

# APS SCHOOL MANAGEMENT PLAN

**SY: 2021-2022**

## Performance Priorities and Actions to be Taken to Address Student Achievement and School Priorities



**ATTACHMENT 1A**

<b>PERFORMANCE PRIORITIES</b> <i>Provide description of qualitative and quantitative baseline data analyzed to support development of annual performance goals</i>	<b>ANNUAL PERFORMANCE SMART GOALS</b> <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>	<b>ALIGNMENT WITH LEADERSHIP PERFORMANCE STANDARDS</b> <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>	<b>ACTIONS TO PRIORITIES</b> <i>List specific actions and strategies that will be implemented to support meeting desired goals and outcomes.</i>	<b>TIMELINE FOR ACTIONS</b> <i>List timeline for specific actions and strategies</i>	<b>RESPONSIBLE PARTIES</b> <i>List specific staff who will be responsible for measuring and monitoring progress on desired goals and outcomes</i>	<b>EVIDENCE OF PROGRESS TOWARD ANNUAL GOAL</b> <i>List specific evidence that will be used to measure and monitor progress on desired goals and outcomes</i>	<b>RESULTS OF PROGRESS</b> <i>List specific results on desired goals and outcomes</i>
<p><b>Reading</b> <u>SY19 SY20 SY21</u></p> <p>All 98% NA 90%</p> <p>Sped 80% NA 72%</p> <p>Pass Advanced 44% NA 33%</p> <p><u>SY 20</u> NA: Not administered</p>	<p><b>Reading Goal One</b> Students designated as Special Education will improve reading achievement, as measured by the end of the year Reading SOL, from a pass rate of <b>72%</b> for the <b>2021</b> school year to <b>75%</b> for the <b>2122</b> school year.</p> <p><b>Goal Two</b> The percentage of students scoring in the pass advanced range on the Reading SOL will increase from <b>33%</b> for the <b>2021</b> school year to <b>44%</b> for the <b>2122</b> school year.</p>	<p>Student Success</p>	<p>Weekly grade level planning meetings in order to: Systematically use K-Grade 5 APS ELA planning documents and resources.</p> <p>Implement a structured literacy program.</p> <p>Quarterly grade level data team meetings analyze student data in order to develop accelerated learning plans and extensions.</p> <p>Co-teaching in language arts instruction in order to: Use positive peer models Differentiate instruction Enable student-teacher conferencing</p>	<p>Weekly</p> <p>Ongoing</p> <p>Quarterly</p> <p>Daily</p>	<p>Administrators</p> <p>Reading Specialists</p> <p>Special Educators</p> <p>RTG</p> <p>ITC</p> <p>Librarian</p> <p>EL Teacher</p> <p>Classroom Teachers</p>	<p>Planning meeting agendas and minutes.</p> <p>Grade Level Data Team Meetings/Intervention/Watch Lists</p> <p>Administrators' formal observation reports</p> <p>SOL Data</p> <p>Teacher Feedback</p> <p>PALS</p> <p>DIBELS</p> <p>Running Records (as needed)</p> <p>Lexia Student Score Reports</p> <p>Core Phonics Survey</p> <p>Heggerty Phonemic Awareness Assessment</p>	

