



# **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:<br/>Effective<br/>Teachers and<br/>Instruction</b> | <p><b>Primary Need: 2.1 and 2.4</b><br/>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><br/>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><br/>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><br/>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.

| Strategy 1<br>Professional<br>Development | 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                                  |
|---|--|--|--------------------|----------------------------------|----------------------|---------------------------------|-----------------------|---|
|   | PD-Pedagogical Practices                           | Teachers will understand best pedagogical practices specific to virtual learning     | Admin and TLS      | July 31st                        |                      |                                 |                       | Observation of virtual lessons<br><br>Schoology Layout    |
|   | PD- Lesson Planning and Development                | TLS will model a FVLS lesson with engagement strategies and checks for understanding | TLS                | August 24th                      |                      |                                 |                       | Observations<br><br>Schoology<br><br>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/<br>Observations                             |

|  |   |  |                 |               |  |                   |  |  |
|--|---|--|-----------------|---------------|--|-------------------|--|--|
|  | and Appropriate Pacing  | objectives with grade level standards at high DOK  |                 |               |  |                   |  | Instructional Protocol<br>PLC Data<br><br>Benchmark Data<br><br>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/<br>Observations<br><br>Instructional Protocol<br><br>PLC Data<br><br>Benchmark Data<br><br>AzM2 Data |
|  | School Choice-Teacher Leaders Teaching Teachers   | Teachers will be able to choose from PD sessions given by peers.<br><br>Sessions will be determined by need and align to previous PD | Teacher Leaders | November 23rd |  |                   |  | Walkthroughs/<br>Observations<br><br>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/<br>Observations<br><br>Instructional Protocol<br><br>PLC Data  |
|  | School Choice-Teacher Leaders Teaching Teachers   | Teachers will be able to choose from PD sessions given by peers.<br><br>Sessions will be determined by need and align to previous PD | Teacher Leaders | January 25th  |  | Ongoing WestEd PD |  | Walkthroughs/<br>Observations<br><br>Instructional Protocol  |
|  | PD-WestEd Checking for  | Teachers will understand key   | Amin and TLS    | April 12th    |  | Ongoing WestEd PD |  | Walkthroughs/<br>Observations  |

|   |  |  |                           |   |                             |   |                              |   |
|---|--|--|---------------------------|---|-----------------------------|---|------------------------------|---|
|   | Understanding                                    | practices and the impacts of checking for understanding  |                           |   |                             |   |                              | Instructional Protocol<br>PLC Data<br><br>Benchmark Data<br><br>AzM2 Data                                     |
| Strategy 2:<br>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<br><br>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.<br><br>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<br><br>Developing Team Norms<br><br>Developing Team Commitments<br><br>Setting SMART Goals |                              | Grade Level WIN Data Folders<br><br>Walkthrough Data<br><br>PLC Data<br><br>Benchmark Data<br><br>PLC Agendas |
| Strategy 3:<br>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.<br><br>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:<br/>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<br>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<br><br>Survey will be administered in the spring to determine effectiveness of processes and next steps |

# INTEGRATED ACTION PLAN DEVELOPMENT WORKSHEET

## Rancho Gabriela Goal Two

|   |  |  |                                       |   |                             |  |                              |                                 |
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| <b>Principle 6:<br/>Family and<br/>Community<br/>Engagement</b>   | Primary Need: <b>6.1</b><br>Our school will create and maintain positive collaborative partnerships among families, communities, and school to support student learning.             |  |                                       |   |                             |  |                              |                                 |
|   | Root Cause:<br>Rancho is not always intentional with collaborative community partnerships to support student learning.   |  |                                       |   |                             |  |                              |                                 |
|   | Needs Statement:<br>Rancho needs to be more intentional about its communication and involvement with community stakeholders.   |  |                                       |   |                             |  |                              |                                 |
|   | Desired Outcome<br>Through intentional planning and communication Rancho will increase positive collaborative partnerships among community stakeholders to support student learning. |  |                                       |   |                             |  |                              |                                 |
| Smart Goal:<br>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:<br/>Parent University</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> |
|   | Curriculum: Schoology and Florida Virtual  | Parents will learn how to navigate Schoology<br><br>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<br><br>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:<br>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<br><br>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<br><br>Student Survey |
| Strategy 3:<br>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                                   |