



## Strategic Improvement Plan

*A continuous improvement strategic plan, that communicates the approach we use to ensure every student thrives and every school is high performing.*

<b>School:</b> Dr. James H. Naylor/ CCSU Leadership Academy	<b>School Year:</b> 2017-18
<b>Mission:</b> Inspire and prepare ALL students to create their own success in and beyond school	
<b>District SOP Key Strategy 1:</b> Put students at the center of their learning.	
<b>District SOP Benchmark for Success (Enter Equity Indicators here):</b>	
<b>School Benchmark for Success (IAGD) focus areas:</b> <input checked="" type="checkbox"/> Literacy <input type="checkbox"/> Numeracy <input type="checkbox"/> College and Career Readiness <input type="checkbox"/> Climate and Culture <i>*One goal is required for each focus area.</i>	
<b>Overall Goal: SMART Goal/IAGD</b>	
<b>Target goal: (What we want to accomplish this year?)</b> The number of students reaching grade level proficiency as determined by MAP will increase by 7 % by Spring 2018 (from Spring 2017)	
<b>Approaches/Strategies: (What we will do to realize our goal?)</b> The strategies at Naylor rest upon the power of teacher collaboration and flexible response to student needs in real time. This is accomplished through the Naylor U collaborative (Grade level K-4 and ELA/Math for grades 5-8)	
<b>Measures: (What we will use to monitor our progress toward reaching our goal?)</b>	
<ul style="list-style-type: none"> <li>• Fall/ Winter and Spring MAP data</li> <li>• DIBELS Data (Fall, Winter and Spring assessments)</li> <li>• I-Ready diagnostics</li> <li>• Teacher formative assessments</li> <li>• LDC end of module written products</li> </ul>	
<b>We will revisit/monitor our plan every quarter (November, January, and April) – All PDSA Cycles should be completed by June 15, 2018)</b>	

## Strategic Improvement Plan

*A continuous improvement strategic plan, that communicates the approach we use to ensure every student thrives and every school is high performing.*

<b>P</b>	<b>PLAN: Identify the gap and the approach</b>
----------	--

<b>Performance Data:</b> Formative and/or Summative that is aligned to goal. <a href="#">link to access data here</a>
---

<b>Data Analysis.</b> Answer the following questions using any data and/or information you have about performance in this focus area.
<p>1. In order to meet your Overall Goal, what is the most important area that needs improving and why?          Foundational reading skills taught in grades K-1 are essential to developing life-long readers. Data suggest that students can decipher letters and sounds but comprehension lacks as the result of an over-emphasis on phonics. A balanced strategy requires also to incorporate some whole language approach as well as an increase in reading time (reading to/with/alone)</p>
<p>2. What approaches/strategies are contributing to your success in this area and what data suggests this?          Carefully designed lessons that respond in real time to student needs has been the driver of our effort at Naylor. Leveraging teacher collaborative is essential to the excellent results produced over the last four years.</p>
<p>3. What are opportunities for improvement, gap or barriers are in this area?          Team independence coupled with specific target goals is an opportunity. The over chunking of learning as a result of rigid learning centers (dictated by time over completion of task) is a barrier to student progress.</p>
<p>4. What seems to be the root cause of the problem and what data suggests this?          Assessment of EL students using an assessment that is unfit for them (DIBELS – non sense words for EL students is a well-documented source of inequity and confusion – yet adopted by CT DOE and HPS)          MAP data for Grade 1 is as much a measure of tech knowledge than reading ability          Dip in grade 3 is the result of 2/3 of grade 2 long term absence the year before and the quality of sub in the system.</p>

## Strategic Improvement Plan

*A continuous improvement strategic plan, that communicates the approach we use to ensure every student thrives and every school is high performing.*

