Action Plan   2020-2021

SES

Sherman Elementary School

Big Idea #1	[Meet the Learning Needs of Students](#)	
Big Idea #2	[Provide a Safe & Healthy Culture](#)	
Big Idea #3	[Provide a High Quality Staff](#)	
Big Idea #4	[Provide Equitable & Accessible Learning Opportunities](#)	

Color Coding Key		
Green	Yellow	~~Strikethrough~~
COMPLETED	IN PROGRESS	~~ABANDONED~~

State Required Accountability Targets

STATE ACCOUNTABILITY AREA	2023 STATE GOALS	2020-2021 ANNUAL STATE OBJECTIVES
PROFICIENCY *(reading, math)*	By the end of the 22-23 school year, 70% of students will demonstrate proficiency in reading as measured by the state assessment. By the end of the 22-23 school year, 70% of students will demonstrate proficiency in mathematics as measured by the state assessment.	By the end of the 20-21 school year, 60% of students will demonstrate mastery in reading as measured by the state assessment. By the end of the 19-20 school year, 60% of students will demonstrate mastery in mathematics as measured by the state assessment.
SEPARATE ACADEMIC INDICATOR *(science, social studies, writing)*	By the end of the 22-23 school year, 40% of students will demonstrate proficiency in Science as measured by the state assessment. By the end of the 22-23 school year, 40% of students will demonstrate proficiency in Social Studies as measured by the state assessment. By the end of the 22-23 school year, 40% of students will demonstrate proficiency in Writing as measured by the state assessment.	By the end of the 20-21 school year, 20% of students will demonstrate proficiency in Science as measured by the state assessment. By the end of the 19-20 school year, 30% of students will demonstrate proficiency in Social Studies as measured by the state assessment. By the end of the 19-20 school year, 30% of students will demonstrate proficiency in Science as measured by the state assessment.
GAP - Students with Disability Reading P and D /Math P and D	By the end of the 22-23 school year, the gap indicator will be 70.	By the end of the 20-21 school year, the gap indicator will be 55.
GROWTH (ES/MS only)	By the end of the 22-23 school year, the Growth Indicator will be 70.	By the end of the 20-21 school year, the Growth Indicator will be 55.

Provide A High Quality Staff
Meet the Learning Needs of Students

Annual Goal(s): By the end of the 22-23 school year, 70% of students will demonstrate proficiency in reading as measured by the state assessment. By the end of the 22-23 school year, 70% of students will demonstrate proficiency in mathematics as measured by the state assessment. By the end of the 22-23 school year, 40% of students will demonstrate proficiency in Science as measured by the state assessment. By the end of the 22-23 school year, 40% of students will demonstrate proficiency in Social Studies as measured by the state assessment. By the end of the 22-23 school year, 40% of students will demonstrate proficiency in Writing as measured by the state assessment.

APPROACH
Instructional Protocol

CORRESPONDING STATE GOAL AREA: Proficiency, Gap, Growth	Key Core Work Process Strategies: Design & Deliver Instruction

Measures of Success: MAP Data, Formative Assessments, Common Assessments, RtI Data, KPREP Data
Funding:

