

Action Plan 2024- 2025



Crittenden-Mt. Zion Elementary School



Student-Centered Excellence

STATE ACCOUNTABILITY AREA	2023-2024 STATUS SCORE	2023-2024 CHANGE SCORE	2025 STATE GOAL (End of Year Goal)	2027 STATE GOALS (Three Year Goal)
<i>State Assessment for Reading and Mathematics</i>	Medium 49.6	Decline	By the end of the 24 - 25 school year, Crittenden-Mt.Zion Elementary School will increase proficiency in Reading from 35% to 50%. By the end of the 24 - 25 school year, Crittenden-Mt. Zion Elementary School will increase proficiency in Math from 38% to 50%.	By the end of the 26 - 27 school year, Crittenden-Mt. Zion Elementary School will increase proficiency in reading to 55% By the end of the 26 - 27 school year, Crittenden-Mt. Zion Elementary School will increase proficiency in math to 55%.
<i>Science, Social Studies and Writing</i>	Low 39.4	Decline	By the end of the 24 - 25 school year, Crittenden-Mt. Zion Elementary School will increase proficiency in Science from 21% to 40%. By the end of the 24 - 25 school year, Crittenden-Mt. Zion Elementary School will increase proficiency in Social Studies from 22% to 45%. By the end of the 24 - 25 school year, Crittenden-Mt. Zion Elementary School will increase proficiency in Writing from 19% to 50%.	By the end of the 26 - 27 school year, Crittenden-Mt. Zion Elementary School will increase proficiency in Science to 45%. By the end of the 26 - 27 school year, Crittenden-Mt. Zion Elementary School will increase proficiency in Social Studies to 50%. By the end of the 26 - 27 school year, Crittenden-Mt. Zion Elementary School will increase proficiency in Writing to 60%.
<i>Achievement Gap</i>	Low 24.3	Significant Decline	By the end of the 24 - 25 school year, Crittenden-Mt. Zion Elementary School will increase proficiency in reading for disability (IEP) gap group from 20 to 25. By the end of the 24 - 25 school year, Crittenden-Mt. Zion Elementary School will increase proficiency in math for disability (IEP) gap group from 20 to 25.	By the end of the 26 - 27 school year, Crittenden-Mt. Zion Elementary School will increase reading proficiency in our disabilities gap group to 35%. By the end of the 26 - 27 school year, Crittenden-Mt. Zion Elementary School will increase math proficiency in our disabilities (IEP) gap group to 40%.
<i>Quality of School Climate and Safety</i>	Low 76.9	Increase	By the end of the 24-25 school year, the QSCS status score will increase; from 76.9% to 80%.	By the end of the 26-27 school year, the QSCS status score will increase to 82%.

2024-2025 Objectives (Based on Needs Assessment)			
2024-2025 Objectives	Measure	STATE ACCOUNTABILITY AREA	Key Core Work Processes
Crittenden-Mt. Zion Elementary School will fully implement the PLC process by the end of the 2024-2025 school year.	<ul style="list-style-type: none">- increased proficiency on the Grant County Schools Professional Learning Community rubric- increased scores on common assessments for all content areas- increase in projected proficiency and growth on MAP scores	<i>State Assessment Results in Reading and Mathematics</i> <i>State Assessment Results in Science, Social Studies and Writing</i> <i>Achievement Gap</i> <i>English Learners</i>	<i>KCWP 1: Design and Deploy Standards</i> <i>KCWP 2: Design and Deliver Instruction</i> <i>KCWP 3: Design and Deliver Assessment Literacy</i> <i>KCWP 4: Review, Analyze, and Apply Data Results</i> <i>KCWP 5: Design, Align, and Deliver Support</i> <i>KCWP 6: Establish Learning Environment and Culture</i>
Crittenden-Mt. Zion Elementary School will use the Grant County Schools Instructional Protocol to ensure equitable high-quality instruction in all classrooms by the end of the 2024-2025 school year.	<ul style="list-style-type: none">- increase percent of "meets expectation" rating on Instructional Visit tool data	<i>State Assessment Results in Reading and Mathematics</i> <i>State Assessment Results in Science, Social Studies and Writing</i> <i>Achievement Gap</i> <i>EL Progress</i>	<i>KCWP 1: Design and Deploy Standards</i> <i>KCWP 2: Design and Deliver Instruction</i> <i>KCWP 3: Design and Deliver Assessment Literacy</i> <i>KCWP 4: Review, Analyze, and Apply Data Results</i> <i>KCWP 5: Design, Align, and Deliver Support</i> <i>KCWP 6: Establish Learning Environment and Culture</i>
Crittenden-Mt. Zion Elementary School will adopt and deploy high-quality instructional resources to ensure student growth in reading and math by the end of the 2024-2025 school year.	<ul style="list-style-type: none">- increase in the percentage of students who show mastery of priority standards on common assessments-increased growth and/or projected proficiency on MAP scores	<i>State Assessment Results in Reading and Mathematics</i> <i>State Assessment Results in Science, Social Studies and Writing</i> <i>Achievement Gap</i> <i>EL Progress</i>	<i>KCWP 1: Design and Deploy Standards</i> <i>KCWP 2: Design and Deliver Instruction</i> <i>KCWP 3: Design and Deliver Assessment Literacy</i> <i>KCWP 4: Review, Analyze, and Apply Data Results</i> <i>KCWP 5: Design, Align, and Deliver Support</i> <i>KCWP 6: Establish Learning Environment and Culture</i>

