

School Name

School Number

Street Address

City

Zip Code

COMPREHENSIVE NEEDS ASSESSMENT/SCHOOL IMPROVEMENT PLAN

For implementation during the following years: 2020-2023

----- CONTACT INFORMATION -----

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Read through this document before beginning your work.

--- BASIC REQUIREMENTS ---

Principals are required to coordinate the development of an initial three (3) year strategic and continuous school improvement and achievement plan and to annually review these plans. Whether developing a new plan or updating an existing plan, schools must assess their progress and make necessary changes to ensure continuous improvement.

When completed, this document satisfies requirements in Indiana’s Every Student Succeeds Act (ESSA) Plan, federal and state laws, and requirements for Title I Schoolwide Programs. This template contains components that may or may not apply to all schools at all times. **Indication as to who is required to complete a section is noted at the beginning of each Core Element area.**

Common abbreviations used in the plan are:

ESSA Every Student Succeeds Act – replaced No Child Left Behind in the reauthorization of federal education law
TSI Targeted Support and Improvement – federal government school designation under ESSA
ATSI Additional Targeted Support and Improvement – federal government school designation under ESSA
CSI Comprehensive Support and Improvement – federal government designation under ESSA

Who is required to submit a school improvement plan (SIP)? **All public and state-accredited nonpublic schools**

Who is required to submit a comprehensive needs assessment (CNA)? **Schools that receive Title I funds AND schools classified as TSI, ATSI, and/or CSI**

Who is required to use the Indiana Department of Education’s SIP template? **Schools classified as TSI, ATSI and/or CSI**

Who is required to use the Indiana Department of Education’s CNA template? **Schools classified as CSI**

Charter schools, classified as CSI and that receive Title I funds, must complete a CNA/SIP using this template.

If you are unsure of your school’s identification as TSI, ATSI, and/or CSI, you can find out [HERE](#).

This is an initial three (3) year plan. <input type="checkbox"/>	This is a review/update of a plan currently in use. <input checked="" type="checkbox"/>
This school is identified as the following by the federal government: Choose	
(TSI only) Underperforming student groups identified by the federal government: Choose , Choose , Choose , Choose , Choose , Choose	
This school receives Title IA funding. Yes Is the school’s Title I program Schoolwide or Targeted Assistance ? * SW <i>*If you are unsure about Title IA funding and/or the type of program, contact your federal programs specialist.</i>	

--- PLANNING COMMITTEE [Required for all] ---

Schools that are required to conduct a comprehensive needs assessments (CNA) and/or school improvement plan (SIP) must assess the school’s needs using a committee comprised of stakeholders, including, but not limited to teachers, administrators, parents, and community and business leaders. Some schools may opt to have separate committees for conducting the needs assessment and developing the school improvement plan, while others may not. Simply indicate if a member serves on either or both in the “Committee(s)” column. Many schools may have subcommittees to focus on prioritized areas such as language arts, math, attendance, etc. Indicate this in the “CNA/SIP Subcommittee(s) column below. To be sure the needs of each underperforming student group are addressed, **schools classified as TSI or ATSI must have a sub-committee for each underperforming group.**

List members of the committee below. If a member serves on more than one subcommittee, list all those on which the member serves.

Member Name	Title	Committee(s)	CNA/SIP Subcommittee(s)
Sample: Alma Smith	<i>Teacher</i>	<i>Both</i>	<i>ELA, Wht, SpEd, Multiracial</i>
Heather Gianfagna	Principal	Both	ELA , Math, Wht, Attend
Kenneth Scott Hatton	Assistant Principal	Both	ELA, Math, Attend, Wht
Andrew Stein	Dean/ Athletic Director	Both	Attend, Wht, ,
Tara Spiehs	Counselor (6-7)	Both	SpEd, Attend, Wht,
Carrie Howe	AIC	Both	Math, Attend, ELL, Wht
Barb Tull	Literacy Coach	Both	ELA, Attend, ELL, Wht
Ken Watson	Related Arts Teacher (6-8)	Both	Wht, , ,
Melissa Ramey	Math Teacher (6)	Both	Math, Wht, ,
Samantha Pierce	Social Studies Teacher (7)	Both	ELA, Wht, ,
Ashley Vandgrift	Special Education Collab Teacher (7)	Both	Wht, SpEd, Math,
Paxton Schowe	Science (8)	Both	Wht, , ,
Michele Page	Counselor (7-8)	CNA	SpEd, ELL, Multiracial, Attend
Brailey Wyatt	Student Services	CNA	Attend, Wht, ,
Link additional committee information here (if necessary) →	Leadership Teams/ Committees LINK- https://docs.google.com/document/d/1FTGXsYrSy0oiv5QRljA1TN-XPXfoi1dLPam_Lgt8LA4/edit?usp=sharing		

--- ALIGNMENT [optional] ---

A systems-based approach to continuous school improvement involve alignment across the district. While still being attentive to their unique needs, schools should align curricular, instructional, and assessment programs with the district’s vision, mission, and goals.

Assess the school's alignment with the district using this page. If necessary, work with district personnel to make necessary changes before moving forward with the needs assessment. If there is not enough room to type or cut-and-paste the information below, attach appropriate documents.

District Vision

Our vision is to become nationally recognized as a premiere provider of education by serving as the bridge connecting stakeholders to ensure all students are college and career ready.

School Vision

Parkview Middle School will provide an environment where all middle school level students advance academically, socially, emotionally through collaborative efforts of community, school personnel, and students.

District Mission

Greater Clark County Schools will prepare students for lifelong success.

School Mission

To build a strong educational community by finding innovative ways to provide relevant learning and service opportunities.

District Goals

- GCCS will increase the % of students reading at or above grade level to 75%.
- GCCS will increase the % of students performing in math at or above grade level to 75%.
- GCCS will increase the % of students with zero office referrals by 2%.
- GCCS will increase student attendance to 96%.

- Does the school's vision support the district's vision?** Yes
- Does the school's mission support the district's mission?** Yes
- Do the school's mission and vision support district goals?** Yes

If the school's mission, vision, and/or goals are not aligned with those of the district, what steps will the school take to do so?

SECTION A: Review Essential Information

All schools are required to provide basic information about the following **core elements**: curriculum; assessment; safe and disciplined learning environment; technology; cultural competency; parental involvement; secondary offerings; and, career awareness and development. Information requested in the following sections is intended to promote discussion about how the core element might be aiding or inhibiting continuous school

improvement efforts. Responses are NOT to monitor compliance. After discussion, place an 'x' in the last column if the items should be considered by the school's planning team when reviewing data and/or developing school goals. Do this for all tables where the 'x' column exists.

Core Element 1: Curriculum [Required for all]

List primary curriculum resources (i.e. adopted materials) and supplementary materials such as online subscriptions or other such materials used by most teachers. Subject/Courses should include: English/language arts, math, social studies, science, visual arts, music, health, and physical education. Assess the degree to which these resources are aligned with the Indiana Academic Standards. Consider the need to keep, replace, or discontinue use of materials that are not essential for instruction. If room does not allow for all resources to be listed below, continue the list on a separate page and attach it to this document. **Secondary schools may attach or link course descriptions.**

Subject/Course	Grades	Resource Name	Aligned to IAS	Tier	Rationale for Resource Use	Continue Use?	X
Sample: <i>Reading</i>	1-6	<i>ABC Reading is Fun</i>	Yes	1,2,3	<i>Textbook and readers are core component of reading program.</i>	Yes	<input checked="" type="checkbox"/>
Reading	k - 6	McGraw - Hill	Yes	1	Textbook and resources are the core reading program.	Yes	<input type="checkbox"/>
English /Language	7 - 12	Pearson	Yes	1	Textbook and resources are the core reading program.	Yes	<input type="checkbox"/>
Math	k - 6	McGraw - Hill	Yes	1	Textbook and resources are the core math program.	Yes	<input type="checkbox"/>
Social Studies	k - 8	Houghton Mifflin	Yes	1	Textbook and resources are the core social studies program.	Yes	<input type="checkbox"/>
Science		Scott Foresman	No	1	Textbook and resources are the core science program.	Yes	<input type="checkbox"/>
Sequencing Guide	k - 12	GCCS Sequencing Guides	Yes	1	Sequencing guides provide a map to teach the IAS.	Yes	<input type="checkbox"/>
Math	k - 12	Balanced Math	Yes	1	Framework for culturally responsive teaching	Yes	<input type="checkbox"/>
Reading	k - 8	Guided Reading	Yes	1,2	Differentiated instruction to develop proficiency	Yes	<input type="checkbox"/>
Writing	k - 12	Guided Writing	Yes	1,2	Differentiated instruction to develop proficiency	Yes	<input type="checkbox"/>
			Choose	Tier		Choose	<input type="checkbox"/>
High School			Choose	Tier	Secondary Course Description Guides	Yes	<input type="checkbox"/>
Place link here (if necessary) ->							