Focus Items	30 Day Activities 8/26/2020 to 10/8/2020	Progress Notes	60 Day Activities 10/12/2020 to 11/20/2020	Progress Notes	90 Day Activities 11/23/2020 to 1/21/2021	Progress Notes	120 Day Activities 1/22/2021 to 3/5/2021	Progress Notes	150 Day Activities 3/8/2021 to 4/23/2021	Progress Notes	180 Day Activities 4/26/2021 to 6/7/2021	Progress Notes	2021-2022 Ideas			
Instructional Protocol PD	Review Instructional Protocol - All Staff	August 6th PD- Reviewed IP Components, IP System, and Walkthrough Tool; Oct. 7 Staff Mtg -- Review LT & Success Criteria Component	Componet review for all staff at monthly staff meetings	11/5 -- Activating Schema & Mini Lesson	Component review for all staff at monthly staff meetings	12/2/20-guided practice and independent practice reviewed	Componet review for all staff at monthly staff meetings		Componet review for all monthly staff meetings		Component review for all staff at monthly staff meetings					
	In depth Training for new teachers through new teacher meeting. All mentors will be invited to new teacher meetings to provide additional support	NTM focused on learning target/success criteria-9/28/20	New teacher meeting with focus on activating schema and mini-lesson	Meeting will take place -10 /26/20	New teacher meeting with focus on guided, independent practice and reflections	Meetings will take place on 11/23/20 (guided/independent practice) and 12/14/20 (reflections)	New Teacher Meeting: Teacher reflection on IP implementation	Jan- Focus on Reflection; Feb -- Individual Teachers complete personal reflection of implementation	New Teacher Meeting: Small Group work on IP Components		New Teacher Meeting: Small Group work on IP Components					
			Establish Protocol Partners & schedule				Establish Protocol Partners & determine schedule	Plan to do this Virtual or In-Person	Protocol Partner Feedback/Survey							
Instructional Protocol Implementation & Monitoring	Instructional Walkthroughs- positive feedback; IP actionable feedback will begin week of October 5th	Begin week of Sept. 14-postive feedback; Feedback through Walkthrough tool to begin 10/5	Walkthrough Feedback Weekly	Add Curriculum Specialist & Principal partner walkthroughs to calibrate; meetings with all 1s and 0s	Walkthrough Feedback Weekly	Expectations for Virtual NTI instruction shared via Sherman Staff News 11/23; CS & Principal partner walkthroughs to calibrate; meetings with all 1s and 0s	Walkthrough Feedback Weekly		Walkthrough Feedback Weekly		Walkthrough Feedback Weekly					
	Create plan to ensure all parts of instructional protocol are observed for each teacher	Charts for T groups in SES Admin Drive; Begin tracking data on form Oct. 5th	Data tracking reviewed at weekly admin team meetings		Data tracking reviewed at weekly admin team meetings		Data tracking reviewed at weekly admin team meetings		Data tracking reviewed at weekly admin team meetings		Data tracking reviewed at weekly admin team meetings					
	All teacher PGP goals based on IP		All teacher PGP goals based on IP													

Provide a High Quality Staff

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APPROACH

Professional Learning Communities

CORRESPONDING STATE GOAL AREA: Proficiency, Gap, Growth

Key Core Work Process Strategies: Classroom Review, Analyze and Apply Data

Measures of Success: Student Common & Formative Assessment Data, MAP Data, RtI Data, KPREP Data

Funding:

Focus Areas	30 Day Activities 8/26/2020 to 10/8/2020	Progress Notes	60 Day Activities 10/12/2020 to 11/20/2020	Progress Notes	90 Day Activities 11/23/2020 to 1/21/2021	Progress Notes	120 Day Activities 1/22/2021 to 3/5/2021	Progress Notes	150 Day Activities 3/8/2021 to 4/23/2021	Progress Notes	180 Day Activities 4/26/2021 to 6/7/2021	Progress Notes	2021-2022 Ideas			
PLCs	Review PLC system	1st PLC meeting	Transition to teacher led PLCs	This may occur earlier if applicable.	Transition to teacher led PLCs		All PLCs will be teacher led with support provided by CS		All PLCs will be teacher led with support provided by CS		All PLCs will be teacher led with support provided by CS					
	Establish PLC schedule	Begin Sept 16; All PLC meetings will occur on Tuesday of each week for math/reading-Wednesday will be held as possible PLC if needed. Intergrate science/social studies PLC 2nd quarter; Sept 16th-Reviewed PLC Systems and Expectations,	Ongoing Weekly PLC meetings literacy and math		Ongoing Weekly PLC meetings literacy and math		Ongoing Weekly PLC meetings literacy and math		Ongoing Weekly PLC meetings literacy and math		Ongoing Weekly PLC meetings literacy and math					
	Teachers determine classroom goals for reading, writing, and math	This will take place during our September 22nd PLC.														
	Special Education PLC	Met 9/15/20 and discussed expectations-set another meeting as new team member will be joining as of 9/16/20. Meetings will be held once a week with time TBA	Weekly Special Ed PLCs begin	Tuesdays 7:30am	Continue weekly Spec Ed PLCs; include focus on strategies	Folder Checks during Dec. PLC	Ongoing Weekly Special Ed Team PLCs		Ongoing Weekly Special Ed Team PLCs		Ongoing Weekly Special Ed Team PLCs					
			Fall Map Data Analysis & Reflection	Nov. 4 Staff Meeting; 1% Better; Teacher Reflection -- 1% better in PLCs, IP, GC Model			Winter Map Data Analysis	Whole Staff; Individual			Spring Map Data Analysis	Whole Staff; Individual				
					Develop opportunities for Ts to engage in PLCs with teachers from other schools	MCE & SES 3rd/K; Initial Meeting via Google Meet 12/15	PDSA -- Monthly plus/delta check in		PDSA -- Monthly plus/delta check in		PDSA -- Monthly plus/delta check in					