Crittenden-Mt. Zion Elementary School will implement a high-quality teacher induction program to retain teachers by the end of the 2024-2025 school year.	- 10% decrease in teachers with 1-3 years experience according to the school report card	<i>State Assessment Results in Reading and Mathematics</i> <i>State Assessment Results in Science, Social Studies and Writing</i> <i>Achievement Gap</i> <i>EL Progress</i>	<i>KCWP 1: Design and Deploy Standards</i> <i>KCWP 2: Design and Deliver Instruction</i> <i>KCWP 3: Design and Deliver Assessment Literacy</i> <i>KCWP 4: Review, Analyze, and Apply Data Results</i> <i>KCWP 5: Design, Align, and Deliver Support</i> <i>KCWP 6: Establish Learning Environment and Culture</i>
Crittenden-Mt. Zion Elementary School will provide effective supports for EL/Multilingual learners by the end of the 2024-2025 school year.	- average increase of 0.5 on ACCESS scores	<i>State Assessment Results in Reading and Mathematics</i> <i>State Assessment Results in Science, Social Studies and Writing</i> <i>Achievement Gap</i> <i>EL Progress</i>	<i>KCWP 2: Design and Deliver Instruction</i> <i>KCWP 4: Review, Analyze, and Apply Data Results</i> <i>KCWP 5: Design, Align, and Deliver Support</i> <i>KCWP 6: Establish Learning Environment and Culture</i>
Crittenden-Mt. Zion Elementary School will provide effective supports for Special Education students by the end of the 2024-2025 school year.	- increase in the percentage of special education students who show mastery of priority standards on common assessments -increased growth and/or projected proficiency on MAP scores (special education sub-group)	<i>State Assessment Results in Reading and Mathematics</i> <i>State Assessment Results in Science, Social Studies and Writing</i> <i>Achievement Gap</i>	<i>KCWP 1: Design and Deploy Standards</i> <i>KCWP 2: Design and Deliver Instruction</i> <i>KCWP 3: Design and Deliver Assessment Literacy</i> <i>KCWP 4: Review, Analyze, and Apply Data Results</i> <i>KCWP 5: Design, Align, and Deliver Support</i> <i>KCWP 6: Establish Learning Environment and Culture</i>
Crittenden-Mt. Zion Elementary School will fully implement PBIS plans focused on academic behaviors by the end of the 2024-2025 school year.	- increase in documented positive behaviors based on Class Dojo.	<i>State Assessment Results in Reading and Mathematics</i> <i>State Assessment Results in Science, Social Studies and Writing</i> <i>Achievement Gap</i> <i>Quality of School Climate and Safety</i>	<i>KCWP 4: Review, Analyze, and Apply Data Results</i> <i>KCWP 5: Design, Align, and Deliver Support</i> <i>KCWP 6: Establish Learning Environment and Culture</i>

Crittenden-Mt. Zion Elementary School will implement SUCCEED plan (Profile of a Learner) to ensure students are prepared for the next grade band by the end of the 2024-2025 school year.	- documentation of progress on the SUCCEED plan for grades K-5	Quality of School Climate and Safety	KCWP 4: Review, Analyze, and Apply Data Results KCWP 5: Design, Align, and Deliver Support KCWP 6: Establish Learning Environment and Culture
Crittenden-Mt. Zion Elementary School will effectively implement the Grant County Schools Attendance Protocol by the end of the 2024 - 2025 school year.	- 2% increase in ADA	State Assessment Results in Reading and Mathematics State Assessment Results in Science, Social Studies and Writing Achievement Gap English Learners Quality of School Climate and Safety	KCWP 4: Review, Analyze, and Apply Data Results KCWP 5: Design, Align, and Deliver Support KCWP 6: Establish Learning Environment and Culture
Crittenden-Mt. Zion Elementary School will implement a highly effective safety plan by the end of the 2024-2025 school year.	- safety walkthroughs	Quality of School Climate and Safety	KCWP 4: Review, Analyze, and Apply Data Results KCWP 5: Design, Align, and Deliver Support KCWP 6: Establish Learning Environment and Culture

Green Font - Complete, Red Font - Did Not Do/Complete											
High Quality Instruction and Closing the Gap											
Objective 1 and Measures of Success - Implement PLCs											
Funding Sources:						Measures of Success: GCS PLC Rubric, Common Assessment Data, MAP Data (as applicable), Tier 2 and 3 Intervention Data					
STRATEGIES	Crittenden-Mt. Zion Elementary School will fully implement the PLC process by the end of the 2024-2025 school year.										
