



# **RANCHO GABRIELA**

ELEMENTARY SCHOOL

## ***Continuous Improvement Plan***

<b><i>SCHOOL NAME:</i></b>	<b>Rancho Gabriela</b>
<b><i>PRINCIPAL'S NAME:</i></b>	<b>Michelle Kimball</b>
<b><i>SCHOOL YEAR:</i></b>	<b>2020-2021</b>

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

Integrated Action Plan (IAP)  
Professional Development Plan  
Resource Plan

# INTEGRATED ACTION PLAN DEVELOPMENT WORKSHEET

## Rancho Gabriela Goal One:

<b>Principle 2: Effective Teachers and Instruction</b>	<p><b>Primary Need: 2.1 and 2.4</b> Our teachers will maintain high expectations for all learners through the implementation of evidence based, rigorous instruction as evidenced from classroom observations, lesson plans and percent proficient and highly proficient on AzM2</p>
	<p><b>Root Cause:</b> Teachers have limited understanding of DOK levels and questioning structures to support with planning for high expectations and rigorous instruction for all learners.</p>
	<p><b>Needs Statement:</b> Teachers/Leadership must be accountable for planning for, and the facilitation of high levels of learning everyday for all students.</p>
	<p><b>Desired Outcome:</b> Leadership will develop and administer differentiated professional development that teachers will implement into their planning and facilitation of daily lessons. Daily learning will include high expectations, evidence of DOK 2 and higher, and rigorous instruction for all learners. Leadership will inspect desired outcomes and provide feedback and coaching consistently throughout the school year.</p>

**Smart Goal:**  
Principle 2.1 will increase from 41% to 75% of all staff responding with the highest mark by the end of the school year, as measured by the Comprehensive Needs Assessment.

Principle 2.4 will increase from 52% to 80% of all staff responding with the highest mark by the end of the school year, as measured by the Comprehensive Needs Assessment.

Rancho Gabriela's 3rd- 8th grade ESS population will improve 10% from 2019 AzMerit to 2021 AzM2.

<b>Strategy 1 Professional Development</b>	<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>
	PD-Pedagogical Practices	Teachers will understand best pedagogical practices specific to virtual learning	Admin and TLS	July 31st				Observation of virtual lessons  Schoology Layout
	PD- Lesson Planning and Development	TLS will model a FVLS lesson with engagement strategies and checks for understanding	TLS	August 24th				Observations  Schoology  Teacher Lesson Plans
	PD-WestEd Standards at Correct Level of Complexity	This will be a review from last year to writing	Admin and TLS	October 19th		Ongoing WestEd PD		Walkthroughs/ Observations

	and Appropriate Pacing	objectives with grade level standards at high DOK						Instructional Protocol PLC Data  Benchmark Data  AzM2 Data
	PD_West Ed Cognitive Complexity- Depth of Knowledge	Teachers will gain a better understanding of DOK and the direct correlation to intended learning targets and engagement	Admin and TLS	November 2nd		Ongoing WestEd PD		Walkthroughs/ Observations  Instructional Protocol  PLC Data  Benchmark Data  AzM2 Data
	School Choice-Teacher Leaders Teaching Teachers	Teachers will be able to choose from PD sessions given by peers.  Sessions will be determined by need and align to previous PD	Teacher Leaders	November 23rd				Walkthroughs/ Observations  Instructional Protocol
	PD-West Ed Engaging All Learners in Authentic Learning and Producing Evidence of Learning	Teachers will learn strategies to ensure that students are engaged in authentic learning experiences	Admin and TLS	December 7th		Ongoing WestEd PD		Walkthroughs/ Observations  Instructional Protocol  PLC Data
	School Choice-Teacher Leaders Teaching Teachers	Teachers will be able to choose from PD sessions given by peers.  Sessions will be determined by need and align to previous PD	Teacher Leaders	January 25th		Ongoing WestEd PD		Walkthroughs/ Observations  Instructional Protocol
	PD-WestEd Checking for	Teachers will understand key	Amin and TLS	April 12th		Ongoing WestEd PD		Walkthroughs/ Observations

	Understanding	practices and the impacts of checking for understanding						Instructional Protocol PLC Data  Benchmark Data  AzM2 Data
Strategy 2: Professional Learning Communities (PLC's)	<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>
	Full PLC Mondays  Bi-Weekly Thursday PLC's	Admin and TLS will meet with teams on Mondays and bi weekly on Thursdays to discuss and develop common assessments, formative assessment data, remedial and enrichment structures and supports.  Teams will receive PD based on need during some of the scheduled Thursdays PLC's.	Admin and TLS	September 24th-April 29th		PLC Training/PLC Cycle  Developing Team Norms  Developing Team Commitments  Setting SMART Goals		Grade Level WIN Data Folders  Walkthrough Data  PLC Data  Benchmark Data  PLC Agendas
Strategy 3: Purposeful Walkthroughs and Coaching Conversations	<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>
	Walkthroughs	Admin and TLS will perform regular walkthroughs using the Dysart Instructional Protocol.  Admin and TLS will provide teachers with feedback and coaching	Admin and TLS	9/25-5/7		Teachers will receive ongoing WestEd PD that aligns to the Instructional Protocol		Data collected from Instructional Protocol