<b>Reflection:</b>
5. What approaches/strategies could you deploy to address the root cause and support meeting your overall goal? Shift staff as needed when long term absence exists Provide other measures of growth and strengthen staff use of formative assessments
6. What research did you review to support the use of these strategies/approaches? Marzano: The classroom that works Saphier: The skillful teacher
7. What performance measures will you use to monitor impact of your approach/strategy? Formative assessment and student work shared during Naylor U collaborative
8. What measure will you use to monitor fidelity of deployment of your strategy/approach? Daily classroom visits
9. What professional development, if any, will be offered in cycle 1 to support the staff in implementing the approach? The PD is embedded in Naylor U with Coach Vozzola supporting staff on a needs basis Teaching channel offers quality personalized PD for staff See PD plan

<b>Messaging:</b>
10. How will you convey intent of this focus area of SIP to stakeholders? Set as a focus goal in Naylor U collaborative / Datawise meeting Messaging in the weekly Naylor Knights Missive
11. How will you communicate progress towards goals or course corrections to stakeholders? Datawise meeting during Naylor U collaborative

## Strategic Improvement Plan

*A continuous improvement strategic plan, that communicates the approach we use to ensure every student thrives and every school is high performing.*

<b>D</b>	<b>DO: Develop and Implement Deployment Plan</b>
----------	--

<p><i>Include the results from Reflection and Messaging section into deployment plan. Approach/Strategies, Impact performance measure, Fidelity measure, Professional development and Messaging.</i></p>
--

Step #	List the specific steps your team will complete during this cycle.	Person(s) responsible for completion	Measure/Indicator (Used to monitor performance, process improvement or completion)	Start Date	Jun. 2018
1	Learn: Explicit teaching review PD + review of data sheet provided by each team in June 2017	Coach Vozzola	PD and LDC module review with Instructional Coach Vozzola. Naylor U attendance records and lesson observations by Admin	09/12/2017	06/2018
2	Plan for Explicit Teaching	Teacher teams	Planning record in Teaching Channel( upon budget approval)	09/12/2017	06/2018
3	Teach LDC modules	Teachers	Daily observations	8/29/2017	06/2018
4	Assess: Formative assessment	Teachers/Coach	Quarterly Anchor Assignments (writing) and reading formative assessment derived from LDC modules	9/12/2017	06/2018
5	Reflect: Datawise process	Teachers/Coach	Naylor U Datawise process		06/2018
6	Learn: Differentiated PD based on teacher need	Coach/Admin/Teachers	School based PD	9/6/2017	06/2018
7	Re-Teach	Teachers	Daily observations	9/27/2017	06/2018
8	Plan for Explicit teaching	Teacher teams	Naylor U planning (see chart below)	9/12/2017	06/2018



## Strategic Improvement Plan

*A continuous improvement strategic plan, that communicates the approach we use to ensure every student thrives and every school is high performing.*

<b>S</b>	<b>Study-Analysis of data after implementing an approach</b>
----------	--

1				
2				
3				
4				
5				

**Insert formative data here from performance and fidelity measures identified in the Reflection section; Questions 7 & 8 for this cycle or provide link to appropriate data.**

1. What worked and how do you know?
2. What didn't work and how do you know?
3. Do you need any additional assistance as you look at your results and start planning for the next Cycle?  
If yes, in what areas or topics do you need coaching or Professional Learning?
4. What improvements could be made to the following areas:  
approach/strategy/process/support/professional development/monitoring?

**Reflect on the answers in 1 - 4 above for the previous cycle and place an X in front of which option best describes what you will do in your plan for the next cycle.**

Target goal has been met and is changed to a new target goal.

## Strategic Improvement Plan

*A continuous improvement strategic plan, that communicates the approach we use to ensure every student thrives and every school is high performing.*

- Target goal not met but current plan is effective so we will continue current plan and repeat it for the next cycle.
- Target goal not met so we will continue current plan. We will make improvements to the plan based on what didn't work as identified in #2 and #4 above.
- Target goal not met and information indicates that we need to abandon the current plan and identify a new approach.

**A**

**Act – Review the reflection questions below. Answer the questions or fill in the table addressing the questions**

1. For the next cycle are you continuing with the approach from previous cycle? YES  
If yes continue to deployment plan. If no, address questions #2-5.

