



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: East Elementary
Principal: Roger Harris

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

Our vision is that students will be given every opportunity to demonstrate creativity, challenge their own capabilities, appreciate individual differences and become lifelong learners. Our TEAM effort(Together East Elementary Achieves More Success) will bond us in a positive effort directed toward this mission.

| 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 2013-2014 | SCIENCE PROFICIENCY GOAL 2013-2014 | <u>Fluency</u> BASELINE 2012-2013 | <u>Fluency</u> GOAL 2013-2014 | <u>Math</u> <u>Benchmark</u> BASELINE 2012-2013 | <u>Math</u> <u>Benchmark</u> GOAL 2013-2014 |
| 52% | 70% | 52% | 70% | | | 59% | 70% | 59% | 70% |

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 measureable?</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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|--|--|---|---|------------------------------------|--|---|
| We use MyDataFirst to drive instruction but we do not dig deeper., using benchmarks, common assessments, absenteeism, etc. | Data will be studied during PLCs and “Data Dig” days. All data will be included causing data to be the overriding component in individual achievement. | We have not set aside time to analyze data. We do not include all data to determine student deficiencies. Teachers don’t know how to analyze data efficiently to improve student achievement. | Set expectations that PLCs will focus on data from Mydatafirst, Benchmarks, common assessments and PowerSchool. The purpose of the PLCs will be to track progress for all students, to flag students who need additional support and to plan interventions that encourage student growth. | July 30, 2013 – November 1, 2013 | Principal, academic coach, Core Team | PLC agendas, increased test scores |
| | | | Professional development will be provided to all staff by core team to dig deeper into the data. | August 1, 2013 | Principal, Core Team | PLC agenda and increased teacher knowledge of data usage |
| | | | | | | |
| We do not use interventions effectively to aid in student achievement. | A specific time will be set to address interventions for struggling students and enrichment for above level students. The RTI process will be used each day with fidelity. | Intervention times are pushed aside by unforeseen circumstances such as teacher absences, school programs and other distractions. Monitoring of the RTI process is sporadic at best. | A sacred 40 minute time for interventions will be set aside each day for third grade. | August 19, 2013 | Principal, Teachers | Student achievement will increase as measured by Literacy First Battery of Assessments. |
| | | | A sacred time for interventions will be set aside each day for second grade. | August 19, 2013 – November 1, 2013 | RTI committee, academic coach, Principal | |
| | | | The RTI process will be monitored with fidelity. | | | |
| Discipline issues continue to inhibit learning within the classroom. | East will decrease disciplinary referrals by 50% | Lack of structured consequences. | We will identify specific consequences for specific actions. Peer Mentoring Buddy teachers Student rewards Student Binder | August 1, 2013 | Core team, Principal | Less disciplinary referrals, increased student achievement |

| | | | | | | |
|--|--|---|---|--|---|--|
| | | Classroom management and procedure issues. Frustration in academic areas | We will identify teachers with classroom management and procedure issues and recommend other classrooms to visit, PD 360, or books/programs to study. During classrooms walkthroughs determine if students are being successful. Is the work on their level? Are all students experiencing success? | August 1, 2013 – November 1, 2013 August 1, 2013 – November 1, 2013 | Principal, Teachers Academic coach Principal, Academic Coach, Core Team | Less disciplinary referrals. Increased student achievement. |
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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.

We will achieve an early win by helping our teachers address one of our school performance challenges: discipline. Each teacher will be presented with a Behavior and Consequence Notebook. There will be a page for each child with that child's contact information making it easy for the teacher to contact parents as well as note the child's behavior (both desirable and undesirable) and the consequences for that behavior.

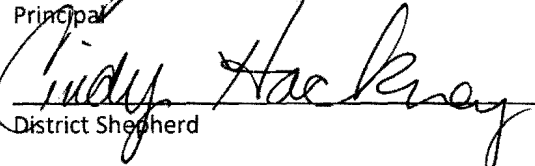
List up to 4 specific actions or deliverables necessary to make the quick win plan happen.

| 1 | 2 | 3 | 4 |
|--|--|---|---|
| We will acquire 15 three ring notebooks, one for each classroom teacher. | All copies will be run for each teacher. | The school secretary will get contact information for each student within each classroom. | The school counselor will explain the use of the behavior log to the teachers. The teachers will then meet on our Professional Development day to assemble notebooks and fill in the contact information. |

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



 District Shepherd

7/9/13
 Date

7-9-13
 Date