Continuous Improvement Plan

SCHOOL NAME:	**Surprise Elementary School**
PRINCIPAL'S NAME:	**Karie Burns**
SCHOOL YEAR:	***2020-2021***

Required Components:

Integrated Action Plan (IAP)
Professional Development Plan
Resource Plan

Principal 1 Effective Leadership	Primary Need: Our school offers services to fully support the academic and social needs of students	
	Root Cause: **Social/Emotion** **Teachers**- All classroom teachers will teach TIER I SEL resources **Students**-Academics are impacted by trauma **Curriculum**-Social Worker to support TIER II **Parents**- need to understand role of Social Worker **Infrastructure**- Social Worker to pull groups **Academic** **Teachers**-Teachers will track progress of academic targets **Students**-Students will track progress of growth toward academic goals **Curriculum**- AVID strategies will be implemented 5th-8th **Parents**-Will be communicated with Quarterly regarding academic progress outside of class grades. **Instruction-**Training in raising DOK levels will be provided **Infrastructure**- Interventionist are pulling K-6 students only	
	Needs Statement: We need to offer services to fully support the academic and social needs of students	
	Desired Outcome: (Needs statement restated in a positive) Leadership will identify resources/services to fully support the academic and social needs of students.	

SMART Goal: (If the primary need is fixed how will your % proficient be affected?) We will decrease our office referrals by 15% by implementing all teachers implementing TIER I and TIER II SEL strategies. Surprise will increase the number of students who are Proficient on the Math and Reading AzMerit to 55%.		
	Strategy:All grade levels will continue to use their Priority Standards ensuring that the designated standards for their grade level are aligned vertically with the grade level above and below	Action Steps: Teachers will track progress towards their targets, making goals and progress visual for all. Students will track progress on all assessments. Data will be shared with parents on a quarterly basis. Monitoring: Monthly Target sweeps will be completed by a Data Specialist, progress towards priority standards will be sent home to parents on a quarterly basis. Evaluating: Target sweeps, assessment data
	Strategy: Implement/Purchase TIER II and TIER II math and reading intervention support.	Action Steps: Students will engage in TIER II and TIER III lessons. Students will track their progress towards priority standards. Interventionists will see students for TIER III support. Monitoring: Student data during Prep Connects

		Evaluating: Administration and Data Specialists will utilize Prep connects to share usage data for online resources, and evaluate progress.
	Strategy: Teachers will implement a Social/Emotional curriculum through daily mini lessons.	Action Steps: All teachers will be trained in Second Step on TIER I materials. Social Worker will send home monthly Parent communication, and provide lessons to all students at monthly assemblies. Monitoring: Social worker will go into classrooms to support lessons, administration will do at least informal walk through for each teacher during a Second Step lesson Evaluating: Increase in students using the TIER I strategies, decrease in referrals related to Physical aggression and bullying
	Strategy: Teachers will implement AVID strategies in all 5th -8th classrooms.	Action Steps: All 5th-8th teachers will be trained and implement AVID strategies into their lessons. Action Step: Purchase AVID supplies including but not limited to, binders, dividers, pencil pouches, paper, pens, notebooks, markers, and cardstock Monitoring: Increase in Academic and AVID grades Evaluating: Increase in academic grades students seeing the connection between positive academic habits and grades. AVID teacher will grade their AVID notebook
	Strategy: Increase academic involvement with Parents to meet our Shared Mission and Vision	Action Step: Purchase agendas for daily communication between teachers and parents. Action Step: Utilize Social Worker to connect with families to help fill basic needs so families can focus on their child's academics Monitoring: Teachers and students will use their agendas daily to communicate objects, behaviors, and important events to families Evaluating: Parents being more academically engaged. Parents would attend academic nights, know how to access Parent Portal, understand what their child is learning
	Strategy : Group of teacher will conduct summer PD/planning	Action Step: Teacher work over the summer on the Integrated Action Plan and Professional Development for the school year. Teachers will get paid for this supplemental assignment Monitoring- Teachers will develop a schedule of completed tasks to ensure that PD training is ready for all staff return. Evaluating- All completed PD's and resources will be reviewed by the Leadership team and housed in the Leadership folder for constant review and updates.

