


2018-2019 Implementation Planning Workbook

School: Fickett Elementary School

Strengths & Opportunities: Spring 2018

Review your data to determine points of strength and opportunities for improvement. This will help you identify potential SMART goals and priorities.

Strengths	Opportunities
<ul style="list-style-type: none">● Based on the Ga Milestones Assessment students showed gains in the areas of ELA, Math, and Social Studies● Student Lexile scores have increased in all grade levels based on increased book circulation, STAR, and GA Milestones data.● In math the percentage of students scoring in the proficient and distinguished categories on the GMAS increased.● 4th grade students showed significant growth in the fractions domain on GMAS. 	<ul style="list-style-type: none">● According to 2018 GA Milestones Assessment data, we have more regular education students in the lowest 25% quartile than SWD in ELA and Math.● In Reading, our students are weak in reading for information and information and media literacy.● In ELA, our students need to improve in research and the writing process.● In math, our students need to improve in the areas of geometry, measurement, numbers and operations.● Overall data revealed that our students need assistance in vocabulary and phonemic awareness.

Current State

Review the strengths and opportunities and identify major themes. Use this information to provide a high-level overview of the school's current state

- In grades 3, 4, and 5 students are showing evidence of being able to identify words, but are not able to use literacy strategies to comprehend what they read.
- Students can verbally explain their thinking, but are unable to put the same thinking into written form in literacy and mathematics.

Root Cause Analysis

Discuss the factors that are impacting the school's ability to improve, specifically the "why" for the observed data outcomes. You may wish to analyze an area of strength as it may provide insight into the factor(s) contributing to the opportunities for improvement.

Identify the overarching need observed in the data and list the factors to which the team attributes each problem.

Overarching Need: Students are struggling in ELA with reading comprehension and vocabulary.

Probable Cause(s):

- Students do not apply literacy strategies to understand text.
- Some teachers struggle with delivering standards according to the level of rigor needed for student mastery and conceptual understanding.

Overarching Need: Students are struggling in math, science, and social studies with short and extended response items.

Probable Cause(s):

- Students do not effectively integrate literacy strategies across content areas.
- School-wide expectations around the integration of literacy/literacy strategies into all content areas has not been clearly defined and articulated to teachers.

Overarching Need: Students are experiencing difficulty with number sense and numbers and operations.

Probable Cause(s):

- Students are not mastering the foundational skills needed to build an understanding of number sense.
- Students are given an abstract understanding of numbers without the use of concrete or pictorial models.
- Some teachers are not confident with using manipulatives to build conceptual understanding.





Needs Assessment

1.5

Needs Statements

Review the summary of the current state and root cause(s). Select those themes that will be priorities for the year. Write a couple statements highlighting your 2018-19 school needs (focus areas).

Students are showing an increase in Lexile scores, but they are not demonstrating evidence of mastery with regard to reading comprehension and vocabulary acquisition. Students are in need more support with number sense and math fluency. Our focus will be to provide systems to address our needs in literacy and numeracy.



Needs Assessment

2 Reviewing Your Plan

Priority Confirmation

Based on your needs statements and your school strategic plan, confirm or craft two priorities.

Cultivate a literate community in which students read and write with clarity and fluency across the curriculum.

Embed a data-driven, multi-tier system of support to improve all students performance. (i.e. students with disabilities (SWD), economically disadvantaged, and English language learners (ELL)).

2 Review Your Plan

SMART Goal Confirmation

Confirm two SMART Goals that will address your identified priorities. These can be selected from your school strategic plan, Title I plan or School Improvement Plan; or you can create new SMART Goals. Ensure the goals are specific, measurable, achievable, relevant, and time-bound.

Priority

SMART Goals

Cultivate a literate community in which students read and write with clarity and fluently across the curriculum.

Increase the % of students scoring developing and above on
ELA by 5 % points by May 2019
Science by 5% points by May 2019.
Social Studies by 5 % points by May 2019.
Math by 5% points by May 2019.

Embed a data-driven, multi-tier system of support to improve all students performance.

Increase the % of students scoring developing and above on
ELA Reading and Vocabulary by 5 % points by May 2019.
Math Numbers and Operations by 5% points by May 2019.