Core Element 1: Curriculum [Required for all]

continued

Best Practice/Requirements Self-Check	Yes/No	X
The school uses district-established curriculum that is aligned to the Indiana Academic Standards.	Yes	<input type="checkbox"/>
Pacing guides and/or curriculum maps are used to plan and teach a standards-based curriculum.	Yes	<input type="checkbox"/>
Teachers and staff are engaged in cross grade-level articulation of standards.	Yes	<input type="checkbox"/>
A culturally responsive curriculum is used to ensure all students' cultural differences are recognized and appreciated.	Yes	<input type="checkbox"/>

The public may view the school's curriculum in the following location(s):

GCCS curriculum is aligned with state standards. Curriculum information is located in the main office as well as on the schools Learning Management System pages. The INSIP plans will also be posted on the district's website and the school's website.

Core Element 2: Instructional Program [Required for all]

Schools are required to address the learning needs of all students and develop strategies, programs, and services to address such needs. Sound instructional practices are essential for students to reach the highest levels of academic achievement. **Assess your practices using the chart below.**

Best Practice/Requirements Self-Check	Yes/No	X
The school has a process for identifying the exceptional learning needs of students who are highly proficient and at risk of failure.	Yes	<input type="checkbox"/>
A process for coordinating instructional services (e.g. Head Start, adult education, etc.) is in place.	Yes	<input type="checkbox"/>
A variety of instructional strategies are employed to meet the diverse learning needs of students.	Yes	<input type="checkbox"/>
Teachers use strategies that monitor and adjust instruction during lessons (e.g. adjusted based on checks for understanding).	Yes	<input type="checkbox"/>
Teachers ensure students are engaged in cognitively complex tasks (including varying depth of knowledge) during instruction.	Yes	<input type="checkbox"/>
Teachers use instructional strategies that ensure students have multiple means of accessing instructional content.	Yes	<input type="checkbox"/>
Instructional strategies provide students with multiple options for illustrating their knowledge.	Yes	<input type="checkbox"/>
Instructional strategies foster active participation by students during the instructional process.	Yes	<input type="checkbox"/>
Teachers and staff promote authentic learning and student engagement across all content areas.	Yes	<input type="checkbox"/>
Strategies and instructional methods ensure equity of opportunity for all students during the learning process.	Yes	<input type="checkbox"/>
Instructional strategies assist with bridging the cultural differences in the learning environment.	Yes	<input type="checkbox"/>
Teachers and staff integrate evidence-based strategies during Tier II and Tier III instruction.	Yes	<input type="checkbox"/>
Teachers work collaboratively to support and refine instructional effectiveness (e.g. with feedback, coaching, etc).	Yes	<input type="checkbox"/>
High expectations for academic achievement are made clear to students and supported with adequate scaffolding and resources.	Yes	<input type="checkbox"/>

For Title I schools with Schoolwide Programs only:

Describe activities and programs implemented at the school to ensure that students who have difficulty mastering proficient and advanced levels of academic achievement are provided with effective and timely additional assistance.

Students who do not meet grade level mastery are provided tiered intervention to support learning deficits. Students who do not pass ILEARN, IREAD, standardized assessments, and formative assessments participate in remediation during the school day, after school programs and/or summer instruction. Supplemental programs are monitored and evaluated with assessments. Student grades and report cards are aligned with Indiana Academic Standards and ILEARN as evidenced by correlations of student grades with ILEARN scores. The interventions that will address critical areas will include: tiered small group instruction (IMPACT Groups), extended school year, and after school programming options. Academic Improvement Coordinators and district coaches provide remediation resources as well as professional development to enhance instructional practice. Centerstone is contracted to provide Social and Emotional support to students to optimize learning. All students participate in a 30 – minute IMPACT session daily for enrichment or intervention, in addition to the 90 – minute reading and math blocks. Students are pulled out as necessary and as required by his/her IEPs/ILPs for smaller group and individualized instruction in reading/language arts and math. Special needs and ELL students receive services through inclusion in science and social studies.

Core Element 3: Assessment [Required for all]

List the assessments used in addition to the following statewide assessments: ILEARN, IREAD, I AM, ISPROUT, and PSAT. Include type of assessment (benchmark, common formative [CFA], or summative) and a brief rationale for their use. Consider the need to keep, replace, or discontinue use of each assessment based on the value and use of the data it provides.

Assessment Name	Grade(s)	Use	Type and Rationale for Use	Continue Use	X
NWEA	k - 2	Other	Dyslexia Screening process	Yes	<input type="checkbox"/>
NWEA	k - 8	Benchmk	Used to determine students instructional needs to accelerate performance	Yes	<input type="checkbox"/>
Running Records	k - 5	Other	Used to monitor progress and to determine guided reading levels	Yes	<input type="checkbox"/>
District Mastery	1 - 8	CFA	Used to measure power standards mastery in reading writing and math	Yes	<input type="checkbox"/>
Mastery Checks	1 - 8	CFA	Used frequently to determine remediation needs and allow for retakes	Yes	<input type="checkbox"/>
Checklists	k - 1	Benchmk	used to assess total mastery of foundational skills in reading and math	Yes	<input type="checkbox"/>
ACT Aspire	Gear Up	Summative	Used to assess Gear up cohort	Yes	<input type="checkbox"/>
PSAT/SAT	10 - 11	Summative	Will be used in 2023 as part of state and federal accountability	Yes	<input type="checkbox"/>
ASVAB	11 - 12	Other	Aptitude test for potential for success in the military	Yes	<input type="checkbox"/>
Daily Math Review	k - 12	CFA	assessment system based upon student data	Yes	<input type="checkbox"/>
Best Practice/Requirements Self-Check				Yes/No	X
A system is in place to use assessment data to make decisions about programs, practices, and instruction.				Yes	<input type="checkbox"/>

The school uses assessment data to identify students for Tier II and Tier III instruction.	Yes	<input type="checkbox"/>
Locally created assessments are reviewed and revised regularly to ensure priority standards are being measured at the appropriate levels of depth and rigor.	Yes	<input type="checkbox"/>

For Title I schools with Schoolwide Programs only:

Describe opportunities and expectations for teachers to be included in decision-making related to the use of academic assessment results, where the intent is improved student achievement.

The Data Wise Improvement Process is an eight-step model that guides teachers to work in collaboration to improve teaching and learning through evidence-based analysis. The steps occur in three phases: Prepare; Inquire; and Act. The prepare phase involves creating a culture in which educators collaborate effectively and use data responsibly. The inquire phase is where teachers use a variety of data sources to define a specific problem of practice they are committed to solving. In the Act phase, teams articulate how they will employ high-leverage strategies to address the problem and ultimately accelerate student achievement. Adjustments are made to the plan and determine the focus for the next cycle.

Core Element 4: Coordination of Technology Initiatives [Required for all]

Briefly describe how technology is used by students to increase learning.

Greater Clark is a 1:1 district and all students k – 12 will have access to a Chromebook device. GCCS uses technology to create authentic learning experiences and to empower all learners to take ownership of his/her own learning. Teachers and students leverage tools like interactive whiteboards, Activinspire, Chromebooks, Google Classroom, Google Apps for Education, online textbook resources, Symbaloo, EasyTech, Remind, Class Dojo, Exact Path, and more in partnership with our sequencing maps to support student learning and teacher clarity. All technology integration and professional development is incorporated inside of our Numeracy, Literacy, Computer Science, College and Career Readiness frameworks.

Best Practice/Requirements Self-Check	Yes/No	X
The school has a process for integrating technology into the instructional program to promote learning.	Yes	<input type="checkbox"/>
A plan is in place to provide in-service training in the use of technology.	Yes	<input type="checkbox"/>
Protocols and criteria are used to review and select technology hardware, software, and instructional programs.	Yes	<input type="checkbox"/>
There are established procedures for maintaining technology equipment.	Yes	<input type="checkbox"/>
Sufficient infrastructure exists to support instructional, assessment, and operational needs.	Yes	<input type="checkbox"/>

If “Not currently implementing career exploration activities” was checked above, explain why.

