



Partnership for
Leaders in Education
Darden School of Business
Curry School of Education

90 DAY ACTION PLAN

Actions to be Taken and Root Cause Performance Challenges to be Addressed

District: Anadarko
School: High School
Principal: Mike Sparks

PURPOSE: The 90 Day Plan serves as a road map that provides clarity to specific priorities and actions that are most important during the next 90 days. The plan will help ensure the focus of all stakeholders toward an aligned understanding of the implementation and progress of our school's turnaround initiative.

VISION FOR THE TURNAROUND INITIATIVE: ARTICULATE IN A FEW SENTENCES WHAT YOU HOPE TO ACHIEVE DURING THE COMING YEARS

District – Create a school system where no barriers exist to prohibit student achievement.

Building – We will be a professional organization in everything we do. We will ensure the growth of our students into young men and women by collectively holding ourselves accountable.

LIST SCHOOL-WIDE GOALS IN THE FOLLOWING AREAS						LIST SPECIFIC SCHOOL-YEAR GOALS (i.e. 8 TH Grade Algebra, 2 ND Grade L Arts, % Math Advanced, # AP Exam 4s, Graduation rate, etc.)			
MATH BASELINE PROFICIENCY 2012-2013	MATH PROFICIENCY GOAL 2013-2014	LANG. ARTS BASELINE PROFICIENCY 2012-2013	LANG. ARTS PROFICIENCY GOAL 2013-2014	SCIENCE BASELINE PROFICIENCY 2012-2013	SCIENCE PROFICIENCY GOAL 2013-2014	Algebra I, II, Geom. BASELINE 2012-2013	Algebra I,II, Geom. GOAL 2013-2014	English II,III BASELINE 2012-2013	English II, III GOAL 2013-2014
67%	80%	74%	80%	62%	75%	76,49,74	80%,80%,80%	71,78	80%,80%

CORE PLAN: TO MOVE TOWARD THE ABOVE GOALS, THESE ARE THE TOP PRIORITIES THAT WILL BE ADDRESSED DURING THE NEXT 90 DAYS

SCHOOL PERFORMANCE CHALLENGES	YEAR –END PERFORMANCE GOAL	ROOT CAUSES OF PERFORMANCE CHALLENGE	ACTIONS TO ADDRESS ROOT CAUSE(S)	TIMELINE FOR ACTIONS	RESPONSIBLE PERSON	EVIDENCE OF PROGRESS TOWARD YEAR- END GOAL
We have inconsistent processes and routines in tracking/reporting student absenteeism.	Daily attendance rate 94.5% Chronic absenteeism 63.5% We will reduce to 45 % by October and reduce to 30% SY 13-14	We have not clearly defined until June 27, 2013 what role each part of the process plays. Teachers, Secretary, Counselors, Truant Officer, Administrator, DA, Parent	June 27, the Core Team met to define roles of each step in the process to eliminate holes that had existed. Roles were clearly defined for groups and individuals. A process was put in place to account for hour by hour. A second part of the process was put in place to account for weekly reporting. Accountability was defined for each part in the process.	June 27, 2013 July 30, 2013	Mike Sparks, Danny Harris, Core Team, Attendance Secretary Mike Sparks Danny Harris Teachers Counselors	Using School Net data to monitor our daily attendance and collect chronic student absenteeism. School Net pulls from SDS

UVA Recommends 3-4 Priorities – with a few primary actions with each priority; however, please adjust as needed based on your context.
 Initial actions/plan to be adjusted throughout the semester: implementing with deeper fidelity, halting unsuccessful tactics and introducing new actions as helpful

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<p>At Anadarko High School there is a lack of rigor in Tier 1 instruction in some of the classroom. This sends a mixed signal to students as to what our expectations are for them.</p>	<p>Data will be gathered using Talent Ed TLE walk throughs. Data will be gathered for evidence of the following: Objective, Lesson Plans Posted, SAP, ISS A minimum of 90% will be present.</p>	<p>We placed such and emphasis on EOI subject areas in 12-13 that some areas received a free pass. Never has the school clearly stated what every teacher will do in their classroom.</p>	<p>The Warrior Way a contract with us – clearly defined what must happen at a minimum in each class. This will be signed as a declaration for the school and displayed in the data room.</p>	July 30, 2013	Mike Sparks Danny Harris Leah Bauman	<p>Data will be collected using Talent Ed TLE walk through also TLE observation and conferencing. TLE Evaluation and Conferencing PLC Agendas</p>
			<p>Principal, Assistant Principal, Instructional Coach will each spend a minimum of 1 hour per day conducting walk through.</p>	Aug 1, 2013	Mike Sparks Danny Harris Leah Bauman	
			<p>During Weekly PLC meetings teachers will be recognized for their commitment to The Warrior Way – Administration Team will provided opportunities for teachers to share lessons – ideas...</p>	Aug 1, 2013	Mike Sparks Danny Harris Leah Bauman Teachers	
<p>Anadarko High School started a process in SY 12-13 of using data to look for holes in student achievement. The data was gathered by the principal and shared with staff. The data was limited to common assessment and benchmark testing. The process was new and we only scratched the</p>	<p>Through the use of data in the following forms: Attendance, Discipline, ISS, OAS Blue Prints, OAS Standards, RTI, Olympics, Anadarko High School will achieve the</p>	<p>The high school has not used data to drive instruction until 12-13. Data was never valued by teachers or students. We began to place a value during SY12-13 and were rewarded with some good outcomes. The</p>	Horizontal Alignment	July 30, 2013	Mike Sparks Danny Harris	<p>Data will be collected through School Net for the 5 Common Assessments and 3 Benchmark Assessments. Each test will have established performance</p>
			RTI Teams and 50 minute scheduled time for remediation to occur	July 30, 2013	Leah Bauman	
			5 Common Assessments scheduled into the HS calendar 3 Benchmark Assessments scheduled into the District calendar 5 Early Release Data Digs Weekly Data meetings with Instructional Coach, Teachers, Principal, Counselors	July 30, 2013	Core Team RTI Teams Teachers	
			Data Room that displays and tells the story	Completed Completed July 30, 2013		
				Aug 1, 2013		

