



**Partnership for
Leaders in Education**

*Darden School of Business
Curry School of Education*

90-DAY ACTION PLAN

District: Anadarko Public Schools
School: Anadarko High School
Principal: Tony Summers

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 sustained turnaround initiative.

PURPOSE OF THE TURNAROUND INITIATIVE: Articulate in a few sentences what you hope to achieve by participating in the turnaround initiative.

GOAL SETTING: Along with Language Arts and Math proficiency rates, identify up to three additional goals for the school year (i.e. graduation rate, promotion rate, attendance, discipline, growth/value-added, targeted sub-group, college readiness, etc.)

	Goals	2016-17 RESULTS	2017-18 GOALS	GOAL INDICATORS (METRIC TO INDICATE PROGRESS)
1	Language Arts Proficiency			State Test
2	Math Proficiency			State Test
3	Improve Student Mindset (college/career readiness)	ACT Composite Score of 17.7	Increase ACT Composite Score to 18.2	2017 ACT Results
4				
5				

Principal Commitment: My signature indicates that this plan provides focus and urgency to move the turnaround initiative forward – and that the school's leadership team participated in the development of the plan and support its direction. My signature also indicates a commitment to ambitiously pursue the articulated goals, addressing priorities, and monitoring progress. Finally, my signature confirms that this plan is a living document and that adjustments will likely be needed based on ongoing data and lessons learned.

Principal Signature

Date

Shepherd Commitment: My signature indicates that this plan has been reviewed and the content of the plan is aligned with the needs of the school. My signature confirms a commitment to support the school in the implementation of this plan, while also holding the school's leader accountable for its implementation.

District Shepherd Signature

Date

90-Day Action Plan – Priority #1

Turnaround Initiative Focus Area (Big Rock):			
<p>School's Priority: <i>(Given the goals identified, what problem needs to be addressed to achieve these goals?)</i> Continuing the growth mindset of students will be one of our priorities going into the 2017-2018 school year. With a mindset shift towards believing that success is possible and that students can achieve things if they set their mind to it and work for it. This should be the number one priority because if this changes we will see a systemic change in grades, test scores, attendance, and the overall culture of the school.</p>	<p>School Leader Responsible: Tony Summers Larry Nunn Leah Bauman</p>		
<p>Desired Outcome: <i>(What will be different if you are successful in addressing this priority?)</i> By changing the mindset students will have a strengthened belief in their abilities which in turn will improve their overall grades, increase test scores, help reduce discipline issues, and minimize absenteeism. The overarching goal is to ultimately enable students to be more successful after graduation by being able to get into college or trade school and then actually complete the program of study setting them up to be capable, productive citizens that can contribute positively to our society while supporting themselves and their families.</p>			
<p>Root Cause(s) to Address Hypothesis of Priority: <i>(What do you believe is at the heart of this problem? What evidence do you have to support this hypothesis?)</i> Many students have been conditioned to believe that they cannot be successful or that they are stuck with whatever their current circumstances are. They are content to simply finish high school and then “get by”. They do not believe they can or need to better themselves by becoming more educated or receiving training in a field that will enable them to enter into a career. Students will state that they “are dumb” or that they know they would never be able to finish college so “why bother”. Students have also said that their parents get by without having gone to college or obtaining some career training so “why should they do anything extra”.</p>			
ACTIONS			
Critical Action to Address Root Cause & Achieve Desired Outcome	Person Completing Action	Timeline	Resources Needed / Source
Deliver student centered instruction that creates critical inquiry from the students. Teachers will know what the expectations are and what look-fors will be used during walkthroughs.	Admn & teaching staff	Beginning 8/3/17	<ul style="list-style-type: none"> PD to ensure teachers know expectations for inst. delivery Walkthroughs on a regular basis. (min. weekly) Coaching of teachers as needed
AVID Trained Teachers will provide PD to staff in order to provide engagement strategies.	Admn & AVID trained teachers	In-service on 7/31-8/2/17 and during PLC through the year	<ul style="list-style-type: none"> AVID Summer Institute-June Technology or Manipulatives needed for delivering PD
Continued readings to develop more in depth understanding of what the Growth Mindset is while providing ideas for how to implement in in the classroom.	Admn & teaching staff	In-service on 7/31-8/2/17 and subsequent PLC's	<ul style="list-style-type: none"> Growth mindset articles Growth mindset websites
PROGRESS INDICATORS			
Indicator Date	Evidence to Determine Progress Toward Achieving Desired Outcome	Potential Adjustments	
8/11/17	Administrator and Instructional Coach Walkthroughs	Provide Individual Coaching for teachers needing assistance.	