	July Activities	August Activities	September Activities	October Activities	November Activities	December Activities	January Activities	February Activities	March Activities	April Activities	May Activities
Systemize the Role of Guiding Coalition	*Determine members/admin achieve clarity and purpose of coalition	*Set expectations for Classroom MAP Goals & Review School MAP Goals *Set Meeting Dates	*Coalition team review <u>PLC rubric</u> and review school-wide PD	*Guiding Coalition will review school-wide MAP data and review goals-make change where necessary	. Revisit collective commitments from Solution Tree *Coalition team review PLC rubric and review school-wide PD at 11/7/24 meeting	*Guiding Coalition will begin discussion of HQIR implementation.	Guiding Coalition will revisit HQIR implementation and discuss how to use critical thinking questions to challenge students thinking. Guiding coalition will review winter MAP data and Benchmark assessments and determine next steps.	Guiding Coalition will revisit HQIR implementation and discuss how to use extension activities.	Guiding Coalition will revisit HQIR implementation and discuss how to use critical thinking questions to challenge students thinking.	Guiding Coalition will begin looking at the Master Schedule for the 25-26 School Year.	Guiding Coalition will finalize the 25-26 master schedule. Guiding Coalition will review spring MAP data.
Implement Priority Standards	*Print out priority standards and pacing guides	*Unpack priority standards in unit plans	*Walkthroughs to ensure implementation of priority standards	*Unpack priority standards during unit planning for second nine weeks. *Continue walkthroughs	*Unpack priority standards during unit planning for second nine weeks. *Continue walkthroughs * Check in from Solution Tree Training on unit planning.	Ensure priority standards are taught during second nine weeks. *Continue walkthroughs	Teams will look at priority standards for the third nine weeks. Continue Walkthroughs. Intentional unit planning on PD/NTI days if applicable	Ensure priority standards are taught during third nine weeks. *Continue walkthroughs	Teams will look at how students are progressing towards priority standards and develop a plan to ensure all priority standards are taught before the end of the year.	Continue to ensure that all priority standards have been taught.	Report all priority standards on the final report card.
Develop and Refine Common Assessments		*Review assessments when unit planning to approve, modify, or change to fit the priority standards *Make instructional decisions based on data from assessments	*Review assessments when unit planning to approve, modify, or change to fit the priority standards *Make instructional decisions based on data from assessments	*Review assessments when unit planning to approve, modify, or change to fit the priority standards *Make instructional decisions based on data from assessments	*Review assessments when unit planning to approve, modify, or change to fit the priority standards *Make instructional decisions based on data from assessments	*Review assessments when unit planning to approve, modify, or change to fit the priority standards *Make instructional decisions based on data from assessments	*Work on unit planning/common assessments during Jan PD days.	Ensure Envision Topic Assessments and EL assessments are meeting the standards of the units being taught and make revision as needed.	Ensure Envision Topic Assessments and EL assessments are meeting the standards of the units being taught and make revision as needed.	Ensure Envision Topic Assessments and EL assessments are meeting the standards of the units being taught and make revision as needed.	Ensure Envision Topic Assessments and EL assessments are meeting the standards of the units being taught and make revision as needed.
Implement Systematic and Systemic Tier 3 Intervention		*Solution Tree training to ensure all staff understand RtI process *Master schedule to include intentional RtI block	*Begin PLTs to review RtI plans and data	*Review progress of every student to determine growth/next steps during monthly RtI meeting. Oct. 30	* Schedule change to be intentional about collecting and charting Tier III data. *Review Math RtI instruction within the classroom *RTI meeting Nov. 20	*Review Progress of Tier III students for reading and math. *RTI Meeting Dec. 18	*Review progress of Tier III students for reading and math. Make changes to RtI reading block based on Benchmark Assessments. RtI meeting Jan. 29th	*Review progress of Tier III students for reading and math. Make changes to RtI reading block as needed. RtI meeting Feb. 26th	*Review progress of Tier III students for reading and math. Make changes to RtI reading block as needed. RtI meeting March 26th	Begin discussing RtI block for 25-26 school year. RtI meeting April 23rd. Ensure Tier III data is up-to-date.	Finalize students into Tier II and Tier III on RtI form. Finalize RtI block plans for 25-26 school year.