Principal 4 Effective Curriculum	**Primary Need:** Does the school perform a gap analysis between curriculum and academic standards and takes action based on analysis?	
	Root Cause: **Teachers**- Intentional teaching at Higher DOK levels and aligning standards/objectives/instruction **Students**-Need to be actively engaged at a higher DOK level that is aligned to standards **Curriculum**- Analyze standards to make sure lessons are aligned, analyze assessments to determine the resources necessary for small group instruction **Professional Development**- Train all teachers in and DOK levels and unwrapping standards **Instruction**- Teachers need to observe peers to observe strategies in other classrooms **Infrastructure**-Capitalize on the PLC time and focused School PD	
	Needs Statement: The school needs to perform a gap analysis between curriculum and academic standards and takes action based on analysis	
	Desired Outcome: Teachers will engage in unwrapping the standards to make sure that they are effectively teaching the standards at the appropriate level. Teachers will effectively use their PLC time to evaluate their instruction and assessments then analyze any gaps, plan lessons based on needs and gap analysis. (Alignment between standards, objectives, and student learning -DOK)	

SMART Goal:
Surprise will increase the number of students who are Proficient on the Math and Reading AzMerit to 55% by identifying gaps in the curriculum and effectively planning during PLCs to fill any gaps.

Principal 4 Effective Curriculum	**Strategy:** Teachers will be trained using WestEd resources	Action Steps: Teachers will be trained using WestEd resources to develop research based strategies and common language Monitoring: During walkthroughs Evaluating: Admin will review TIER I instruction and strategies being implemented to determine whole staff needs and individual teacher needs to better plan for trainings
	Strategy: Teachers will effectively follow the PLC model during PLC time	Action Steps: Teachers will meet during PLC time and follow the PLC format for their meetings, discussing the effectiveness of their lessons and progress of students. Teachers will use the discussion time to plan effective lessons for TIER I and Tier II using the UDL model. Monitoring:Teachers will use the PLC doc to document their conversations and track data. TLS, Data Specialist, Interventionists, and Admin will be a part of the conversations Evaluating: Data Specials, TLS, and Admin will review PLC docs on a bi- monthly basis

	Strategy: 4th-8th Teachers will use Achieve3000 to teach 2 lessons per week.	Action Steps: 4th-8th Teachers will use Achieve3000 to teach 2 lessons per week Action Step: Purchase Chromebooks for students to access online resources including Achieve3000 Action Step:Purchase Document cameras and poster maker use for student direct learning, and the creation student's instructional material for AVID Monitoring-Each 4-8 students will complete two teacher-led Achieve 3000 lessons per week. Data will be collected, student growth will be celebrated on the announcements Evaluating- 100% of Surprise 4th-8th students will increase their lexile, by at least 1.5 years, as measured by Achieve3000 or R180
	Strategy: During Prep Connects teachers will analyze the priority standards and review curriculum to identify gaps in instruction	Action Steps: Review weekly lesson plans and identify priority standards reviewed. Utilize long range planning to identify gaps in teaching the standards and where standards are reviewed. Monitoring: PLC docs, and long range planning documentation Evaluating:PLC docs, and long range planning documentation. Benchmarks assessments.
	Strategy: Teachers will implement the mathematical practices into their lessons	Action Steps: Teachers will be trained on the mathematical practices and be intentional on implementing those practices into their lessons. Monitoring: Mathematical practices will be posted in each math classroom, when asked students will be able to communicate the mathematical practices they are using. (Anchor charts) Evaluating: During informal walkthroughs students will be able to communicate the mathematical practice they are using, evidence of practices will be on anchor charts, (DOK)

Principle 2 Teachers intentionally plan for all learners	**Primary Need:** Our teachers and appropriate other staff participate in ongoing, appropriate professional learning opportunities
	Root Cause: **Teachers**-Teachers want to see a direct connection between Professional development and their instructional practices **Curriculum**- Ongoing PD on curriculum is vital **Instruction**- PD needs to be differentiated based on grade levels and content to allow for content collaboration 4th-8th **Infrastructure**- PD needs to be differentiated based on grade levels and content to allow for content collaboration 4th-8th
	Needs Statement: (tail of fishbone) We need to offer our teachers and appropriate other staff participate in ongoing, appropriate professional learning opportunities
	Desired Outcome: (Needs statement restated in a positive) Surprise will provide ongoing professional development to classified and certified staff members.