2. What performance measures will you use to monitor impact of your approach/strategy in this cycle?

3. What measure will you use to monitor fidelity of deployment of your strategy/approach in this cycle?

**Include Approach/Strategies, Impact performance measure, Fidelity measure, Professional development and Messaging into Improvement Plan.**

Step #	List the specific steps your team will complete during this cycle.	Person(s) responsible for completion of the next step.	Measure/Indicator (Used to monitor performance, process improvement or completion)	Start Date	End Date



# Strategic Improvement Plan

*A continuous improvement strategic plan, that communicates the approach we use to ensure every student thrives and every school is high performing.*

--	--	--	--	--	--

<b>S</b>	<b>Study – Analysis of data after implementing an approach</b>
----------	--

Insert formative/summative data from performance and fidelity measures identified in the Act section; Questions 3 & 4 for this cycle or link to trend data.

<b>A</b>	<b>Act – Continue with the Target Goal or revise the Target Goal for next year.</b>
----------	---

Reflect on the data analysis for the year so far and place an X in front of the option below that best describes your direction for the **2017-2018 SIP.**

- Overall goal has been met and Continuous Improvement Plan focus will change for next year.
- Target goal has been met and is changed to a new target goal.
- Target goal not met but current plan is effective so we will continue current plan and repeat it for the **2017-2018** SIP to sustain our work.



## Strategic Improvement Plan

*A continuous improvement strategic plan, that communicates the approach we use to ensure every student thrives and every school is high performing.*

Target goal not met, so we will continue current plan for 2017-2018. We will make improvements to the plan based on what didn't work through this year

<b>School:</b> Dr. James H. Naylor/ CCSU Leadership Academy	<b>School Year:</b> 2017-18
<b>Mission:</b> Inspire and prepare ALL students to create their own success in and beyond school	
<b>District SOP Key Strategy 1:</b> Put students at the center of their learning.	
<b>District SOP Benchmark for Success (Enter Equity Indicators here):</b> Eighty-percent of first-time grade 9 students will demonstrate proficiency in Algebra I as measured by the District Algebra I End of Course Exam Eighty-percent of first-time grade 9 students will meet the mathematics benchmark to be on track for college readiness as measured by the spring PSAT 8/9.	
<b>School Benchmark for Success (IAGD) focus areas:</b> <input type="checkbox"/> Literacy <input checked="" type="checkbox"/> Numeracy <input type="checkbox"/> College and Career Readiness <input type="checkbox"/> Climate and Culture <i>*One goal is required for each focus area.</i>	
<b>Overall Goal: SMART Goal/IAGD</b>	
<b>Target goal: (What we want to accomplish this year?)</b> The number of students reaching grade level proficiency in Math as determined by MAP will increase by 10 % by Spring 2018 (from Spring 2017)	
<b>Approaches/Strategies: (What we will do to realize our goal?)</b> The strategies at Naylor are aligned with District strategy to build Algebraic concept at the onset by guaranteeing that students master number sense and systems of ten: This is achieved in a two pronged way, first by the completing the roll out of a Eureka Math (already in place 3-8) K-2 and secondly by ensuring that teachers understand the concept they teach using the Developing Mathematical Ideas professional development series and providing this piece during both Early release school based professional development days and during the Naylor U collaborative.	
<b>Measures: (What we will use to monitor our progress toward reaching our goal?)</b>	
<ul style="list-style-type: none"> <li>• Fall/ Winter and Spring Math MAP data (when available)</li> </ul>	



## Strategic Improvement Plan

*A continuous improvement strategic plan, that communicates the approach we use to ensure every student thrives and every school is high performing.*

- Eureka end of unit data
- I-Ready diagnostics
- Teacher formative assessments (in addition to Eureka)
- DMI case scenario lessons

**We will revisit/monitor our plan every quarter (November, January, and April) – All PDSA Cycles should be completed by June 15, 2018)**

<b>P</b>	<b>PLAN: Identify the gap and the approach</b>
----------	--

<b>Performance Data:</b> Formative and/or Summative that is aligned to goal. <a href="#">link to access data here</a>
---

