDmAf_SPcNzC_52CyfJLwGVy3I0M/view?usp=sharing</a>)</p>	<p>Plan for BOY staff meeting including shoutouts to staff (staff to staff)</p>	<p>08/15/2023 - 09/29/2023</p>

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
per teacher for a total of 13,750 by the end of the school year. (55 teachers x 25 ROCKS = 1,375 per month) (PBIS ROCKS)			

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

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Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
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<p>During the 2023-24 school year, all CAIHS teachers will utilize the PBIS ROCKS incentives to promote positive behavior and interactions with staff and students by distributing a minimum of 25 ROCKS per month</p>			

**Measurable Goals**

**Action Plan Name**

**Professional  
Development Step**

**Anticipated  
Timeline**

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total of 13,750 by  
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ROCKS)

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## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
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Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
per teacher for a total of 13,750 by the end of the school year. (55 teachers x 25 ROCKS = 1,375 per month) (PBIS ROCKS)			

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Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>The number of office behavioral referrals for the 2023-24 school year will decrease 10% from 2,000 to 1,800. (Behavior Referrals)</p>	<p>Restorative Practices SEL - Year One (<a href="https://drive.google.com/file/d/1HKo5LDmAf_SPcNzC_52CyfJLwGVy3l0M/view?usp=sharing">https://drive.google.com/file/d/1HKo5LDmAf_SPcNzC_52CyfJLwGVy3l0M/view?usp=sharing</a> )</p>	<p>Begin to implement RP Circles (determine focus area for year 1)</p>	<p>01/15/2024 - 06/14/2024</p>
<p>During the 2023-24 school year, all CAIHS teachers will utilize the PBIS ROCKS incentives to promote positive behavior and interactions with staff and students by distributing a minimum of 25 ROCKS per month per teacher for a</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.**



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

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Chief School Administrator

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School Improvement Facilitator Signature

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Building Principal Signature

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## ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

### Strengths

On the 2021-22 ELA PSSA, Black and Economically Disadvantaged subgroups increased the percentage of students who scored proficient and/or advanced on the 2020-21 ELA PSSA.

All Student Group in the State Assessment for the ELA, Math/Algebra, and Science assessments met the interim goal/improvement targets.

According to the 2021-22 ELA PVAAS data, the Students with Disabilities subgroup exceeded the Statewide Growth Standard (70.0) achieving a growth score of 74.0.

On the 2021-22 Science PSSA, Black, White, 2 or more races, & Economically Disadvantaged Student Groups all increased their proficiency compared to the 2020-21 Science PSSA (increased by 5.6%, 0.8%, 22.4%, and 5.4%, respectfully).

According to the 2021-22 ELA PVAAS data, the Students with Disabilities subgroup exceeded the Statewide Growth Standard (70.0) achieving a growth score of 74.0.

91% of the students passed the Biology Mid-term exam for the 2022-2023 school year.

### Challenges

All Student Group in the State Assessment for the ELA, Math/Algebra, and Science assessments did not meet the Statewide Average Growth Standard

On the 2021-22 ELA PSSA, Hispanic and White student groups decreased in percentage scoring proficient/advanced from the 2020-21 ELA PSSA by 4.6% and 6.4%, respectfully.

The All student group did not meet the interim goal/improvement target for English Language Growth and Attainment.

On the 2021-22 Math/Algebra State Assessment, Hispanic, White, 2 or more races, and students with disabilities subgroups decreased in percentage scoring proficient/advanced from the 2020-21 Math/Algebra assessment by 4.9%, 0.5%, 0.4% and 1.7%, respectfully.

On the 2021-22 Science PSSA, Hispanic, English Learner & Students with Disabilities groups all decreased their proficiency compared to the 2020-21 Science PSSA (decreased by 2.8%, 6.0%, and 2.6%, respectfully).

According to the 2022-23 Spring NWEA MAP Math data for 8th grade black students, 17% scored between the 61st and 100th

## Strengths

87% of the students passed the Biology Final exam for the 2022-2023 school year.

According to the 2022-23 Spring NWEA MAP Math data for 9th grade students, 38% scored between the 61st and 100th percentile, which is equivalent to scoring proficient and/or advanced on the state assessment.

The students in all grades are required to participate in taking the MAP testing three times per year.

A new series was selected to for all 8th and 9th grade students called Common Literature that is aligned with standards.

157 8th grade honors students and 179 Biology honors students completed a Science Fair project.

Student growth is starting to improve as the year progresses.

The Guidance Department and teachers during WIN classes had the students complete their Career Readiness for an average of 90% of all students to complete their assigned number of artifacts.

Chester County Futures meet with the 8th Grade class to discuss post secondary school and the opportunities that are provided when the join the extra curricular club.

## Challenges

percentile, which is equivalent to scoring proficient and/or advanced on the state assessment.

According to the 2022-23 Spring NWEA MAP ELA data for 8th grade Black students, 5% scored between the 61st and 100th percentile, which is equivalent to scoring proficient and/or advanced on the state assessment.

Conduct engaging, open ended, text-based discussion in which all students will participate.

