



APS SCHOOL MANAGEMENT PLAN
SY: 2021-2022
Performance Priorities and Actions to be Taken to
Address Student Achievement and School Priorities

School: Gunston Middle School

Principal: Dr. Lori A. Wiggins

PERFORMANCE PRIORITIES <i>Provide description of qualitative and quantitative baseline data analyzed to support development of annual performance goals</i>	ANNUAL PERFORMANCE SMART GOALS <i>List SMART goals based on baseline data focused on key priorities: Student Acceleration, Professional Learning in Literacy and Numeracy, Social and Emotional Learning, Diversity, Equity and Inclusion and School Safety</i>	ALIGNMENT WITH LEADERSHIP PERFORMANCE STANDARDS <i>Indicate goal alignment to following Leadership Performance Standards (Leadership, Climate, Human Resource Management, Organizational Management, Communication and Community Relations, Professionalism, Student Academic Progress)</i>	ACTIONS TO PRIORITIES <i>List specific actions and strategies that will be implemented to support meeting desired goals and outcomes.</i>	TIMELINE FOR ACTIONS <i>List timeline for specific actions and strategies</i>	RESPONSIBLE PARTIES <i>List specific staff who will be responsible for measuring and monitoring progress on desired goals and outcomes</i>	EVIDENCE OF PROGRESS TOWARD ANNUAL GOAL <i>List specific evidence that will be used to measure and monitor progress on desired goals and outcomes</i>	RESULTS OF PROGRESS <i>List specific results on desired goals and outcomes</i>
<p>Gunston Middle School is in the second year of piloting Standards-Based Grading (SBG), with the first year of the entire school participating. The priority for the 2021-22 school year is the successful implementation of SBG.</p>	<p>By the end of the 2021-22 school year, the percentage of teachers and staff who understand the big ideas of SBG and feel confident to implement them will increase from the baseline percentage of 71%, as measured by a survey at the beginning of the 2021-22 school year.</p>	<p>This goal aligns with Student Academic Progress, Organizational Management, and Leadership performance standards.</p>	<p>Dedicated time during Workshop Wednesdays (aka – Faculty Meeting) to address people’s needs, e.g. – SBG in Canvas, Unit Mapping, Anchor Charts, SBG to ABC – converting 4-point scale to traditional letter grades</p> <p>Instructional rounds with the instructional coaches to support in-class instruction.</p> <p>Quarterly planning days(time) for CLT to create unit maps, identify the reporting standards, and create/ review summative performance assessments</p> <p>CLT time supported by an instructional coach to maximize the time for planning, alignment, data review, and support of SBG process</p>	<p>Workshop Wednesdays for the 2021-22 school year</p> <p>Quarterly – starting in the second quarter</p> <p>Quarterly – starting in the 2nd quarter</p> <p>CLTs to meet twice weekly, instructional coach support at least monthly</p>	<p>Principal, Instructional Coaching Team (Equity & Excellence Coord, Instructional Lead Teacher, Math Coach, Immersion Coordinator, Resource Teacher of Gifted, MSRT, Montessori Team Lead, Counseling Team Representative</p>	<p>Survey data gathered from teachers and staff after Workshop Wednesday offerings</p> <p>Frequency count of instructional rounds</p> <p>Frequency count of planning day by CLTs</p> <p>Frequency count of job embedded professional learning in CLTs as recorded on CLT agendas</p>	