<b>Data Analysis.</b> Answer the following questions using any data and/or information you have about performance in this focus area.
12. In order to meet your Overall Goal, what is the most important area that needs improving and why? Student mastery of number sense and systems of ten for K-4 and algebraic concepts grades 5-8 as conditions to ready students for Algebra 1 in either grade 8 or 9. Teacher mastery of the concept they teach. Often overlooked, this is an important piece of teaching concepts in a new manner. Teachers need to be extremely familiar with concepts of math before teaching them
13. What approaches/strategies are contributing to your success in this area and what data suggests this?

## Strategic Improvement Plan

*A continuous improvement strategic plan, that communicates the approach we use to ensure every student thrives and every school is high performing.*

In SY15-16, Naylor rolled out the Eureka Math grades 5-8. In SY 16-17 it added grades 3 and 4. In SY 17-18, Eureka will be the math basal for K-8. Work on building teacher capacity has been parallel to this process and unique to Naylor: Studying scope and sequence, learning about Math landscapes (Context for Learning Math) and Developing Mathematical Ideas workshop for staff K-4 and math staff 5-8 in addition to coach DMI training at Mt. Holyoke.

The strategy is to teach teachers as they teach students: District PD on Eureka and in addition, DMI professional Development will enhance practice and lead to greater student learning.

14. What are opportunities for improvement, gap or barriers are in this area?

Barriers is teacher resistance and compliance to new curricula while teaching using traditional methods. Budget and curriculum office should support and facilitate the re-allocation of Title 1 funds toward DMI professional development series.

Another barrier is mindset: The belief that a math coach can fix teacher practice – there are very little evidence of success on a large scale- at the expense of teacher personalized learning experience.

15. What seems to be the root cause of the problem and what data suggests this?

High discrepancy in mastery of math concepts – this discrepancy is reinforced by years of belief in rote memorization and causes a range of achievement throughout the school.

The importance of literacy in mathematics has been a barrier for some students (20% EL in the school).

Disparate math skill set in the teaching rank at Naylor. Some concepts are taught more than others based on level of adult comfort in teaching them.

### Reflection:

16. What approaches/strategies could you deploy to address the root cause and support meeting your overall goal?

Teach teachers the concept of math

Provide a daily Math booster to target specific skills in smaller groups

Provide other measures of growth and strengthen staff use of formative assessments

17. What research did you review to support the use of these strategies/approaches?

Deborah Schifter: *Mathematical Argument in the Elementary Classroom*

*NCTM: Connecting Math discourse and formative assessment* by Robert Berry

18. What performance measures will you use to monitor impact of your approach/strategy?

End of Unit assessment + formative assessment and student work shared during Naylor U collaborative

19. What measure will you use to monitor fidelity of deployment of your strategy/approach?

Daily classroom visits

## Strategic Improvement Plan

*A continuous improvement strategic plan, that communicates the approach we use to ensure every student thrives and every school is high performing.*

20. What professional development, if any, will be offered in cycle 1 to support the staff in implementing the approach?  
The DMI PD would be embedded in Naylor U with DMI trained Coach Vozzola supporting staff on a needs basis  
See PD plan

**Messaging:**

21. How will you convey intent of this focus area of SIP to stakeholders?  
Set as a focus goal in Naylor U collaborative / Datawise meeting  
Messaging in the weekly Naylor Knights Missive

22. How will you communicate progress towards goals or course corrections to stakeholders?  
Datawise meeting during Naylor U collaborative

<b>D</b>	<b>DO: Develop and Implement Deployment Plan</b>
----------	--

*Include the results from Reflection and Messaging section into deployment plan. Approach/Strategies, Impact performance measure, Fidelity measure, Professional development and Messaging.*

Step #	List the specific steps your team will complete during this cycle.	Person(s) responsible for completion	Measure/Indicator (Used to monitor performance, process improvement or completion)	Start Date	Jun. 2018
--------	--	--------------------------------------	--	------------	-----------