According to the 2022-23 Spring NWEA MAP ELA data for 8th grade Black students, 23% scored between the 61st and 100th percentile, which is equivalent to scoring proficient and/or advanced on the state assessment.

According to the 2022-23 Spring NWEA MAP ELA data for 8th grade Hispanic students, 14% scored between the 61st and 100th percentile, which is equivalent to scoring proficient and/or advanced on the state assessment.

According to the 2022-23 Spring NWEA MAP Math data for 9th grade black students, 21% scored between the 61st and 100th percentile, which is equivalent to scoring proficient and/or advanced on the state assessment.

## Strengths

Over half of the ELL students meet or exceeded a year's worth of growth for their scores in IXL Math

All students will now participate in curriculum that is aligned to state standards.

The new Math and ELA programs have been adopted and all students and teachers will participate in the programs.

A new math program was piloted and now will be adopted for all students during the 2022-2023 school year.

There are services offered such as free breakfast and lunch, technology, and special education related classes and/or services.

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

Implement a multi-tiered system of supports for academics and behavior

On the 2021-22 Science PSSA, Black, White, 2 or more races, & Economically Disadvantaged Student Groups all increased their proficiency compared to the 2020-21 Science PSSA (increased by 5.6%, 0.8%, 22.4%, and 5.4%, respectfully).

We have had multiple district level and school based in-services

## Challenges

According to the 2022-23 Spring NWEA MAP Math data for 8th grade Hispanic students, 27% scored between the 61st and 100th percentile, which is equivalent to scoring proficient and/or advanced on the state assessment.

According to the 2022-23 Spring NWEA MAP Math data for 9th grade Hispanic students, 23% scored between the 61st and 100th percentile, which is equivalent to scoring proficient and/or advanced on the state assessment.

Students are not given enough extended writing sessions across all curriculums that will promote critical thinking skills,

Students need to develop positive relationships with multiple staff members to create a sense of belonging.

Building into the curriculum that makes it literacy rich. Developing time for ample number of reading, discussion and writing assignments into weekly coursework.

Some groups of students continue to be enrolled in classes other than honors and AP. There is a need to enroll more students from economically disadvantaged homes, special education, or the ELL community in more AP related classes.

Subgroups are disproportionately represented in higher level classes. While steps have been taken to remove barriers such as pre-requisites, more needs to be done to ensure students in our

## Strengths

to implement highly effective and culturally responsive instructional practices as a whole school (writing across the curriculum, positive behavior supports in the classroom, planning and preparation) as well as subgroup training (students with disabilities being supported with appropriate interventions, how to write and implement an effective IEP, etc.)

## Challenges

subgroups have the skill and confidence needed to enroll in these courses.

Identify and address individual student learning needs

Promote and sustain a positive school environment where all members feel welcomed, supported, and safe in school: socially, emotionally, intellectually, and physically

On the 2021-22 Science PSSA, Hispanic, English Learner & Students with Disabilities groups all decreased their proficiency compared to the 2020-21 Science PSSA (decreased by 2.8%, 6.0%, and 2.6%, respectively).

Limited growth in meeting proficiency in reading is evident for 8th and 9th graders based on the NWEA MAP assessment.

Attendance impacts our ability to engage students in regard to the PA Future Ready Index. If our attendance improves, students will be attending classes where they will be engaged in highly effective practices, thus state assessment measure will see an increase.

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

The Spring Map scores did not increase as much that was anticipated and part of the reason was they took the end

### Challenges

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of the year assessments after they completed the PSSA and Keystone testing.

Scores are low across the board with students not perceived to give their best effort in benchmark assessments.

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### Most Notable Observations/Patterns

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Our school needs to increase understanding and use of data to enable teachers to identify gaps and trends and feel confident in their abilities to remediate using effective instructional strategies to meet individual student needs. Also, our school needs to build consistency among our staff for behavior and academics to ensure high expectations are in place for all students.

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Challenges	Discussion Point	Priority for Planning
Identify and address individual student learning needs	Data literacy needs to improve in order for teachers to use data to inform instruction and meet individual needs of students.	✓
Promote and sustain a positive school environment where all members feel welcomed, supported, and safe in school: socially, emotionally, intellectually, and physically	Consistency among staff for behavior and academic expectations are not consistent. Behavior referrals are significant.	✓
Limited growth in meeting proficiency in reading is evident for 8th and 9th graders based on the NWEA MAP assessment.		
Foster a culture of high expectations for success for all students, educators, families, and community members	According to focus group and survey data, not all stakeholders have high expectations for all students.	

## ADDENDUM B: ACTION PLAN

**Action Plan: Using Student Achievement Data to Support Instructional Decision Making WWC**  
(<https://ies.ed.gov/ncee/wwc/PracticeGuide/12>)

Action Steps	Anticipated Start/Completion Date
Select implementation lead and team for this action plan.	07/01/2023 - 08/30/2023
Monitoring/Evaluation	Anticipated Output
Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.	Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.
Material/Resources/Supports Needed	PD Step
Action plan & SIP Team agreement	no

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**Action Steps****Anticipated Start/Completion Date**

Implementation lead schedules bi-weekly check ins with implementation team to determine status of each action step, successes and challenges to solve.