<p>surface. Teachers were not given a responsibility or opportunity to own the data. Data was shared with the students but not early in the SY 12-13.</p> <p>The collection and breakdown was overwhelming because the school leadership didn't create an opportunity or process that involved everyone. Teachers were given OAS Blue Prints but only pockets of integration into Data/RTI/Olympics/Tier1</p>	<p>following on State Testing</p> <p>Algebra I Algebra II Geometry Will all have a passer rate of at least 80% and 99% of all students will be a minimum of Limited Knowledge</p> <p>English II English III Will all have a passer rate of at least 80% and 99% of all students will be a minimum of Limited Knowledge</p> <p>U.S. History Will have a passer rate of at least 70% and 90% of all students will be a minimum of Limited Knowledge</p> <p>Biology Will have a passer rate of at least 75% and 95% of all students will be a minimum LK</p>	<p>process was never clearly defined and a lack of training existed. Also, until SY 12-13 the district did not a user friendly manner in which to collect data, nor was it a priority for the former school leaders. These feelings were well known by teachers and that test scores would not dictate how the building would be ran.</p>	<p>Clearly defined process for collecting the data.</p> <p>Clearly defined materials that will be brought to every data meeting:</p> <p>OAS Blue Print OAS Standards ISS Data Attendance Data Common Assessment Data Benchmark Data Data Notebooks Scatter Plot Charts in the individual teacher's room that will be shared with students and mark the progress of the individual student as well as the class. Scatter Plot charts in the data room to compare progress of individual teachers. Data for tracking the success of teacher in specific subject areas for use in assignment of staff</p>	<p>June 27, 2013 July 30, 2013</p> <p>September 5, 2013</p> <p>May 23, 2013</p>		<p>targets. RTI groups will be assembled for students based upon data obtained from the mentioned tests.</p> <p>Data notebooks that teachers will bring to weekly meetings containing plans for individual students that are not meeting accepted academic performance.</p>
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QUICK WIN PLAN

In a few sentences, describe how your organization will achieve early and noticeable wins that build momentum by creating virtuous cycles that foster credibility (for the leader and the turnaround story) while disempowering naysayers. Early wins can include initial communication efforts, should be achieved within the first 30 school days and could be the initial steps towards addressing the top 3-4 school priorities listed above.

Three years ago Anadarko High School, had a passer rate of 32% on the Algebra I state assessment. That number was 37% 2 years ago. In 2011-2012 only 48 students were tested and the district had a passer rate of 77% with 10 scoring advanced. In SY 12-13 We tested twice the number of students passed at 76% and had 22 score advanced. Eight out of Nine Special Education students passed the Algebra I state assessment in 12-13. A teacher who was a big part of the 32% and 37% Algebra I scores, had a passer rating of 100% in SY 12-13. Another teacher saw an increase in his passer rate from 54% with 3 Unsatisfactory in 11-12 to 92% with 0 Unsatisfactory. I am entering SY 13-14 with proof in hand that the hard work we began a year ago paid off. The focus will shift to take the work to another level by putting in place a system that better defines the roles and responsibilities of all. Creates a greater opportunity for shared ownership and decision making. A declaration that agreed upon by all that states THIS IS WHO WE ARE!

List up to 4 specific actions or deliverables necessary to make the quick win plan happen.

1	2	3	4
Posting / Sharing / Publicizing the Data from 12-13	Sharing in the belief that we have a better staff in place than in 12-13. This can be supported by the data as well those teachers that were chronic with absenteeism or the naysayers are no longer employees.	The signing of the Declaration of The Warrior Way – This is Who We Are -	The celebration of why each of us became teachers. A visual representation by teachers and celebration of the changes we saw in our students last year in only our first year. What is Possible in year 2?

Signatures: Your signature indicates that the plan provides focus and urgency to move the turnaround initiative forward – and both district leaders and a school leadership team support the direction of the plan. Your signature also indicates a commitment to ambitiously pursuing these goals, addressing priority areas and monitoring progress, recognizing the plan and specific actions may need adjustment based on organizational learning and new data.

Principal

July 3, 2013

Date

Andy Hackney
District Shepherd

7-3-13
Date