



**EL MIRAGE**  
ELEMENTARY SCHOOL

## ***Continuous Improvement Plan***

***SCHOOL NAME:***

**El Mirage Elementary**

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***PRINCIPAL'S NAME:***

**Stephanie Davis**

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***SCHOOL YEAR:***

**2020-2021**

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### ***Required Components:***

Integrated Action Plan (IAP)  
Professional Development Plan  
Resource Plan

## INTEGRATED ACTION PLAN DEVELOPMENT WORKSHEET

<b>Principles:</b> Our leadership collaborates with staff, family, and community members to meet diverse local community interests and needs	<b>Primary Need:</b> Parent and community participation is low in decision-making for the school.
	<b>Root Cause:</b> The root cause of the primary needs is that there is a lack of opportunities for parents to participate in a number of opportunities at varied times of the day or week to meet the needs of working parents with different schedules.
	<b>Needs Statement:</b> (tail of fishbone) Leader collaborates with staff, family, and community to meet diverse local community interests and needs.
	<b>Desired Outcome:</b> Parent and community participation will increase in decision-making for the school.

**SMART Goal:** (If the primary need is fixed how will your % proficient be affected?) By the end of the 2020-2021 school year, the indicator in Principle 1, leadership collaborating with staff, family, and community members to meet diverse local community interests and needs, will increase from a 1.5 to a 3.0 rating as measured by the Comprehensive Needs Assessment Tool.

	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin-Completion Dates	ESSA Evidence Rating	Professional Development Needed	Program/ Funding Tags	Data/ Evidence to Collect
<b>Strategy 1</b> Title: Parental Involvement Activities Narrative: Increase parent and family relationships.	Family Dances	Dances for grade bands, small fee to attend to help raise money for the school	Student Council, PTO	August-May				CNA
	Family Night	Either science, math, or ELA based (ex: Stargazing, Phoenix Science Museum, etc.) Free to attend to involve more families.	Student Council, PTO	August-May				CNA
<b>Strategy #2:</b> Title: PTO recruitment Narrative: To increase the number of families who are members of PTO.								
	Fees	Re-evaluate cost of and how fees are assessed for family PTO memberships.	Current PTO and admin	August-May				CNA
	Publicity	Reach parents during events with a table set-up at the entrance, publicize on the website,	Current PTO and admin	August-May				CNA

		social media, dial, marquee, and newsletters. Have teachers reach out through DOJO.						
	Teacher Involvement	Parents could help to coach intramural sports and before/after-school athletics.	Current PTO, staff, and admin	August-May				CNA
<b>Strategy #3:</b> Title: Coaches Narrative: Involve more parents/families in athletic activities.	<b>Action Step Title</b>	<b>Describe Action Step (Narrative)</b>	<b>Person Responsible</b>	<b>Timeline Begin- Completion Dates</b>	<b>ESSA Evidence Rating</b>	<b>Professional Development Needed</b>	<b>Program/ Funding Tags</b>	<b>Data/Evidence to Collect</b>
	Coaches	Parents could help to coach intramural sports and before/after-school athletics.	PE teacher, coaches, Admin, parents	August-May				CNA
	Refs	Parents could learn how to referee the intramural sports and before/after-school athletics.	PE teacher, coaches, Admin, parents	August-May				CNA
<b>Strategy 4:</b> Title: Parenting Classes Narrative: To increase the number of classes or opportunities for parents to learn strategies, resources, and parenting skills.	<b>Action Step Title</b>	<b>Describe Action Step (Narrative)</b>	<b>Person Responsible</b>	<b>Timeline Begin- Completion Dates</b>	<b>ESSA Evidence Rating</b>	<b>Professional Development Needed</b>	<b>Program/ Funding Tags</b>	<b>Data/Evidence to Collect</b>
	Coffee Talks	Continue to and increase the resources/speakers brought into each session during these breakfast opportunities with parents.		August-May				CNA
	Meet the Teacher	Offer a session about Title I requirements.		August-May				CNA
	Social Worker Outreach	Parent workshops focusing on parenting skills, available resources, etc.		August-May				CNA
	Newsletter, Social Media	Include brief parenting tips in our communication to parents.		August-May				CNA