08/15/2023 - 09/30/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

Bi-Weekly Monitoring template with actions steps

no



**Action Steps****Anticipated Start/Completion Date**

Monthly implementation monitoring meetings will be scheduled and the calendar will be provided to SIP team members

08/15/2023 - 06/30/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

SIP monthly meeting schedule with dates/time, Rolling agenda, bi-weekly monitoring template

no



**Action Steps****Anticipated Start/Completion Date**

Develop a schedule to include collaboration time for grade level/subject area teachers to meet

07/01/2023 - 08/15/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

Completed master schedule, including faculty meetings

no



**Action Steps****Anticipated Start/Completion Date**

Administrators complete professional development for about DataWise protocols. The PD will be the free data wise course online and will focus on Data Wise protocols

07/01/2023 - 09/30/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

Data Wise Overview course / <https://www.edx.org/course/introduction-to-data-wise-a-collaborative-process>

yes



**Action Steps****Anticipated Start/Completion Date**

Provide turnaround professional development to staff on the effective use of data. Staff will understand how to access reports and utilize a variety of data evidence to inform practice (Data Wise Step 2 Build Assessment Literacy)

08/15/2023 - 12/30/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

Data Wise turnaround training

yes



**Action Steps****Anticipated Start/Completion Date**

Develop procedures/structure for grade level team meetings: Create Data Wise templates for Data overview, rolling agenda with objectives

08/15/2023 - 11/01/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

Data Wise Rolling Agenda

no



**Action Steps****Anticipated Start/Completion Date**

Create a Shared Calendar with all committee meeting dates and time and share with staff (Monthly/Quarterly)

07/10/2023 - 08/15/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

Shared calendar

no



**Action Steps****Anticipated Start/Completion Date**

Develop BOY overview of SIP for staff

07/10/2023 - 08/15/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

SIP

no





**Action Steps****Anticipated Start/Completion Date**

Contact and Schedule ESL Professional Development Facilitator to provide professional development on utilizing rubrics to score tasks, Can Do Descriptors, Academic language and strategies with working with ELLs.

08/01/2023 - 08/30/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

WIDA ACCESS Speaking & Writing Rubric / PD Evaluation

yes



**Action Steps****Anticipated Start/Completion Date**

Review MTSS process to ensure understanding of who is on the team, what data is being used, etc.  
Create flowchart of referral process for MTSS, SAP, both with what to expect after referral. Develop a Pre MTSS spreadsheet, including Problem Solving Team.

08/01/2023 - 08/30/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

MTSS Procedures/Data

no



**Action Steps****Anticipated Start/Completion Date**

Redesign faculty meeting structure to include opportunities for in house training facilitation on topics such as Inclusion/Co-teaching

07/10/2023 - 08/15/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

Schedule for faculty meeting dates/times

no



**Action Steps****Anticipated Start/Completion Date**

Create a Data Overview via the diagnostic survey tool based on the variety of data resources for all grade levels. (Data Wise Step 3 Create Data Overview)

08/25/2023 - 01/15/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

Data overview template

no



**Action Steps****Anticipated Start/Completion Date**

Develop & facilitate activity for BOY meeting with staff  
- Focus on creating a vision for data use aligned to district vision for learning

08/01/2023 - 08/15/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

yes



**Action Steps****Anticipated Start/Completion Date**

Specially Designed Instruction Professional development to increase understanding and individual student needs.

08/25/2023 - 11/15/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

IEP Samples - develop training resources for all staff

yes



**Action Steps****Anticipated Start/Completion Date**

Monthly department meetings will be held to look and discuss data, and modify instruction. (Data Wise Step 4 Dig into Student Data)

08/25/2023 - 06/15/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

Student work, assessments, agenda

no



**Action Steps****Anticipated Start/Completion Date**

Complete ELA & Math Achievement Action Walks on a monthly basis to ensure curriculum implementation.

09/30/2023 - 05/30/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

Assessments, curriculum aligned documents, Achievement Action Walkthrough Template





**Action Steps****Anticipated Start/Completion Date**

Learning Walks will be conducted (teacher to teacher twice a year): non-evaluative and focused on identified problems of practice. Collaboration time will be provided to share and discuss. Action plans development based on findings. (Data Wise Step 5 Examine Instruction & Step 6 Action Plans)

09/30/2023 - 05/30/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

Learning Walk template

yes



**Action Steps****Anticipated Start/Completion Date**

Building administration will attend department meetings to check in on progress, discuss steps with team and revise instructional practices as needed. (Data Wise Step 7 Plan to Assess Progress & Step 8 Act and Assess)

08/25/2023 - 06/15/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

Agenda

no



**Action Steps****Anticipated Start/Completion Date**

Baseline data for benchmark math and reading assessments - MAP, IXL

08/29/2023 - 10/03/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

no



**Action Steps****Anticipated Start/Completion Date**

Data analysis of diagnostic survey tool results to be used during quarter 1 monitoring routine

09/18/2023 - 11/03/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

Data Diagnostic survey tool, data from quarter 1

no



**Action Steps****Anticipated Start/Completion Date**

Review baseline data and determine strategies & interventions to meet individual student needs. Share with all teachers who instruct student (e.g., Math, ELA, Science, SS, Related Arts, WIN)

10/30/2023 - 11/30/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

data results

no



**Action Steps****Anticipated Start/Completion Date**

Check in on how the implementation of Data Wise protocols are going. Identify what is working, what is not working, what needs to be revised.