Meet the Leraning Needs of Students

Provide Equitable & Accessible Learning Opportunities

Annual Goal(s): "Annual Goal(s): By the end of the 22-23 school year, 70% of students will demonstrate proficiency in reading as measured by the state assessment. By the end of the 22-23 school year, 70% of students will demonstrate proficiency in mathematics as measured by the state assessment. By the end of the 22-23 school year, 40% of students will demonstrate proficiency in Science as measured by the state assessment. By the end of the 22-23 school year, 40% of students will demonstrate proficiency in Social Studies as measured by the state assessment. By the end of the 22-23 school year, 40% of students will demonstrate proficiency in Writing as measured by the state assessment. "By the end of the 22-23 school year, the gap indicator will be 70.
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						APPROACH					

The Grant County Way

CORRESPONDING STATE GOAL AREA: Proficiency, Gap, Growth

Key Core Work Process Strategies: Classroom Design, Align, and Deliver Support Processes; Classroom Design & Deliver Instruction

Measures of Success: Student Common & Formative Assessment Data, MAP Data, RtI Data, KPREP Data

Funding:

Focus Areas	30 Day Activities 8/26/2020 to 10/8/2020	Progress Notes	60 Day Activities 10/12/2020 to 11/20/2020	Progress Notes	90 Day Activities 11/23/2020 to 1/21/2021	Progress Notes	120 Day Activities 1/22/2021 to 3/5/2021	Progress Notes	150 Day Activities 3/8/2021 to 4/23/2021	Progress Notes	180 Day Activities 4/26/2021 to 6/7/2021	Progress Notes	2021-2022 Ideas
Master Scheduling	Implement master schedule; Ensure planning time for co-teachers	Math intervention block school wide 8:15 - 8:45; 3-5 ELA Intervention block 11:30 - 12; K-2 Intervention block 2:00-2:30			Continue to follow Master Schedule during NTI		Create Scheduling and Student Assignment System; Share systems w/ teachers and solicit feedback	Refer to SBDM Policy	Review Scheduling and Student Assingment systems		Follow scheduling & student assignment systems		
Co-Teaching Training for Teachers	Co-Teaching Training for Pilot Teams	August 12 Darnell/Wood & Robertson/Brundage; Training Canceled due to move to NTI for the start of the school year	Co-Teaching Strategies Review (All Staff)	Oct. 7 Staff meeting;	Co-Teaching Training	Training will occur in January for co-teaching.							
Co-Teaching Implementation	Created special education schedules to set up collaboration with regular education teacher.	Each special education teacher has collaboration time in their schedule.	All special education teachers will begin co-teaching starting with one collaborative class using either a parallel or team teaching model.	Co-teaching teams have been identified for district wide pilot. This includes Darnell/Wood and Fryman/Shearer.	All special education teachers will begin co-teaching starting with one collaborative class using either a parallel or team teaching model.	Training will occur in January for co-teaching.	All special education teachers will begin co-teaching starting with one collaborative class using either a parallel or team teaching model.		All special education teachers will implement either a parallel or team teaching model.		Co-Teaching Teams complete plus/delta survey of co-teaching implementation		
Intervention	Intervention Guidelines/Expectations communicated to teachers	Oct. 7 Staff Meeting	Intervention Walk-throughs	Soft monitoring week of 10/5 & 10/12	Continue w/ intervention schedule through Virtual Learning	Expectations for Virtual NTI instruction shared via Sherman Staff News 11/23	Weekly monitoring of intervention blocks		Weekly monitoring of intervention blocks				
Distance Learning	Chromebooks made available to each NTI Household	Aug. 24, 2020	Provide access to Google Classroom during in-person instruction (esp. grades 3-5)		Provide access to Google Classroom during in-person instruction (esp. grades 3-5)		Provide access to Google Classroom during in-person instruction (esp. grades 3-5)		Provide access to Google Classroom during in-person instruction (esp. grades 3-5)		Provide access to Google Classroom during in-person instruction (esp. grades 3-5)		
	Identify NTI Households that may need more than one device	Phone calls made; families picked up during week of 8/31	Utilize Google Classroom for Common Assessments		Utilize Google Classroom for Common Assessments		Utilize Google Classroom for Common Assessments		Utilize Google Classroom for Common Assessments		Utilize Google Classroom for Common Assessments		
	Identify Virtual Families who need devices		Monitoring and follow-up of Virtual Acadmey student participation; Phone calls to all VA families in regards to 2nd semester plans		Chromebooks made available to each NTI Household	Technology help made available to families							
					Walkthrough Feedback Weekly	Expectations for Virtual NTI instruction shared via Sherman Staff News 11/23							
					Develop Hybrid Instruction Expectations; Share Hybrid Instruction Expecations w/ staff								

