

ACTION PLAN 2020-2021

STRATEGIC PRIORITY 1.1: Build capacity through a reflective cycle of inquiry.				
S.P.	Resources	Action Steps	Status	2020-2021 Action Step Priorities
1.1	ELEVATE Team DELTA Team Time	Define criteria and procedures for effective cycles of inquiry.	Completed	
1.1	ELEVATE Team Time	Identify method(s) that ELEVATE members will have to implement and to promote a reflective cycle of inquiry within the district.	In-Progress	
1.1	Curriculum Directors Principals Administrators Time	Evaluate the District practices relative to: <ol style="list-style-type: none"> 1. gathering evidence of student learning and mastery of content to inform instruction. 2. how accurately our assessments are being used to drive instruction and to reflect student growth and achievement in grades K-12. 	In-Progress	<ul style="list-style-type: none"> ● Implement new online software ● Plan on-going professional development ● Using Literacy Pro assessment at elementary Level ● Explore and develop ways/schedules to assess students remotely/in-person ● Implement Zearn Math for K-4 as a digital support to Eureka Math ● Establish a process within departments and/or Grade level content areas to create and review common assessments
STRATEGIC PRIORITY 1.2: Build experiences that demonstrate diverse student-centered instructional practices.				
S.P.	Resources	Action Steps	Status	2020-2021 Action Step Priorities
1.2	ILT Curriculum Directors Time, Data	Identify, learn, and use 3-5 instructional practices, based on research, to strengthen core instruction, and to be adopted school-wide.	In-Progress	
1.2	ILT Time Professional Training	Develop a targeted professional development plan that builds expertise in selected evidence-based practices.	In-Progress	<ul style="list-style-type: none"> ● Work with a consultant from Focused Schools to develop the plan

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1.2	ILT Time Data	Create an internal accountability system (inspect what we expect) to monitor the implementation of the adopted instructional practices.	In-Progress	<ul style="list-style-type: none"> Work with a consultant from Focused Schools to develop plan with a particular focus on our EL, special education and low income student population
1.2	ILT Time Data	Develop a targeted plan to engage families and community in supporting the school-wide instructional focus.	In-Progress	
STRATEGIC PRIORITY 1.3: Increase the effective use of data.				
S.P.	Resources	Action Steps	Status	2020-2021 Action Step Priorities
1.3	Curriculum Directors ELEVATE, DELTA	Identify data points needed for each group and establish effective use of data to inform instructional practices.	In-Progress	
1.3	ELEVATE Team DELTA Team Data Research and Accountability Specialist	Monitor the use of data at the classroom, school, and District levels (e.g. CPT, Department Meetings, Principal’s Meetings, professional development days, ILTs, DELTA, ELEVATE.) to ensure the establishment of a positive culture of data inquiry.	In-Progress	<ul style="list-style-type: none"> Review data during all meeting opportunities within District Review metrics for software use Review metrics for COVID-19 Review attendance data Review all pertinent data
STRATEGIC PRIORITY 2.1: Establish a social-emotional curriculum to ensure a positive learning community at each school.				
S.P.	Resources	Action Steps	Status	2020-2021 Action Step Priorities
2.1	SEL Committee Principals Time	Develop a plan to support schools to implement specific changes to existing school structures to make them more comprehensive for students.	In-Progress	<ul style="list-style-type: none"> Train staff on SEL screening (conducted within first 10 days of PD) Administer SEL screener and create small groups based upon results and need Schedule small intervention groups over the course of the year Evaluate the first year of the program and adjust for next year
2.1	SEL Committee Principals Time	Analyze and organize school and community resources across the district, and help establish and maintain community partnerships to address student strengths and needs.	In-Progress	

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2.1	SEL Committee Principals Time	Develop a plan to support the school-level processes (before, during, and after meetings) for reviewing students in the selected structure.	In-Progress	<ul style="list-style-type: none"> Schedule building-based teams to meet regularly to discuss SEL needs (SEL Support Team) Incorporate SEL screener and intervention data into building-based student support teams
STRATEGIC PRIORITY 2.2: Implement the District’s MTSS Framework to support the academic success of all students.				
S.P	Resources	Action Steps	Status	2020-2021 Action Step Priorities
2.2	Principals, Curr. Directors, Building Staff, Time	Complete the MTSS Implementation Tool to identify each school’s and department’s current practices related to each intervention tier identified in the MTSS Framework.	In-Progress	
2.2	DELTA Time	Monitor the implementation of the MTSS Tool to map out available and needed resources.	Not Yet Started	
STRATEGIC PRIORITY 3.1: Define and expand K-12 pathways that ensure rigorous learning experiences for all students.				
S.P	Resources	Action Steps	Status	2020-2021 Action Step Priorities
3.1	Curric. Directors, Principals, Asst. Superintendent, Time, Funding	Develop a committee to analyze and plan the establishment of a Dual Language Program for the 2020-2021 school year.	In-Progress	<ul style="list-style-type: none"> Continue the planning process for the 2021-2022 school year
3.1	Curric. Directors, Subject Leaders, Principals, Time	Establish Advisory Boards for each College and Career Pathway to meet twice per academic year.	Not Yet Started	
3.1	Curric. Directors, Subject Leaders, Principals, Research and Accountability Specialist, Time	Analyze data relative to students’ current level of access and participation in advanced courses.	In-Progress	<ul style="list-style-type: none"> Identify and collect data relative to students who take advanced courses Review and revise recommendation processes for advanced courses Create a written set of guidelines for the course recommendation process
3.1	Principals, Assist. Superintendent,	Survey secondary students and parents about their interests and potential academic pathways in the future.	Completed	

