2018-2019 Action Plan for Improvement

Action Plan for Improvement	
IMPROVEMENT PLAN	**PERFORMANCE MANAGEMENT**

IMPROVEMENT PLAN	PERFORMANCE MANAGEMENT
Needs Assessment Summary Leading to Goal: (Step 0) Based on the data within the discipline dashboard and current areas of underperformance in high accountability areas, our first goal was established. **Root Causes:** (Bulleted List) • Size of the institution • Number of students • Lack of rigor analysis (DOK) for assignments and texts	**Data Sets Used**: (Step 0) SAS portal # of referrals for 104 (557) and 108 (802) infractions FSA ELA Proficiency- 55% +1% increase from prior year FSA ELA Gains- 49% -1% decrease from prior year FSA ELA BQ- 40% +1% increase from prior year FSA Math Algebra 1 Proficiency- 79% -7% decrease from prior year FSS Science Proficiency- 67 -10% decrease from prior year Grad Rate - 97% + 5% increase from prior year

Goal (Step 1)	If we increase student attendance, and increase or maintain rigor of instruction in all content areas, Sandalwood will be a more academically focused learning environment.	**Summative Targets:** (Step 1b) • Decrease 10% of 104 and 108 referrals • Effectiveness of PBIS plan in meeting the 10% decrease target. • Increase all academic data points as predicted by baseline data and progress monitoring assessment.
		Progress Monitoring: (Step 8) • Weekly discipline dashboard report to leadership team by Deans. • Quarterly AIT meeting process and monitoring. • Consistent progress monitoring of Achieve 3000 learning targets and Lexile growth. • Common planning focus on Hess' Rigor Matrix to drive instructional rigor and relevance. • Implementation of FOCUS tools to monitor attendance and communicate discipline to parents.

Brainstormed Barriers (-) (Step 2)
- **Student belief that attendance is important for academic success.**
- **Regular conferences with guidance counselors to increase knowledge of college readiness**
- **Administration will conduct weekly classroom walk-throughs and observations to ensure high level, rigorous instructions is ongoing in all classes.**
- **Senior checks and monitoring of requirements for graduation will occur through conferences, data chats and meetings with guidance and senior administrators**
- **Use PBIS incentive systems to create on task and on time behavior.**

Brainstormed Resources (+) (Step 2)
- **PBIS Team**
- **SAC and Title 1 parent engagement**
- **Leadership Team**

| | • Guidance and community stakeholder presentations. |
| • PBIS incentives |

Selected Barrier (Step 3)
- **Student belief that student attendance is important for academic success.**

Strategy (Step 4)	Regular monitoring of attendance by teachers, house administrators and counselors.		**Effectiveness:** (Step 7) Measure monthly attendance through deans and Attendance clerk Note changes and trends over time.
Action Steps (Step 5)	Action Step:	Date:	**Fidelity:** (Step 6) Deans report out to leadership team during leadership meetings Monitoring form that must be updated weekly Monitoring attendance by administration/deans Systematic AIT meetings and follow-up Utilize Full Service Schools to address outside issues negatively affecting student attendance. Attendance social worker support and home visits as needed.
	1. Leadership Team creates a system for AIT protocols	5/25/19	
	2. Deans monitor weekly attendance trends	5/25/19	
	3. Deans report to Leadership Team including interventions recommended	5/25/19	
	4. AIT meetings scheduled and executed.	5/25/19	
Strategy (Step 4)	Administration will conduct weekly classroom walk-throughs and observations to ensure high level, rigorous instructions is ongoing in all classes.		**Effectiveness:** (Step 7) Administration was in classrooms regularly supporting the development of teachers and their success with teaching
Action Steps (Step 5)	Action Step:	Date:	**Fidelity:** (Step 6) Feedback from district and principal Information and data from portal, classroom visits and discussion during data chats with Administration Weekly
	1. Set administrators instructional responsibilities	7/25/18	
	2. Weekly report of walkthrough #s and academic trends	6/30/19	
	3. Professional development through common planning on rigor using Hess' Matrix	9/25/18	
	4.		

Action Plan for Improvement	
IMPROVEMENT PLAN	**PERFORMANCE MANAGEMENT**
Needs Assessment Summary Leading to Goal: (Step 0) Based on parent survey data, communication with stakeholders and its monitoring are of vital importance to the continued success of the school. **Root Causes:** (Bulleted List) • Size of institution • Number of stakeholders (family and extended family) • Title 1 standards	**Data Sets Used**: (Step 0) SAS portal – early warning systems # of referrals for 104 (557) and 108 (802) infractions Grad Rate - 97% + 5% increase from prior year Gallup data/ parent survey

Goal (Step 1)	If we increase the quality of communication with parents and guardians, school culture will improve as measured by participation and survey results, thus providing a net positive academically.	**Summative Targets:** (Step 1b) • Increase attendance at school-wide functions such as open house by 10%. • Improve all metric ratings as identified through parent surveys. • Increase parent membership in PTSA • Increase parent participation in SAC • Improved participation in annual Title 1 meeting for parents.	
		Progress Monitoring: (Step 8) • Review of events by leadership team within 24hours of said events using participant feedback. • Monthly feedback from SAC and PTSA to be reported to the principal by designees over each organization.	

Brainstormed Barriers (-) (Step 2)
- **Parent involvement dip from middle to high school**
- **Form of survey used each event**
- **Process to collate results and communicate them to leadership, PTSA, and SAC.**

Brainstormed Resources (+) (Step 2)
- **Leadership students**
- **AVID system support**
- **PTSA volunteers**
- **Various community stakeholders and faith based partners**

Selected Barrier (Step 3)

      Parent involvement dip from middle to high school

Strategy (Step 4)	Summer Bridge Programs		**Effectiveness:** (Step 7) Number of students participated. Feedback from parents/guardians. Leadership Reflection and leadership moves to improve practice.
Action Steps (Step 5)	Action Step:	Date:	**Fidelity:** (Step 6) Principal, with the leadership team, will establish the vision for summer bridge program, and what they will entail. Using community stakeholders, and district established venders (Chartwells), we will provide an exemplary experience. Teacher leads will implement the vision and schedule for each summer bridge event. Leadership will review parent and participant surveys and establish next steps for improvement.
	1. Meeting and planning by leadership team	May 2018	
	2.Acquire stakeholder support	May 2018	
	3.Implimentation	June 2018	
	4.Reflection	June 2018	
Strategy (Step 4)	Improved participation in PTSA		**Effectiveness:** (Step 7) Increased investment in stakeholders as measured by improvement in Gallup Parent Climate Survey results.. Increased investment from stakeholders as measured by volunteer presence through PTSA.
Action Steps (Step 5)	Action Step:	Date:	**Fidelity:** (Step 6)
	1.Target the number of desired participants.	July 2018	Established during July board meeting.

	2.Improved attendance at annual meeting	August 2018	During Open House, establish a set time for all participants to attend the PTSA annual meeting.
	3.Increased volunteer presence	Aug.-May 2018-2019	Monitor the number of volunteers provided by PTSA at school events.
			Increased emphasis on development of volunteer engagement by PTSA board.