Core Element 5: Career Awareness and Development [Required for all]

Answer the questions for the grade levels in your school.

Grades K-5 only

What career awareness activities are provided for students?			
<input type="checkbox"/>	Not currently implementing career awareness activities	<input checked="" type="checkbox"/>	Career Day/Fair or Community Day
<input checked="" type="checkbox"/>	Career Simulation (JA/Biztown, etc.)	<input checked="" type="checkbox"/>	Career-focused clubs (Robotics, agricultural garden, STEM, etc.)
<input checked="" type="checkbox"/>	Career-focused classroom lessons	<input checked="" type="checkbox"/>	Guest speakers
<input type="checkbox"/>	Other		

Grades 6-8 only

What career awareness activities are provided for students?			
<input type="checkbox"/>	Not currently implementing career information activities.	<input checked="" type="checkbox"/>	Career-related courses
<input checked="" type="checkbox"/>	Career-focused classroom lessons	<input checked="" type="checkbox"/>	Job-site tours
<input checked="" type="checkbox"/>	Guest speakers	<input checked="" type="checkbox"/>	Career Day/Fair or Community Day
<input checked="" type="checkbox"/>	Career-focused clubs (i.e., Robotics, Agriculture Garden, STEM, etc.)	<input type="checkbox"/>	Online career navigation program
<input checked="" type="checkbox"/>	Other Career Simulation (JA)		

If “Not currently implementing career exploration activities” was checked above, explain why.

Grades 9-12 only (add others in blanks as necessary)

What career awareness activities are provided for students?			
<input checked="" type="checkbox"/>	Not currently implementing career information activities.	<input checked="" type="checkbox"/>	Career-related courses
<input checked="" type="checkbox"/>	Job-site tours	<input checked="" type="checkbox"/>	Career Day/Fair or Community Day
<input checked="" type="checkbox"/>	Guest speakers	<input type="checkbox"/>	
<input checked="" type="checkbox"/>	Career-focused clubs (i.e., Robotics, Agriculture Garden, STEM, etc.)	<input type="checkbox"/>	

<input checked="" type="checkbox"/>	Industry-related Project-Based Learning	<input type="checkbox"/>	
<input checked="" type="checkbox"/>	Online career navigation program	<input type="checkbox"/>	
<input checked="" type="checkbox"/>	Job shadowing	<input type="checkbox"/>	

If “Not currently implementing career exploration activities” was checked above, explain why.

Core Element 6: Safe and Disciplined Environment [Required for all]

All schools are required to develop a school safety plan. That plan is not part of this document. Since student safety and social-emotional well-being are crucial factors in learning, the questions below are intended to promote conversation about how the school’s environment adds to or takes away from student learning.

Best Practice/Requirements Self-Check	Yes/No	X
Practices are in place to develop and maintain a positive school climate between staff, students, and families.	Yes	<input type="checkbox"/>
A multi-tiered system of support (MTSS) provides students with academic, behavioral, and social-emotional care and early intervention.	Yes	<input type="checkbox"/>
Discipline rules are established, and copies of the rules are made available to students and their parents/guardians.	Yes	<input type="checkbox"/>
Discipline rules to prevent bullying are in place and include education, parental involvement, and intervention.	Yes	<input type="checkbox"/>
A suicide awareness and prevention policy is in place and staff have been appropriately trained.	Yes	<input type="checkbox"/>
High expectations for behavior and attendance are communicated to families and consistently reinforced by all staff.	Yes	<input type="checkbox"/>
All staff express the belief that all children can learn and consistently encourage students to succeed.	Yes	<input type="checkbox"/>
The school develops staff capacity to create positive classroom and school climates that are culturally responsive.	Yes	<input type="checkbox"/>

Briefly answer the following:

What practices are in place to maintain a safe environment?

- Media Statements and inquiries need to be made to the principal.
- All entrances are locked and monitored with an A – phone system during the school day.
- Visitors should report to the office. Staff report to the office if they see someone without a badge.
- All classes should use caution when exiting/entering the building to and from recess or any other outdoor activity.
- Students should not be in the hallway without an appropriate pass.
- All staff members wear a badge daily. If a visitor is seen in the building without a visitor’s badge, they are directed to the office to sign in.
- Personnel are assigned to designated areas in the AM to supervise students entry into the building and to class.
- In the case of a fire, tornado drill, or school evacuation, staff members take an attendance roster and emergency cards to ensure you know where all of your students are located.
- Classroom Doors remained locked during the school day and doors are not to be propped open.

REPORTING PROCEDURES

1. Bullying report to the office.
2. Child Abuse or Neglect staff report to hotline immediately 1 (800) 800-5556

- Inform administrator and request case # from the hotline and give to administrator before you leave for the day
- 3. Staff are trained to immediately call the office and report manmade occurrence: A student needs shelter, Threat by Student, Possible Weapon on School Grounds, Possible Bomb Threat, Drugs Usage or Drugs on School Grounds, Gang Activity Power Outage, Water Advisory or Outage.
- 4. Safe Crisis Teams are in place in all schools.

Core Element 7: Cultural Competency [Required for all]

List the racial, ethnic, language-minority, and socio-economic groups in your school’s population. Provide strategies and indicate whether or not professional development is needed to successfully implement these strategies. Any such professional development should be detailed in the professional development plan portion of this document. Cultural competency considerations are embedded throughout this document

Identify the racial, ethnic, language-minority, and socio-economic groups in your school using the check boxes below.

<input checked="" type="checkbox"/>	American Indiana/Alaskan Native	<input checked="" type="checkbox"/>	English Language Learner	<input checked="" type="checkbox"/>	Multiracial
<input checked="" type="checkbox"/>	Asian	<input checked="" type="checkbox"/>	Free/Reduced Lunch	<input checked="" type="checkbox"/>	Native Hawaiian or Other Pacific Islander
<input checked="" type="checkbox"/>	Black	<input checked="" type="checkbox"/>	Hispanic Ethnicity	<input checked="" type="checkbox"/>	White

Describe how racial, ethnic, language-minority, and socio-economic groups are identified.

Our district and school strives to create a culturally sensitive environment where all students can succeed. Our mission, vision, and belief statements support a nurturing environment where all students feel safe and respected, and provide all children a challenging curriculum in both academic and social skills. Specific subgroup challenges for our school are addressed through content benchmark goals, which are implemented through IMPACT intervention and individualized instruction on a daily basis. Our district is part of a Universal Design for Learning grant through Indiana University. Teachers are being trained and cultural diversity strategy training is included as a component of this work. We have a few pilot schools in the district and our hope is to continue to expand this work and strengthen the capacity of all staff.

Describe strategies for increasing educational opportunities and performance for students in groups identified for the school.

We will provide equitable access to strong, challenging school experiences. This will start by assessing our school culture and climate and building a culture of high expectations and achievement for all staff and students.

What professional development might be necessary for staff to work effectively in cross-cultural situations?

We work on a regular basis to provide resources and trainings on Culturally Responsive teaching. The focus emphasizes cultural ways of learning and cognition. Affirmation of students' cultural roots comes through incorporating deep cultural values and cultural ways of learning (using memory systems of the brain, organizing around social interaction (collectivism), and combining oratory skills with academic talk. We will work with district resources to train teachers in Culturally Responsive teaching strategies by defining what culture is and understanding the myths surrounding Culturally Responsive teaching as well as the proven strategies that provide cultural representation in relevant ways with the curriculum. We will also train teachers in unconscious bias protocols that will enable teachers to become aware of and recognize their own biases when interpreting behavior in the classroom so they can be more culturally responsive.

What curriculum materials are used to ensure all students' cultural differences are recognized and appreciated?

We strive to follow guidelines for Improving English Language Arts and mathematics materials for English Learners by selecting and utilizing materials which provide specific guidance to enhance language development with content embedded across a curricula, in units, and in lessons so that English learner students can access and engage in grade-level content.

Core Element 8: Review Attendance [Required for all]

Reduction of absenteeism is a top priority for Indiana schools. Students are considered chronically absent when they are not in attendance for ten percent of the school year. This equates to approximately 18 days of school.

What may be contributing to the attendance trend?

Due to the Covid-19 pandemic and students transitioning from virtual learning to traditional learning, there has been an increase in the number of students absent. We had many students staying home due to concerns over the pandemic.

What procedures and practices are being implemented to address chronic absenteeism?