SMART Goal: (If the primary need is fixed how will your % proficient be affected?)
100% of staff will receive appropriate other staff participate in ongoing, appropriate professional learning opportunities

Principle 2 Teachers intentionally plan for all learners	**Strategy:** Teachers will be trained in how to effectively embed the UDL lesson model into their curriculum	Action Steps: Teachers will be trained in the UDL strategies Monitoring:During PLC teachers will discuss the UDL strategies that they are currently implementing Evaluating: During walk through and observations administration will be making note of the UDL strategies that are being implemented
	Strategy: Teachers will be trained using WestEd resources	Action Steps: Teachers will be trained using WestEd resources to develop research based strategies and common language Monitoring: During walkthroughs Evaluating: Admin will review strategies being implemented to determine whole staff needs and individual teacher needs to better plan for trainings
	Strategy: Implement AVID training and materials	Action Step: All appropriate staff will attend AVID National Conference Action Step: Utilize an AVID coordinator to help align AVID strategies 5th-8th and support new teachers to AVID.

		Action Steps: Teachers who were trained in AVID will do monthly meetings and reviews for new members to the AVID committee
		Action Step:Teachers will use the AVID Weekly Secondary subscription as a resource for the AVID curriculum.
		Action Step: Annual AVID Membership fee
		Monitoring:AVID Monthly agendas, walk throughs
		Evaluating:Walk throughs, AVID checklist

Principle 3 Effective Organization of TIme	Primary Need: Support the academic success of all students by providing Interventions before/after school and throughout the day	
	Root Cause: Not all students are making the necessary progress.	
	Needs Statement: (tail of fishbone) We need to provide as many opportunities to meet the academic needs of our students	
	Desired Outcome: (Needs statement restated in a positive)We need to provide as many opportunities to meet the academic needs of our students	
SMART Goal: (If the primary need is fixed how will your % proficient be affected?)By May 2021 target students will have participated in intervention, enrichment, or tutoring.		
	Strategy: Apply for 21st Century Grant to provide more times for tutoring	Action Steps: Use grant to pay for before/after school tutoring

Monitoring: Increase the number of teachers tutoring, have it before and after school

Evaluating: Track progress of all students in tutoring |
Principle 5 Conditions, Climate and Culture	Primary Need: Ensuring students will receive an inclusive, safe learning environment	
	Root Cause: Other needs need to be met alongside academic needs	
	Needs Statement: (tail of fishbone) leaders to collaborate with staff, families, and community to meet the needs of the families and communities.	
	Desired Outcome: (Needs statement restated in a positive) A variety of social emotional student health programs will be implemented throughout the school year.	
SMART Goal: (If the primary need is fixed how will your % proficient be affected?) By May 2021 all classrooms would have had lessons taught by the social worker focusing on Second Step, as well a schedule for targeted small groups.		
	Strategy: Second Step will be taught in the classroom	Action Steps: Teachers will teach second step lessons in the classroom

Monitoring: We will have a monthly focus for each grade level in the school, it will be communicated on the announcements and on the Second Step Bulletin Board

Evaluating: Common language among students, increase of strategies being used by students |

Principle 3 Effective Organization of TIme	Primary Need: Parental engagement is low.	
	Root Cause: Parents are not always aware of how to engage with the school, participation is low because of working parents.	
	Needs Statement: (tail of fishbone) leaders to collaborate with staff, families, and community to meet the needs of the families and communities.	
	Desired Outcome: (Needs statement restated in a positive)Leaders will meet and collaborate to identify the needs of the families and community	
SMART Goal: (If the primary need is fixed how will your % proficient be affected?) By May 2021, parent participation in events will have increased 20% from the previous school year as evidenced by sign in sheets and the number of parents that completed the end of the year parent survey.		
Principle 6 Family and Community Engagement	Strategy: Increase opportunities for Parental Involvement Activities	Action Steps: Identify Quarterly opportunities for families to engage in academics with their child. Supplies will be included in these events but not limited to communication folders,poly folders, poster paper, supplies for color poster maker. Monitoring:Different leadership teams identifying a family night. Parent Sign in Evaluating: Parent Sign in comparison for each events
	Strategy: To increase the number of families who are members of PTO.	Action Steps: Have teachers communicate about PTO more and have grade level/band reps. Monitoring: Communication from email blast Evaluating:Increase in members and attendance