10/30/2023 - 12/30/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

Protocols

no



**Action Steps****Anticipated Start/Completion Date**

MOY benchmark assessments for math and reading -  
MAP, IXL

01/03/2024 - 03/01/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

no



**Action Steps****Anticipated Start/Completion Date**

Complete a mid year data analysis between BOY to MOY identifying trends, gaps and instructional changes required.

01/15/2024 - 03/15/0024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

Data results

no





**Action Steps****Anticipated Start/Completion Date**

Mid year review of MTSS process - identify strengths and challenges

01/15/2024 - 02/15/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

no



**Action Steps****Anticipated Start/Completion Date**

End of year progress monitoring for math and reading

04/15/2024 - 05/30/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

no



**Action Steps****Anticipated Start/Completion Date**

Complete and share with teachers a BOY to MOY to EOY data analysis and report trends

05/01/2024 - 06/15/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

Data results

no



**Action Steps****Anticipated Start/Completion Date**

Evaluate the impact of additional collaboration and instructional strategies through data gathered from walk throughs and group discussions to determine the progress of school wide implementation of instructional best practices.

04/28/2024 - 06/30/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Teachers will review data and use to inform instruction as evidenced through lesson plans and observational data from walkthroughs.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

Data will be used to develop schedule & PD for 2024-25 school year

no

**Action Plan: Restorative Practices SEL - Year One ([https://drive.google.com/file/d/1HKo5LDmAf\\_SPcNzC\\_52CyfJLwGVy3I0M/view?usp=sharing](https://drive.google.com/file/d/1HKo5LDmAf_SPcNzC_52CyfJLwGVy3I0M/view?usp=sharing) )**

**Action Steps****Anticipated Start/Completion Date**

Select implementation lead and team for this action plan.

07/01/2023 - 08/30/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

Action plan & SIP Team agreement

no



**Action Steps****Anticipated Start/Completion Date**

Implementation lead schedules bi-weekly check ins with implementation team to determine status of each action step, successes and challenges to solve.

08/15/2023 - 09/30/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

Bi-Weekly Monitoring template with actions steps

no



**Action Steps****Anticipated Start/Completion Date**

Monthly implementation monitoring meetings will be scheduled and the calendar will be provided to SIP team members

01/01/0001 - 01/01/0001

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

SIP monthly meeting schedule with dates/time, Rolling agenda, bi-weekly monitoring template

no



**Action Steps****Anticipated Start/Completion Date**

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Establish a Restorative Practice Core Team & Lead

07/01/2023 - 08/15/2023

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**Monitoring/Evaluation****Anticipated Output**

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Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

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Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

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no

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**Action Steps****Anticipated Start/Completion Date**

Review and compile data from surveys/focus groups, behavior data, etc.

08/01/2023 - 09/30/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

Data

no



**Action Steps****Anticipated Start/Completion Date**

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Restorative Practice training for Core Team

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08/15/2023 - 09/30/2023

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**Monitoring/Evaluation****Anticipated Output**

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Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

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Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

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no

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**Action Steps****Anticipated Start/Completion Date**

Plan for BOY staff meeting including shoutouts to staff (staff to staff)

08/15/2023 - 09/29/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

yes



**Action Steps****Anticipated Start/Completion Date**

Communicate school vision & plan

08/15/2023 - 09/15/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

School Improvement Plan

no



**Action Steps****Anticipated Start/Completion Date**

Ensure expectations are communicated clearly & check for understanding - staff, students and families

08/15/2023 - 09/15/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

no



**Action Steps****Anticipated Start/Completion Date**

Develop RP protocols

08/15/2023 - 10/30/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

no



**Action Steps****Anticipated Start/Completion Date**

Review & revise current PBIS process - Identify existing structures that will support RP & use of ROCKS incentives

08/15/2023 - 10/30/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

Current PBIS process and data

no



**Action Steps****Anticipated Start/Completion Date**

Meet with Restorative Practice Coach and Climate Coaches to establish priorities

08/15/2023 - 10/30/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

no





**Action Steps****Anticipated Start/Completion Date**

Develop implementation plan, including communication & PD

08/15/2023 - 10/30/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

no



**Action Steps****Anticipated Start/Completion Date**

Tier 1 PD: All staff (Community Circles & proactive strategies)

09/15/2023 - 12/22/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

no



**Action Steps****Anticipated Start/Completion Date**

Plan for Tier 2 PD: Facilitation of Conflict Circles for RP Coach, Climate Coach, Counselors, Admin