## INTEGRATED ACTION PLAN DEVELOPMENT WORKSHEET

<b>Strategy 4: PBIS/MTSS</b>	<i><b>Action Step Title</b></i>	<i><b>Describe Action Step (Narrative)</b></i>	<i><b>Person Responsible</b></i>	<i><b>Timeline Begin- Completion Dates</b></i>	<i><b>ESSA Evidence Rating</b></i>	<i><b>Professional Development Needed</b></i>	<i><b>Program/ Funding Tags</b></i>	<i><b>Data/Evidence to Collect</b></i>
	Review and Execution of School Wide Expectations	Staff will review RGES school wide expectations during a staff meeting and then teach to students throughout the year	All Staff	All Year-Ongoing		Review and accountability		Monthly Discipline Data Positive Reinforcement
	RGES School Wide Expectation Posters	Large posters will be made and posted throughout the building to support and reinforce school wide expectations	Admin	As soon as possible		NA		Monthly Discipline Data
	RGES School Wide Expectation Videos	Student leadership groups will develop videos that model school wide expectations. Videos will then be shared with all students	Admin and Student Leadership Groups	1/11- 3/12		Videos will be shared with all staff and students		Monthly Discipline Data
	MTSS Committee	MTSS Committee will meet monthly to discuss RTI, discipline data, what's going well, areas of refinement and next steps for PBIS/RTI	MTSS Committee	Monthly		Team will determine if PD is needed at an individual level or school level. Team will facilitate PD as needed.		Monthly Discipline Data  Survey will be administered in the spring to determine effectiveness of processes and next steps

# INTEGRATED ACTION PLAN DEVELOPMENT WORKSHEET

## Rancho Gabriela Goal Two

<b>Principle 6: Family and Community Engagement</b>	Primary Need: <b>6.1</b> Our school will create and maintain positive collaborative partnerships among families, communities, and school to support student learning.							
	Root Cause: Rancho is not always intentional with collaborative community partnerships to support student learning.							
	Needs Statement: Rancho needs to be more intentional about its communication and involvement with community stakeholders.							
	Desired Outcome Through intentional planning and communication Rancho will increase positive collaborative partnerships among community stakeholders to support student learning.							
Smart Goal: 80% of our staff and parents will identify Rancho as regularly meeting needs for community partnerships and communication as determined by the end of the year survey.								
<b>Strategy 1: Parent University</b>	<i><b>Action Step Title</b></i>	<i><b>Describe Action Step (Narrative)</b></i>	<i><b>Person Responsible</b></i>	<i><b>Timeline Begin- Completion Dates</b></i>	<i><b>ESSA Evidence Rating</b></i>	<i><b>Professional Development Needed</b></i>	<i><b>Program/ Funding Tags</b></i>	<i><b>Data/Evidence to Collect</b></i>
	Curriculum: Schoology and Florida Virtual	Parents will learn how to navigate Schoology  Parents will have an opportunity to asks questions about Schoology and Florida Virtual	Admin and TLS	August 17th		NA		End of Year Parent Survey
	Health and Safety: Vaping and Social Media	Parents will learn about the signs and effects of vaping  Parents will learn about safety hazards of social media	Parent University Committee and Admin	November 12th		NA		End of Year Parent Survey
	Mental Health: Suicide and Self Harm Awareness	Parents will learn to identify signs of suicide and self harm	Parent University Committee	February 25th		NA		End of Year Parent Survey

Strategy 2: Community Partnerships	<i>Action Step Title</i>	<i>Describe Action Step (Narrative)</i>	<i>Person Responsible</i>	<i>Timeline Begin- Completion Dates</i>	<i>ESSA Evidence Rating</i>	<i>Professional Development Needed</i>	<i>Program/ Funding Tags</i>	<i>Data/Evidence to Collect</i>
	PTSO Sponsored events	Hungry Rattle Events  Welcome Back Events	PTSO and Admin	August- May		NA		End of Year Parent Survey
	CCV	Rancho will partner with CCV for volunteer events, Love My School, and Teacher Events	Admin and Justin Doyle (Youth Pastor)	TBD based on COVID 19 Safety Guidelines		NA		End of Year Parent Survey
	Surprise PD	Admin will partner with Surprise PD School Liaison to plan and facilitate safety presentations for students and parents.	Admin and Surprise PD School Liason	TBT		Some PD may be required for teachers to be able to carry safety lessons into their SEL.		End of Year Parent Survey
	Career Day	Rancho will partner with community stakeholders to bring in a variety of guest speakers (may need to be virtual this year)	Career Day Lead	TBD based on COVID 19 Safety Guidelines		NA		End of Year Parent Survey  Student Survey
Strategy 3: Communication	<i>Action Step Title</i>	<i>Describe Action Step (Narrative)</i>	<i>Person Responsible</i>	<i>Timeline Begin- Completion Dates</i>	<i>ESSA Evidence Rating</i>	<i>Professional Development Needed</i>	<i>Program/ Funding Tags</i>	<i>Data/Evidence to Collect</i>
	Weekly Communication	Intentional communication will take place weekly thorough auto dialer, email blasts, marque, newsletters	Admin	First week of school- Last week of school		NA		Parent Survey