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	Survey			
3.1	Curric. Directors, Subject Leaders, Principals	Evaluate District’s protocol for course referral/offerings and student scheduling.	In-Progress	<ul style="list-style-type: none"> ● Use student survey to identify course selection for 2021-2022 ● Create a protocol for prioritizing scheduling ● Create Interest inventory vs. selection of current course offerings
STRATEGIC PRIORITY 3.2: Expand availability and application of the District-wide 1:1 technology.				
S.P	Resources	Action Steps	Status	2020-2021 Action Step Priorities
3.2	1:1 Technology Task Force Time	Implement and monitor research-based leveled modules of instruction on the appropriate use of Digital Citizenship to accommodate students, parents, and staff needs.	In-Progress	
3.2	1:1 Technology Task Force Curriculum Directors Principals, Time	Implement and monitor effective instructional practices that infuses the core elements of Digital Literacy across content areas.	In-Progress	<ul style="list-style-type: none"> ● Provide in the first 10 days of PD digital literacy best practices ● Survey the teachers to determine what was and wasn’t effective and identify future needs after December PD day and April PD day
3.2	1:1 Technology Task Force, Time, Professional Development	Identify staff’s professional development needs to support the implementation of effective instructional practices on Digital Literacy using the 1:1 technology.	In-Progress	<ul style="list-style-type: none"> ● Conducted survey in June(2020) to identify needs ● Devoted First 10 days of PD to staff needs ● Continue PD opportunities during department meetings and full day PD sessions ● Survey the teachers to determine what was and wasn’t effective and identify future needs after December PD day

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STRATEGIC PRIORITY 3.3: Engage in a cycle of curriculum refinement.				
S.P	Resources	Action Steps	Status	2020-2021 Action Step Priorities
3.3	Curriculum Directors Assistant Superintendent Teachers Time , Funding	Examine completed curriculum maps to identify existing and potential research-based practices for integration of technology.	In-Progress	<ul style="list-style-type: none"> ● Created the First 10 days of professional development to gear toward adding new research-based practices to lessons, scope and sequence documents, and curriculum maps ● Using PD and department meeting times to enhance practices and update curriculum maps as needed
3.3	Curriculum Directors Assistant Superintendent Teachers Time, Funding	Examine completed curriculum maps to identify existing and potential research-based practices for diverse learners.	In-Progress	<ul style="list-style-type: none"> ● Develop professional development opportunities during department meetings and full day PD days to add existing and potential practices to all maps ● Create professional opportunities for the leadership team to assist in the research and implementation of practices in support of diverse learners
STRATEGIC PRIORITY 4.1: Build a strong community among all stakeholders.				
S.P	Resources	Action Steps	Status	2020-2021 Action Step Priorities
4.1	DELTA Team ELEVATE Team Time	Implement the District Leadership Communication Plan designed to improve internal and external communication with all stakeholders.	In-Progress	<ul style="list-style-type: none"> ● Use new district website to publicize protocols for populating the site with new information ● Continue with Creating Connections ● Deliver Superintendent’s messages to families and staff ● Develop training around School Messenger protocols ● Develop training around District translation services vs. Google Translate ● Develop training for setting up a YouTube channel (in Technology Training Classroom)

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				<ul style="list-style-type: none"> Ensure that all videos shared with the public are Closed Caption (this also allows families to use translation programs) (use of YouTube)
4.1	DELTA Team ELEVATE Team Time	Build and enhance family partnerships through existing groups (SEPAC, HSA, School Councils, ELPAC).	In-Progress	
4.1	DELTA Team Time	Create partnerships with area businesses and higher education institutions for internships, service learning, sponsorships, and articulation agreement opportunities.	In-Progress	
STRATEGIC PRIORITY 4.2: Ensure an environment where students engage in age-appropriate social-emotional learning.				
S.P.	Resources	Action Steps	Status	2020-2021 Action Step Priorities
4.2	SEL Committee Principals Time	Define and communicate the district's vision for systemic student support with school, teachers, staff, administrators, and community stakeholders.	In-Progress	<ul style="list-style-type: none"> Deliver Superintendent's messages to families and staff Schedule Superintendent's bi-weekly meetings with union presidents Conduct School Site Council monthly meetings Develop regularly scheduled communication (monthly) from each school to families (consult with CDs and SMLs)
4.2	DELTA Team Time Funding	Provide education and promote awareness of Social Emotional Learning practices to key (internal and external) stakeholders.	In-Progress	
4.2	DELTA Team School Counselors	Conduct Cultural Competency training for the Leadership Team and School Counselors.	Completed	
STRATEGIC PRIORITY 4.3: Strengthen the effectiveness of the District's Leadership Team				
S.P.	Resources	Action Steps	Status	2020-2021 Action Step Priorities
4.3	DELTA Team ELEVATE Team Survey	Develop a culture of mutual accountability among members of the Leadership Team by focusing on the execution of the agreed upon	In-Progress	<ul style="list-style-type: none"> Consult team in creation of this DIP action plan for 2020-2021

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		Norms of Collaboration and the District's identified values.		<ul style="list-style-type: none"> ● Consistently follow group & meeting norms with fidelity ● Analyze Leadership Team Survey items
4.3	DELTA Team	Develop an Action Plan to address the areas for growth identified through the analysis of the Parent, Student, Staff survey results.	Completed	
4.3	Superintendent Assistant Superintendent	Devote time on Principals, DELTA, Curriculum, and ELEVATE agendas to seek answers to the following questions: What are the key takeaways from this meeting? What decisions were made? What are our next steps?	Completed	