11/06/2023 - 02/16/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

yes



**Action Steps****Anticipated Start/Completion Date**

Plan for Tier 3 PD: Training specific for youth suspended (Re-entry) - RP Coach

01/29/2024 - 05/10/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

yes



**Action Steps****Anticipated Start/Completion Date**

Track discipline data & review end of quarter 1 - identify trends, needs

08/30/2023 - 12/01/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

yes



**Action Steps****Anticipated Start/Completion Date**

Check in with each staff member

08/15/2023 - 10/13/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

no



**Action Steps****Anticipated Start/Completion Date**

Plan a brief Circles activity at each staff meeting with a focus on Self-Care/Mental Health (Moment of Connection)

08/15/2023 - 06/14/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

no



**Action Steps****Anticipated Start/Completion Date**

Survey staff for areas they need support

08/15/2023 - 10/13/2023

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

Survey





**Action Steps****Anticipated Start/Completion Date**

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Communicate RP to parents/community

09/01/2023 - 11/30/2023

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**Monitoring/Evaluation****Anticipated Output**

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Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

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Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

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Newsletter, Email

no

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**Action Steps****Anticipated Start/Completion Date**

Plan Family Engagement nights - develop a yearly calendar (activities having an academic, SEL focus)

08/30/2023 - 06/14/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

no



**Action Steps****Anticipated Start/Completion Date**

Mid-year: Revisit expectations with staff and students

01/03/2024 - 03/04/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

no



**Action Steps****Anticipated Start/Completion Date**

Share successes with Board, staff and families

01/03/2024 - 05/30/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

no



**Action Steps****Anticipated Start/Completion Date**

Back to basics PD for staff : Classroom management to ensure engagement is strong throughout holidays & use of ROCKS

11/15/2023 - 02/02/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

no



**Action Steps****Anticipated Start/Completion Date**

Begin to implement RP Circles (determine focus area for year 1)

01/15/2024 - 06/14/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

yes



**Action Steps****Anticipated Start/Completion Date**

Review school community preferred outcomes and develop/design tools for on-going progress checks.

01/15/2024 - 06/14/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

no



**Action Steps****Anticipated Start/Completion Date**

Develop &amp; administer mid-year survey to staff (climate)

01/03/2024 - 04/01/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

Survey

no





**Action Steps****Anticipated Start/Completion Date**

Analyze survey results & use to plan staff meeting focus

03/15/2024 - 05/30/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

no



**Action Steps****Anticipated Start/Completion Date**

Continued check in with individual staff members

09/01/2023 - 06/14/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

no



**Action Steps****Anticipated Start/Completion Date**

Clearly communicate EOY expectations & deadlines

04/15/2024 - 06/17/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

no



**Action Steps****Anticipated Start/Completion Date**

Share current year successes & challenges

05/15/2024 - 06/17/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

no



**Action Steps****Anticipated Start/Completion Date**

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Plan & share next year initiatives/plans

05/15/2024 - 06/17/2024

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**Monitoring/Evaluation****Anticipated Output**

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Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

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Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

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2024-25 SIP

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no

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**Action Steps****Anticipated Start/Completion Date**

Review initial RP Circles, behavior data and staff input- use to build plan for bigger rollout year 2

05/01/2024 - 06/14/2024

**Monitoring/Evaluation****Anticipated Output**

Action steps will be monitored bi-weekly and through monthly SIP team meetings to evaluate progress on action steps. Staff survey data, attendance, and behavior data will be analyzed and used to measure strengths and challenges for initial year one restorative practice pilot.

Planning will become more student-centered with the understanding and use of data in a structured format to monitor and discuss student growth and achievement.

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

Year 1 data

no



## ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Based on the PSSA for ELA, all students will meet or exceed the PA Standards of Academic growth as measured using PVAAS ELA growth data. (ELA Growth)</p>	<p>Using Student Achievement Data to Support Instructional Decision Making WWC (<a href="https://ies.ed.gov/ncee/wwc/PracticeGuide/12">https://ies.ed.gov/ncee/wwc/PracticeGuide/12</a>)</p>	<p>Administrators complete professional development for about DataWise protocols. The PD will be the free data wise course online and will focus on Data Wise protocols</p>	<p>07/01/2023 - 09/30/2023</p>
<p>Based on the PSSA for Math/Algebra, all students will meet or exceed the PA Standards of Academic growth as measured using PVAAS ELA growth data. (Math/Algebra</p>			