## Strategic Improvement Plan

*A continuous improvement strategic plan, that communicates the approach we use to ensure every student thrives and every school is high performing.*

1	Eureka Math training launch + follow up training on Early release days	Mario Carullo+HPS	District PD in protraxx	08/25/2017	06/2018
2	DMI training intro review	Coach Vozzola	Planning record in Teaching Channel( upon budget approval)	05/25/2017	
3	Teach Eureka Units	Teachers	Daily observations+	8/29/2017	06/2018
4	Assess: Formative assessment	Teachers/Coach	End of unit assessment I-Ready reports	9/12/2017	06/2018
5	Reflect: Datawise process	Teachers/Coach	Naylor U Datawise process		06/2018
6	Learn: Differentiated PD based on teacher need	Coach/Admin/Teachers	School based DMI PD	9/6/2017	06/2018
7	Re-Teach concepts in booster time	Teachers	Daily observations	8/29/2017	06/2018
8	Plan for Eureka	Teacher teams	Naylor U planning (see chart below)	9/12/2017	06/2018

<b>S</b>	<b>Study-Analysis of data after implementing an approach</b>
----------	--



## Strategic Improvement Plan

*A continuous improvement strategic plan, that communicates the approach we use to ensure every student thrives and every school is high performing.*

1				
2				
3				
4				
5				

**Insert formative data here from performance and fidelity measures identified in the Reflection section; Questions 7 & 8 for this cycle or provide link to appropriate data.**

- |   |
|---|
| 1. What worked and how do you know?   |
| 2. What didn't work and how do you know?  |
| 3. Do you need any additional assistance as you look at your results and start planning for the next Cycle?<br>If yes, in what areas or topics do you need coaching or Professional Learning? |
| 4. What improvements could be made to the following areas:<br>approach/strategy/process/support/professional development/monitoring?  |

**Reflect on the answers in 1 - 4 above for the previous cycle and place an X in front of which option best describes what you will do in your plan for the next cycle.**

- |   |
|---|
| <input type="checkbox"/> Target goal has been met and is changed to a new target goal.<br><input type="checkbox"/> Target goal not met but current plan is effective so we will continue current plan and repeat it for the next cycle.<br><input type="checkbox"/> Target goal not met so we will continue current plan. We will make improvements to the plan based on what didn't work as identified in #2 and #4 above.<br><input type="checkbox"/> Target goal not met and information indicates that we need to abandon the current plan and identify a new approach. |
|---|

<b>A</b>	<b>Act – Review the reflection questions below. Answer the questions or fill in the table addressing the questions</b>
----------	--



## Strategic Improvement Plan

*A continuous improvement strategic plan, that communicates the approach we use to ensure every student thrives and every school is high performing.*

### **S** Study – Analysis of data after implementing an approach

Insert formative/summative data from performance and fidelity measures identified in the Act section; Questions 3 & 4 for this cycle or link to trend data.

### **A** Act – Continue with the Target Goal or revise the Target Goal for next year.

Reflect on the data analysis for the year so far and place an X in front of the option below that best describes your direction for the **2017-2018 SIP**.

- Overall goal has been met and Continuous Improvement Plan focus will change for next year.
- Target goal has been met and is changed to a new target goal.
- Target goal not met but current plan is effective so we will continue current plan and repeat it for the **2017-2018** SIP to sustain our work.
- Target goal not met, so we will continue current plan for **2017-2018**. We will make improvements to the plan based on what didn't work through this year



## Strategic Improvement Plan

*A continuous improvement strategic plan, that communicates the approach we use to ensure every student thrives and every school is high performing.*