Implement a Comprehensive and Consistent Data Analysis Protocol	*Discuss options for assessment data	*Discuss CMZ Assessment tracker expectations for teachers	*Review data in weekly PLTs and determine next steps for instruction.	*Review data in weekly PLTs and determine next steps for instruction.	*Review data in weekly PLTs and determine next steps for instruction.	*Review data in weekly PLTs and determine next steps for instruction.	Review expectations for CMZ data tracker.	*Review data in weekly PLTs and determine next steps for instruction.	*Review data in weekly PLTs and determine next steps for instruction.	*Review data in weekly PLTs and determine next steps for instruction.	*Review data in weekly PLTs and determine next steps for instruction.
Provide Professional Learning and support for Teachers		*Solution Tree PD for school	*PLTs every Wednesday and planning sessions on Tuesday	*PLTs every Wednesday and planning sessions on Tuesday	*PLTs every Wednesday and planning sessions on Tuesday. Coaching sessions as needed. Deeper look into HQIR.	*PLTs every Wednesday and planning sessions on Tuesday. Coaching sessions as needed. Deeper look into HQIR.	*PLTs every Wednesday and planning sessions on Tuesday. January 2-NKCES Behavior Training January 3-Math Manipulatives, UFLI and IXL training *Professional Development for HQIR (Jan. 2 & 3)--Module and Unit Internalization *Recap HQIR units internalization during PLTs.	*PLTs every Wednesday and planning sessions on Tuesday, coaching sessions as needed. Formal Observations and Post-Conferences by Principal. *Module 4 Internalization for EL for all grade levels (no later than the week of March 10th) *Module 4, Unit 1 Internalization for EL for all grade levels (no later than the week of March 10th) *Recap HQIR units internalization during PLTs.	*PLTs every Wednesday and planning sessions on Tuesday, coaching sessions as needed. Formal Observations and Post-Conferences by Principal. *Module 4 Internalization for EL for all grade levels (no later than one week before Unit 2 begins) *Module 4, Unit 3 Internalization for EL for all grade levels (no later than one week before Unit 2 begins) *Recap HQIR units internalization during PLTs.	*PLTs every Wednesday and planning sessions on Tuesday, coaching sessions as needed. *Module 4, Unit 2 Internalization for EL for all grade levels (no later than one week before Unit 2 begins) *Module 4, Unit 3 Internalization for EL for all grade levels (no later than one week before Unit 2 begins) *Recap HQIR units internalization during PLTs.	*PLTs every Wednesday and planning sessions on Tuesday, coaching sessions as needed. *Recap HQIR units internalization during PLTs.
Implement Systematic and Systemic Tier 2 Intervention	Discuss which teacher will teach Tier III students	*Master schedule to include intentional RtI block	*Sept 11th PLT discussion of RtI student group placement between grade levels to begin on Sept. 16th	*Review implementation of RtI groups and adjust as needed *RTI Meeting October 30th	*Review implementation of RtI groups, formative assessment data and adjust as needed for both reading and math	Give Benchmark assessments to determine RtI placement for Reading after Christmas Break. Formative assessment data to guide Math RtI.	*Review implementation of RtI groups, formative assessment data and adjust as needed for both reading and math	*Review implementation of RtI groups, formative assessment data and adjust as needed for both reading and math	*Review implementation of RtI groups, formative assessment data and adjust as needed for both reading and math	*Review implementation of RtI groups, formative assessment data and adjust as needed for both reading and math *Begin discussing RTI block for 25-26 school year.	*Review implementation of RtI groups and adjust as needed
Objective 2 and Measures of Success - Enhance Instructional Protocol											
Funding Sources:						Measures of Success: Instructional Visit Data					
STRATEGIES	Crittenden-Mt. Zion Elementary School will use the Grant County Schools Instructional Protocol to ensure equitable high-quality instruction in all classrooms by the end of the 2024-2025 school year.										
	July Activities	August Activities	September Activities	October Activities	November Activities	December Activities	January Activities	February Activities	March Activities	April Activities	May Activities
Refocus on Characteristics of Each IP Component		*Introduce new IP walkthrough tool *Review expectations of each component	*Focus on guided practice during planning sessions and weekly walkthroughs to ensure engagement	*Focus on guided practice during planning sessions and weekly walkthroughs to ensure engagement	*Focus on guided practice during weekly walkthroughs to ensure engagement. PLT to focus on IP noticings and how to incorporate IP components into HQIR.	Use IP data to decide on focus for second semester	Revisit IP and incorporation into HQIR.	Continue to express how HQIR and IP can be combined effectively during IP visits and follow ups.	Continue to express how HQIR and IP can be combined effectively during IP visits and follow ups.	Continue to express how HQIR and IP can be combined effectively during IP visits and follow ups.	Continue to express how HQIR and IP can be combined effectively during IP visits and follow ups.
