



## 90 DAY ACTION PLAN Actions to be Taken and Root Cause Performance Challenges to be Addressed

**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

### TO CREATE A SCHOOL SYSTEM WHERE NO BARRIERS EXIST TO PROHIBIT STUDENT ACHIEVEMENT

LIST SCHOOL-WIDE GOALS IN THE FOLLOWING AREAS						LIST SPECIFIC SCHOOL-YEAR GOALS (i.e. 8 <sup>TH</sup> Grade Algebra, 2 <sup>ND</sup> Grade L Arts, % Math Advanced, # AP Exam 4s, Graduation rate, etc.)			
MATH BASELINE PROFICIENCY 2013-2014	MATH PROFICIENCY GOAL 2014-2015	LANG. ARTS BASELINE PROFICIENCY 2013-2014	LANG. ARTS PROFICIENCY GOAL 2014-2015	SCIENCE U.S. HISTORY WRITING BASELINE PROFICIENCY 2013-2014	SCIENCE PROFICIENCY GOAL 2013-2014	PARENT AWARENESS/ INVOLVEMENT BASELINE PROFICIENCY 2014-2015	PARENT AWARENESS/ INVOLVEMENT GOAL 2014-2015	ATTENDANCE BASELINE PROFICIENCY 2013-2014	ATTENDANCE GOAL 2014-2015
6 <sup>th</sup> Grade 64 % 7 <sup>th</sup> Grade 68% 8 <sup>th</sup> Grade 75 % 8 <sup>th</sup> Alg. 1 100%	Every student will individually increase their previous year's score by 10%.	6 <sup>th</sup> Grade 57% 7 <sup>th</sup> Grade 58% 8 <sup>th</sup> Grade 74%	Every student will individually increase their previous year's score by 10%.	8 <sup>th</sup> Grade 57% 8 <sup>th</sup> U.S. Hist 65% 8 <sup>th</sup> Writing 48%	Every student will individually increase their previous year's score by 10%.	Parent Survey Beginning July 30, 2014 and ending May 21, 2015	Parental awareness and involvement will increase 10% or better	6 <sup>th</sup> Grade -96.9% 7 <sup>th</sup> Grade -94.6% 8 <sup>th</sup> Grade -93.1%	94% or Better for all Grades

**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
In each row, describe one critical challenge your school faces ( <i>what problem are you trying to solve?</i> )	For each performance challenge, describe the long-term goal for performance ( <i>what specifically is possible and measurable?</i> )	For each performance challenge, list your hypothesis of one or more root causes or list analyses that needs to be complete to determine root cause ( <i>why does this challenge exist?</i> )	List one or more specific actions you will take to address the root causes and pursue the goal ( <i>how</i> )	For each action, provide a timeline for completing the action ( <i>when</i> )	For each action, list the person responsible for ensuring the action is complete ( <i>who</i> )	Define what measureable evidence would indicate needed progress toward long-term goal by November ( <i>leading indicator</i> )
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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Student attendance rate is below 94%, affecting our school's report A-F greatly.	Maintain at least 94% attendance rate for all grade levels by the end of the year.	<p>* Student illnesses</p> <p>* Student medical/dental appointments</p> <p>*Parents taking students out for mundane reasons including but not limited to lunch, babysitting younger sibling, or shopping.</p> <p>*Parents/students lack of understanding the value and importance of instructional time</p> <p>*Some students lack desire to attend due to lack of success in the past or disconnect with school for various reasons.</p>	<p>1. ReachOut system notifying parents of absences and requests explanation for absence</p> <p>2. Attendance clerk notifies the parents and DA of student absences by mail.</p> <p>3. Create an attendance committee made up of AMS staff in collaboration with student council representation regarding incentive programs.</p> <p>4. Implement a new policy requiring students to have no more than 11 excused or unexcused absences to receive course credit per semester. Students will be given the opportunity to makeup time and work during Saturday School or Afterschool tutoring opportunities with approval of attendance committee or administration.</p> <p>5. Create and begin motivational incentives program for perfect attendance. Start an anti-bullying group helping students who may be struggling from this.</p>	<p>1. Begin August 7</p> <p>2. Begin August 7</p> <p>3. Begin 2014-2015 school year</p> <p>4. Begin August 7</p> <p>5. Begin August 7</p>	<p>1. Attendance clerk (Gayle Williams)</p> <p>2. Attendance clerk (Gayle Williams) and Doug Hall</p> <p>3. All AMS Staff</p> <p>4. LaVonda Bost, Doug Hall, All AMS Staff</p> <p>5. Attendance Committee and counselors</p>	<p>* Attendance review every week in PLCs to see an increase or decrease in student attendance</p> <p>*Increase in the number of incentives awarded</p>

<p>Improve Parental awareness of opportunities within middle school</p>	<p>Increased amount of parent awareness and involvement by providing parents with awareness/training opportunities, throughout the school year</p>	<p>*Lack of parental connect with child's academic progress as well as programs offered and available for use at home and school</p>	<p>* School will create a Parental Involvement committee to help plan, coordinate activities and opportunities for parental awareness/ involvement.</p> <p>* Provide awareness opportunities for parent involvement including but not limited to AVID, Enrollment, increased web awareness, monthly school newsletter, full use of ReachOut system to contact parents, Study Island, Voyager, Think Through Math and district/site websites.</p>	<p>* Begin July11, 2014</p> <p>* Starting July 30, 2014 until the end of May 24, 2015</p>	<p>* LaVonda Bost, Anna Jaramillo, Doug Hall, and Michael Millard</p> <p>* AMS Committee: A. Toyebo D. Tahsuda M. Adkisson S. DeTurk A. Jaramillo L. Matlock A. Lopez S. Whitman J. Lucero P. Fanning D. Hall</p> <p>StuCo representation</p>	<p>*Committee meeting minutes and parent activity sign-in sheets.</p> <p>*Parent Survey (Beginning &amp; End of Year)</p>
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<p>Student academic interventions not being carried out with fidelity</p>	<p>Interventions will be implemented consistently throughout the year with fidelity</p>	<p>*Lack of time *Lack of clarity of effectively implementing and monitoring interventions</p>	<p>*Two (2) scheduled reteach days after each benchmark test. *Implementation of RTI Schedule  *Professional Development to explain Tier 1, 2, and 3 intervention strategies outlining the level of support and compliance required.  Classroom strategies used will be shared in PLC Meetings. Discussions will include suggestions of effective methods previously used.</p>	<p>*Begins September 15, 2014 *Begins August 8, 2014 and every Friday thereafter as needed based on data from ineligible list</p>	<p>*Department Team Leaders: T. Steverson D. Bussell M. Millard L. Bost M. Matlock A. Lopez A. Jaramillo D. Hall  *Teachers with students performing below proficient level on any objective.  *Instructional Coach: Anna Jaramillo Principal : Doug Hall Asst. Principal: LaVonda Bost</p>	<p>*Folders *Classroom and student data charts  *Weekly Lesson plans  *Sign-in sheets for professional development attendance/participation  *Copy of RTI schedule and interventions  *Student's Weekly ineligible List  *Documented daily observations, walkthroughs, and personal feedback on google calendar, Ipad notebook and email.</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.*

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

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**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.

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Principal

\_\_\_\_\_

Date

\_\_\_\_\_

District Shepherd

\_\_\_\_\_

Date