<b>School:</b> Dr. James H. Naylor/ CCSU Leadership Academy	<b>School Year:</b> 2017-18
<b>Mission:</b> Inspire and prepare ALL students to create their own success in and beyond school	
<b>District SOP Key Strategy 1:</b> Put students at the center of their learning.	
<b>District SOP Benchmark for Success (Enter Equity Indicators here):</b>	
<b>School Benchmark for Success (IAGD) focus areas:</b> [ ] Literacy [ ] Numeracy [X] College and Career Readiness [X] Climate and Culture <i>*One goal is required for each focus area.</i>	
<b>Overall Goal: SMART Goal/IAGD</b>	
<b>Target goal: (What we want to accomplish this year?)</b> ): Students at in grade 5-8 in Naylor Upper Academy will be focusing on College readiness as demonstrated by 100% completion of the Student Success Plan by Spring 2018 The number of students that feel they have a caring adult in the school will increase by 5% at grades 5-8 as measured by the Culture and Climate Survey.	
<b>Approaches/Strategies: (What we will do to realize our goal?)</b> This personalized approach is intended to meet both goals of meeting College and Career readiness as well as personalizing the teaching and learning experience at Naylor Staff training on <i>Mindset</i> and workshop provided by Social workers will highlight the need for connectedness with students Book study: <i>Courageous Conversations About Race</i> (G.Singleton)	
<b>Measures: (What we will use to monitor our progress toward reaching our goal?)</b>	
<ul style="list-style-type: none"> <li>• Culture and Climate data</li> <li>• Success Plan monitoring and completion data</li> <li>• Student Senate report to Principal</li> </ul>	
<b>We will revisit/monitor our plan every quarter (November, January, and April) – All PDSA Cycles should be completed by June 15, 2018)</b>	



## Strategic Improvement Plan

*A continuous improvement strategic plan, that communicates the approach we use to ensure every student thrives and every school is high performing.*

--

<b>P</b>	<b>PLAN: Identify the gap and the approach</b>
----------	--

<b>Performance Data:</b> Formative and/or Summative that is aligned to goal. <a href="#">link to access data here</a>
---

<b>Data Analysis.</b> Answer the following questions using any data and/or information you have about performance in this focus area.
---

23. In order to meet your Overall Goal, what is the most important area that needs improving and why?
---

24. What approaches/strategies are contributing to your success in this area and what data suggests this? Book study on Mindset (Dweck) and inclusion of the adult care into teacher goals. Raising Cultural awareness through <i>Courageous Conversations About Race</i> Data monitoring of College and career specialist results Create opportunities for students to spend time completing and reflecting on their SSP Student led conferencing
---

25. What are opportunities for improvement, gap or barriers are in this area? Some teacher belief and behavior in grades 5-6 are a barrier to this opportunity School redesign into a larger K-4 neighborhood school at Naylor and a large 5-8 Upper elementary/MS at Bellizi school.
---

26. What seems to be the root cause of the problem and what data suggests this? Teacher behavior towards learners: At grades 5-6, there is a fracture caused by the choice for families to “lock in” a safe magnet high school. This results in a breakup of a community school in the Upper Academy. While efforts have been put forth to maintain the integrity of the school K-8 with some success – the inequity caused by the lottery is dividing the school with a disproportionate percentage of EL students and SPED students staying in grades 6-8 while regular ed. Students go to magnet schools.
---

## Strategic Improvement Plan

*A continuous improvement strategic plan, that communicates the approach we use to ensure every student thrives and every school is high performing.*

<b>Reflection:</b>
27. What approaches/strategies could you deploy to address the root cause and support meeting your overall goal? Participate in District redesign Create opportunities for staff to support each other and reduce incidences of stress related behavior
28. What research did you review to support the use of these strategies/approaches? Dweck: <i>Mindset</i> Singleton: <i>Courageous Conversations about Race</i>
29. What performance measures will you use to monitor impact of your approach/strategy? Climate Survey
30. What measure will you use to monitor fidelity of deployment of your strategy/approach? Daily classroom visits
31. What professional development, if any, will be offered in cycle 1 to support the staff in implementing the approach? Use staff meeting for continuing book studies/case scenario around Equity and Race.