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<p>Gunston Middle School has identified the operationalization of equity as one of the strategic priorities for the 2021-22 school year by leveraging the systems in place that support the different needs of students and to assist individuals on their personal journey to being an antiracist and culturally sustaining educator.</p>	<p>By the end of the 2021-22 school year, there will be an increase of the number teachers and staff who feel confident in their ability to engage in antiracist work and have made progress toward building more equitable practices in the classroom; SBG pilot; compliance and completion of the DOJ settlement agreement; and consistent implementation of IEP accommodations and modifications</p>	<p>This goal aligns with Student Academic Progress, Organizational Management, and Leadership performance standards.</p>	<p>As mentioned above for the SBG pilot - dedicated time during Workshop Wednesdays (aka – Faculty Meeting) to address people’s needs, e.g. – SBG in Canvas, Unit Mapping, Anchor Charts, SBG to ABC – converting 4-point scale to traditional letter grades</p> <p>Dedicated time during Workshop Wednesdays for targeted professional learning about the unique instructional needs and best practiced for English Learners</p> <p>Classroom observations of English Learner teachers and by EL certified Instructional Coaches.</p> <p>CLT planning time during Workshop Wednesday to support instruction for English Learners.</p> <p>CLT time supported by an instructional coaches to maximize the time for planning, alignment, data review, and support of SBG process</p> <p>Workshop Wednesdays, whole group time, for professional learning opportunity to support individuals on their personal equity journey.</p> <p>Book study on equity</p>	<p>Workshop Wednesdays for the 2021-22 school year</p> <p>Workshop Wednesdays for the 2021-22 school year</p> <p>Monthly– starting in the second quarter</p> <p>Workshop Wednesdays for the 2021-22 school year</p> <p>Monthly– starting in the second quarter</p> <p>Workshop Wednesdays for the 2021-22 school year</p> <p>Starting 2nd semester</p>	<p>Principal, Instructional Coaching Team (Equity & Excellence Coord, Instructional Lead Teacher, Math Coach, Immersion Coordinator, Resource Teacher of Gifted, MSRT, Montessori Team Lead, Counseling Team Representative</p>		

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<p>Gunston Middle School is in the first year of implementation of an action plan created to increase family and community engagement. The vision and mission were created during the 2020-21 school year, with implementation to start during the 2021-22 school year. The baseline data used was from the Your Voice Matters Survey.</p>	<p>The two goals in this area are to (1) Welcome all families and (2) Communicate effectively. The data from the Your Voice Matters Survey stated indicated an 81% favorable response with parents in Family Engagement; 76% favorable for Home and Community and 92% favorable for School Climate. The results from the Your Voice Matters Survey and another school-designed instrument would show an increase of family satisfaction in feeling welcomed to Gunston and with the communication from the school and teachers.</p>	<p>This goal aligns with Student Academic Progress, Organizational Management, and Leadership performance standards.</p>	<p>Creation and maintenance of a FACE advisory group with solid family representation</p> <p>Welcome phone calls and follow up phone calls to families</p> <p>School tours for families: Monday Visits</p> <p>Meetings with Mongolian, Arabic and, Amharic speaking families, Latino and African American families</p> <p>Customer service training for G-scale staff</p> <p>Coffee Chat / ConversaCafé with the Principal/ Assistant Principals</p> <p>School signage in 5 languages (English, Spanish, Arabic, Amharic, Mongolian)</p> <p>FACE information on Gunston’s website</p> <p>Database: families communication preferences (channel, time, number, address, etc.)</p> <p>Widespread use of Language Line to communicate with families that speak other languages</p> <p>Use of apps to reach out to families (WhatsApp, Facebook, Remind, TalkingPoints)</p>	<p>Ongoing, established during the 2021-22 school year</p> <p>At the beginning of the school year, and ongoing as new families register</p> <p>At the beginning of the school year</p> <p>Quarterly</p> <p>To start 2nd semester</p> <p>To start 2nd semester</p> <p>Pending</p> <p>Second semester</p> <p>Started at the beginning of the year, ongoing</p> <p>Orientation at the start of the year</p> <p>Ongoing, presence on WhatsApp and Facebook</p>	<p>Principal, Assistant Principal, FACE Action Team Coordinator, FACE Action Team members, Facilities Manager, Instructional Coaching Team (Equity & Excellence Coord, Instructional Lead Teacher, Math Coach, Immersion Coordinator, Resource Teacher of Gifted, MSRT, Montessori Team Lead, Counseling Team Representative, Deptment Leads, and Teachers</p>		