Meet the Learning Needs of Students

Provide a High Quality Staff

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APPROACH

Literacy

CORRESPONDING STATE GOAL AREA: Proficiency, Gap, Growth

Key Core Work Process Strategies: Design & Deploy Standards; Design & Deliver Instruction

Measures of Success: Student Common & Formative Assessment Data, MAP Data, RtI Data, KPREP Data

Funding:

Focus Areas	30 Day Activities 8/26/2020 to 10/8/2020	Progress Notes	60 Day Activities 10/12/2020 to 11/20/2020	Progress Notes	90 Day Activities 11/23/2020 to 1/21/2021	Progress Notes	120 Day Activities 1/22/2021 to 3/5/2021	Progress Notes	150 Day Activities 3/8/2021 to 4/23/2021	Progress Notes	180 Day Activities 4/26/2021 to 6/7/2021	Progress Notes	2021-2022 Ideas			
Writing	SRSD Pilot -Training through OVEC-Darnell & Wood with Brickler Coaching	9/10/20 Online Meeting-Complete Modules 1 and 2 10/8/20-SRSD Online Meeting-Complete Modules 3 & 4 and start implementing with students	SRSD Pilot -Training through OVEC-Darnell & Wood with Brickler Coaching	11/12/20 Online Meeting-complete modules 4 and 5 with student implementation	SRSD Pilot -Training through OVEC-Darnell & Wood with Brickler Coaching	12/10/20 Online Meeting to share student work	Create plan to intergrate SRSD into writing plan for whole school	Additional teachers signed up for PD	Analyze Student Work Samples in classrooms using SRSD				Introduction to whole staff			
					Teacher teams will work together to calibrate on-demand scoring prior to administering the Informational ODW		Teacher teams will work together to calibrate on-demand scoring prior to administering the Opinion ODW		Teacher teams will work together to calibrate on-demand scoring prior to administering the Opinion ODW		Develop process/system for use of writing exemplars, and/or scoring of ODW					
	Writing Expectations 2020-2021	August 6th PD	Analyze Narrative On Demand	Items to address: Prewriting, time for students to type in classroom setting	Analyze Informational On-Demand		Analyze Opinion On-Demand Writing		Analyze Opinion On-Demand Writing							
Literacy Based Content Areas	Literacy Based Social Studies	Read Like a Historian 5th grade; Co-planning with 5th grade in creating lesson plan template using IP/Inquiry Based Learning for social studies; Begin sharing template with other grade levels	Begin scheduling Read Like a Mathematican lessons to model for teachers.	4th grade implemented lesson plan designed by CS; number talks modeled in 5th; 3rd grade implemented Read Like a Mathematician based upon modeling from 2019-2020.			Social Studies Framework Committee members will share the philosophy with whole staff		Social Studies Framework Committee members will provide update to whole staff		Social Studies Framework Committee members will provide update to whole staff					
Reading/Writing Committe Work							Reading and Writing Framework Committee will share the reading and writing philosophy with the whole staff; Share SES Literacy System w/ whole staff		Reading/Writing Framework Committee will share updates with whole staff		Reading/Writing Framework Committee will share updates with whole staff					
Literacy Professional Development					Research & Identify Writing/Literacy PD opportunities		Research & Identify Writing PD opportunities; Select Writing/Literacy PD for whole staff									

