

Tuckahoe - School Action Plan - 2023-24 to 2025-26
Principal: Dustin Barnes

Goal #1	Math - Opportunity Gaps - SOL		
Strategic Plan Goal Area	Student Success		
Strategic Plan Performance Objectives	PO-SS-1-By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments.		
Baseline Data	By June 2024, opportunity gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - 40% Hispanic - 74% EL - 64% SWD - 65% Econ Disadv. - 50%	Identify if goal is required based on state or federal requirements, or other guidelines	(Enter)
3 Year Performance Goal			
MATH SOL By 2026, opportunity gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from 40% to at least 70%, reducing the gap from 49% to 26% Hispanic - Increase pass rate from 74% to at least 81%, reducing the gap from 15% to 11% EL - Increase pass rate from 64% to at least 73%, reducing the gap from 25% to 19% SWD - Increase pass rate from 65% to at least 74%, reducing the gap from 24% to 18% Econ. Disadv. - Increase pass rate from 50% to at least 71%, reducing the gap from 39% to 23%			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, opportunity gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from 40% to at least 52%, reducing the gap from 41% to 38% Hispanic - Increase pass rate from 74% to at least 77%, reducing the gap from 15% to 14% EL - Increase pass rate from 64% to at least 67%, reducing the gap from 25% to 23% SWD - Increase pass rate from 65% to at least 68%, reducing the gap from 24% to 22% Econ Disadv. - Increase pass rate from 50% to at least 59%, reducing the gap from 39% to 31%		
Annual Performance Goal Year 2 (2024-25)	By June 2025, opportunity gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from 52% to at least 62%, reducing the gap from 38% to 31% Hispanic - Increase pass rate from 77% to at least 79%, reducing the gap from 13% to 12% EL - Increase pass rate from 67% to at least 70%, reducing the gap from 23% to 21% SWD - Increase pass rate from 68% to at least 71%, reducing the gap from 22% to 20% Econ. Disadv. - Increase pass rate from 59% to at least 66%, reducing the gap from 31% to 26%		

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Annual Performance Goal Year 3 (2025-26)	<p>By June 2026, opportunity gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal:</p> <p>Black - Increase pass rate from 62% to at least 70%, reducing the gap from 31% to 26%</p> <p>Hispanic - Increase pass rate from 79% to at least 81%, reducing the gap from 12% to 11%</p> <p>EL - Increase pass rate from 70% to at least 73%, reducing the gap from 21% to 19%</p> <p>SWD - Increase pass rate from 71% to at least 74%, reducing the gap from 20% to 18%</p> <p>Econ Disadv. - Increase pass rate from 66% to at least 71%, reducing the gap from 26% to 23%</p>
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Strategic Plan Strategies

Strategic Plan Strategies- PRIMARY	S-SS-2-Deliver curriculum through innovative and relevant instruction that is differentiated to meet the diverse needs of each student.
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-EW-2-Provide growth opportunities by implementing a competency-based professional learning and evaluation framework inclusive of all staff members.

Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
<p>Tier 1</p> <ul style="list-style-type: none"> * Implement Mathematics curriculum utilizing county provided curriculum and curricular resources. * Provide opportunities for EL and SpEd teachers to collaborate with Math Coach or grade-level CLT wherever they are supporting students. * Teacher will use all components of the 3 recommended math workshop structures within each unit. Every student will regularly meet with the teacher in targeted small group. * Targeted groups are differentiated to meet each students' needs. Provide just-in-time support to help students access grade level curriculum. 	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers	
<p>Tier 2</p> <ul style="list-style-type: none"> *Additional targeted small group 2-5x weekly using research based programs/strategies, progress monitored and documented. (Including Kathy Richardson, Math in Practice, Bridges, Dreambox (assigned lessons only), and/or Do The Math (as appropriate and by need) *Collaborative planning including EL and SpEd teachers to target identified needs. Identify target areas (power standards), to address students still scoring in Below Basic and Basic quantile ranges. Ensure that ELs have access to environmental and visual scaffolds (such as manipulatives, anchor charts for key vocabulary and processes, manipulatives, etc.) to aid comprehensible input and recall. 	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach	Principal & AP will support with ATSS, Math, SPED & EL Office - will monitor by conducting walkthroughs and observations and attending CLTs.
<p>Tier 3</p> <ul style="list-style-type: none"> * In addition to the regular math-block, intensive one-on-one or very small group meeting 4-5x weekly using research based programs/strategies, progress monitored and documented. (Bridges, Do the Math, Math Recovery®(by trained Math Recovery teacher), Kathy Richardson) * Progress monitoring every 4-6 weeks and adjustment in time or group made as needed. Communication between classroom teacher and staff providing interventions to support station activities and guided-group activities. 	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach	

