



APS SCHOOL MANAGEMENT PLAN

SY: 2021-2022

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

Langston High School Continuation

Dr. Chip Bonar

School: _____

Principal: _____

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>
Goal #1: Student Acceleration Plans-Students with poor attendance are struggling academically.	By the start of second semester, each student will have a mentor and struggling students will have a Langston Improvement Plan (LIP) to include attendance goals.	Climate Student Academic Progress	1. Mentor for each student at Langston. 2. LIP for struggling students to include weekly meetings/check-in.	1. February-June 2. November-June	1. ILT/Principal 2. School Counselor	1. Improved attendance rate 2. Improved pass rates	
Goal #2: Professional	By June of 2022, all teachers will be	1. Climate	1. 5 hours of classroom observation of EL teaching	1. September-June 2. September-June	1. Principal/EL teacher 2. Principl/EL Teacher	100% participation by teachers	

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Development Plans to Support Literacy and Numeracy	involved in/completed EL instructional professional development that aligns with and supports DOJ requirements. Trauma Informed professional development will also be offered to teachers by trained counseling staff.	2. Student Academic Progress	2. 10 hours of EL professional development 3. Trauma Informed Teaching Professional Development	3. February-June	3. Social Worker		
Goal #3: Social and Emotional Development	By February of 2022, every student will have a mentor.	1. Climate 2. Organizational Management	1. Every teacher/counselor will be assigned students to mentor each week. 2. Lion's Period every Thursday to provide mentoring time with students.	1. February-June 2. February -June	1. ILT/Staff 2. ILT/Staff	100% of students being mentored.	
Goal #4: Diversity, Equity, and Inclusion-	By May 2022, student attitudes regarding equity will improve to at least 92% in each of	1. Climate 2. Student Academic Progress	1. Equity Team consisting of staff, students, and parents.	1. November-June 2. October-June 3. November/June	1. Principal/Counselors 2. Principal/Equity Team 3. Principal	At least 92% on each category in Equity Survey.	Student survey. Initial results: 1. I feel that my culture and ethnicity are respected and affirmed: 100%

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Improved climate as seen through Equity Survey of students.	the culturally responsive teaching categories as measured through an equity survey.		2. Participation in the No Place For Hate initiative through the Anti-Deffamation League 3. Deep Equity Survey of students.				2. My teachers are personally inviting: 81% 3. My classrooms are both culturally and physically welcoming: 88% 4. I feel that I can get extra help when I need it: 100% 5. I feel that my teachers care about my academic achievement: 88% 6. My teachers are willing to try different strategies to help me learn: 85% 7. My teachers manage the classroom in a way that is firm, consistent, and fair: 92% 8. My teachers are interested in hearing from everyone in the classroom: 88%
Goal #5: Safety and Mitigation Supports	For the SY 21-22 school year, health standards and mitigation strategies will be implemented to ensure a safe and healthy learning environment for students and staff.	1. Leadership 2. Human Resource Management 3. Professionalism	1. Additional picnic tables available to support outdoor eating. 2. Additional Resource Staff person hired to improve student screening and monitor entrance to school.. 3. Addition of lunch attendant to supervise, clean, and disinfected eating surfaces.	1. September-June 2. September-June 3. December-June	1. Principal and Custodian 2. Principal 3. Principl	Improved attendance and results regarding safety on Deep Equity Survey	