Provide a Safe & Healthy Culture

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APPROACH

PBIS

CORRESPONDING STATE GOAL AREA: Proficiency, Gap, Growth

Key Core Work Process Strategies: Establishing Learning Culture and Envrionment

Measures of Success:

Funding:

Focus Areas	30 Day Activities 8/26/2020 to 10/8/2020	Progress Notes	60 Day Activities 10/12/2020 to 11/20/2020	Progress Notes	90 Day Activities 11/23/2020 to 1/21/2021	Progress Notes	120 Day Activities 1/22/2021 to 3/5/2021	Progress Notes	150 Day Activities 3/8/2021 to 4/23/2021	Progress Notes	180 Day Activities 4/26/2021 to 6/7/2021	Progress Notes	2021-2022 Ideas			
PBIS	PBIS Review	Opening Day -- All Staff			Develop plans for teachers that need extra support for classroom management,	Teachers seleceted for targeted support. Walkthroughs with selected teachers and continued feedback/support.	Check in with new staff to determine needs for PBIS. Work with teachers to continue building classroom management skills with teachers.									
	PBIS Walkthroughs	Being Week of 10/5	PBIS Walkthroughs		PBIS Wakthroughs	Continue PBIS Walkthroughs during NTI. Teachers have been tiered and extra walkthroughs/support given.	Plans to help support teachers through walkthrough feedback and face to face meetings.									
	PBIS Team Meeting	8/5/2020 Next meeting date schedule for Sept. 21. Lesson plans sent out to staff for teaching expectations aligned with guidelines in preparation of in person school starting.	PBIS team presented during New Teacher Meeting	10/26/2020. Develop behavior training for NTM.	Develop teacher leader coach and model PBIS team meetings. Behavior PD delivered at NTM 12/14/2020 by DiMera.		Teacher lead PBIS Committee Meetings.									
	Triple Crown Recognition	Re-teach expectations ideas. Lesson plans developed and reviewed.	Triple Crown Recognition. Review of virtual school-wide recognitions.Spirit store procedure discussion.	11/24/2020 -- Grade levels during Specials (socially distanced) Teacher leader selected for PBIS coach role.	Triple Crown Recognition. Review of virtual school-wide recognitions.Spirit store procedure discussion.				Triple Crown Recognition end of 3rd 9 weeks				Triple Crown Recognition end of 4th 9 weeks			
					Virtual Bravo Board student recognition	Based on NTI expectations; Each teacher selects 2 students per day and lists on spreadsheet; Video of staff member announcing names posted to Class Dojo and FB at the end of each day	Continue Bravo Board -- weekly		Continue Bravo Board -- weekly		Continue Bravo Board -- weekly		Continue Bravo Board -- weekly			
			Classroom Habit Visits with Admin; Habit Tracking	3-5 Students determine a habit to improve upon; K-2 based on class goals; NTI became a factor with the full implementation												
			Golden Horseshoe Implementation	Begin week of Oct. 12 Delayed due to consistent cafeteria monitors not being at work.	Golden Horseshooe for Cafe Expectations re-established with return to in-person instruction											
	Link2K	no longer participating														
Social Emotional Learning	Zones of Regulation: All teachers trained in using Zones of Regulation; Teachers begin implementation during NTI	August 2020	Teachers implement Zones during in-person instruction		Continued Zones implmentation during NTI; Plan for implementation of SEL for return to in-person created; Plan communicated to staff		Continued use of Zones									
	Global Game Changers: Review of purpose of GGC as booster SEL lessons	August 2020			Implement GGC as booster lessons		Implement GGC as booster lessons									