



**CIMARRON SPRINGS**  
MIDDLE SCHOOL

*#StallionPride*

*Perseverance, Resilience, Ingenuity, Determination, Exemplar*

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## ***Continuous Improvement Plan***

<b>SCHOOL NAME:</b>	<u>Cimarron Springs Middle School</u>
<b>PRINCIPAL'S NAME:</b>	<u>Ms. Ginger Richards</u>
<b>SCHOOL YEAR:</b>	<u>2021-2022</u>

***Required Components:***  
Integrated Action Plan (IAP)

## INTEGRATED ACTION PLAN DEVELOPMENT WORKSHEET

<i>Principles:</i>	<p><b>Primary Need:</b>  <b>2.7 Our teachers collaborate with other teachers, administrators, parents, and education professionals to ensure the success of all students.</b></p>
	<p><b>Root Cause:</b>                  At this time, we are launching a new Middle School and need to establish a Whole School, structured procedure and protocol that supports an authentic action plan to ensure all students grow and make progress.</p>
	<p><b>Needs Statement:</b>                  Cimarron Springs will provide PD on PLC+ Framework to reestablish and implement the full PLC cycle, ensuring that the process is monitored and participated in by administration. We need to increase opportunities to collect and respond to student data.</p>
	<p><b>Desired Outcome:</b>                  Students excel within a collaborative educational community which focuses on the holistic student.</p>

**Smart Goal: 1 - Academics**

**100% of our staff will use PLC+ structures and expectations to improve our collective efficacy through collaboration, participation and implementation of instructional best practices to improve student learning (10% growth in students meeting and exceeding proficiency on the 2022 AzM2 in Reading and Math).**

- *5th Grade will increase proficiency scores by a minimum of 10% on grade level math and reading standards as measured by state assessment (62, 66)*
- *6th Grade will increase proficiency scores by a minimum of 10% on grade level math and reading standards as measured by state assessment (43, 52)*
- *7th Grade will increase proficiency scores by a minimum of 10% on grade level math and reading standards as measured by state assessment (55, 45)*
- *8th Grade will increase proficiency scores by a minimum of 10% on grade level math and reading standards as measured by state assessment (51, 56)*

Strategy 1:	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin- Completion Dates	Professional Development Needed	Data/Evidence to Collect
PLC+	Provide PD on PLC+ framework to reestablish and implement the full PLC cycle.	Design and deliver PD to train staff on PLC+ for our Back to School days to get established and then on	Admin/TLS/Instructional Cabinet	August - May	Ongoing PLC+ PD	PD Schedule Admin notes from PLC visit

		Mondays throughout the year.				Pre/Post Conferences with teachers and lesson plans.  PLC documentation from teachers
<b>Strategy 2:</b>	<b>Action Step Title</b>	<b>Describe Action Step (Narrative)</b>	<b>Person Responsible</b>	<b>Timeline Begin- Completion Dates</b>	<b>Professional Development Needed</b>	<b>Data/Evidence to Collect</b>
Assessment/Instruction - Collaboration	Staff will collaborate about assessments and instruction within their grade level and across contents	Teachers will work collaboratively in weekly PLCs.	Admin/TLS/Teacher leads	September - May	Ongoing PD on PLC+	Student data on CFAs/Unit Assessments/BMs  Student work  PLC documentation with plan for instruction  RTI
<b>Strategy 3:</b>	<b>Action Step Title</b>	<b>Describe Action Step (Narrative)</b>	<b>Person Responsible</b>	<b>Timeline Begin- Completion Dates</b>	<b>Professional Development Needed</b>	<b>Data/Evidence to Collect</b>
Data Analysis	Staff will participate in ongoing, systematic opportunities to discuss and analyze student achievement data (taken from assessments and student work).	Staff will use data to make short term instructional decisions (small groups, Tier 2, reteach, extensions, etc)	Teachers/Admin/TLS	September - May	Small group instruction  Tier 2 Planning	WestEd/Tier 2 Walkthroughs  Informal/Formal Observations  Pre/Post Conferences with teachers and lesson plans  Student Work  CFA data
<b>Strategy 4:</b>	<b>Action Step Title</b>	<b>Describe Action Step (Narrative)</b>	<b>Person Responsible</b>	<b>Timeline Begin- Completion Dates</b>	<b>Professional Development Needed</b>	<b>Data/Evidence to Collect</b>
Mentoring Teachers	Mentoring will be provided to staff based on areas of need, teachers will visit other classrooms to observe best practices in areas of academic conversations and DOK activities.	Teachers and administrators will collect evidence of DOK and Academic Conversations being used effectively and with fidelity in classrooms.	Teachers/Admin/TLS	September - May	School Choice PD for DOK, Academic Conversations	WestEd Walkthroughs  Informal/Formal Observations  Pre/Post Conferences with teachers and lesson plans