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Growth)	Using Student Achievement Data to Support Instructional Decision Making WWC ( <a href="https://ies.ed.gov/ncee/wwc/PracticeGuide/12">https://ies.ed.gov/ncee/wwc/PracticeGuide/12</a> )	Provide turnaround professional development to staff on the effective use of data. Staff will understand how to access reports and utilize a variety of data evidence to inform practice (Data Wise Step 2 Build Assessment Literacy)	08/15/2023 - 12/30/2023
Based on the PSSA for ELA, all students will meet or exceed the PA Standards of Academic growth as measured using PVAAS ELA growth data. (ELA Growth)	Using Student Achievement Data to Support Instructional Decision Making WWC ( <a href="https://ies.ed.gov/ncee/wwc/PracticeGuide/12">https://ies.ed.gov/ncee/wwc/PracticeGuide/12</a> )	Provide turnaround professional development to staff on the effective use of data. Staff will understand how to access reports and utilize a variety of data evidence to inform practice (Data Wise Step 2 Build Assessment Literacy)	08/15/2023 - 12/30/2023
Based on the PSSA for Math/Algebra, all students will meet or exceed the PA Standards of Academic growth as measured using PVAAS ELA growth data. (Math/Algebra Growth)	Using Student Achievement Data to Support Instructional Decision Making WWC ( <a href="https://ies.ed.gov/ncee/wwc/PracticeGuide/12">https://ies.ed.gov/ncee/wwc/PracticeGuide/12</a> )	Provide turnaround professional development to staff on the effective use of data. Staff will understand how to access reports and utilize a variety of data evidence to inform practice (Data Wise Step 2 Build Assessment Literacy)	08/15/2023 - 12/30/2023



Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Based on the PSSA for ELA, all students will meet or exceed the PA Standards of Academic growth as measured using PVAAS ELA growth data. (ELA Growth)</p>	<p>Using Student Achievement Data to Support Instructional Decision Making WWC (<a href="https://ies.ed.gov/ncee/wwc/PracticeGuide/12">https://ies.ed.gov/ncee/wwc/PracticeGuide/12</a>)</p>	<p>Contact and Schedule ESL Professional Development Facilitator to provide professional development on utilizing rubrics to score tasks, Can Do Descriptors, Academic language and strategies with working with ELLs.</p>	<p>08/01/2023 - 08/30/2023</p>
<p>Based on the PSSA for Math/Algebra, all students will meet or exceed the PA Standards of Academic growth as measured using PVAAS ELA growth data. (Math/Algebra Growth)</p>			

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Based on the PSSA for ELA, all students will meet or exceed the PA Standards of Academic growth as measured using PVAAS ELA growth data. (ELA Growth)	Using Student Achievement Data to Support Instructional Decision Making WWC ( <a href="https://ies.ed.gov/ncee/wwc/PracticeGuide/12">https://ies.ed.gov/ncee/wwc/PracticeGuide/12</a> )	Develop & facilitate activity for BOY meeting with staff - Focus on creating a vision for data use aligned to district vision for learning	08/01/2023 - 08/15/2023
Based on the PSSA for Math/Algebra, all students will meet or exceed the PA Standards of Academic growth as measured using PVAAS ELA growth data. (Math/Algebra Growth)			
Based on the	Using Student Achievement Data to Support Instructional Decision Making WWC	Specially	08/25/2023

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>PSSA for ELA, all students will meet or exceed the PA Standards of Academic growth as measured using PVAAS ELA growth data. (ELA Growth)</p>	<p>(<a href="https://ies.ed.gov/ncee/wwc/PracticeGuide/12">https://ies.ed.gov/ncee/wwc/PracticeGuide/12</a>)</p>	<p>Designed Instruction Professional development to increase understanding and individual student needs.</p>	<p>- 11/15/2023</p>
<p>Based on the PSSA for Math/Algebra, all students will meet or exceed the PA Standards of Academic growth as measured using PVAAS ELA growth data. (Math/Algebra Growth)</p>	<p>Using Student Achievement Data to Support Instructional Decision Making WWC (<a href="https://ies.ed.gov/ncee/wwc/PracticeGuide/12">https://ies.ed.gov/ncee/wwc/PracticeGuide/12</a>)</p>	<p>Learning Walks will be conducted</p>	<p>09/30/2023 -</p>

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>students will meet or exceed the PA Standards of Academic growth as measured using PVAAS ELA growth data. (ELA Growth)</p> <p>Based on the PSSA for Math/Algebra, all students will meet or exceed the PA Standards of Academic growth as measured using PVAAS ELA growth data. (Math/Algebra Growth)</p>		<p>(teacher to teacher twice a year): non-evaluative and focused on identified problems of practice. Collaboration time will be provided to share and discuss. Action plans development based on findings. (Data Wise Step 5 Examine Instruction &amp; Step 6 Action Plans)</p>	05/30/2024
<p>The number of office behavioral referrals for the</p>	<p>Restorative Practices SEL - Year One (<a href="https://drive.google.com/file/d/1HKo5LDmAf_SPcNzC_52CyfJLwGVy3l0M/view?usp=sharing">https://drive.google.com/file/d/1HKo5LDmAf_SPcNzC_52CyfJLwGVy3l0M/view?usp=sharing</a>)</p>	<p>Plan for BOY staff meeting including shoutouts to staff</p>	<p>08/15/2023 - 09/29/2023</p>

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>2023-24 school year will decrease 10% from 2,000 to 1,800. (Behavior Referrals)</p>	<p>During the 2023-24 school year, all CAIHS teachers will utilize the PBIS ROCKS incentives to promote positive behavior and interactions with staff and students by distributing a minimum of 25 ROCKS per month per teacher for a total of 13,750 by the end of the school year. (55 teachers x 25 ROCKS = 1,375 per</p>	(staff to staff)	

