



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

90-DAY ACTION PLAN

District: Anadarko
School: East
Principal: Danny Harris

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.

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

Our Vision is that each student will be given every opportunity to demonstrate creativity, challenge their own capabilities, and appreciate individual differences and become lifelong learners. Making a difference-Where we live, Where we work and Where we know each student by name doing it the Warrior Way

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	2 nd grade – 75% BM 3 rd grade -	2 nd grade – 70% BM 3 rd grade – 75% OCCT	Benchmarks, Common Assessments, Literacy First, and OCCT Assessment data
2	Math Proficiency	2 nd grade – 95% BM 3 rd grade -	2 nd grade – 80% BM 3 rd grade – 78% OCCT	Benchmarks, Common Assessments, IXL data, and OCCT Assessment data
3	Reduce Tardies			PowerSchool data

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> There continues to be an achievement gap between higher and lower achieving student on both reading and math assessments.</p>	<p>School Leader Responsible: Danny Harris, Amy Mears, Jill Haddon, Zack House, Sherree Orrell, Jenny Pahcuddy</p>		
<p>Desired Outcome: <i>(What will be different if you are successful in addressing this priority?)</i> Compress the achievement gap upward</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> Lack of effective vertical communication; no student partnerships in assessment process; individual student needs are not being addresses during teacher table lessons</p>			
ACTIONS			
Critical Action to Address Root Cause & Achieve Desired Outcome	Person Completing Action	Timeline	Resources Needed / Source
Teacher collaboration during grade level meetings	Leadership Team: All Classroom Teachers	Weekly PLC/Common Planning Mtgs	
Review student profile sheets for lower achieving students	All Classroom Teachers	BOY	Student Profile Sheets
Teachers will group students in quintiles using benchmark/common assessment, Literacy First, and classroom assessment data.	All Classroom Teachers	After Assessment Dates	
Teachers will develop lesson plans for teacher table using a common form, as well as monitor student progress.	All Classroom Teacher	Weekly through 2 nd Semester	
Student and Teacher Data Meetings – teachers will meet one-on-one with each student to discuss test results and areas of needed improvement	All Classroom Teachers	From completion of test to data day	
PROGRESS INDICATORS			
Indicator Date	Evidence to Determine Progress Toward Achieving Desired Outcome	Potential Adjustments	
February 26-March 2	Benchmark Assessments		
April 16-20	Common Assessments		
April 30-May 10	Literacy First Assessment		

90-Day Action Plan – Priority #2

Turnaround Initiative Focus Area (Big Rock):			
School's Priority: <i>(Given the goals identified, what problem needs to be addressed to achieve these goals?)</i> Students arriving late to school		School Leader Responsible:	
Desired Outcome: <i>(What will be different if you are successful in addressing this priority?)</i> Reduce the total number of tardies by 30% or 75 tardies		Danny Harris, Lacy Savage, Debbie Gerst	
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> Lack of communication with students and parents about the importance of every minute of the school day			
ACTIONS			
Critical Action to Address Root Cause & Achieve Desired Outcome	Person Completing Action	Timeline	Resources Needed / Source
Counselor and attendance clerk will notify parents in writing and by phone when a student is tardy on their fourth, seventh, and tenth tardy, and continuing with every tardy thereafter. Students with attendance issues will be identified using previous years' attendance records. They will be given a guidance lesson on the importance of being at school on time every day.	Lacy Savage Debbie Gerst	4 th day of school starting each new semester to the last day of the semester	PowerSchool Data
Discuss the importance of students arriving to school on time with parents at Parent Night, as well as, making contact by phone or letter throughout the year.	Danny Harris All Classroom Teachers		Copy Paper
Turn parents' names over to the attendance committee after the fourth unexcused tardy	Danny Harris Lacy Savage Debbie Gerst Attendance Committee	4th day of school starting each new semester to the last day of the semester	
Use incentives to encourage students arriving to school on time every day: monthly certificates given at Warrior Wake-Up, "traveling" trophy and a party with Mr. Harris given to class with the best attendance record each month, rewards given at semester, and bikes given away at the end of the year. IN order to reward both good attendance and behavior, students without any absences, tardies, or office referrals will receive a special treat to be given on Data Days throughout the year.	Danny Harris Lacy Savage Debbie Gerst	Each month beginning in January to 5/16 Data Days –2/7 & 3/7	
PROGRESS INDICATORS			
Indicator Date	Evidence to Determine Progress Toward Achieving Desired Outcome	Potential Adjustments	
	Use PowerSchool data to compare last year's second semester total number of tardies to current year's tardy total. Also individual student PowerSchool data will be tracked.		
End of 9 weeks/ Semester	Number of incentives given away		

90-Day Action Plan – Priority #3

Turnaround Initiative Focus Area (Big Rock):			
School's Priority: <i>(Given the goals identified, what problem needs to be addressed to achieve these goals?)</i> Teachers are not used effectively as part of the school's vision and mission			School Leader Responsible:
Desired Outcome: <i>(What will be different if you are successful in addressing this priority?)</i> Develop teacher leaders in leadership roles			
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> Staff turnover			
ACTIONS			
Critical Action to Address Root Cause & Achieve Desired Outcome	Person Completing Action	Timeline	Resources Needed / Source
Continue weekly meetings on leadership committee with defined roles	Leadership Team	Every Tuesday morning throughout the semester	
Determine teacher led PLC and PD schedule for needed topics	Leadership Team	Every Tuesday morning throughout the semester	PD pacing guide
Help teachers develop individualized professional development goals	Danny Harris	Throughout school year	
PROGRESS INDICATORS			
Indicator Date	Evidence to Determine Progress Toward Achieving Desired Outcome	Potential Adjustments	
2017-2018 SY	Personal Professional Development Plan		
Weekly beginning January 2018	Collaborative Conversations during PLC Meetings		
2/7 & 3/8/18	Data Days		
1/3/18	Leadership Team presenting 90-Day Plan to other staff members		