Launch and Implement Inquiry-Based Components of IP		*Curriculum Specialist and Principal will attend and learn more about inquiry-based components at HS PD	*Video on inquiry-based lesson at PLT meeting	*By Oct 31 teacher will implement and teach an inquiry based lesson	*By Dec 20 teacher will implement and teach an inquiry based lesson	*By Dec 20 teacher will implement and teach an inquiry based lesson. All teachers are teaching 3Act Math lessons.	Revisit inquiry based lesson format and IP tool. Visit Kindergarten, First, and Second Grade 3-Act Math Lesson	Visit Kindergarten, First, and Second Grade 3-Act Math Lesson	Visit Third, Fourth, and Fifth Grade 3-Act Math Lesson	Visit Third, Fourth, and Fifth Grade 3-Act Math Lesson	Reflect on 3-Act Math Tasks and see if there is time to incorporate more into the 25-26 school year.

Green Font - Complete, Red Font - Did Not Do/Complete											
High Quality Instruction and Closing the Gap											
Objective 1 and Measures of Success - Implement PLCs											
Funding Sources:						Measures of Success: GCS PLC Rubric, Common Assessment Data, MAP Data (as applicable), Tier 2 and 3 Intervention Data					
STRATEGIES	Crittenden-Mt. Zion Elementary School will fully implement the PLC process by the end of the 2024-2025 school year.										
	July Activities	August Activities	September Activities	October Activities	November Activities	December Activities	January Activities	February Activities	March Activities	April Activities	May Activities
Embed Academic Behaviors and SEL in IP		*Discuss strategies with school counselor	*Provide strategies to teachers during PLTs	*Provide strategies to teachers during PLTs	*Provide strategies to teachers during PLTs.	*Provide strategies to teachers during PLTs. Point out habits of character building portion of EL.	*Teachers will implement habits of character portion of EL. *Identify the habits of character in Module 3.	Teachers will be intentional about using the habits of character in EL Module 3	*Teachers will be intentional about using the habits of character in EL Module 3 *Identify the habits of character in Module 4.	Teachers will be intentional about using the habits of character in EL Module 4	Teachers will be intentional about using the habits of character in EL Module 4
Provide Professional Learning and Support for Teachers		*Introduce Instructional Protocol to new teachers	*Provide feedback and coaching to teachers on IP	*Revisit IP and discuss during New Teacher Roundtable	*Revisit IP and discuss during coaching cycles	*Revisit IP, within HQIR, and discuss during coaching cycles	*Revisit IP, within HQIR, and discuss during coaching cycles. Schedule all formal observations	*Revisit IP, within HQIR, and discuss during coaching cycles	*Revisit IP, within HQIR, and discuss during coaching cycles	*Revisit IP, within HQIR, and discuss during coaching cycles	*Revisit IP, within HQIR, and discuss during coaching cycles
					2 coaching cycles have started.						
Objective 3 and Measures of Success - Adoption and Implementation of High-Quality Instructional Resources											
Funding Sources:						Measures of Success: Common Assessment Data, MAP Data (as applicable)					
STRATEGIES	Crittenden-Mt. Zion Elementary School will adopt and deploy high-quality instructional resources to ensure student growth in reading and math by the end of the 2024-2025 school year.										
	July Activities	August Activities	September Activities	October Activities	November Activities	December Activities	January Activities	February Activities	March Activities	April Activities	May Activities
Launch High-Quality Instructional Resources	*Resources delivered and sorted	*Envisions Math PD, math unit planning *Ensure that resources are included in Unit Planning	*Early implementation and continue unit planning, more intentional unit planning.	*Student work analysis and student data *Ensure that resources are included in Unit Planning *Curriculum Specialist attend HQIR Cadre at NKCES 10/28 and 10/30	*Student work analysis and student data *Curriculum Specialist to provide new teaching from training.	*Student work analysis and student data *Read the Module Overview with teachers during a PLT meeting for Module 3 (Dec. or Jan.).	*Student work analysis and student data *Read the Module Overview with teachers during a PLT meeting for Module 3 (Dec. or Jan.).	*Student work analysis and student data *Reflect on how the lessons are building towards students gaining knowledge to answer Module 3's Guiding Questions.	*Student work analysis and student data *Read the Module Overview with teachers during a PLT meeting for Module 4.	*Student work analysis and student data *Reflect on how the lessons are building towards students gaining knowledge to answer Module 4's Guiding Questions.	*Student work analysis and student data *Reflect on how the lessons are building towards students gaining knowledge to answer Module 4's Guiding Questions.
