



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

*District: Anadarko
School: East
Principal: Danny 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, and appreciate individual differences and become lifelong learners. Making a difference-Where we live, Where we work and Where we know kids by name doing it the Warrior Way									
LIST SCHOOL-WIDE GOALS IN THE FOLLOWING AREAS ¹						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 2013-14	MATH PROFICIENCY GOAL 2014-15	LANG. ARTS BASELINE PROFICIENCY 2013-14	LANG. ARTS PROFICIENCY GOAL 2014-15	SCIENCE BASELINE PROFICIENCY 2013-14	SCIENCE PROFICIENCY GOAL 2014-15	Reading Bench mark BASELINE 2013-14	Reading Bench Mark 2 nd & 3 rd grade GOAL 2014-15	Math Bench Mark 2 nd & 3 rd grade BASELINE 2013-14	Math Bench Mark 2 nd & 3 rd grade GOAL 2014-15
54	70	62	75	N/A	N/A	60	75	68	78

¹ Feel encouraged to change to 'growth goals' if such metrics are available and can be understood

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 (Priorities)	YEAR –END PERFORMANCE GOAL (Desired Outcome)	ROOT CAUSES OF PERFORMANCE CHALLENGE	ACTIONS TO ADDRESS ROOT CAUSE(S)	TIMELINE FOR ACTIONS	RESPONSIBLE PERSON	EVIDENCE OF PROGRESS (Towards Year-End Goal)
<p><i>A principal sets the tone for the administration of assessments and use of assessment data. Districts common, benchmark assessments and state testing results are considered an integral part of the teaching-learning process and the primary means to monitor the goals of the school improvement plan.</i></p>	<p>Data drives all decision-making. In faculty meetings, teacher collaborative planning sessions, and individual teacher meetings, the principal will ensure that student performance data are continually studied and analyzed. All staff meetings agenda will demonstrate a commitment to monitoring student performance every Friday. We will use the data from common assessments and benchmark to help us improve 10% on the end of the year state test. We will use school net, voyager and literacy first data to help accomplish out 10%</p>	<p>Lack of system monitoring-Lack of leadership</p>	<p>The PLC team will observe teachers weekly to monitor instructional practice and curriculum delivery. The teachers will receive feedback within 5 days of the observation.</p> <p>PLC team will use the TLE (walk-through) form to monitor both the teacher and students behavior during walk-throughs.</p> <p>Each teacher will be videoed taped during their TLE Observation date. All East Elem. teachers will be videoed by October 10, 2014, and the video tape will be used in individual meeting for the purpose of feedback and collaboration with the teacher.</p>	<p>8-10-2014</p> <p>This expectation will be expressed at the Professional Development meeting at the beginning of the school year and will go on throughout the year. We will use the following to make sure that this goal is being accomplished. Each teacher will be observed teaching once a week.</p>	<p>Danny Harris- Marilyn Humble-Lacy Savage</p>	<p>The goal is that each member of East Elementary will be held accountable for the test scores and understand that their performance in the classroom matters. Also that PLC team is here for them. Each one of the staff members will feel comfortable in approaching a member of the PLC team for advice and or guidance. We will assess this using (PLC meetings, walk-through, observations, evaluations and face to face meetings) The teachers will report weekly during the PLC meeting their goal for their class and how they are</p>

	improvement goal.					progressing towards their goal.
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UVA Recommends 3-4 Performance Challenges – 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>CURRICULUM INVOLVEMENT</p> <p>We will monitor the effectiveness of the school curriculum; as well as monitor the effectiveness of intervention pans for the impact on student learning; provide more purposeful feedback to teachers during</p>	<p>The outcome will be that each teacher will know their data and will be able to explain to the PLC team about their data results. Each teacher will provide a re-teaching strategy to follow to improve the data results on each standard that students did not reach</p>	<p>We did not meet individually with the teachers last year.</p>	<p>The PLC team will set up individual meetings for each teacher following each common assessment and benchmark test.</p>	<p>8-10-2014</p> <p>Each teacher will bring lesson plans and data results to the individual PLC meeting 7 times a year.</p>	<p>Danny Harris-Marilyn Humble-Lacy Savage and the entire staff at East Elementary.</p>	<p>The PLC team will evaluate the interaction and the understanding of the each teacher on how they use the data collected from the common assessment and benchmark test and what methods they are using to reteach standards that fall below the</p>
			<p>Each teacher will bring their lesson plans, data results, pacing guide and the state blue prints to their PLC meetings.</p>	<p>Teacher will have to bring passing guide, lesson plans and test data to each meeting.</p>		

<p>the PLC meeting and walkthroughs</p>	<p>the proficient rate. Teachers will be able to articulate how many student move from the lower quartier to the proficient quartier.</p>			<p>The dates of re-teaching will be provided following each common assessment and benchmark tests.</p>		<p>proficient rate. We will use My Data First, voyager, school net, common assessments and benchmarks assessments understand how the data is being used to dictate what we reteach.</p>
<p>PLC team will establish the schools goal for establishing an environment that provides structure and positive attitudes.</p>	<p>100% of our teachers will set a collective goal</p>	<p>Teachers and staff are not working towards a collective goal, each member has their own goals and the work environment is not always positive.</p>	<p>We will have meetings with certified staff members for the purpose of establishing a positive atmosphere. We will assign each member of the certified staff to a particular PLC team member to help give more individual time and attention to each certified staff member. Once the groups are formed the staff will meet with their specific teacher bi-monthly.</p>	<p>8-7-2014 Staff will come together and establish our purpose and desired outcomes during our school beginning of the year Professional development days.</p>	<p>Danny Harris-Marilyn Humble-Lacy Savage and the entire staff at East Elementary.</p>	<p>We will conduct a survey using survey monkey that will ask questions pertaining to the work environment and if the school goal is clear. After 45 days we will conduct another survey to make sure we have establish our school goal and each staff member understand the goal</p>

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

Date

District Shepherd

Date