



Continuous Improvement Plan

SCHOOL NAME: Sonoran Heights Elementary
PRINCIPAL'S NAME: Andrew Frazier
SCHOOL YEAR: 2020-2021

Required Components:

Integrated Action Plan (IAP)
Professional Development Plan
Resource Plan

INTEGRATED ACTION PLAN DEVELOPMENT WORKSHEET

Principle 2.6	<p>Primary Need: 2.6 - Our teachers and appropriate other staff participate in ongoing, appropriate professional learning opportunities.</p>
	<p>Root Cause: Differentiated staff choice for professional learning. (Rubrics, check for understanding, tech resources) Providing professional development with additional time to implement new learning. All appropriate staff are provided opportunities with time for collaboration. Open mindset to professional learning opportunities that are provided. Method of instruction is altered due to underlying circumstances</p>
	<p>Needs Statement: Design and implement appropriate staff development established on evidence based data with ongoing feedback.</p>
	<p>Desired Outcome: Our campus will design and implement appropriate and differentiated staff development planned through evidence based data with ongoing feedback to build teacher confidence and fluency with new instructional method/practice.</p>

SMART Goal:	<p>Impact: By May of 2021, based on a staff survey, teachers will grow an average of 2 points on a 5 point scale that measures confidence in using FLVS curriculum. By May of 2021, based on a staff survey, teachers will grow an average of 2 points on a 5 point scale that measures confidence in using the Schoology platform.</p> <p>Process: By May of 2021, we will use initial survey results by planning professional development opportunities that are differentiated based on teacher need.</p>
--------------------	--

Strategy #1: Describe the Strategy	Action Step Title	Action Step Description	Person Responsible	Timeline Begin- Completion Dates	ESSA Evidence Rating	Professional Development Needed	Data/Evidence to Collect
Survey and analyze data from instructional staff to determine professional	Data Driven Decisions	Create survey, send out and analyze data determine staff needs.	Instructional Cabinet	Begin - Survey and analyze data by the mid-September. During-implement choice professional learning once a month at the end	Current - 2.11 Goal - 2.50	Professional learning and choice sessions based on data. Staff will train others based on expertise.	Survey(BOY, MOY, EOY) School PD Site

learning needs.Strategy 1				of September, Provide ongoing feedback and data review			
Strategy #2: Describe the Strategy	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin- Completion Dates	ESSA Evidence Rating	Professional Development Needed	Data/Evidence to Collect
Determine and develop professional learning choices for staff to participate that align with the needs of teachers.	Monitor and adjust professional learning based on staff data.	Review and analyze schoolwide progress for iSchool and in-person benchmark data.	Instructional Cabinet Teachers Admin/TLS Interventionist	September - May	Current - 2.11 Goal - 2.50	WestEd HMH Signature Program focus	Walk through documents CES IAssess

INTEGRATED ACTION PLAN DEVELOPMENT WORKSHEET

Principle 2 Effective Teachers and Instruction	Primary Need: 2.5 Our teachers have a strong understanding of types of assessment.
	Root Cause: Adapt instruction in real time during a lesson to meet student needs Structure for students to advance to higher level content, no limit with advancement in mathematics
	Needs Statement: Provide checks for understanding during an instructional lesson Students having the ability to move at own pace(personalized learning) Formative assessments by unit with a pre and post test option Monitoring and tracking of student data
	Desired Outcome: Students learning to their ability level and to be challenged in the content area of math.

SMART Goal: By the end of May 2021 students who are demonstrating proficient or exceeding standards at grade level will have the ability to advance grade levels in mathematics.

SMART Goal: By the end of May 2021 staff will implement daily checks for understanding and common formative assessments for their students.

Impact:

-By May of 2021, Math AzMerit overall scores will increase by 5% compared to 2019.

-Students will be better prepared for the AzMerit due to seamless transitions between grade levels to ensure standards are not overlooked.

-By May of 2021, Math Benchmark scores will increase with each benchmark. Benchmark growth from benchmark one to benchmark two will increase 2% minimum per grade level. Benchmark three data will show an increase of 3% minimum per grade level.

Strategy #1: Describe the Strategy	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin- Completion Dates	ESSA Evidence Rating	Professional Development Needed	Data/Evidence to Collect
Develop structure for mathematics academic advancement.	Align unit content.	Meet with vertical team, grade above and below to align content and unit standards.	Vertical teams	Set by the end of first quarter.	Staff will need to meet with admin to discuss the focus	Pacing guides and curriculum maps aligned.	
	Create common formative assessments.	Galileo based with DOK levels form 1-3. Pre and post tests for units.	Grade level teams	During the year	Staff will need PLC time allotted time to meet to create assessments.	Galileo assessments created and data stored in ATI.	
	Develop criteria for advancement	Math PLC determines criteria.i	Math Teacher	Set by the end of first quarter.	Train staff on criteria	Document stating criteria and	

	and student tracking.	Students earns a 90% or higher on the pretest. All data is based on assessments and not other assignments.				structure as well as students that are meeting the criteria.	
Strategy #2: Describe the Strategy Develop structure for daily checks for understanding through WestEd.	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin- Completion Dates	ESSA Evidence Rating	Professional Development Needed	Data/Evidence to Collect
	Gather initial data and provide PD.	Admin, TLS and WestEd consultant gather walkthrough data using WestEd check for understanding form. Use data to guide PD for staff.	WestEd TLS Admin	October-December	Initial Check for Understanding PD for all staff, then provide choice options throughout the year on early release days.	Classroom observations WestEd Tracking Doc. Professional Development	
	Track teacher and student data.	Ongoing walkthrough data collection using WestEd document. Track and monitor grade level formative, benchmark assessments and Rtl.	Teachers Admin TLS WestEd	November-May	Immediate teacher feedback after walkthroughs. Choice and designated PD for staff.	Walkthrough Data Response to Intervention Benchmarks Assessments	

INTEGRATED ACTION PLAN DEVELOPMENT WORKSHEET

5.2 Conditions, Climate and Culture	Primary Need: Our staff creates an environment which builds mutual respect among leadership, teachers, students, and families.
	Root Cause: Due to remote learning for the 2020 4th quarter and 2021 1st quarter, there is a need for interpersonal relationships built between staff and school students/families to continue the environment that Sonoran has built.
	Needs Statement: Maintain and further develop strong relationships between families, students, staff, and administration.
	Desired Outcome: Adapt in person activities to meet social distancing guidelines and safety protocol to continue Sonoran Heights strong positive culture between stakeholder groups

SMART Goal: Throughout the 2020-2021 school year, leadership, staff, students, and families will work together to maintain and further develop strong relationships by adapting monthly culture building activities for a virtual environment.

Strategy #1: Describe the Strategy	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin- Completion Dates	Professional Development Needed	Data/Evidence to Collect
Adapt and develop activities/events for staff.	Creating Safety Alternatives	Staff Sunshine Committee plan out activities and events for the year. Ex: -Love Cart to staff -Weekly staff recognitions -Fiesta Fridays -Get to know you games	Admin & TLS Sunshine Committee	August 2020- May 2021	Safety Protocols	Professional Development Event Calendar Staff Survey
Strategy #2: Describe the Strategy	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin- Completion Dates	Professional Development Needed	Data/Evidence to Collect
Adapt and develop activities/events for students.	Creating Safety Alternatives	NJHS and Student Council develop new activities and adapt previous ones.Ex: -Spirit weeks -Dances -Assemblies -Reading buddies -Awards	NJHS Student Council Admin	September 2020- May 2021	Safety Protocols	PTA Calendar Event Attendance Surveys