2 Review Your Plan

Priority

Barrier Identification

Select one of your priorities.
Brainstorm barriers that could hinder achieving this priority.

Embed a data-driven, multi-tier system of support to improve all students performance.

Then organize the barriers by “buckets” or themes.

Inconsistent school-wide practice

Lack of consistent use of data to identify areas of need and strengths

Teacher knowledge of analyzing data

Infrequent teacher/student support

Inconsistent school wide practice

Infrequent teacher/student support

Lack of consistent use of data to identify areas of need and strengths

Then select one “bucket” to address.

Infrequent teacher/student support

2 Review Your Plan

Strategy Identification

Select your barrier “bucket.”

Identify a few high-leverage strategies that could be used to eliminate or reduce the selected “bucket.”

Barrier “Bucket”

Infrequent teacher/student support

Implement support and resources to increase literacy foundational skills and math fluency.

2 Review Your Plan

Strategy Impact

Select one Strategy. Identify the desired impact of your strategy.

Strategy

Implement support and resources to increase literacy foundational skills and math fluency.

Impact

(Leading Indicators, Behavior Changes)

Consistent data review of student progress

Analysis of student work

Teacher Observation data

3 Actions & Monitoring

Strategy

Action Identification

Select one strategy.
Identify all the actions that need to be taken to implement the strategy.

Implement support and resources to increase literacy foundational skills and math fluency.

- Implement resource to address literacy skills and math fluency**
- Develop a professional learning calendar**
- Develop rubrics and exemplars**
- Provide professional learning**
- Provide coaching support**
- Analyze student work to calibrate and determine progress**

Build out the “What, Who, When, Evidence” for each action

What	Who	When	Evidence
Identify and implement resources to address literacy skills and math fluency	School Leadership Team	August 2018-May 2018	Student academic growth in targeted areas.
Develop a professional learning calendar	School Leadership Team	June 2018	Calendar Posted
Develop rubrics and exemplars	Instructional Coaches	August 2018-May 2018	Student work mirrors exemplars.
Provide professional learning	School Leadership Team	August 2018-May 2018	Teacher effective implementation & observation data .

Provide coaching support	Instructional Coaches	August 2018-May 2018	Meeting notes, student work & observation data.
Analyze student work to calibrate and determine progress	PLC Community (Teachers, Coaches, & Admin)	August 2018-May 2018	Protocol selected, meeting agendas, and evidence of student growth.

2018-2019 Implementation Plan

Priority

SMART Goal

Cultivate a literate community in which students read and write with clarity and fluency across the curriculum



Increase the % of students scoring developing and above on ELA Reading and Vocabulary by 5 % by May 2018
Math Numbers and Operations by 5% points by May 2018

Strategy

Actions

Identify & implement support and resources to increase literacy foundational skills and math fluency.

Identify student work to calibrate and determine progress

Strategy

Actions

Identify and implement intentional writing best practices across the content areas.

Identify a writing best practice or framework

Actions

Priority

SMART Goal

Embed a data-driven multi-tier system of support to improve all students performance.

By May 2019, 80% of all students will move up at least one proficiency level from where they started.

Strategy

Actions

Implement support and resources to increase literacy foundational skills and math fluency.

Embed data-driven protocol and system into PLC's

Strategy

Actions

Implement Professional Learning time to calibrate and progress monitor effectiveness.

Create professional learning calendar and monitoring tool.

What	Who	When	Evidence
Identify and implement data analysis tool.	School Leadership Team	August 2018-May 2018	Gains in individual student progress, grouping evident in lesson plans and teach observation data.
Develop a professional learning calendar	School Leadership Team	June 2018	Calendar Posted
Develop rubrics and exemplars	Instructional Coaches	August 2018-May 2018	Student work mirrors exemplars.
Provide professional learning	School Leadership Team	August 2018-May 2018	Teacher effective implementation & observation data .
Analyze student data to calibrate and determine next steps	PLC Community (Teachers, Coaches, & Admin)	August 2018-May 2018	Protocol selected, meeting agendas, evidence of student growth & differentiated grouping.