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
month) (PBIS ROCKS)	Restorative Practices SEL - Year One ( <a href="https://drive.google.com/file/d/1HKo5LDmAf_SPcNzC_52CyfJLwGVy3l0M/view?usp=sharing">https://drive.google.com/file/d/1HKo5LDmAf_SPcNzC_52CyfJLwGVy3l0M/view?usp=sharing</a> )	Plan for Tier 2 PD: Facilitation of Conflict Circles for RP Coach, Climate Coach, Counselors, Admin	11/06/2023 - 02/16/2024
The number of office behavioral referrals for the 2023-24 school year will decrease 10% from 2,000 to 1,800. (Behavior Referrals)	Restorative Practices SEL - Year One ( <a href="https://drive.google.com/file/d/1HKo5LDmAf_SPcNzC_52CyfJLwGVy3l0M/view?usp=sharing">https://drive.google.com/file/d/1HKo5LDmAf_SPcNzC_52CyfJLwGVy3l0M/view?usp=sharing</a> )	Plan for Tier 2 PD: Facilitation of Conflict Circles for RP Coach, Climate Coach, Counselors, Admin	11/06/2023 - 02/16/2024
During the 2023-24 school year, all CAIHS teachers will utilize the PBIS ROCKS incentives to promote positive behavior and interactions with staff and students by distributing a minimum of 25 ROCKS per month	Restorative Practices SEL - Year One ( <a href="https://drive.google.com/file/d/1HKo5LDmAf_SPcNzC_52CyfJLwGVy3l0M/view?usp=sharing">https://drive.google.com/file/d/1HKo5LDmAf_SPcNzC_52CyfJLwGVy3l0M/view?usp=sharing</a> )	Plan for Tier 2 PD: Facilitation of Conflict Circles for RP Coach, Climate Coach, Counselors, Admin	11/06/2023 - 02/16/2024

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>per teacher for a total of 13,750 by the end of the school year. (55 teachers x 25 ROCKS = 1,375 per month) (PBIS ROCKS)</p>			
<p>The number of office behavioral referrals for the 2023-24 school year will decrease 10% from 2,000 to 1,800. (Behavior Referrals)</p>	<p>Restorative Practices SEL - Year One (<a href="https://drive.google.com/file/d/1HKo5LDmAf_SPcNzC_52CyfJLwGVy3l0M/view?usp=sharing">https://drive.google.com/file/d/1HKo5LDmAf_SPcNzC_52CyfJLwGVy3l0M/view?usp=sharing</a>)</p>	<p>Plan for Tier 3 PD: Training specific for youth suspended (Re-entry) - RP Coach</p>	<p>01/29/2024 - 05/10/2024</p>
<p>During the 2023-24 school year, all CAIHS teachers will utilize the PBIS ROCKS incentives to promote positive</p>			

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>behavior and interactions with staff and students by distributing a minimum of 25 ROCKS per month per teacher for a total of 13,750 by the end of the school year. (55 teachers x 25 ROCKS = 1,375 per month) (PBIS ROCKS)</p>			
<p>The number of office behavioral referrals for the 2023-24 school year will decrease 10% from 2,000 to 1,800. (Behavior Referrals)</p> <p>During the 2023-</p>	<p>Restorative Practices SEL - Year One (<a href="https://drive.google.com/file/d/1HKo5LDmAf_SPcNzC_52CyfJLwGVy3I0M/view?usp=sharing">https://drive.google.com/file/d/1HKo5LDmAf_SPcNzC_52CyfJLwGVy3I0M/view?usp=sharing</a> )</p>	<p>Track discipline data &amp; review end of quarter 1 - identify trends, needs</p>	<p>08/30/2023 - 12/01/2023</p>



Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>24 school year,all CAIHS teachers will utilize the PBIS ROCKS incentives to promote positive behavior and interactions with staff and students by distributing a minimum of 25 ROCKS per month per teacher for a total of 13,750 by the end of the school year. (55 teachers x 25 ROCKS = 1,375 per month) (PBIS ROCKS)</p>			
<p>The number of office behavioral referrals for the</p>	<p>Restorative Practices SEL - Year One (<a href="https://drive.google.com/file/d/1HKo5LDmAf_SPcNzC_52CyfJLwGVy3l0M/view?usp=sharing">https://drive.google.com/file/d/1HKo5LDmAf_SPcNzC_52CyfJLwGVy3l0M/view?usp=sharing</a>)</p>	<p>Begin to implement RP Circles (determine</p>	<p>01/15/2024 - 06/14/2024</p>

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>2023-24 school year will decrease 10% from 2,000 to 1,800. (Behavior Referrals)</p>	<p>During the 2023-24 school year, all CAIHS teachers will utilize the PBIS ROCKS incentives to promote positive behavior and interactions with staff and students by distributing a minimum of 25 ROCKS per month per teacher for a total of 13,750 by the end of the school year. (55 teachers x 25 ROCKS = 1,375 per</p>	<p>focus area for year 1)</p>	