Facilitate Curriculum-Based Professional Learning for HQIR		*Envisions Math PD *EL overview for new staff	*PLTs and weekly planning with curriculum specialist	*Continue PLTs and weekly planning with curriculum specialist	*Continue PLTs and weekly planning with curriculum specialist	*Continue PLTs and weekly planning with curriculum specialist. Planning for Jan. 2nd PD.	*Continue PLTs and weekly planning with curriculum specialist *Read Module 3 Overview	*Continue PLTs and weekly planning with curriculum specialist	*Continue PLTs and weekly planning with curriculum specialist *Read Module 4 Overview	*Continue PLTs and weekly planning with curriculum specialist	*Continue PLTs and weekly planning with curriculum specialist
Monitor and Support Implementation of HQIR		*Provide support with unit planning	*Walkthroughs	*Walkthroughs	Principal and Curriculum Specialist coordinate weekly walkthrough schedule on Monday mornings. Recap noticings of HQIR. NKCES reading specialist walkthrouh on Nov. 22nd to provide feedback on HQIR implementation.	Principal & Curriculum Specailst will coordinate weekly walkthrough schedule on Monday mornings. Recap noticings of HQIR.	Principal & curriuclum speicalist scheduled walkthroughs on 1-20-25. Recap noticings of HQIR.	Principal & Curriclum Specialist coordinate weekly walkthrough schedule on Monday mornings. Recap noticings of HQIR.	Principal & Curriclum Specialist coordinate weekly walkthrough schedule on Monday mornings. Recap noticings of HQIR.	Principal & Curriclum Specialist coordinate weekly walkthrough schedule on Monday mornings. Recap noticings of HQIR.	Principal & Curriclum Specialist coordinate weekly walkthrough schedule on Monday mornings. Recap noticings of HQIR.
Adopt High-Quality Instructional Resources for 25-26											
Objective 4 and Measures of Success - Train and Retain Teachers											
Funding Sources:						Measures of Success: Decrease in teachers with 1-3 years experience					
STRATEGIES	Crittenden-Mt. Zion Elementary School will implement a high-quality teacher induction program to retain teachers by the end of the 2024-2025 school year.										
	July Activities	August Activities	September Activities	October Activities	November Activities	December Activities	January Activities	February Activities	March Activities	April Activities	May Activities
Develop and Implement New Teacher Support Plan	Hire and support new teachers *Staff Picnic on 7/26	*New Teacher Orientation August 7th *Set CMZ New Teacher Roundtable dates *GCIP pairs *Built in New Teacher support during Contract Days	*New Teacher Roundtable *New Teacher survey *Go over one IP component weekly on Thursdays	*New Teacher Roundtable October 17/ Rounding Discussion *Frequent check-in/support from admin. Guest Teachers provided to allow time for new teachers to observe veteran teachers	*New Teacher Roundtable 11/21 *Frequent check-in/support by admin. Intentional guest teachers planned so that new teachers can go observe other colleagues.	*New Teacher Roundtable 12/19 *Frequent check-in/support by admin	*New Teacher Roundtable 1/22. Frequent check-in/support by admin. PD on January 2 and 3	*New Teacher Roundtable 2/20. Frequent check-in/support by admin	*New Teacher Roundtable 3/20. Frequent check-in/support by admin	*New Teacher Roundtable 4/17. Frequent check-in/support by admin	*New Teacher Wrap-up/End-of-the-year reflection.
Develop and Implement New Teacher Support Plan	*Staff Picnic on 7/26 *Attendance Secretary will chair the Fun Committee	*Determine Fun Committee Members and plan events for the year	*Begin "Soaring Notes" journal for staff encouragement *Intentional teacher praise in front of students*Staff Potluck on Leaf Day	*New Teacher Roundtable *Frequent check-in/support from admin *Walkthrough feedback and support as needed.	*New Teacher Roundtable *Frequent check-in/support from admin *Walkthrough feedback and support as needed.	*New Teacher Roundtable *Frequent check-in/support from admin *Walkthrough feedback and support as needed.	Walkthrough feedback and support as needed.	Walkthrough feedback and support as needed.	Walkthrough feedback and support as needed.	Summative evaluations/feedback/support	*Gudliing Coalition to discuss how their new teachers felt supported and next steps for 25-26 school year.
Objective 5 and Measures of Success - Support Multilingual Learners											
Funding Sources:						Measures of Success: WIDA ACCESS Results					
STRATEGIES	Crittenden-Mt. Zion Elementary School will provide effective supports for EL/Multilingual learners by the end of the 2024-2025 school year.										