We believe that student achievement improves with regular attendance and parent involvement. The school principal and leadership team have established attendance goals that include strategies and schedules to maximize attendance and instructional minutes within the student day. We are striving to reach our attendance goal through the following steps and support:

- Average daily attendance data are monitored and discussed with teacher teams each quarter.
- We utilize the parent attendance legal notice and Truancy advocates assigned to our school to address habitual attendance concerns.
- Announcements and recognitions are made regularly to emphasize the importance of punctuality and attendance.

If procedures or practices to reduce chronic absenteeism are in place, how are the results monitored?

Attendance data is reviewed regularly by the PRIDE and Building Leadership Teams with administration to recognize trends and plans are implemented to address families who may need support.

Number of students absent 10% or more of the school year. Last year: 156 Two years ago: 56 Three years ago: 99

Core Element 9: Parent and Family Engagement [Required for all]

Best Practice/Requirements Self-Check	Yes/No	X
The school has and follows a chronic absence reduction plan.	Yes	<input type="checkbox"/>
A multi-tiered system of supports (MTSS) is in place to identify and help the academic, behavioral, and/or social emotional needs of chronically absent students.	Yes	<input type="checkbox"/>

How does the school maximize family engagement to improve academic achievement?

The school has an active parent organization, which sponsors several family events throughout the year. They meet on a regular basis to develop supports for students and staff. The parent organization serves as a conduit for improvement of the schoolwide plan to support academics. Other activities offered for parents to become involved are: orientation, field trips, family nights, Camp Kindergarten and various sports and extracurricular activities including academic teams and robotics events. Parents are given the option to participate in school events and offered opportunities to volunteer.

In what ways are parents/families able to express ideas, concerns, and/or suggestions?

Family surveys are utilized to determine how to provide more opportunities for parents to contribute to their child's learning. The district website and social media platforms provide a means for parents to express ideas, concerns, or suggestions.

In what ways does the school involve parents/families to maintain or increase high levels of student attendance?

Positive peer and parent relationships can promote healthy attendance. Using structures like student government and morning meetings, we empower students to have an active presence and help them develop a collective identity. We are also working on implementing restorative justice practices. Regular parent contacts include early phone calls and email messages pertaining to attendance and student work completion. Parents will be invited to visit with the students as they work before, during, or after school to finish homework, improve grades, and master key concepts. An electronic parent newsletter will provide more information about tutoring and other opportunities for students to access more assistance and support. The Unified Classroom allows parents the ability to see their child's attendance daily.

How do teachers and staff bridge cultural differences through effective communication?

The GCCS district promotes equity by striving to make all students, staff, and parents feel welcome, accepted, and protected against discrimination. We continue to learn, work, and grow in how to eliminate bias in our systems and interactions through continued professional development, trainings, book studies, and community resources to build our knowledge base and practices.

Core Element 9: Parent and Family Engagement [Title I Schoolwide only]

The following is specific to Title I Schoolwide Programs.

Describe strategies used to increase parental involvement.

A parent compact outlining each student's growth is completed with parents during parent – teacher conferences. We strive to conference with 100% of parents. Parents are informed throughout the year if it is necessary for their student to receive tier 2 or Tier 3 intervention. Family nights are planned throughout the year to encourage parent involvement and to showcase student work and achievements.

How does the school provide individual academic assessment results to parents/guardians?

Parents are informed of student progress in core academic areas aligned to Indiana Academic Standards and performance on Benchmark assessments for reading, writing, and math on a regular basis. The school will provide individual academic assessment results and/or progress to parents several times during the school year. Communicating performance results to parents will include: midterms each quarter, parents LMS pages through Powerschool, blogs, class Dojo, and Google Classroom. Report cards are distributed quarterly. Parent teacher conferences are conducted in November. NWEA math and reading reports as well as behavior goals and concerns are shared with parents throughout the year at designated intervals.

How does the school involve parents in the planning, review, and improvement of the schoolwide plan?

All Title 1-served schools in Greater Clark County School Corporation will host an annual parent meeting, and follow up meetings for those who could not attend, to outline the parameters of services being provided to their children. At this meeting, information will be shared regarding services provided, complaint procedure policy reviewed, discussion of Right-to-Know letter, school compact is reviewed and signed, and contact information shared regarding key personnel in the school. The meeting is publicized to all families and individual question and answer sessions will be held after the parent meeting as needed. The INSIP plan is also available on the school's website for access by parents and community members.

Core Element 10: Provision for Secondary Schools [Secondary schools only]

How do course offerings allow all students to become eligible to receive an academic honors diploma?

We strive to provide all students with a diverse education in a safe, supportive environment that promotes self – discipline, motivation, and excellence in learning. Our high school meets the needs of all students by providing them with a diverse curriculum that allows students’ to earn an Academic Honors Diploma, Associates Degree, Technical Honors Diploma or the Core 40 Diploma.

How are all students encouraged to earn an Academic Honors Diploma or complete the Core 40 curriculum?

We offer three diploma tracks; Academic Honors Diploma, Technical Honors Diploma and Core 40. Greater Clark County schools, in partnership with Ford Next Generation Learning, implemented wall-to-wall Career Academies during the 2018-2019 school year, which offers a focused curriculum plan related to four areas: Public Service, Business and Entrepreneurship, Engineering and Advanced Manufacturing, and Health Services. These academies serve to create Small Learning Communities within the larger school which, coupled with the Freshman Academy, provide teams of teachers and staff dedicated to ensuring students are supported, affirmed, guided and directed through a pathway that leads to College and Career Readiness. Through this initiative, students directly benefit from a transformation of teaching and learning, a transformation of the secondary school experience, and a transformation of business and civic engagement, which forges a strong partnership with community stakeholders.

How are advanced placement, dual credit, international baccalaureate, and CTE opportunities promoted?

All students are enrolled in the Freshman Seminar course during their 9th grade. This class focuses on introducing and promoting each of the High School’s academic opportunities and advises students on the best fit for them based on interest inventories.

Graduation rate last year: NA

Percent of students on track to graduate in each cohort: NA

Core Element 11: Provision for Title I Schools Operating a Schoolwide Program

This section applies only to schools that receive Title I funds and operate a Schoolwide Program

Describe how your school coordinates and integrates Federal, State, and local funds and resources, such as in-kind services and program components.

Federal Programs (Title I, II, III, and IV) as well as the various Cares Act dollars (I,II, and III) will be coupled with instructional services (staff development), technological services, student services, Special Education funding and various business partnerships to improve the academic achievement of all students. In addition, Title I professional development funding and staffing support will be used to support the SWP/School Improvement plan.

Provide a list of programs that will be consolidated under the schoolwide plan (if applicable).

Not Applicable

Describe the school's plan for assisting preschool children in the transition from early childhood programs, such as Head Start, Even Start, Early Reading First, or a state-run preschool program.

Greater Clark has been able to increase our preschool capacity within the district to well over 200 students with plans for even greater expansion. Our preschool teachers work collaboratively with our kindergarten teachers and academic coaches to provide developmentally appropriate curriculum and instruction for our earliest learners. Our district works collaboratively with other community early childhood programs to share our resources and to ensure kindergarten readiness to all incoming students. We support parents through a program called Camp Kindergarten to help students and parents prepare children socially, emotionally, and physically for kindergarten expectations and programming. In the spring, Camp Kindergarten visits and screenings are scheduled to assist in a smooth transition. All area preschools are notified and invited to attend. IEPs for special needs students transitioning to kindergarten from Head Start are communicated through conferences. We work to maintain a PTQ level 3 in our preschool classrooms and are striving for a level 4.

Describe strategies used to attract high-quality teachers to your school and/or district. Examples could include: Mentoring and induction programs; recruitment incentives; high-quality professional development; partnerships with teacher preparation programs; and, career pathways for teachers leaders.

Greater Clark County Schools is actively recruiting and attending job fairs across the state to attract highly qualified teachers. We have cohorts run through local universities to provide advanced course work options for our teachers. We have created and conducted an action plan to interview in the early spring to secure the top teacher candidates. We also conduct "mock" interviews with local universities to get a preview of upcoming graduates. We maintain agreements with several universities across the state to supervise student teachers throughout their educational course work in our schools.

Provide a list of all instructional staff. Include licensure/certification and current class/subject areas being taught. To provide this information, you may include a link, attach the information to this document, or list the information in the table below.