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Professional Learning: Math Workshop and MAP Growth Assessments		Sept - June, ongoing	Administrators, Math Coach	Principal & AP will support math coaches during CLTs and in identifying teachers for coaching cycles
Progress Monitoring				
Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SS-3- Math SOLs	Results of Progress (End of Year)	Math SOL	
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)	
School level- NWEA - MAP Growth Teacher/CLT/Grade -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) -Progress Monitoring Data from Interventions	Teacher/CLT/Grade -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) -Progress Monitoring Data from Interventions	School level NWEA - MAP Growth Teacher/CLT/Grade -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) -Progress Monitoring Data from Interventions	School level- NWEA - MAP Growth Teacher/CLT/Grade -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) Progress Monitoring Data from Interventions"	

Goal #2	Reading - Opportunity Gaps - SOL		
Strategic Plan Goal Area	Student Success		
Strategic Plan Performance Objectives	PO-SS-1-By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments.		
Baseline Data	Spring 2023 - SOL - English Black - Pass 60% (opp. gap 33%) Hispanic - Pass 82% (opp. gap 11%) EL - Pass 75% (opp. gap 18%) SWD - Pass 61% (opp. gap 32%) Econ. Disadv - Pass 80% (opp. gap 13%)	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			

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READING SOL By 2026, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal:

- Black - Increase pass rate from 60% to at least 72%, reducing the gap from 33% to 23%
- Hispanic - Increase pass rate from 82% to at least 87%, reducing the gap from 11% to 7%
- EL - Increase pass rate from 75% to at least 82%, reducing the gap from 18% to 13%
- SWD - Increase pass rate from 61% to at least 72%, reducing the gap from 32% to 23%
- Econ. Disadv. - Increase pass rate from 80 % to at least 86%, reducing the gap from 13% to 9%

Annual Performance Goals

Annual Performance Goal Year 1 (2023-24)	<p>By June 2024, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal:</p> <ul style="list-style-type: none"> Black - Increase pass rate from 60% to at least 66%, reducing the gap from 33% to 30% Hispanic - Increase pass rate from 82% to at least 84%, reducing the gap from 11% to 10% EL - Increase pass rate from 75% to at least 78%, reducing the gap from 18% to 16% SWD - Increase pass rate from 61% to at least 65%, reducing the gap from 32% to 29% Econ. Disadv. - Increase pass rate from 80 % to at least 82%, reducing the gap from 13% to 12%
Annual Performance Goal Year 2 (2024-25)	<p>By June 2025, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal:</p> <ul style="list-style-type: none"> Black - Increase pass rate from 66 % to at least 69 %, reducing the gap from 28% to 25% Hispanic - Increase pass rate from 84% to at least 86 %, reducing the gap from 10% to 9% EL - Increase pass rate from 78% to at least 80 %, reducing the gap from 16% to 14% SWD - Increase pass rate from 65% to at least 69%, reducing the gap from 29% to 26% Econ. Disadv. - Increase pass rate from 82% to at least 84 %, reducing the gap from 12% to 10%
Annual Performance Goal Year 3 (2025-26)	<p>By June 2026, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal:</p> <ul style="list-style-type: none"> Black - Increase pass rate from 69% to at least 72 %, reducing the gap from 25% to 23% Hispanic - Increase pass rate from 86% to at least 87%, reducing the gap from 8% to 7% EL - Increase pass rate from 80% to at least 82%, reducing the gap from 14% to 13% SWD - Increase pass rate from 69% to at least 72%, reducing the gap from 25% to 23% Econ. Disadv. - Increase pass rate from 84% to at least 86%, reducing the gap from 10% to 9%

Strategic Plan Strategies

Strategic Plan Strategies- PRIMARY	S-SS-2-Deliver curriculum through innovative and relevant instruction that is differentiated to meet the diverse needs of each student.
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	

Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
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<p>Tier 1:</p> <ul style="list-style-type: none"> * Implement Systematic Core Phonics in K-3 with fidelity (95% Core Phonics or Foundations) * Implement CKLA in K-5 for language comprehension 	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	Principal & APs will support with ATSS, ELA, SPED & EL Office - will monitor by conducting walkthroughs and observations and attending CLTs.
<p>Tier 2:</p> <ul style="list-style-type: none"> * Lexia recommended usage for structured literacy at students level * Lexia English for EL 1 and EL 2 	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	
<p>Tier 3:</p> <ul style="list-style-type: none"> * Structured literacy lessons in addition to core ELA block * Multisensory decoding/encoding lessons; repeated opportunities for practice 	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	
<p>Professional Learning</p> <p>Our ELA PD is planned based on staff feedback, observations, classroom walkthroughs and assessments. At each staff meeting where professional learning is offered, staff complete a form to provide on-the-spot feedback. The staff will participate in the following Professional Development Sessions. - CKLA - Lexia Training - 95% Phonics Training - ELA Decodable Text - Small Groups</p>	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SS-1- Reading SOLs	Results of Progress (End of Year)	Reading SOL
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)
<p>School level- DIBELS</p> <p>Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Quarterly Assessments [Mastery Connect] -VGA for taught standards"</p>	<p>Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Quarterly Assessments [Mastery Connect] -VGA for taught standards"</p>	<p>School level- DIBELS</p> <p>Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Quarterly Assessments [Mastery Connect] -VGA for taught standards"</p>	<p>School level DIBELS</p> <p>Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Quarterly Assessments [Mastery Connect] -VGA for taught standards</p>

Goal #3	Student Well-Being
Strategic Plan Goal Area	Student Well-Being
Strategic Plan Performance Objectives	PO-SWB-3-Key findings on the Your Voice Matters survey will show improvements in student social, emotional, and mental Health.

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Baseline Data	Your Voice Matters Survey: 78% of students respond favorably to the question. How much do you feel like you belong to the school?	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
By June 2026, Tuckahoe will increase the percentage of students to answer favorably from 93% to 100% on the YVM question, How much do you feel like you belong to the school?			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, Tuckahoe will increase the percentage of students to answer favorably from 78% to 85% on the YVM question, How much do you feel like you belong to the school?		
Annual Performance Goal Year 2 (2024-25)	By June 2025, Tuckahoe will increase the percentage of students to answer favorably from 85% to 93% on the YVM question, How much do you feel like you belong to the school?		
Annual Performance Goal Year 3 (2025-26)	By June 2026, Tuckahoe will increase the percentage of students to answer favorably from 93% to 100% on the YVM question, How much do you feel like you belong to the school?		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-SWB-2-Establish and promote a culture of physical, social, emotional, and mental health wellness.		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-EW-2-Provide growth opportunities by implementing a competency-based professional learning and evaluation framework inclusive of all staff members.		
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Tier 1 * Implement SEL curricular resource (RC) * Deliver 20-30 minutes daily of explicit SEL instruction * Establish a team to review data and determine student needs and interventions * Identify SEL Lead who will act as a liason between your school and central office * Facilitate ongoing Adult SEL for staff; implement 3 signature practices at all staff meetings and CLTs * Administer SEL survey in the fall and spring to all students grades 3-12	Sept-June, Ongoing	Admin, All Staff	Principal & APs will support with Student Services Office - will monitor by conducting walkthroughs and observations and attending CLTs.
Tier 2 * Establish a school-based mental and behavioral health team that meets at least twice monthly, reviews students of concern, and assigns interventions for which data is collected to determine effectiveness.	Sept-June, Ongoing	Admin, All Staff	
Tier 3 * Establish a school-based mental and behavioral health team that meets at least twice monthly, reviews students of concern, and assigns interventions for which data is collected to determine effectiveness.	Sept-June, Ongoing	Admin, All Staff	

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Professional Learning 1) School leadership team will model Morning Meeting structure and facilitation and provide coaching throughout SY including staff meetings 2) Student Service staff will participate in training on the Tier 2 & 3 interventions (i.e. Coping Cat, Zones of Regulation, etc.)	1-2) August for initial Admin, School leadership team training, Sept-June, Ongoing	
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Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SWB-9- YVM Student: Social, Emotional, and Mental Health	Results of Progress (End of Year)	Spring 2024 & 2026 YVM
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)
SEL Survey	School Survey (based on YVM Question)	SEL Survey	YVM