<b>Strategy 5:</b> Title: Parent Volunteers Narrative: To increase the number of parents who volunteer during the school day, and increase the number of opportunities.	<b>Action Step Title</b>	<b>Describe Action Step (Narrative)</b>	<b>Person Responsible</b>	<b>Timeline Begin- Completion Dates</b>	<b>ESSA Evidence Rating</b>	<b>Professional Development Needed</b>	<b>Program/ Funding Tags</b>	<b>Data/Evidence to Collect</b>
	Home volunteer opportunities	Ways to volunteer time at home, such as cutting, pasting, sorting, stapling tasks.		August-May				CNA
	Classroom parent adoptions	Opportunity to adopt a classroom and communicate with the teacher for any needs they have, such as copying, making flashcards, etc.		August-May				CNA
	Contact Community Resources	Meet with parents who have connections to local community resources for supplies, events, speakers, etc.		August-May				CNA
<b>Strategy 6:</b> <b>Title: Instructional Cabinet</b> <b>Narrative:</b> To provide time to meet with the instructional cabinet to discuss decisions regarding parental involvement, instruction, and student growth.	<b>Action Step Title</b>	<b>Describe Action Step (Narrative)</b>	<b>Person Responsible</b>	<b>Timeline Begin- Completion Dates</b>	<b>ESSA Evidence Rating</b>	<b>Professional Development Needed</b>	<b>Program/ Funding Tags</b>	<b>Data/Evidence to Collect</b>
	Meeting Time	Times meet as a team to discuss student growth, assessments, instruction, and parent involvement.		August-May				CNA

# INTEGRATED ACTION PLAN DEVELOPMENT WORKSHEET

<b>Principle 2:</b> Teachers intentionally plan instruction that supports every student in meeting rigorous learning goals including differentiated instruction and universal design for learning	<b>Primary Need:</b> Teachers do not intentionally plan instruction that supports every student in meeting rigorous learning goals including differentiated instruction.
	<b>Root Cause:</b> Teachers do not have materials, resources, and professional development.
	<b>Needs Statement:</b> Lessons and assessments are not differentiated or rigorous.
	<b>Desired Outcome:</b> Instruction will support every student in meeting rigorous learning goals, including differentiated instruction

**Smart Goal:** By the end of the 2020-2021 school year, the indicator in Principle 2, based on all available student data, teachers intentionally plan instruction that supports every student in meeting rigorous learning goals including differentiated instruction and Universal Design for Learning, will increase from 2.20 to a 3.0 rating as measured by the Comprehensive Needs Assessment Tool.

	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin-Completion Dates	ESSA Evidence Rating	Professional Development Needed	Program/ Funding Tags	Data/Evidence to Collect
Strategy #1: Title: In-House Experts Narrative: Staff will provide professional development to other staff.	Explicit Modeling of differentiation	ESS teachers, interventionists, and in-house experts will prepare for and provide PD about differentiation. Teacher and student materials to support this topic.	Staff	August-May				CNA
	Integration of standards across curriculum	Staff will prepare for and provide PD about the integration of standards across the curriculum, including priority standards. Teacher and student materials to support this topic	Staff	August-May				CNA
	Explicit vocabulary instruction	Staff will prepare for and provide PD about vocabulary instruction. Teacher and student materials to support this topic.	Staff	August-May				CNA

<b>Strategy #2:</b> Title: AVID Narrative: Participate in opportunities to implement AVID school-wide.	<b>Action Step Title</b>	<b>Describe Action Step (Narrative)</b>	<b>Person Responsible</b>	<b>Timeline Begin-Completion Dates</b>	<b>ESSA Evidence Rating</b>	<b>Professional Development Needed</b>	<b>Program/ Funding Tags</b>	<b>Data/Evidence to Collect</b>
	Summer Institute & Professional Development	Registration, AVID membership, library, and materials to promote college and career readiness.	Admin, Staff	August-May				CNA
	Student Supplies	Students will need supplies such as binder, tabs, and other school supplies	Admin	August-May				CNA
	Recognition		Admin, Staff	August-May				CNA
	College and Career Readiness	College events, field trips, assemblies, awards, and speakers	Admin, Staff	August-May				CNA
	AVID Coordinator	Coordinator will oversee the curriculum, PD, and activities	Coordinator	August-May				CNA
<b>Strategy #3:</b> Title: WICOR Narrative: Embed WICOR (Writing, Inquiry, Collaboration, Organization, Reading) into each lesson.	<b>Action Step Title</b>	<b>Describe Action Step (Narrative)</b>	<b>Person Responsible</b>	<b>Timeline Begin-Completion Dates</b>	<b>ESSA Evidence Rating</b>	<b>Professional Development Needed</b>	<b>Program/ Funding Tags</b>	<b>Data/Evidence to Collect</b>
	Professional Development	Staff will attend professional development, or listen to presentations from experts about WICOR strategies.	Admin, Staff	August-May				CNA
	Lesson Plan Review	Team leads and admin. will help to review lessons regularly.	Admin, Staff	August-May				CNA
	Resources	Teacher and student resources and supplies to support WICOR.	Admin, Staff	August-May				CNA