Staff Name	Licensure/Certification	Assigned Class/Subject
Acocella, Bernadette	Language Arts 5-12 REPA 3, Instructional Practitioner	6 th Grade ELA
Bowe, Zach	Mild Intervention Emergency License	EH
Brown, Autumn	Mild Intervention, P-12, REPA 3	6 th Grade Special Education
Condon, Grant	Mathematics Instructional 5-12, REPA 3	7 th Grade Math
Cummings (Elliott), Nancy	Seriously Emotionally Handicapped K-12; Mathematics 5-9; LD	7 th Grade Special Education
Cymbalist, Andrew	Adaptive Physical Education K-12; Health 5-12	6-8 Physical Education
Davenport, Erin	Language Arts 5-12, Instructional Practitioner	7 th Grade ELA
Fabrizio, Kristen	Historical Perspectives 5-12, REPA 3	6 th Grade Social Studies/ Science
Ferraro, Greg	5-12; Government and Citizenship; Sociology; US History; World C	8 th Grade US History
Fleshman, Dan	English 5-12 Rules 46-47	8 th Grade ELA
Fuson, Jen	Mathematics 1-9; Elementary Administration	7 th Math
Hall, Amanda	Mild Intervention P-12; REPA 3	6 th Grade Special Education
Holman, Valerie	Elementary K-6; REPA 3; Math 5-12 Emergency License	6 th Grade Science/ Social Studies
Howe, Carrie	Mathematics 1-9	Numeracy Coach
James, Rebecca	Visual Arts; Instructional P-12, REPA 3	6-8 Art
Kolb, Carol	General Elementary K6, 7/8 Non-Depart. ; Bulletin 400	6 th Grade Generalist
Landers (Carlisle), Kaitlyn	Elementary Generalist K-6; REPA	6 th Grade ELA
Leahart, Whitney	Mild Intervention; P-12; REPA 3	Special Education-Severe
Leonard, Dustin	US History; Psy., World Civ., Sen.High Jun. Mid. Rules 46-47	Alternative Education 6-8
Martinez, Mitsuko	Instrumental and General Music, P-12, REPA 3	6-8 Band
McFarland, Andrew	Elementary/ Intermediate Generalist Rules 2002	6 th Grade Math
Miller, Steve	Elementary/ Intermediate Generalist	6 th Grade Math
Murphy, Joel	Intense Interventionist; P-12	8 th Grade Special Education
Nichols, Taylor	Mild Interventionist; REPA 3	8 th Grade Special Education
Patton, Amanda	Language Arts Instructional; Middle School	6 th Grade ELA
Pierce, Samantha	Social Studies Instructional 5-9; REPA 3	7 th Grade Social Studies
Ramey, Melissa	General Elementary; 1-6, 7/8	6 th Grade Math

Regina, Kelsey	Theater Arts, Instructional 5-12; REPA	6-8 Theater Arts
Renfro, Jennifer	Language Arts 1-9; Rules 46-47	7 th Grade ELA
Riggle, Laura	General Science; Physical Science, Earth/ Space, Health, 5-12	7 th Grade Science
Schowe, Paxton	Physical Science, 5-12 REPA 3	8 th Grade Science
Smith, Andrew	Historical Perspectives 5-12, Rules 46-47	7 th Grade Social Studies
Stein, Andrew	Mathematics Instructional 5-12, REPA 3; BLDG Level Admin P-12	Dean/ Athletic Director
Tull, Barb	General Elementary 1-6, 7/8	Literacy Coach
Tull, Stephen	K, 1-6 & 7/8 Non Depart.; Instructional Science 5-9	8 th Grade Science
Vandgrift, Ashley	Mild Intervention Middle School	7th Grade Special Education
Vessels, Katie	Vocal and General Music; Instrumental and General Music P-12	Choir
Vogel, Patricia	Mild Interventionist, Middle School; Rules 2002	8 th Grade Special Education
Waldrews, Chelsea	Mathematics Middle School; Rules 2002	8 th Grade Math
Watson, Ken	Computer Renewal Senior High-Junior/Middle School Rules 46-47	6-8 Computer Science
Wilcox, Susan	US History; Government; P-12; Rules 46-47	8 th Grade Social Studies
Wilt, Stephanie	Science, General Elementary, 1-6, 7/8, Rules 46-47	7 th Grade Science
Zastawny, Abbie	General Elementary, 1-6, 7/8 Non.-Dept.	6 th Grade Social Studies/ Science
Hatton, Kenneth Scott	Building Level Administrator P-12	Assistant Principal
Gianfagna, Heather	Building Level Administrator P-12	Principal
Spiehs, Tara	School Counselor	6-7 th Grade Counselor
Page, Michele	School Counselor	7-8 th Grade Counselor

SECTION B: Needs Assessment

Every school is required to address the learning needs of all students, including programs and services for exceptional learners (special education and high ability). Below is a list of possible sources of data to help evaluate your school's current performance in the steps below. Schools are not required to use each of these, but data must be used in determining where improvement is needed immediately. **This information is necessary when performing the Gap Analysis and Root Cause Analysis. Check the box next to each source of data used in the following steps and add or link the data reviewed for this plan.**

General Academic		Specific Student Groups		General School Data			
<input checked="" type="checkbox"/>	Statewide Assessments	<input checked="" type="checkbox"/>	Statewide Assessment Data	<input checked="" type="checkbox"/>	ELL Assessment(s)	<input checked="" type="checkbox"/>	Attendance*
<input type="checkbox"/>	Federal (ESSA) Data	<input type="checkbox"/>	Federal (ESSA) Data	<input type="checkbox"/>	Individual Education Plans (IEPs)	<input checked="" type="checkbox"/>	School Discipline Reports*
<input checked="" type="checkbox"/>	Districtwide Assessments	<input type="checkbox"/>	IAM Assessment	<input type="checkbox"/>	Individual Learning Plans (ILPs)	<input type="checkbox"/>	Bus Discipline Reports*
<input type="checkbox"/>	Dyslexia Assessments	<input type="checkbox"/>	Aptitude Assessment(s)	<input type="checkbox"/>	Staff Training	<input type="checkbox"/>	Surveys (parent, student, staff) *

<input type="checkbox"/>	Common Formative Assessments	<input type="checkbox"/>	Special Education Compliance Rpt	<input type="checkbox"/>	Aptitude Assessment (e.g. CogAT)	<input type="checkbox"/>	Daily Schedule Configuration
<input type="checkbox"/>	PSAT/SAT/ACT	<input checked="" type="checkbox"/>	Subgroup Assessment Data	<input type="checkbox"/>	Current High Ability Grant	<input type="checkbox"/>	*Including student subgroups
List or Link Other Data Sources Below							
https://docs.google.com/spreadsheets/d/1lp6Tro4xBFpHHopIIiSziRRwHS9QLmIjavVfslslGgKE/edit?usp=sharing		https://docs.google.com/spreadsheets/d/1sk5q3mtBZgCkat2t3GvCxmHl23nTRhVSk1I9rCaAmWE/edit?usp=sharing		https://inview.doe.in.gov/schools/1010100853		https://docs.google.com/spreadsheets/d/1YTAYb6CPm8KYFj1CE8waXbXWlgu4qQIMUtDXqTEs9gs/edit?usp=sharing	
Link ->				Link ->			

Be sure no personally identifiable student information is included in any/all linked or uploaded data.

Step 1: Review Potential Issues from the Core Elements

In this section, the committee should begin reviewing the information from the core elements in Section A. Look back at the information in Section A. If there were items checked (X) for further discussion, note them below and discuss them considering the following two questions:

Do these issues significantly impact our current school goals as strengths or problems?

Do these issues present significant strengths or problems not already addressed by goals in our current school improvement plan?

If there is an issue that fits one of the above, note the issue and consider it when determining whether to conduct a Gap Analysis.

Step 2: Evaluate Progress on Current School Goals

If there is evidence that current school goals are priorities where improvement is needed immediately, schools should continue working toward meeting these goals. The section below is a brief review of current goals. This is intended to help you decide if these goals should continue to be the focus of improvement efforts. To analyze the progress of current goals and look for any gaps in performance, the committee should use a variety of data. **Schools with identified underperforming student groups must analyze data about these groups, including but not limited to: assessment, attendance, and behavior.** All schools are required to consider the needs of exceptional learners (special education and high ability) using data to assess their progress.

Review current goals using data referenced above. Current goals may need to be modified based on your findings. This is done in the Goals section. There is not a requirement as to the number of goals. Goals should be derived from prioritizing areas where improvement is needed immediately.