90-Day Action Plan – Priority #2

Turnaround Initiative Focus Area (Big Rock):			
<p>School's Priority: <i>(Given the goals identified, what problem needs to be addressed to achieve these goals?)</i> Significantly reduce the number of students on the failing list for two weeks in a row or more. Establish a policy of no tolerance for students having zeros in the gradebook or just not doing their work. "Doing nothing in school cannot be an option."</p>	<p>School Leader Responsible: Tony Summers Larry Nunn Leah Bauman Karen Williams Jessica Barrett</p>		
<p>Desired Outcome: <i>(What will be different if you are successful in addressing this priority?)</i> Students will learn that not trying is not accepted at Anadarko High School which will result in considerably fewer failed classes.</p>			
<p>Root Cause(s) to Address Hypothesis of Priority: <i>(What do you believe is at the heart of this problem? What evidence do you have to support this hypothesis?)</i> Students have been allowed to simply not complete the required classwork with the only real consequences being that they receive a zero. They have learned to accept a zero over the risk of trying and failing.</p>			
ACTIONS			
Critical Action to Address Root Cause & Achieve Desired Outcome	Person Completing Action	Timeline	Resources Needed / Source
All students will have a mentor teacher assigned to them who will stay with them their entire time at AHS. Mentor teachers will develop relationships with the student to enable communication and to help the student when needed.	Admn & teaching staff	1st full week of school 8/12/17	<ul style="list-style-type: none"> Mentor list assignments Meeting Time on regular basis Access to student grades (PowerSchool)
AHS will have an advisory hour once a week to provide mentoring for all students. One of the goals for the advisory period will be to help students stay off the failing list to begin by adopting a zero tolerance for zero policy.	Admn & teaching staff	8/12/17	<ul style="list-style-type: none"> Advisory schedule Advisory guidelines for all teachers Assign students to teachers
Teachers need to understand and be on board with what we are trying to accomplish with the advisory hour. The administration will develop an expectation of teachers for the advisory hour.	Admn & Inst. Coach	7/31/17	<ul style="list-style-type: none"> Advisory hour expectation handout
Teachers need to develop alternative assignments for students that miss class time that simply cannot be made up. The alternative assignments should focus on writing and not be worksheets.	All teaching staff	1st week of school	
PROGRESS INDICATORS			
Indicator Date	Evidence to Determine Progress Toward Achieving Desired Outcome	Potential Adjustments	
Beginning 8/14/17	Failing list will be monitored on a weekly basis beginning after the second full week of school.	More focused instruction/mentoring for students that are on the failing list repeatedly.	

90-Day Action Plan – Priority #3

Turnaround Initiative Focus Area (Big Rock):			
<p>School's Priority: <i>(Given the goals identified, what problem needs to be addressed to achieve these goals?)</i> Improve classroom instruction to increase student engagement, critical thinking skills, problem solving, and a growth mindset. A student centered classroom by improving the teacher's skills</p>	<p>School Leader Responsible: Tony Summers Larry Nunn Leah Bauman</p>		
<p>Desired Outcome: <i>(What will be different if you are successful in addressing this priority?)</i> Students will be more involved with what is happening in class, increase their knowledge, and learn to be critical thinkers that can solve problems.</p>			
<p>Root Cause(s) to Address Hypothesis of Priority: <i>(What do you believe is at the heart of this problem? What evidence do you have to support this hypothesis?)</i> There are some teachers that need some help with developing lesson plans that will enable them to provide engaging, differentiated, meaningful instruction. There is also a fundamental lack of understanding on how to implement engagement strategies in the classroom by some teachers. While some teachers may have lesson planning down to a science they may lack the necessary student relationship building skills needed to have an engaged classroom while others may struggle with classroom management. Most, if not all, teachers want to get better at their profession and will welcome coaching and help from the administration and instructional coach.</p>			
ACTIONS			
Critical Action to Address Root Cause & Achieve Desired Outcome	Person Completing Action	Timeline	Resources Needed / Source
Ensure the basics are being done properly in the classroom by conducting walkthroughs on a regular basis: <ul style="list-style-type: none"> ● Lesson Planning ● Classroom Management ● Student Relationships 	Tony Summers Larry Nunn Leah Bauman		<ul style="list-style-type: none"> ● Google Walkthrough forms ● TLE Observations
Provide coaching for teachers needing improvement: <ul style="list-style-type: none"> ● Pre-conference and planning (Locating resources for lessons & Engagement Strategies) ● Observation with Post conference/Reflection (What worked?; Easy Fixes; Look Fors on next walkthrough) 	Tony Summers Larry Nunn Leah Bauman		<ul style="list-style-type: none"> ● Google Walkthrough forms ● TLE Observations ● Engagement strategy ex.'s ● Sample lesson plans
PROGRESS INDICATORS			
Indicator Date	Evidence to Determine Progress Toward Achieving Desired Outcome	Potential Adjustments	
Week of 8/8/17	Weekly walkthroughs performed by Summers, Nunn, and Bauman	Training during PD and PLC's as needed to support the coaching continuum	

Quick Win Plan (Only for first semester)

In a few sentences, describe how your school will achieve early and noticeable “wins” that assert forward momentum for the turnaround initiative. These wins will generate positive traction toward your school’s turnaround purpose by mobilizing observable cycles of turnaround success. Quick wins should be initiated, and potentially achieved, within the first 30 school days and can serve as the initial actions to address the problems of practice highlighted in this plan.

Reduce the number of students on the initial failing list from 108 (2016-2017 initial list) to 75 or less for this year.

Identify up to 4 specific actions that will make the quick win plan happen.

	Action	Person Responsible	Timeline
1	Weekly advisory hour for all students.	All Staff	Beginning 8/12/17
2	Push the zero tolerance for zeros policy	All Staff	First Day of School: 8/3/17