Goal #4	Engaged Workforce		
Strategic Plan Goal Area	Engaged Workforce		
Strategic Plan Performance Objectives	PO-EW-2-By 2024, APS staff will respond at the 75th percentile or better on staff engagement and climate, as indicated by the Your Voice Matters survey.		
Baseline Data	Your Voice Matters Survey: 49% of the staff responded favorably to the category "Engaged Workplace/Workplace Climate".	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
By 2026, Tuckahoe will improve the workplace climate by improving (YVM) results on Trust from 66% to 78%. Tuckahoe will improve the workplace climate by improving (YVM) results on performance feedback from 45% to 54%			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, Tuckahoe will improve the workplace climate by improving (YVM) results on Trust from 45% to 55%. Tuckahoe will improve the workplace climate by improving (YVM) results on performance feedback from 7% to 35%.		
Annual Performance Goal Year 2 (2024-25)	By June 2025, Tuckahoe will improve the workplace climate by improving (YVM) result on Trust from 55% to 66%. Tuckahoe will improve the workplace climate by improving (YVM) result on performance feedback from 35% to 45%.		
Annual Performance Goal Year 3 (2025-26)	By 2026, Tuckahoe will improve the workplace climate by improving (YVM) result on Trust from 66% to 78%. Tuckahoe will improve the workplace climate by improving (YVM) result on performance feedback from 45% to 54%		

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Strategic Plan Strategies

Strategic Plan Strategies- PRIMARY	S-EW-2-Provide growth opportunities by implementing a competency-based professional learning and evaluation framework inclusive of all staff members.
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-EW-4-Develop integrated approaches that promote employee health and wellness.

Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Administration staff being visible in classrooms and hallways.	August through June	Admin, Leadership Team	Principal & AP will monitor by conducting a quarterly survey at the end of each quarter to monitor our progress on this action step. We will use staff feedback to make adjustments as needed to our practice.
Team Building activities throughout the year.	August through June	Admin, Leadership Team	
Provide Staff with feedback in a timely manner after observations.	August through June	Admin, Leadership Team	

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-EW-4- YVM Staff: Climate Results	Results of Progress (End of Year)	YVM
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)
Quarterly Survey	Quarterly Survey	Quarterly Survey	YVM

Goal #5	Partnerships
Strategic Plan Goal Area	Partnerships
Strategic Plan Performance Objectives	PO-P-1-By 2024, at least 90% of APS families will respond favorably on student and family engagement on the Your Voice Matters survey results.

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Baseline Data	YVM (2022) Partnerships: Family Engagement- 84% favorable response	Identify if goal is required based on state or federal requirements, or other guidelines	
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3 Year Performance Goal

By June 2026, Tuckahoe Elementary School will maintain at least 90% of APS respond favorably on the student and family engagement on the Your Voice Matter Survey

Annual Performance Goals

Annual Performance Goal Year 1 (2023-24)	By June 2024, Tuckahoe Elementary School will achieve at least 90% of APS respond favorably on the student and family engagement on the Your Voice Matter Survey.
Annual Performance Goal Year 2 (2024-25)	By June 2025, Tuckahoe Elementary School will maintain at least 90% of APS respond favorably on the student and family engagement on a school based survey
Annual Performance Goal Year 3 (2025-26)	By June 2026, Tuckahoe Elementary School will maintain at least 90% of APS respond favorably on the student and family engagement on the Your Voice Matter Survey.

Strategic Plan Strategies

Strategic Plan Strategies- PRIMARY	S-P-1-Provide training and resources for staff and families to create meaningful partnerships that support student success and well-being.
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-P-3-Partner with advisory committees, nonprofits, and other local organizations to strengthen engagement with all families and provide wrap-around services to students including healthcare, nutrition, academic, and social and emotional supports.

Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Action 1 (Welcoming All Families) Special Education, Gifted Services, and Academic Night . Opportunities for parents to get involved (Box Night, Harvest Fest)	Sept- June, ongoing	Administration Team	The administration and Instructional Leadership Team will conduct meetings on the following topics: 1. School Action Plan 2. Special Education 3. Gifted Services 4. SEL. 5. Implicit Bias
Action 2 (Communicating Effectively): * Utilize ParentSquare as a tool to support staff engage in proactive, timely, and meaningful two-way communication so that all families can contribute to their child's education. * Co-develop communication expectations to address student learning, social emotional development, and communication in times of crisis. * Provide time and training for best practice for staff and families to exchange information in culturally and linguistically sustaining ways.	Sept- June, ongoing	Administration Team	
Monthly Coffee Meetings, Review of Action Plan Meeting	Sept- June, ongoing	Administration Team	

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Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-P-3- YVM Family: Engagement	Results of Progress (End of Year)	YVM 2024
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)
Quarterly Survey	Quarterly Survey		YVM