Goal 1

By Spring of 2021, students in grades 6-8 at Parkview Middle School will show a 3-5% growth in the number of students that meet State Standard in ELA as measured by ILearn.

Measurable outcome met? No

If goal was met, how will the school further improve or sustain this level of performance?

If the goal was not met, should the school continue to work toward this goal? Choose

If the goal was not met and it will continue to be a goal, conduct a root cause analysis to determine why (see Section C).

Goal 2

Measurable outcome met? No

By Spring of 2021, students in grades 6-8 at Parkview Middle School will show a 3-5% growth in the number of students that meet State Standard in Math as measured by ILearn.

If goal was met, how will the school further improve or sustain this level of performance?

If the goal was not met, should the school continue to work toward this goal? Choose

If the goal was not met and it will continue to be a goal, conduct a root cause analysis to determine why (see Section C).

Goal 3

Measurable outcome met? No

By Spring 2021, Parkview Middle school will show a 3-5% decrease in discipline referrals due to training on social emotional learning.

If goal was met, how will the school further improve or sustain this level of performance?

If the goal was not met, should the school continue to work toward this goal? Choose

If the goal was not met and it will continue to be a goal, conduct a root cause analysis to determine why (see Section C).

SECTION C: Analysis

Step 1: Conduct a Gap Analysis

A Gap Analysis is a procedure for determining needs by highlighting differences between a school’s desired performance and its actual performance. Data about the school’s current performance should drive discussions about these differences.

In Sections A and B, the committee analyzed the school’s performance in a number of areas. This included core elements of the school and current school goals. For the first column the committee should consider two questions:

- 1) Are our current goals still areas where improvement is needed immediately?
- 2) What concerns did we find when studying the core elements that might be serious enough to need improvement immediately?

Now the committee will conduct a Gap Analysis to identify the most significant barriers to the school’s success.

Here’s an **example** of how a committee member might explain the gap analysis process:

During our discussion about the core elements we felt student misbehavior has gotten worse. If that’s the case, it is counter to what we believe. We are committed to providing all students with a safe and disciplined learning environment. We want to find out if discipline is a real problem based on data. We’ll state our commitment about a safe environment in the 1st column. It is not a current goal, so we we’ll put “No” in the 2nd column. We’ll collect discipline data and summarize our findings in the 3rd column. We’ll compare what we’re committed to regarding student safety with what the data shows. We’ll state our finding in the 4th column. If there is a significant difference between what we are committed to and what is actually happening, we’ll consider this a gap and put a check in the 5th column. Lastly, we’ll compare this with other gaps we found on this chart. We’ll prioritize these in the final column.

	1	2	3	4	5	6
Desired Performance Indicators Based on Prioritized Goals/Characteristics	Current Goal	Actual Performance Based on School Data	Brief Description Comparing Current Performance to Desired Performance	Gap	Priority	
A safe and disciplined school environment provides an educational atmosphere conducive to learning and personal well-being.	No	In-school suspensions increased 15% over the last 2 years. Suspensions & expulsions increased 8% & 4% re- respectively. Survey: 45% of students do not feel safe at school.	We are committed to a learning environment that ensures safety and well-being for all. Data indicates that students do not feel safe and that misbehavior resulting in suspensions and expulsions has increased.	X	1	

There is no requirement for the number of performance indicators you investigate. **Schools with identified underperforming student groups must include a desired performance indicator relevant to each of these groups.**

GAP ANALYSIS TEMPLATE

Desired Performance Based on Prioritized Goals/Characteristics	Part of Current Goal?	Actual Performance Based on School Data	Brief Description Comparing Current Performance to Desired Performance	Gap	Priority
Students in grades 6-8 at Parkview Middle School will show a 3-5% growth in the number of students that meet State Standard in ELA as measured by ILearn.	Yes	The percentage of students in grades 6-8 that meet the State Standards in ELA as measured by ILearn was 34.4%.	We are committed to ensuring students have a learning environment that challenges them by promoting daily opportunities to grow academically in ELA. Data indicates that there needs to be an increase in students' ability to write effectively across all content areas, and to utilize the literacy framework to strengthen strategies in the writing process.	☒	2
Students in grades 6-8 at Parkview Middle School will show a 3-5% growth in the number of students that meet State Standard in Math as measured by ILearn.	Yes	The percentage of students in grades 6-8 that meet the State Standards in Math as measured by ILearn was 21.7%.	We are committed to ensuring students have a learning environment that challenges them by promoting daily opportunities to grow academically in Math. Data indicates that there needs to be an increase in students' ability to compute and problem solve accurately and concisely. The balanced math framework will be a guide to help strengthen strategies across all areas of math.	☒	1
A safe and positive learning environment where a focus on social emotional learning leads to a decrease in Discipline Referrals.	Yes	Discipline referrals increased in 2018-2019 by 258 (from 438 total in 2017-2018) to 696 in 2018-2019). In 2019-2020, the number of referrals was 585. There were 2.5 months with no data due to COVID. In 2020-2021, the total number of referrals was 351 (a portion of the student population was on virtual learning.)	While teachers monitor behavior data, they are not intentional about providing interventions and incentives for all students. This year, the PRIDE PBIS is going to focus on wellness practices for SEL. The dean and assistant principal will analyze trend data monthly and shares with PRIDE team to discuss needed actions. Data indicates there is a need for focus on social emotional learning.	☒	3

List the top 3 or 4 on the next page in the column, *Identified Priorities from Previous Chart*.

Step 2: Conduct Root Cause Analyses

Based on review of data from the Gap Analysis, list at least 3 priorities where improvement is needed immediately in the chart below. Schools classified at TSI/ATSI should consider priorities pertaining to the underperforming groups for which they have been identified.

Determine the root cause(s), or underlying cause(s), for the gaps in the prioritized areas.

A Root Cause Analysis is a process for determining underlying causes for problems. The recommended tool for this is 5-Whys. An illustration of this process is found [HERE](#). Although conducting a root cause analysis is required, schools may use any recognized method/tool of their choice. CSI and TSI/ATSI schools must attach documentation of their root cause analysis (e.g. Word/Google document, pdf, photo of wall chart, etc.).

Identified Priorities from Previous Chart	List Root Cause(s)
Students in grades 6-8 at Parkview Middle School will show a 3-5% growth in the number of students that meet State Standard in ELA as measured by ILearn.	While ELA teachers are providing time for writing instruction, students need continued opportunities to write across all subject areas. And while some students are scoring in at or near proficiency category. While writing instruction is embedded in all ELA classes, students need daily opportunities to write in all academic areas. They continually need instruction and feedback that will strengthen their ability to write effectively across all curricular areas and genres.
Students in grades 6-8 at Parkview Middle School will show a 3-5% growth in the number of students that meet State Standard in Math as measured by ILearn.	While students attempt math problems, they do not have a deep enough of understanding to complete multi-step, open ended items. While teachers incorporate the problem solving portion of the Balanced Math Framework into instruction, they need to intentionally model and embed how to solve multi-step, open-ended problems on a regular basis.
A safe and positive learning environment with a focus on social emotional learning leads to a decrease in Discipline Referrals.	While our PRIDE program has lessons on persistence, respect, initiative, determination, and efficiency, there has been a lack of focus on social and emotional learning, leading to an increase of students with regulation problems in classroom. PRIDE program has developed character lessons as well an implementation of SEL and Character Strong lessons. Data supports a need for continued lessons on character and social emotional needs.



Write your Goal(s) from these.



Develop strategies from these.

SECTION D: School Improvement Plan and Professional Development Plan

The school improvement and professional development plans are developed once immediate needs are identified. The plans are developed from these needs and are the filter through which most decisions are made. The school improvement plan and professional development plan drive all aspects of continuous improvement efforts for the school.

1. Develop school improvement plan goals from the identified priorities. Based on your review of data, goals may be:
 - a. A continuation of existing goals and/or
 - b. New goals based on areas where improvement is needed immediately.
2. Develop a professional development plan, basing professional development goals on:
 - a. Strategies in the school improvement plan.
 - b. Other areas, apart from the improvement plan, where professional development is a priority.
3. Identify and note possible funding sources from local, state, and federal resources that may support the plan(s).