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
month) (PBIS ROCKS)			

## PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Datawise Protocols	Administrators	The PD will focus on the Data Wise Improvement Process's eight-step model that guides teams of educators from schools or systems in using a wide range of data sources to improve instruction

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Implementation of agendas and protocols	07/10/2023 - 09/29/2023	School Improvement Statewide Coach

**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

<b>Professional Development Step</b>	<b>Audience</b>	<b>Topics of Prof. Dev</b>
Datwise Turnaround Training	School Improvement Team, Department Leads	Using the Datwise format to structure meetings through the use of agendas and protocols

<b>Evidence of Learning</b>	<b>Anticipated Timeframe</b>	<b>Lead Person/Position</b>
Use of agendas and protocols at data and other meetings	08/15/2023 - 12/22/2023	Admin, SIF

**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

<b>Professional Development Step</b>	<b>Audience</b>	<b>Topics of Prof. Dev</b>
ESL PD	Admin, Teachers	Utilizing rubrics to score tasks, Can Do Descriptors, Academic language and strategies with working with ELLs.

<b>Evidence of Learning</b>	<b>Anticipated Timeframe</b>	<b>Lead Person/Position</b>
Teachers will have a deeper understanding of how to support EL students in their classrooms	08/15/2023 - 09/08/2023	ESL Supervisor

**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

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**Professional Development Step**

**Audience**

**Topics of Prof. Dev**

Data Walk

Admin, Teachers

Creating a vision for data use

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**Evidence of Learning**

**Anticipated Timeframe**

**Lead Person/Position**

Completed vision for school

08/15/2023 - 09/08/2023

Admin, SIF

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**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

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**Professional Development Step**

**Audience**

**Topics of Prof. Dev**

SDI and Special Ed Overview

Admin, Teachers

Special education regulations and understanding specially designed instruction and how to implement in the classroom

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Evidence of Learning	Anticipated Timeframe	Lead Person/Position
SDI effective implementation as evidenced through observation data	08/25/2023 - 11/17/2023	Special Ed Supervisor

**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

Professional Development Step	Audience	Topics of Prof. Dev
Restorative Practice Core Team PD	RP Core Team	Initial RP training with overview and steps to preparing for implementation

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Development of RP protocols and year implementation steps	08/15/2023 - 09/29/2023	Admin, RP Coach

**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

Professional Development Step	Audience	Topics of Prof. Dev
Tier 1 Restorative Practice PD	All staff	Principals of RP and use of community circles and proactive strategies

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Initial implementation of proactive strategies in the classroom as evidenced through walkthrough data	09/15/2023 - 12/22/2023	Admin, RP Coach

**Danielson Framework Component Met in this Plan:** **This Step meets the Requirements of State Required Trainings:**

Professional Development Step	Audience	Topics of Prof. Dev
Tier 3 Restorative Practice PD	RP Coach, Admin, Counselors	Training specific for youth suspended (Re-entry)

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Re-entry protocols developed and implemented	01/29/2024 - 05/10/2024	RP Trainer

**Danielson Framework Component Met in this Plan:** **This Step meets the Requirements of State Required Trainings:**



<b>Professional Development Step</b>	<b>Audience</b>	<b>Topics of Prof. Dev</b>
Back to Basics - PBIS	Teachers, Admin	Classroom management to ensure engagement is strong throughout holidays & use of ROCKS

<b>Evidence of Learning</b>	<b>Anticipated Timeframe</b>	<b>Lead Person/Position</b>
Behavior referral decrease and increase in positive reinforcement from staff	11/17/2023 - 02/02/2024	Admin, PBIS Lead

**Danielson Framework Component Met in this Plan:** **This Step meets the Requirements of State Required Trainings:**



<b>Professional Development Step</b>	<b>Audience</b>	<b>Topics of Prof. Dev</b>
Tier 2 Restorative Practice PD	RP Coach, Counselors, Admin	Facilitation of Conflict Circles

<b>Evidence of Learning</b>	<b>Anticipated Timeframe</b>	<b>Lead Person/Position</b>
Implementation of conflict circles	11/10/2023 - 02/16/2024	RP Trainer



**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

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**Professional Development Step**

**Audience**

**Topics of Prof. Dev**

Learning Walks

Admin, Teachers

Danielson Frameworks

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**Evidence of Learning**

**Anticipated Timeframe**

**Lead Person/Position**

Action Plan Development

08/28/2023 - 02/23/2024

Admin, SIF

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**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

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## ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
CSI Plan posted for community input	Sharing of CSI plan and asking for feedback	Post SIP on district website	Community	28 days
CSI Plan to Board for approval	Board approval	Board agenda & vote	CASD Board	August Board Meeting
Communicate school vision & plan	Review CSI Plan	Staff Meeting	CAIHS Staff	8/15/2023 - 9/15/2023
Progress on action step update	Sharing progress on implementation	Quarterly Meeting	Steering Committee	3 times throughout school year December April June
Mid year progress update	Sharing progress on implementation	Board update	Board	January

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