



School Improvement Plan

- Sample plan for 1 identified goal -

ABC Elementary

2020-21



GOAL 1

School Improvement Plan (SIP) - SMART Goal Development	
Using data from a variety of sources (e.g. Diagnostic Review, school and district reviews, assessment and student data, etc.), schools should identify SMART goals and corresponding action plans that address each of the four domains.	
Area of Concern	
Diagnostic Review Priority	Provide rigorous evidence-based instruction literacy 3.2.
Root Cause #1	Inconsistent staff expertise around teaching of foundational skills.
Root Cause #2	Inconsistent programs for foundational skills in the building.
Root Cause #3	Low rigor instructional and assessment materials for core instruction as well as Tier 2 interventions.
Root Cause #4	Lack of time for collaboration and peer observations.
Root Cause #5	Lack of discussion around student achievement, data, and planning; lack of staff accountability.
SMART Goal	
SMART Goal Definition (Specific, Measurable, Attainable, Results- Oriented, Time- Bound)	
GOAL	<p>85% of students at ABC Elementary will increase their reading proficiency a year’s growth, as determined by school assessments, teacher feedback, and district wide assessments such as i-Ready diagnostics by June 2021.</p> <p>By June 2021, 100% of students identified as GAP targets students at ABC Elementary will increase their reading proficiency by over a year’s growth, year, as measured by qualitative data (PLC rubrics, surveys, CALL survey, and student work) as well as student growth on data (i-Ready, state assessments, and classroom formative assessments, attendance, behavior, referrals).</p>
as measured by:	
Measurements	<ul style="list-style-type: none"> ● Student assessments for quantitative feedback (i-Ready; SAS; F&P Benchmark; DIBELS, ACCESS) ● Student self reflection rubric

School Improvement Plan (SIP) - Action Steps

Define the action steps needed to complete each SMART Goal.

For each action item, note which Instructional Leadership Domain is being addressed.

Domains (D): Leadership (L), Instructional Transformation (I), Talent Development (T), Climate and Culture (C)

SMART Goal

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NOTES:

	Action Steps	Method for Monitoring	Expected and Actual Completion Date	Notes (Responsible Party, funding)
	Throughout the academic year, teachers will participate in a weekly Grade-level PLC meeting where they will collaborate and plan for instruction based on quantitative student data, work samples, and peer observations.	PLC Agenda, Google Meet attendance, rubric and calibration by instructional team.	1. Quarterly self-assessment rubric. 2. Quarterly PLC minutes review. 3. Quarterly admin attendance of each PLC meeting.	Instructional Team; Reading Specialist; Admin
	Teachers will conduct two peer observations and be the object of two peer observations during literacy instruction throughout the course of the school year.	Observation notes and debrief notes kept in shared drive.	Teachers sit in with each other during subject areas (watching other teachers teach in their best subject area).	Instructional Team; Reading Specialist; Admin
	Teachers and coaches will collaborate to conduct instructional rounds in grade-level teams using a shared observation rubric.	Data from rounds and notes from meetings debriefing rounds.	Quarterly	Instructional Team; Reading Specialist; Admin

	Teachers will attend professional development in the foundations for teaching reading via Foundations training.	Feedback surveys from professional development.	Winter PD Day and Summer 2021	Instructional Team; Reading Specialist; Director of Teaching and Learning; Foundations Trainers Title II funds
	After school tutoring will be provided by teachers M, W, F October thru May. Tutors to be paid by ESSA grant.	SIT team as needed; all staff MTSS; plan books with grouping; scores, i-Ready.	2020-2021	Instructional Team; Reading Specialist; Admin; SPED and ESOL teams. ESSER funds
	Teachers will conduct beginning, middle, and end of the year goal setting with students, and students will self assess during these meetings.	Self assessment rubric and portfolio review.	Quarterly	Students, classroom teachers