			<p>ATSS: Specific language arts accelerated learning plans for targeted students to include: Reading Recovery, Orton Gillingham, Heggerty/Bridge the Gap Structured Literacy Grps Lexia, Interactive Read Alouds, 95% Phonics Vocabulary Surge Book Clubs Jacob's Ladder</p> <p>Embedded use of technology for personalized blended learning.</p> <p>Students self-select texts using online library resources.</p>	<p>Daily</p> <p>Daily</p>		IEP Progress Notes												
<p><b>Math</b></p> <table border="1"> <thead> <tr> <th>SY19</th> <th>SY20</th> <th>SY21</th> </tr> </thead> <tbody> <tr> <td>All</td> <td>NA</td> <td>85%</td> </tr> <tr> <td>SPED</td> <td>NA</td> <td>58%</td> </tr> <tr> <td>Pass Advanced</td> <td>NA</td> <td>23%</td> </tr> </tbody> </table> <p>SY 20 NA: Not administered</p>	SY19	SY20	SY21	All	NA	85%	SPED	NA	58%	Pass Advanced	NA	23%	<p><b>Math Goal One</b> Students designated as Special Education will improve math achievement as measured by the end of the year SOL from a pass rate of <b>58%</b> for the <b>2021</b> school year to <b>73%</b> for the <b>2021</b> school year. This will provide an increase of 50% of our loss from SY19 to SY21.</p> <p><b>Goal Two</b> The percentage of students scoring in the pass advanced range on the Math SOL will increase from <b>23%</b> for</p>	Student Success	<p>Weekly grade level planning meetings in order to: Systematically use current APS Math planning documents to plan for differentiated instruction and development of accelerated learning plans and extensions.</p> <p>Quarterly grade level data team meetings analyze student data in order to develop accelerated learning plans and extensions.</p> <p>Pre Assessments and Post Assessments used to monitor student groups</p>	<p>Weekly</p> <p>Quarterly</p> <p>Daily</p>	<p>Administrators</p> <p>Math Coach Math Interventionist</p> <p>Special Educators</p> <p>RTG</p> <p>ITC</p> <p>Librarian</p> <p>EL Teacher</p> <p>Classroom Teachers</p>	<p>IEP Progress Notes</p> <p>Planning meeting agendas and minutes.</p> <p>Grade Level Data Team Meetings/Intervention/Watch Lists</p> <p>Administrators' formal observation reports, &amp; walk through checklists.</p> <p>Quarterly APS created unit pre and post assessment results</p> <p>Teacher Feedback</p>
SY19	SY20	SY21																
All	NA	85%																
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	the <b>2021</b> school year to <b>40%</b> for the <b>2122</b> school year.		<p>by unit. Flexible grouping based on pre assessment data</p> <p>Virtual Systematic Implementation of Math Workshop Model (K-Gr 5) including: Emphasis on Process Standards: Problem Solving, Reasoning and Proof, Communication, Connections, and Representation</p> <p>Daily Number Talks, emphasizing math talk and flexibility with numbers</p> <p>Choice of differentiated learning stations using menus.</p> <p>Guided math groups focused on differentiated instruction</p> <p>Embedded use of technology for personalized blended learning, including Canvas, SeeSaw Dreambox and Reflex.</p> <p>Co-teaching in math instruction in order to: Use positive peer models Differentiate instruction</p>	<p>Daily</p> <p>Daily</p> <p>Daily</p> <p>Daily</p> <p>Daily</p>			
<b>Student Well-Being</b>	By June 2021, all homeroom teachers PK-5 will implement a weekly morning meeting focused on student well-being and complete a connected community building activity.	Student Success Student Well Being	RC Updates and PD; Counseling as a special; Counseling small groups; Use of social stories Counseling individuals Morning Meetings Counseling consultations with staff Zones of regulation Second Step Curriculum		Administration Counselors Instructional Specialists Classroom Teachers	Beginning of the Year, Mid-Year, and End of Year Teacher Surveys on Implementation of lessons and completion of activities.	

	Monthly themes include: (identity, inclusion, empathy, bias, equity, being an ally, and activism)						
<b>Equity and Race</b>	<p>By November 2021, 100% of the staff and students will sign the No Place for Hate pledge.</p> <p>By June 2021, 100% of staff and students will participate in three school-wide No Place for Hate activities.</p> <p>By June 2021, the equity team leaders will develop professional learning for staff.</p>	Student Well Being Engaged Workforce	<p>Meet with NPFH Committee throughout the year.</p> <p>Select and conduct at least three school-wide activities in which all students and staff members will participate.</p> <p>Library collection development to include diverse books written by diverse authors.</p> <p>Use of inclusive books in classroom libraries.</p>	<p>Ongoing</p> <p>Quarters 2 - 4</p> <p>Weekly</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Administrators</p> <p>Counselors</p> <p>Members of school diversity team</p> <p>Members of NPFH Committee</p> <p>Classroom Teachers and assistants</p> <p>Specialists</p> <p>Instructional Coaches</p> <p>Students</p>	<p>Signed NPFH Pledge</p> <p>Completion and feedback regarding NPFH activity.</p> <p>Teacher Feedback</p> <p>Diversity Team and NPFH meeting agendas and minute</p>	