



# **RANCHO GABRIELA**

ELEMENTARY SCHOOL

## ***Continuous Improvement Plan***

<b><i>SCHOOL NAME:</i></b>	<b>Rancho Gabriela Elementary</b>
<b><i>PRINCIPAL'S NAME:</i></b>	<b>Scott Kerr</b>
<b><i>SCHOOL YEAR:</i></b>	<b>2021-2022</b>

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

Integrated Action Plan (IAP)

# 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:**

Strategy 1 Professional 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
	Curriculum Overview/ Expectatoinis	TLS will discuss overview and expectations for Florida Virtual, HMM, and 95%	TLS	August 2nd				Observations  Schoology  Teacher Lesson Plans
	PD-WestEd Academic Conversations	Teachers will review structures for academic conversations.	Admin and TLS	September 27th		Ongoing WestEd PD		Walkthroughs/ Observations  Instructional Protocol PLC Data  Benchmark Data  AzM2 Data

	PD- DOK: Objectives and Intended Learning vs. Lived Learning	Teachers will gain a better understanding of DOK and the direct correlation to intended learning targets and engagement	Admin and TLS	August 23rd		Ongoing WestEd PD		Walkthroughs/ Observations  Instructional Protocol  PLC Data  Benchmark Data  AzM2 Data
	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	November 22nd		Ongoing WestEd PD		Walkthroughs/ Observations  Instructional Protocol  PLC Data
	PD- Galileo Training	Teachers will learn how to develop formative assessments and use data reports to guide instructional practices.	Teacher Leaders	November 29th		Ongoing WestEd PD		Walkthroughs/ Observations  Instructional Protocol
	PD-WestEd Checking for Understanding	Teachers will understand key practices and the impacts of checking for understanding	Amin, TLS, Tammy Hall	December 13th		Ongoing WestEd PD		Walkthroughs/ Observations  Instructional Protocol PLC Data  Benchmark Data  AzM2 Data
<b>Strategy 2: Professional Learning</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>

<b>Communities (PLC's)</b>	Weekly Monday's  Bi-Weekly Wednesday 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, TLS, Grade Level Teams	August 2nd-May 16th		PLC Training/PLC Cycle  Developing Team Norms  Developing Team Commitments  Setting SMART Goals		Grade Level Data Charts  Walkthrough Data  PLC Data  Benchamrk Data  <a href="#">PLC Agendas</a>
	PLC Overview	Teachers will identify the critical components to an effective PLC	TLS	August 2nd		Continuous WestED and PLC+ Training		Collaborative Meeting Discussions and Evidence  Data  Classroom Observations
	PLC+ Training	Teachers identify what used to be and what's now expected with PLC's	Admin and Tammy Hall	August 18th		Continuous WestED and PLC+ Training		Collaborative Meeting Discussions and Evidence  Data  Classroom Observations

Strategy 3: <b>Purposeful Walkthroughs and Coaching Conversations</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>
	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	8/16-5/6		Teachers will receive ongoing WestEd PD that aligns to the Instructional Protocol		Data collected from Instructional Protocol
Strategy 4: <b>PBIS</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>
	Tier 1 KOI Training	PBIS Team will participate in ongoing training and completion of action items	KOI Trainer and PBIS Team	All Year-Ongoing		Ongoing		Action Items
Strategy 5: <b>School Wide Tier 2</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>
	School wide Tier 2	School wide Tier 2 has been built into the master schedule in order to maximize human resources and student growth	Admin and Teaching Staff	Ongoing		Ongoing- PLC		Universal Screener Data  AzM2 Proficiency

# INTEGRATED ACTION PLAN DEVELOPMENT WORKSHEET

## Rancho Gabriela Goal Two

<b>Principle 6: Family and Community Engagement</b>	<p>Primary Need: <b>6.1</b> Our school will create and maintain positive collaborative partnerships among families, communities, and school to support student learning.</p>
	<p>Root Cause: Rancho Gabriela is not always intentional with collaborative community partnerships to support student learning.</p>
	<p>Needs Statement: Rancho Gabriela needs to be more intentional about its communication and involvement with community stakeholders.</p>
	<p>Desired Outcome Through intentional planning and communication Rancho Gabriela will increase positive collaborative partnerships among community stakeholders to support student learning.</p>

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.

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	
<b>Strategy 1 Parent University</b>	Curriculum: ELA	Parents will be presented with an overview of ELA curriculum and ideas to support students at home	ELA Committee	Fall		NA		End of Year Parent Survey
	Social/Emotional	Parents will be presented with information about social/emotional health, common trends in adolescents, and resources	Social Worker	Winter		NA		End of Year Parent Survey
	Curriculum: Math	Parents will be presented with an	Math Committee	Spring		NA		End of Year Parent Survey

		overview of Math curriculum and ideas to support students at home.						
	School Signature: Spanish	Parents will be presented with an overview of CALICO and resources that can be used at home	Spanish Committee	Spring		NA		End of Year Parent Survey
Strategy 2: <b>Community Partnerships</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>
	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 around the school	Admin and Surprise PD School	Ongoing		NA		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)	Community Engagement Committee	TBD based on COVID 19 Safety Guidelines		NA		End of Year Parent Survey  Student Survey

Strategy 3: Communication	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
	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



# INTEGRATED ACTION PLAN DEVELOPMENT WORKSHEET

## Rancho Gabriela Goal Three

<b>Principle 5: Conditions, Climate, and Culture</b>	<b>Primary Need: 5.2</b> <b>Our staff creates an environment that builds mutual respect among leadership, teachers, students and families.</b>
	<b>Root Cause:</b> With the blending of Sonoran Heights and Rancho Gabriela a focus on culture is imperative to ensure a positive and productive transition.
	<b>Needs Statement:</b> Rancho Gabriela needs to be intentional with fostering conditions, climate, and culture that is inclusive of all stakeholders.
	<b>Desired Outcome</b> Through intentional planning and communication Rancho Gabriela will increase positive interactions amongst stakeholders to create an environment that builds mutual respect amongst leadership, teachers, students, and families.

Smart Goal: Rancho Gabriela will foster opportunities throughout the year to encourage cooperative and collaborative opportunities for all stakeholders. Rancho Gabriela will have at least an 80% satisfaction rate for Principle 5 on the end of the year survey.

Strategy 1 Shared Leadership	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
	Shared Leadership	Shared leadership opportunities will be available and encouraged throughout the year.	Admin, TLS, Teaching Staff	Ongoing				Participation in school wide leadership opportunities  End of Year Survey

Strategy 2: Culture/Team Building	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
	Team Building Activities	Activities will be integrated in meetings and PD throughout the year to build moral and culture	Admin and TLS	Ongoing		NA		End of Year Survey
Strategy 3: PBIS	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
	Tier 1 KOI Training	PBIS Team will participate in ongoing training and completion of action items	KOI Trainer and PBIS Team	All Year-Ongoing		Ongoing		Action Items