



APS MANAGEMENT PLAN
90-Day PROGRESSIVE PLAN FORMAT
FIRST SEMESTER ACTION PLAN: 2020-2021
Performance Priorities and Actions to be Taken to
Address Student Achievement
2018-2024 APS Strategic Plan

ATTACHMENT 1A

Department: Wakefield High School

School Principal: Chris Willmore

PERFORMANCE PRIORITIES (Based on Summative Performance Data)	ANNUAL PERFORMANCE GOALS	ALIGNMENT WITH STRATEGIC PLANNING GOALS	ACTIONS TO PRIORITIES (Align Action Steps with Timeline, Responsible Parties and Anticipated Evidence)	TIMELINE FOR ACTIONS	RESPONSIBLE PARTIES (Be Specific)	EVIDENCE OF PROGRESS TOWARD ANNUAL GOAL (Progress Monitoring at 30, 60, 90 and 120 Days)
Move toward Inclusion Model	1. 100% of staff members will participate in professional learning to support Inclusion	Student Success Student Well-Being Engaged Workforce	Use faculty meeting and early release time to provide meaningful professional learning opportunities for teachers and instructional assistants around best instructional practices to support students in an inclusive model	Ongoing: January-May	Chris Jasneen Heather R.	
	2. At the start of the 2020-21 School Year, 64% of SWD were in the general education setting for 80% of their day.		Provide specific training for case carriers to assist them when writing IEPs for SWDs	January-March	Jasneen Heather R.	
	For the start of the 2021-22 School Year our goal is to have 70% of SWD in the co-taught setting for 80% of their day.		Offer educational programs for parents of SWD to help them understand inclusion	February-May	Chris Jasneen Heather R.	
			Identify SWD who have 2-3 classes in the self-contained setting (in Oct 2020 there were 70 students who met this criteria); look for opportunities to move at least 1 class into the co-taught setting for 2021-22.	On-going	Chris Jasneen Case Carriers	

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Move toward implementation of Restorative Justice	100% of the Campus Safety Team and at least 25% of the T-scale and A-scale staff members will participate in Professional Learning around Restorative Justice Practices	Student Success Student Well-Being	Hold bi-weekly meetings/training sessions with the members of the campus safety team Invite T-scale and A-scale staff members to participate in Restorative Justice training sessions and presentations	Sept-June Oct-June	Maggie Jasneen Chris Maggie	
Continue Work to Support a Safe, Welcoming, Inclusive Environment for all students and staff members	Roll-out the No Place for Hate program	Student Success Student Well-Being Engaged Workforce	Register for program and plan roll-out Plan and carry out at least 1 student program aligned to guidelines set by NPFH	Oct-Jan Feb-May	Chris Tim Cottman Mike Palermo Marcia Richardson	
	Create an Equity Team that will focus on equity at Wakefield	Student Success Student Well-Being Engaged Workforce	Create team that reflects diversity of the Wakefield community Set team norms and priorities for 2020-21 Begin work on identified priorities	Oct-Jan Feb-April April-June	Chris Tim Cottman Deneen Snow Members of the Equity Team	
	Provide opportunities for professional learning	Student Success Student Well-Being Engaged Workforce	Invite staff members to join a White Fragility book/discussion group (members will read a number of texts and watch a series of movies and discuss) Share professional learning opportunities related to equity, acceptance, inclusion	On-going On-going	Tim Cottman Christine Lively Admin Team Tim Cottman	

	<p>Continue efforts to recruit staff members from diverse backgrounds and to provide leadership and growth opportunities for staff members from diverse backgrounds</p>	<p>Student Success Student Well-Being Engaged Workforce</p>	<p>Be purposeful in inviting/selectioning staff members for leadership roles in the school</p> <p>Be purposeful in seeking input from members of the school community that may not be heard otherwise</p> <p>Be purposeful in our recruitment efforts to identify candidates that help us create a staff that looks like our school.</p>	<p>On-going</p>	<p>The entire staff</p>	
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