						Student Work
<b>Strategy 5:</b>	<b>Action Step Title</b>	<b>Describe Action Step (Narrative)</b>	<b>Person Responsible</b>	<b>Timeline Begin- Completion Dates</b>	<b>Professional Development Needed</b>	<b>Data/Evidence to Collect</b>
Classroom Sweeps with Feedback	Admin team will provide immediate feedback gathered from sweeps and classroom visits.	Teachers and administrators will collect evidence of DOK and Questioning Strategies being used effectively and with fidelity in classrooms.	Teachers/Admin/TLS	September - May	School Choice PD for DOK, Academic Conversations	WestEd Walkthroughs Informal/Formal Observations Pre/Post Conferences with teachers and lesson plans Student Work

# INTEGRATED ACTION PLAN DEVELOPMENT WORKSHEET

<i>Principles:</i>	<b>Primary Need: 1.1 Our leadership guides the implementation of a vision of learning that is shared and supported by all stakeholders.</b>
	<b>Root Cause:</b> We are opening a new school with more than 50% new to the building teachers and students.
	<b>Needs Statement:</b> We need to create a new Mission and Vision for the new Middle School
	<b>Desired Outcome: Students believe that all staff and students share a vision of learning and is reflected in staff and student attitudes and behaviors.</b>

**Smart Goal: 2 - Mission/Vision**

By January 2022, 100% of our staff will develop, introduce and uphold a new mission and vision for Cimarron Springs Middle School.

Strategy 1:	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin-Completion Dates	Professional Development Needed	Data/Evidence to Collect
Stakeholder Surveys	Use information gathered from surveys to create mission and vision with this year's Instructional Cabinet.	We will provide a survey to students, staff and parents to collect information on school culture and values. We will work with survey results to create our new mission by December.  Principal meets with staff individually at the beginning of the school year.	Administration/Ins tructional Cabinet	September -- December	PD to discuss and construct a new mission.	Completed Mission and Vision to include Academics, Athletics and Arts.
Strategy 2:	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin-Completion Dates	Professional Development Needed	Data/Evidence to Collect
Analyze Survey Data	Review and analyze stakeholder input and feedback	Review surveys and meeting notes, analyze data to determine priorities of the new mission.	Administration/Tea chers	September - December	PD to review and discuss stakeholder feedback.	Survey results from all stakeholders  Information gathered from teacher/Principal meeting

<b>Strategy 3:</b>  Include Academics, Athletics, and the Arts	<b>Action Step Title</b>	<b>Describe Action Step (Narrative)</b>	<b>Person Responsible</b>	<b>Timeline Begin- Completion Dates</b>	<b>Professional Development Needed</b>	<b>Data/Evidence to Collect</b>
	Incorporate athletics into our new mission statement.	Guided by stakeholder survey data,, the mission statement will include academics, athletics, and the arts.	Teachers/ Administration	September -- December	Instructional Cabinet PD to work with feedback and review Willow Canyon mission to help create our new mission.	Completed Mission and Vision to include Academics, Athletics, and Arts.
<b>Strategy 4:</b>  Uphold our new Mission	<b>Action Step Title</b>	<b>Describe Action Step (Narrative)</b>	<b>Person Responsible</b>	<b>Timeline Begin- Completion Dates</b>	<b>Professional Development Needed</b>	<b>Data/Evidence to Collect</b>
	Discuss Mission and Vision in Advisory Groups.	Staff will integrate our mission throughout the school year in announcements and Advisory Groups with students.	All Staff	January-May	Advisory Group PD	Teacher/Student Discussion  Increased awareness of our Mission demonstrated in classrooms, school events, etc.