	July Activities	August Activities	September Activities	October Activities	November Activities	December Activities	January Activities	February Activities	March Activities	April Activities	May Activities
ESL teacher pulls students to work on their goals		*Teachers get PSPs for students they teach *ESL teacher pulls students to work on their goals	*ESL teacher pulls students to work on their goals	*ESL teacher pulls students to work on their goals	*ESL teacher pulls students to work on their goals	*ESL teacher pulls students to work on their goals	*ESL teacher pulls students to work on their goals	*ESL teacher pulls students to work on their goals	*ESL teacher pulls students to work on their goals	*ESL teacher pulls students to work on their goals	*ESL teacher pulls students to work on their goals
						12/19/24 ESL teacher met a new family to tour our building and have introductory meeting.					

Green Font - Complete, Red Font - Did Not Do/Complete											
Safe and Healthy Culture											
Objective 1 and Measures of Success - Implement PBIS and SEL Plans											
Funding Sources: Measures of Success: PBIS Data, SEL Data											
STRATEGIES	Crittenden-Mt. Zion Elementary School will fully implement PBIS plans focused on academic behaviors by the end of the 2024-2025 school year.										
	July Activities	August Activities	September Activities	October Activities	November Activities	December Activities	January Activities	February Activities	March Activities	April Activities	May Activities
Refine PBIS expectations to prioritize academic behaviors	*Review PBIS expectations/matrix to include academic behaviors (Volition: motivated and engaged)	*Include academic language in PBIS Matrix (School counselor)	*Reteach/reinforce expectations after Labor Day *PBIS rewards to focus on both academic and behavioral goals	*Reteach/reinforce PBIS expectations after Fall break *Recognize students demonstrating academic behaviors -verbal praise, stickers, announcements, etc.	*Reteach/reinforce PBIS expectations after Election Day *Recognize students demonstrating academic behaviors -verbal praise, stickers, announcements, etc.	*School-wide recognition of students demonstrating KINDNESS with certificate and Dojo Picture.*Reteach/reinforce PBIS expectations after Thanksgiving Break	*Reteach/reinforce PBIS expectations after Christmas Break *Recognize students demonstrating academic behaviors -verbal praise, stickers, announcements, etc.	*Reteach/reinforce PBIS expectations as needed according to PBIS/DoJo data *Recognize students demonstrating academic behaviors -verbal praise, stickers, announcements, etc.	*Reteach/reinforce PBIS expectations as needed according to PBIS/DoJo data *Recognize students demonstrating academic behaviors -verbal praise, stickers, announcements, etc.	*Reteach/reinforce PBIS expectations after Spring Break and as needed according to PBIS/DoJo data *Recognize students demonstrating academic behaviors -verbal praise, stickers, announcements, etc.	
Monitor PBIS Implementation		Review school-wide PBIS expectations with admin team prior to the start of school	*Hold first PBIS meeting within the Guiding Coalition meeting	*PBIS team review data and share with school community *Classroom rewards based on DoJo data *Whole-school 9-week PBIS reward *Behavior RTI discussions to determine/develop student goals as necessary	*PBIS team review data and share with school community *Classroom rewards based on DoJo data *Behavior RTI discuss/develop student goals as necessary	*PBIS team review data and share with school community *Classroom rewards based on DoJo data *Whole-school 9-week PBIS reward *Behavior RTI discuss/develop student goals as necessary	*PBIS team review data and share with school community *Classroom rewards based on DoJo data *Behavior RTI discuss/develop student goals as necessary *School-wide needs assessment and student survey	*PBIS team review data and share with school community *Classroom rewards based on DoJo data *Behavior RTI discuss/develop student goals as necessary	*PBIS team review data and share with school community *Classroom rewards based on DoJo data *Whole-school 9-week PBIS reward *Behavior RTI discuss/develop student goals as necessary	*PBIS team review data and share with school community *Classroom rewards based on DoJo data	School-wide EOY PBIS rewards
Train teachers to clarify SEL expectations		*(In-house PD) Schoolwide review/training for behavior expectations and DOJO points	Share school-wide PBIS expecation slides with classroom teachers	Review SEL expectations during New Teacher Roundtable.	Review SEL expectations during New Teacher Roundtable. Introduce staff to character building portion of EL Curriculum.	Review SEL expectations during New Teacher Roundtable. Introduce staff to character building portion of EL curriculum.	Review SEL expectations during New Teacher Roundtable. Check-in on character building portion of EL curriculum.	Review SEL expectations during New Teacher Roundtable.	Review SEL expectations during New Teacher Roundtable.	Review SEL expectations during New Teacher Roundtable.	