Strategy #4: Title: Differentiated Homework Narrative: Teachers will prepare skill-based homework that is differentiated for each student.	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin- Completion Dates	ESSA Evidence Rating	Professional Development Needed	Program/ Funding Tags	Data/Evidence to Collect
	Differentiate Homework	Teachers/PLCs will determine how to differentiate homework to meet the needs of all students.	Staff	August-May				CNA
	Instructional Assistants	IAs will assist in planning instruction in both reading and math, as well as assessments, and homework. They will help facilitate	IAs, Teachers, TLS	December-May				

# INTEGRATED ACTION PLAN DEVELOPMENT WORKSHEET

<b>Principle 4:</b> Differentiated curriculum, assessments, instruction to meet the needs of all learners.	<b>Primary Need:</b> The instruction, curriculum, and assessments are not differentiated to meet the needs of all learners.
	<b>Root Cause:</b> More professional development, resources, differentiation, and recognition opportunities are needed to differentiate the curriculum, instruction, and assessments for all learners.
	<b>Needs Statement:</b> Only 3% of our ESS students had a combined ELA and Math proficiency on the AZMerit.
	<b>Desired Outcome:</b> The instruction, curriculum, and assessments will be differentiated to meet the needs of all learners.

**Smart Goal:** By the end of the 2020-2021 school year, the indicator in Principle 4, our written curricula accommodate the needs of all learners, will increase from 1.75 to a 3.0 rating as measured by the Comprehensive Needs Assessment Tool.

Strategy 1 Title: PBIS Narrative:	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin-Completion Dates	ESSA Evidence Rating	Professional Development Needed	Program/ Funding Tags	Data/Evidence to Collect
	Professional Development	PD to teach staff about PBIS programs. Stipends to the co-coordinators to provide this PD and programs to the staff.	Admin, PBIS Committee	August-May				CNA
	Student Materials	Posters and other supplies to help promote PBIS/character education.	Admin, PBIS Committee	August-May				CNA
	Student Recognition	Student assemblies, awards, certificates, events, etc. to reward academic and character progress.	Admin, PBIS Committee	August-May				CNA, Infinite Campus reports for attendance, grades, and behavior
<b>Strategy 2:</b> Title: Enrichment Narrative:	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin-Completion Dates	ESSA Evidence Rating	Professional Development Needed	Program/ Funding Tags	Data/Evidence to Collect
	Electives addition and Tiger U/Tutoring	Additional Electives for Broadcasting and Leadership with paid staff sponsorship. Staff to provide after and before school tutoring during the school year, or during	Data Specialist, Staff, Admin.	August-May				CNA, Enrollment and attendance data



		breaks for students						
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Strategy #3: Title: Intervention Narrative:	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin- Completion Dates	ESSA Evidence Rating	Professional Development Needed	Program/ Funding Tags	Data/Evidence to Collect
	Interventionists	Reading and math interventionists will provide intervention for students.	Teachers	August-May				CNA, Tier 2/3 groupings
	Math Intervention Program	Programs will provide technology-based interventions for math.	Teachers	August-May				CNA, Program Data
	Achieve 3000, Smarty Ants (or other ELA intervention program)	Programs will provide technology-based interventions for ELA.	Data Specialist, Teachers	August-May				CNA, Program Data
	Data Specialist	Data specialists will work with teachers to analyze student growth, assessments, etc.	Teachers, Admin	August-May				CNA
	Technology	Various forms of technology will be acquired and used to provide intervention.		August-May				CNA
	Strategy #4: Title: Flexible Furniture Narrative: Flexible seating opportunities provide a way to help differentiate learning opportunities to meet the needs of all students.	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin- Completion Dates	ESSA Evidence Rating	Professional Development Needed	Program/ Funding Tags
	Acquire Furniture	Purchase flexible furniture so that all instructional settings have seating.	Admin	August-May				CNA
	PD	Provide PD and/or research-based strategies for implementing flexible seating in the classroom.	Admin, staff	August-May				CNA
	Technology	Chromebooks, Carts, Chargers, Projectors, etc.	Admin	August-May				CNA