# INTEGRATED ACTION PLAN DEVELOPMENT WORKSHEET

<i>Principles:</i>	<p><b>Primary Need:</b>  <b>5.5 Our school offers structures to fully support academics, positive behavior, and positive culture</b></p>
	<p><b>Root Cause:</b>                  We need to be responsive to the unique needs of middle schoolers, particularly as we move out of pandemic learning. We need to develop a strong middle school student and staff culture that will be the foundation in years to come.</p>
	<p><b>Needs Statement:</b>                  Cimarron will develop a whole school, Tier I plan to seamlessly support our students and adults to ensure that we create a positive culture conducive to excellence in learning, teaching and behavior.</p>
	<p><b>Desired Outcome:</b>                  Students and families feel confident that their needs, both academic and behavioral, will be met by the school.</p>

Smart Goal: 3 - Culture

100% of our staff will implement and teach #StallionPride strategies to students on a weekly basis by deliberate planning of #StallionPride throughout the school day (content areas and advisory group) as measured by positive feedback by students and parents in the end of year survey. (Ratings for 2022: 3.0 for student satisfaction and 80% for parent satisfaction).

Strategy 1	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin- Completion Dates	Professional Development Needed	Data/Evidence to Collect
Staff awareness of #StallionPride: Perseverance Resilience Ingenuity Determination Exemplar	PD about #StallionPride and how to integrate into all aspects of the school day.	Our staff will explore each word during our School Choice days and give examples of what it looks like and sounds like for them.	Administration, Social Worker, TLS	August - May	Time to deep dive into how we support CSMS culture through this method.	PD Schedule and Teacher artifacts with #StallionPride
Strategy 2:	Action Step Title	Describe Action Step (Narrative)	Person Responsible	Timeline Begin- Completion Dates	Professional Development Needed	Data/Evidence to Collect
A school wide plan to create a positive culture that supports excellence in academics, behavior	We will implement a schoolwide program to provide students and staff with the foundations that support a positive school culture .	Staff will include #StallionPride words in weekly advisory classes.  Social worker will integrate Self	Social Worker/Administration/Staff	1 day training overview Monthly PD August- May	Staff PD  Teacher Leaders selected to deliver monthly PD on self management and responsible decision	PD Schedule  Student Behavior Data  Walkthroughs

and staff collective efficacy.		<p>Management and responsible decision making skills into classroom/student sessions.</p> <p>Teacher's will integrate #StallionPride Competencies into daily routines.</p>			<p>making skills.</p> <p>Time for Admin/Social Worker to plan</p>	<p>Student work</p> <p>Monthly referral data</p>
<p><b>Strategy 3:</b></p> <p>Build relationships with students during advisory and throughout the school day.</p>	<p><b>Action Step Title</b></p>	<p><b>Describe Action Step (Narrative)</b></p>	<p><b>Person Responsible</b></p>	<p><b>Timeline Begin- Completion Dates</b></p>	<p><b>Professional Development Needed</b></p>	<p><b>Data/Evidence to Collect</b></p>
	<p>Staff will build relationships with our students and communicate clear expectations.</p>	<p>Staff will be trained on the needs of middle schoolers.</p> <p>Staff will develop and implement a plan to build relationships with all students.</p>	<p>Teachers/Admin/TLS</p>	<p>August - May</p>	<p>PD</p>	<p>Participation and application of PD.</p> <p>Informal/Formal Observations</p> <p>Pre/Post Conferences with teachers and lesson plans</p> <p>Student survey data BOY/EOY</p>