Monitor SEL implementation		Develop character education pacing guide for the year. Develop classroom SEL calendar and determine monthly focus	Weekly classroom SEL (Respect/Responsibility/Self-Awareness)	Weekly classroom SEL (Self-Control/Courage/Bullying/Understanding Others) and small group/individual counseling as necessary	Weekly classroom SEL (Gratitude and Mindfulness) and small group/individual counseling as necessary	Weekly classroom SEL (Empathy/Kindness) and small group/individual counseling as necessary	Weekly classroom SEL (Growth Mindset/Perseverance) and small group/individual counseling as necessary	Weekly classroom SEL (Positive Attitude/Creativity) and small group/individual counseling as necessary	Weekly classroom SEL (Friendship/Conflict Resolution) and small group/individual counseling as necessary	Weekly classroom SEL (Honesty/Work Ethic) and small group/individual counseling as necessary	
Classroom culture/positive learning environment - morning meetings							Define/Clarify morning meeting purpose and structure; model for new teachers as necessary	Morning meeting modeling/observations			
Objective 2 and Measures of Success - Implement Deeper Learning/SUCCEED plan at all grade levels											
Funding Sources: Measures of Success: SUCCEED Plan											
STRATEGIES	Crittenden-Mt. Zion Elementary School will implement SUCCEED plan (Profile of a Learner) to ensure students are prepared for the next grade band by the end of the 2024-2025 school year.										
	July Activities	August Activities	September Activities	October Activities	November Activities	December Activities	January Activities	February Activities	March Activities	April Activities	May Activities
Implement SUCCEED/Deeper Learning Plan		New teachers will learn about SUCCEED Plan at New Hire Institute.	Review SUCCEED Plan at PLT.	Review SUCCEED Plan at PLT. Monday Morning announcement highlighting SUCCEED component - Understanding of Others	Monday morning announcements highlighting SUCCEED component - Competent	Curriculum Specialist reviewed Deeper Learning Plan with Guiding Coalition on 12/5/24.Monday morning announcements highlighting SUCCEED component - Communicative	Monday morning announcements highlighting SUCCEED component - Ethical	Monday morning announcements highlighting SUCCEED component - Engaged	Monday morning announcements highlighting SUCCEED component - Determined	Monday morning announcements review SUCCEED	
		Hang Succeed Banners at CMZ.		3rd-5th graders submit evidence.		2nd-5th graders submit evidence			K-5 students submit evidence		4th graders submit evidence 5th graders share their Capstone
		Curriculum Specialist will review Succeed Expectaions with staff and develop a plan for implementation.							Admin team will schedule 5th grade capstone presentations		
Objective 3 and Measures of Success - Improve Student Attendance											
Funding Sources: Measures of Success: Student Attendance data											
STRATEGIES	Crittenden-Mt. Zion Elementary School will effectively implement the Grant County Schools Attendance Protocol by the end of the 2024 - 2025 school year.										
	July Activities	August Activities	September Activities	October Activities	November Activities	December Activities	January Activities	February Activities	March Activities	April Activities	May Activities
Implement Attendance Plan	Learn about Attendance Plan at Retreat	Principal, Attendance Secretary and FRYSC director met to identify attendance high flyers from 23-24.	High Attendance Day-September 12th	Continue to monitor student attendance. Make contact with students that miss 3+days	Continue to monitor student attendance. Make contact with students that miss 3+, 5+ days	Continue to monitor student attendance. Make contact with students that miss 3+, 5+, 9+ days	Continue to monitor student attendance. Make contact with students that miss 3+, 5+, 9+ days	Continue to monitor student attendance. Make contact with students that miss 3+, 5+, 9+ days	Continue to monitor student attendance. Make contact with students that miss 3+, 5+, 9+ days	Continue to monitor student attendance. Make contact with students that miss 3+, 5+, 9+ days	Identify high-flyer list for admin to make contact with over the summer.
		Principal. Attendance Secretary and FRYSC director meet to update Attendance Plan.	Continue to monitor student attendance. Make contact with students that miss 3+days	Teachers will discuss attendance at parent-teacher conferences, as needed.	FRYSC director, Principal and Attendance Secretary will discuss high-flyers and make phone calls. FRYSC director and Officer Phillips will make home visits as needed.	FRYSC director, Principal, Counselor and Attendance Secretary will make calls as needed.	FRYSC director, Principal and Attendance Secretary will make calls as needed.	FRYSC director, Principal and Attendance Secretary will make calls as needed.	FRYSC director, Principal and Attendance Secretary will make calls as needed.	FRYSC director, Principal and Attendance Secretary will make calls as needed.	FRYSC director, Principal and Attendance Secretary will make calls as needed.
		Principal and FRYSC director will make contact with previous high flyers.		Attendance Secretary will make daily contact with parents of absent students.	Attendance Secretary will make daily contact with parents of absent students.	Attendance Secretary will make daily contact with parents of absent students.	Attendance Secretary will make daily contact with parents of absent students.	Attendance Secretary will make daily contact with parents of absent students.	Attendance Secretary will make daily contact with parents of absent students.	Attendance Secretary will make daily contact with parents of absent students.	Attendance Secretary will make daily contact with parents of absent students.
Objective 4 and Measures of Success - Ensure High-Quality Safety Measures											