Possible Funding Sources		
Title IA Title II Title III Title IV School Improvement (SIG)	McKinney-Vento High Ability Early Literacy Twenty-first Century After School Program Rural and Low-Income Schools	General funds Head Start

School Improvement Plan

Using the Goal Template

Goals

Are a result of identified priorities (where improvement is needed immediately)

Are based on a 3-year plan, starting with the current year (Goal 1) and followed by succeeding years (“Yr 2” and “Yr 3”).

Evidence-Based Strategy

A strategy is a specific plan of action to accomplish a goal. Strategies must be supported by evidence considered to be strong or moderate. Find out about evidence-based interventions [HERE](#). In the school improvement plan, check if professional development is needed to successfully implement the strategy. These activities may be replicated and expanded on in the professional development plan.

Strategy Action Steps

Action steps are specific actions necessary to implement a strategy. In the template, schools may have more or less than four (4) action steps.

Space is provided for four. Add additional steps if needed. **SAMPLE BELOW.**

GOAL 1	By Spring 2022, 70% of students in grades 6-8 who are identified as in need of special education services in mathematics, will demonstrate mathematical proficiency as measured by the ILEARN assessment.			
Data Checkpoints (dates)	November 1	February 15	May 25	
Evidence at Checkpoints	Math scores on interim test.	Math scores on interim test.	Math scores on interim test.	
Evidence- Based Strategy 1	Implemented blended instructional models in mathematics classes in grades 5-8. Bottge, Brian A., et al. “Effects of Blended Instructional Models on Math Performance.” <i>Exceptional Children</i> , vol. 80, no. 4, June 2014, pp. 423–437., doi:10.1177/0014402914527240.			PD needed <input checked="" type="checkbox"/>
Strategy Action Steps	Required Activity	Start/End Dates	Person(s) Responsible	Evidence of Success
Action Step 1	Conduct on-going, job-embedded training for teachers and instructional support staff.	August, 2021- May, 2022	Leadership Team, Math Department Chairs	85% of teachers implement blended instructional model lessons as determined by information from observations by coaches and the administrator.
Yr 2 Measurable Objective	By Spring 2023, 74% of students in grades 6-8 who are identified as in need of special education services in mathematics, will demonstrate mathematical proficiency as measured by the ILEARN assessment.			
Yr 3 Measurable Objective	By Spring 2024, 79% of students in grades 6-8 who are identified as in need of special education services in mathematics, will demonstrate mathematical proficiency as measured by the ILEARN assessment.			

Paste LINK TO YOUR CNA/SIP PLANNING CALENDAR HERE TO ACCESS IT FROM HERE IN THE FUTURE >

https://docs.google.com/document/d/1Ad7_5ukd94hSnOAVTi_c_ahfKwT9fozkuaLeeSloCEc/edit?usp=sharing

GOAL 1	By Spring of 2022, students in grades 6-8 at Parkview Middle School will show a 3-5% growth in the number of students that meet State Standard in ELA as measured by ILearn.			
Data Checkpoints (dates)	August 23-25th, 2021 NWEA BOY	January 11-29 th , 2022 NWEA MOY	ILearn grades 6-8 (4/18/2022)	
Evidence at Checkpoints	Quarterly Writing Task, Class Writing Samples, Writing Assessment	Fall testing NWEA data Winter testing NWEA data	Spring 2022 ILearn Results; number of students who demonstrate proficiency on the performance writing task.	
Evidence- Based Strategy 1	Writer's Workshop will be embedded in the Literacy Framework. Writing assessments administered once per quarter (Narrative/ Argumentative/ Informative/ Research).			PD needed <input checked="" type="checkbox"/>
Strategy Action Steps	Required Activity	Start/End Dates	Person(s) Responsible	Evidence of Success
Action Step 1	Teachers will provide mini-lessons during writer's workshop to teach strategies that will strengthen student writing.	Mini-lessons will occur at the beginning of the writer's workshop (10-15 min).	ELA Teachers and collaborative teachers.	MOY NWEA testing data; Quarterly performance tasks; Student writing samples; Published drafts; Highly effective team meetings notes and rolling agenda.
Action Step 2	Teachers will use an anchor and/or mentor text to model writing techniques.	Weekly.	ELA Teachers and collaborative teachers. Literacy Coach will model and/or observe.	MOY NWEA testing data; Quarterly writing tasks; Coaching conversations and notes from Period Zero. Student writing samples.
Action Step 3	Content area teachers will incorporate writing opportunities	Quarterly.	Content area teachers (S & SS)	MOY NWEA testing data; Quarterly writing tasks; Student writing samples.
Action Step 4	Conduct on-going, job-embedded training for special education teachers, general education teachers and instructional support staff on strategies to use.	Quarterly.	Literacy Coach, ELA teachers, and co-teachers.	Spring 2021 ILearn Results; Quarterly writing tasks; Walkthrough data; Coaching meetings;
Evidence- Based Strategy 2	Teachers will use chunking of writing assignments, editing and specific feedback with writing. Mini lessons for components of the writing rubric will be modeled, taught, and reinforced.			PD needed <input checked="" type="checkbox"/>
Strategy Action Steps	Required Activity	Start/End Dates	Person(s) Responsible	Evidence of Success

Action Step 1	Teach and Review the Writing Process through mini lessons, modeling, and utilizing anchor charts.	First Quarter.	ELA Teachers and collaborative teachers. Literacy Coach will model and/or observe.	MOY NWEA testing data; Quarterly writing tasks; Student writing samples; Quarterly Performance Tasks
Action Step 2	Conduct on-going, job-embedded training for special education teachers, general education teachers and instructional support staff on strategies to use.	Quarterly.	ELA Teachers and special education teachers. Literacy Coach will model and/or observe.	MOY NWEA testing data; Quarterly writing tasks; Student writing samples; Highly effective teaming rolling agendas; IEPs; ILPs;
Action Step 3	Provide rubric with guidelines for writing expectations. Students will utilize the rubrics as a guide for peer editing.	Second Quarter.	ELA Teachers and collaborative teachers. Literacy Coach will model and/or observe.	MOY NWEA testing data; Quarterly writing tasks; Student samples;
Action Step 4	Provide feedback that is specific and targeted. Give adequate time and opportunities for students to improve throughout the writing process.	Third Quarter.	ELA Teachers and collaborative teachers. Literacy Coach will model and/or observe.	Spring 2022 ILearn Results
Yr 2 Measurable Objective	By Spring of 2023, students in grades 6-8 at Parkview Middle School will show a 3-5% growth in the number of students that meet State Standard in ELA as measured by ILearn			
Yr 3 Measurable Objective	By Spring of 2024, students in grades 6-8 at Parkview Middle School will show a 3-5% growth in the number of students that meet State Standard in ELA as measured by ILearn			

GOAL 2	By Spring of 2022, students in grades 6-8 at Parkview Middle School will show a 3-5% growth in the number of students that meet State Standard in Math as measured by ILearn.			
Data Checkpoints (dates)	August 23-25th, 2022 NWEA BOY	January 11-29 th , 2022 NWEA MOY	ILearn grades 6-8 (4/18/2022)	
Evidence at Checkpoints	Grade Level Common Problem Solving Task.	Fall testing NWEA data Winter testing NWEA data	Spring 2022 ILearn Results	
Evidence- Based Strategy 1	Continue Implementing and strengthening the Balanced Math Program; including Daily Math Review (DMR) along with conceptual teaching and learning.			PD needed <input checked="" type="checkbox"/>
Strategy Action Steps	Required Activity	Start/End Dates	Person(s) Responsible	Evidence of Success
Action Step 1	Teachers will introduce new topics with conceptual lessons by teaching minilessons and chunking content so that students can make small connections that link to bigger math concepts.	Quarterly.	Math teachers and their collaborative teachers.	Every two to three weeks, teachers will complete a weekly calendar indicating lesson taught. Math coach and/ or administrator will observe. Exit tickets; Interactive notebooks;
Action Step 2	Daily Math Review (DMR) and written reflections will be a component of daily instruction 4 days per week.	Daily.	Math teachers and their students.	DMR quizzes will be given every two weeks and the data will be used to create the next DMR. Highly effective team and department meetings & rolling agendas.
Action Step 3	Teachers and special education teachers will participate in quarterly professional development on DMR.	Quarterly.	Math teachers, math coach, and special education teachers and administrators.	ILearn and NWEA. Reflections and sign-in sheets;
Action Step 4	Teachers will participate in instructional rounds to learn from and provide feedback on DMR.	Quarter 2	Math teachers and their collaborative teachers.	Every math teacher will have had a chance to observe another math teacher and provide feedback on one DMR. Calendar with dates/times & participants.
Evidence- Based Strategy 2	Implementing problem solving with multi-step, open ended items.			PD needed <input checked="" type="checkbox"/>
Strategy Action Steps	Required Activity	Start/End Dates	Person(s) Responsible	Evidence of Success
Action Step 1	Teachers will model solving multi-step, open ended problems using scaffolding strategies and anchor charts.	Bi-weekly basis.	Math teachers and their students.	Students will be assessed every other week. Math coach and/ or administrators will observe. Student samples; Highly effective team meetings;