<b>Messaging:</b>
32. How will you convey intent of this focus area of SIP to stakeholders? Set as a focus goal in Staff meeting / committee meeting Messaging in the weekly Naylor Knights Missive
33. How will you communicate progress towards goals or course corrections to stakeholders? SGC meeting and PTO meeting



## Strategic Improvement Plan

*A continuous improvement strategic plan, that communicates the approach we use to ensure every student thrives and every school is high performing.*

**D**

**DO: Develop and Implement Deployment Plan**

*Include the results from Reflection and Messaging section into deployment plan. Approach/Strategies, Impact performance measure, Fidelity measure, Professional development and Messaging.*

## Strategic Improvement Plan

*A continuous improvement strategic plan, that communicates the approach we use to ensure every student thrives and every school is high performing.*

Identified Need (Data that informs choice of goal)	Student Need	Instructional Focus	Strategies	Adult Learning (Professional Learning Supports)	Person(s) Responsible	Monitoring (How and when)
College Career Readiness	Acceleration opportunities through applied math and literacy	Scratch programming  Applied Math (Modeling through engineering)	Advisory  CCSU students on site  Robotics/Engineering/Programming specialist to support blended integration in core content (Math/Lit)	CCSU Engineering/STEM lab partnership for STEM teacher  District CTE professional Development	STEM teacher	Daily classroom observation  Online student Portfolio
STEM preparation	Opportunities to learn and explore STEM Career and opportunities	Science/Technology/Engineering/Mathematics	Contract with Department of Defense Starbase program for grades 5 & 6 to attend week long STEM camp		STEM teacher Grade 5 & 6 teachers/ Administrator	Assessment is included at the end of the STEM camp to evaluate and measure student mastery toward Next Gen standards in Science.
Caring Adults and Equity work	Courageous Conversation About Race (Chapter 9-end of the book study)	Analyze Achievement gap disparity and the student performance in Reading and Math from representative of different groups.	Conduct book study and articles during staff meeting	Staff meeting readings	Principal Admin team	Daily classroom visits Climate survey Parent feedback forum Student Senate report



## Strategic Improvement Plan

*A continuous improvement strategic plan, that communicates the approach we use to ensure every student thrives and every school is high performing.*

**S Study-Analysis of data after implementing an approach**

1				
2				
3				
4				
5				

**Insert formative data here from performance and fidelity measures identified in the Reflection section; Questions 7 & 8 for this cycle or provide link to appropriate data.**

1. What worked and how do you know?
2. What didn't work and how do you know?
3. Do you need any additional assistance as you look at your results and start planning for the next Cycle?  
If yes, in what areas or topics do you need coaching or Professional Learning?
4. What improvements could be made to the following areas:  
approach/strategy/process/support/professional development/monitoring?

- Reflect on the answers in 1 - 4 above for the previous cycle and place an X in front of which option best describes what you will do in your plan for the next cycle.**
- Target goal has been met and is changed to a new target goal.
  - Target goal not met but current plan is effective so we will continue current plan and repeat it for the next cycle.
  - Target goal not met so we will continue current plan. We will make improvements to the plan based on what didn't work as identified in #2 and #4 above.
  - Target goal not met and information indicates that we need to abandon the current plan and identify a new approach.



## Strategic Improvement Plan

*A continuous improvement strategic plan, that communicates the approach we use to ensure every student thrives and every school is high performing.*

### **S** Study – Analysis of data after implementing an approach

Insert formative/summative data from performance and fidelity measures identified in the Act section; Questions 3 & 4 for this cycle or link to trend data.

### **A** Act – Continue with the Target Goal or revise the Target Goal for next year.

Reflect on the data analysis for the year so far and place an X in front of the option below that best describes your direction for the **2017-2018 SIP**.

- Overall goal has been met and Continuous Improvement Plan focus will change for next year.
- Target goal has been met and is changed to a new target goal.
- Target goal not met but current plan is effective so we will continue current plan and repeat it for the **2017-2018** SIP to sustain our work.
- Target goal not met, so we will continue current plan for **2017-2018**. We will make improvements to the plan based on what didn't work through this year



## **Strategic Improvement Plan**

*A continuous improvement strategic plan, that communicates the approach we use to ensure every student thrives and every school is high performing.*