

Title 1 School Improvement Plan		2019/2020 School Year			Leading	Embedded	Emerging	Lacking
Dimension A: Instructional Excellence and Alignment Part I: Teaching and Learning								
	A1 High Expectations Communicated to All Teachers and Students						x	
	Goal:	<i>Teachers will regularly utilize standards aligned rubrics and exemplars of high quality work to ensure the understanding of expectations of assignments</i>						
	Action Steps:	1. Complete curriculum maps . 2. Starting with PSSA rubrics as a model . 3. Ensure that teachers are consistent with grading decisions . 4. Utilize PLCs to roll out rubrics						
	Goal:							
	Action Steps:							
	A2 Curriculum and Instructional Alignment						x	
	Goal:	<i>Teachers will regularly administer both summative and ongoing formative assessments that align with instruction.</i>						
	Action Steps:	1. Get teacher input on the use of assessment in the classroom and have them develop a plan for assessment.						
	Goal:	<i>Academic leadership will regularly facilitate and assist teachers with aligning rigorous curriculum to the PA state standards.</i>						
	Action Steps:	1. Being an active facilitator during PLCs to guide this goal.						
Dimension A: Instructional Excellence and Alignment Part II: Support for Student Achievement								
	A3 Data Analysis and Instructional Planning						x	
	Goal:	<i>Administration will create and implement policy in regards to absences, truancy concerns, and tardiness through a set of guidelines of processes that will support both students and staff to ensure regular attendance</i>						
	Action Steps:	1. Summer committee- create and roll out policy for Back to School Night						
	Goal:	<i>Administration will develop a process for data collection, analysis, and dissemination that informs instructional planning</i>						
	Action Steps:	1. August training to analyze data and build that "assessment culture" 2. Implement a structure for data meetings (after benchmarks and classroom assessments)						
	A4 Student Support Services						x	
	Goal:	<i>Administration will develop and implement an effective and developmentally appropriate program supporting the social and emotional needs of our students.</i>						
	Action Steps:	1. Define what GGI is within each "school". 2. Develop and implement a tracking system for CC to utilize to pull for T2; and for T3 students . 3. Revisit GGI layout and discuss						
Dimension B: Leadership Capacity								
	B5 Strategic Planning, Mission, and Vision						x	
	Goal:	<i>Administration will develop a process and system for implementing the school improvement plan.</i>						
	Action Steps:	1. Annual title 1 needs assessment in June with leadership team. 2. Provide opportunity for parents, teachers, and board members to review school improvement plan at the annual title 1 meeting (PAC) 3. Utilize Wednesday afternoons to circle leadership team up to review progress on goals.						
	B6 Distributed Leadership and Collaboration						x	

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	Goal:	<i>Administration will monitor student achievement data along with selected teacher leaders and use results to revise school strategies and initiatives.</i>				
	Action Steps:	1. Meet and discuss data to adjust instruction . 2. More frequent data meetings within grade groups				
	B7 Monitoring Instruction in School				x	
	Goal:	<i>Administration will maintain high visibility within the classroom and community with a systematic process for providing clear, meaningful feedback to improve teaching and program alignment</i>				
	Action Steps:	1. Climate walkthroughs will go into PAETEP. 2. Interrater reliability sessions this summer with DCIs and team leaders and CSDs				
Dimension C: Professional Capacity						
	C8 Teacher Quality and Experience				x	
	Goal:	<i>Teachers will regularly demonstrate reflection and respect for the diverse populations through modifying content and instruction for their students, according to student needs</i>				
	Action Steps:	Utilize Wednesday PD time to discuss reflection and respect for the diverse populations				
	C9 Quality of Professional Development					x
	Goal:	<i>Administration will plan professional development for all staff that will support student learning, and respond to the identified needs of our school.</i>				
	Action Steps:	1. Committee will plan this summer				
	Goal:	<i>Administration will strategically and collaboratively select and sustain differentiated professional development for all staff based on student and staff need.</i>				
	Action Steps:	1. Committee will plan this summer. 2. Gauge teacher interest and feedback through the engagement survey.				
	C10 Talent Recruitment and Retention				x	
	Goal:	<i>Administration will utilize school resources to recruit, retain, and reward highly-qualified and effective staff.</i>				
	Action Steps:	1. Proficient & Distinguished teachers- don't need to hand in plans; just a schedule of learning goals. 2. Team leaders and CSDs meet this summer to determine rewards. 3. Lehigh Valley Educator Fair- in house 4. Starting new hire process sooner (for the following year)				
	Goal:	<i>Administration will solidify a support process for staff that will effectively improve job performance.</i>				
	Action Steps:	1. DCIs and Tiffany will determine the protocol for teacher improvement and dismissal process (as culminating project for Leadership PILS training course) 2. Refresher on the implementation of the PES process . 3. Reviewing the PES process with staff at BOY PD				
Dimension D: Planning and Operational Effectiveness						
	D11 Resource Allocation				x	
	Goal:	<i>Administration will establish a systematic process for reviewing and allocating resources to support school needs.</i>				
	Action Steps:	1. Implement a needs assessment per school in the Spring to determine needs. 2. Chiefs will create a process for resource allocation to support needs.				
	D12 Facilities and Technology				x	
	Goal:	<i>Administration will provide meaningful professional development for staff in the application of technology for planning, instructional delivery, record keeping, and communications.</i>				
	Action Steps:	1. Committee will plan this summer 2. Ensure follow up training throughout the school year				
Dimension E: Families and Community						
	E13 Family Engagement				x	

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	Goal:	<i>Administration will develop and support the implementation of family engagement activities and communication policies and procedures to ensure consistent two-way communication.</i>						
	Action Steps:	1. Schedule of events- blending of Title I and PTC . 2. Use team meeting to discuss failing students, use lunch to call parents. Consequences for those who don't call						
	E14 Community Engagement						x	
	Goal:	<i>Administration will implement a systematic monitoring system for the effectiveness of community outreach.</i>						
	Action Steps:	1. Sending out surveys to receive feedback from community engagement events . 2. Refine the special guest process/rationale						