Action Step 2	Teachers will analyze and provide feedback on student work involving multi-step, open ended problems bi-weekly.	Quarter 2-Quarter 4.	Math teachers and their students.	Students will be assessed bi-weekly. District masterly assessments;
Action Step 3	Teachers will integrate technological opportunities for students to solve multi-step problems.	Bi weekly basis.	Math teachers and their students.	Students will be assessed using Performance Matters and NWEA. Teacher will utilize district professional development on technology integration.
Action Step 4	Conduct on-going, job-embedded training for special education teachers, general education teachers and instructional support staff on strategies to use.	Quarterly.	Math Coach, math teachers, and special education teachers.	ILearn and NWEA data; Period zero department meetings; coaching conversations; IEPs; ILPs;
Yr 2 Measurable Objective	By Spring of 2023, students in grades 6-8 at Parkview Middle School will show a 3-5% growth in the number of students that meet State Standard in Math as measured by ILearn.			
Yr 3 Measurable Objective	By Spring of 2024, students in grades 6-8 at Parkview Middle School will show a 3-5% growth in the number of students that meet State Standard in Math as measured by ILearn.			

GOAL 3	By Spring 2022, Parkview Middle school will show a 3-5% decrease in discipline referrals due to training on social emotional learning.			
Data Checkpoints (dates)	Monthly and quarterly by grade level and teams.	End of Semester 1.	End of Semester 2.	
Evidence at Checkpoints	All students will be educated on 2 of 7 SEL competencies.	All students will be educated on 4 of 7 SEL competencies.	All students will be educated on 7 of 7 SEL competencies.	
Evidence- Based Strategy 1	By then end of quarter 4, all students will be educated on the seven SEL competencies and able to identify ways to self-regulate.			PD needed <input checked="" type="checkbox"/>
Strategy Action Steps	Required Activity	Start/End Dates	Person(s) Responsible	Evidence of Success
Action Step 1	Beginning of year overview of seven components of SEL.	Quarter 1	Teachers, special education teachers, counselors and administrators. SEL team.	Beginning of year lessons and quarter one student meetings. Full faculty meetings;
Action Step 2	SEL calendar will be in place and lessons will taught by to students in each grade level.	Quarterly	Teachers, special education teachers, and administrators. SEL team.	Calendar will be used as a place to find lessons. Staff survey will be used. Rolling agenda will be used to monitor lessons.
Action Step 3	Hold quarterly meetings to review SEL components.	Quarterly	SEL lead, SEL team, Dean, Administrators.	SEL team will check in with teachers and students on the SEL components. Google slide presentations; HET meetings;
Action Step 4	Reward successes with SEL requirements.	Quarter 4	Staff; SEL team.	Less office referrals due to students self-regulating using the SEL techniques/ lessons. Full faculty meetings and presentations;
Evidence- Based Strategy 2	By the end of Quarter 4, quarterly behavior rewards will be executed and teams will have implemented an intervention system and PRIDE PBIS for students with 3 or more office detention referrals.			PD needed <input checked="" type="checkbox"/>
Strategy Action Steps	Required Activity	Start/End Dates	Person(s) Responsible	Evidence of Success
Action Step 1	Beginning of year PRIDE expectations and lesson plans.	Quarter 1	Teachers, special education teachers, and administrators.	Beginning of year lessons and quarter one student meetings. Students of the month;
Action Step 2	Review student discipline data regarding PRIDE expectations.	Quarterly	Dean, counselors, and administrators.	Less office referrals and infractions during that quarter. Data from discipline referrals.

Action Step 3	PRIDE calendar will be in place and used for incentives and activities.	Quarterly	All staff	Calendar will be used as a place to find lessons. Teachers will complete 9 positive postcards for students each quarter. Random redemptions; Student of the month:
Action Step 4	Reward students that have demonstrated PRIDE.	Quarter 4	Teachers and administrators.	Each teacher will nominate a student of the month, end of year team rewards;
Yr 2 Measurable Objective	By Spring 2023, Parkview Middle school will show a 3-5% decrease in discipline referrals due to training on social emotional learning.			
Yr 3 Measurable Objective	By Spring 2024, Parkview Middle school will show a 3-5% decrease in discipline referrals due to training on social emotional learning.			

Professional Development Plan

Professional development and training are not the same. Training involves a short-term goal that has an impact on some aspect of a job, such as learning to use an on-line gradebook or attendance program. Professional development is career focused and impacts a worker's effectiveness in performance. Development occurs over time and requires job-embedded coaching and collaboration.

Write professional development goals below. These should connect with and support the school improvement plan.

Professional Development Goal 1	Implementing Teacher Clarity to strengthen Tier I core instruction.	Linked SIP Goals ☒
Possible Funding Source(s)	Title IA, General Funds	
Evidence of Impact	<ol style="list-style-type: none"> 1. Data from exit tickets, formative assessments, and student writing examples. 2. Data from students exiting tier 2 and impact groups. 	
<p>Plan for coaching and support during the learning process: Academic team meetings monthly will development and monitor the effectiveness of teacher clarity. Full faculty meetings, period zero meetigns, and highly effective team meetings will allow for training and support opportunities. Teachers will be able to identify objectives and post learning targets and success criteria in order to focus on necessary skills needed to meet student mastery. High Ability students and advanced classes will be provided opportunites for enrichment in ELA and math.</p> <p style="background-color: yellow;">Paste LINK TO YOUR CNA/SIP PLANNING CALENDAR HERE TO ACCESS IT FROM HERE IN THE FUTURE ></p> <p>https://docs.google.com/document/d/1Ad7_5ukd94hSnOAVTi_c_ahfKwT9fozkuaLeeSloCEc/edit?usp=sharing</p>		
<p>How will effectiveness be sustained over time? Highly effective teaming and building coaches will continue to provide professional development based on needs assessments, data review, and annual review of academic core systems and multi-tiered support systems.</p>		

Professional Development Goal 2	Implementing Teacher Clarity to strengthen Tier II instruction.	Linked SIP Goals ☒
Possible Funding Source(s)	Title IA, General Funds	
Evidence of Impact	<ol style="list-style-type: none"> 1. Data from exit tickets, formative assessments, and student writing examples. 2. Monitor student lexile levels. 3. Benchmark data used to monitor growth and inform us on intervention needs. 	
<p>Plan for coaching and support during the learning process: Tier II supports will be delivered through Impact opportunities which includes a focus on intervention, guided reading, small group instruction, feedback, and student conferencing.</p> <p>Paste LINK TO YOUR CNA/SIP PLANNING CALENDAR HERE TO ACCESS IT FROM HERE IN THE FUTURE > https://docs.google.com/document/d/1Ad7_5ukd94hSnOAVTi_c_ahfKwT9fozkuaLeeSloCEc/edit?usp=sharing</p>		
<p>How will effectiveness be sustained over time? Building coaches will continue to monitor Tier II data and support teachers with professional development training, modeling, and resources.</p>		

Professional Development Goal 3	Build capacity within our Tier III support sytem.	Linked SIP Goals ☒
Possible Funding Source(s)	Title IA, General Funds	
Evidence of Impact	<ol style="list-style-type: none"> 1. Sped Department meetings and rolling agenda. 2. Collab support in core classes. 3. Special education director and supervisor providing support in IEPs, adaptations and assessments. 	
<p>Plan for coaching and support during the learning process: On-going training and support embedded in the building and district support through directors on IEPS, trauma and social emotional, and behavior plans.</p> <p>Paste LINK TO YOUR CNA/SIP PLANNING CALENDAR HERE TO ACCESS IT FROM HERE IN THE FUTURE> https://docs.google.com/spreadsheets/d/1znxlnY4nCPU_DjdBeNuN7T6zd4EWiDpc8Np8TcgISQ4/edit?usp=sharing</p>		
<p>How will effectiveness be sustained over time? Effectiveness will be monitored through TOR, Teacher of Records, and Impacts, and IEP teams.</p>		