



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 AREAS¹						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)
<i>We will add time in the current schedule to have common planning time weekly.</i>	Increase communication among teachers in order to insure curriculum alignment and to increase teacher input.	Lack of continuity with in the curriculum and no time is built into the current schedule to have a common planning time.	Rework the current schedule to add 50 minutes for common planning each week. Teachers will develop lesson plans using the backward design, pacing guides and state blue prints.	We will start having common planning the week of 1-23-15 and have it every Friday throughout the rest of the school year.	Danny Harris- Marilyn Humble-Lacy Savage	That 100% of the teachers will be actively involved during the common planning time.
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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CURRICULUM INVOLVEMENT We will monitor the effectiveness of the school curriculum; as well as monitor the effectiveness	The outcome will be that 100% of the teachers will know their math, reading, and attendance data and will be able to explain to the PLC team about their data results.	We did not meet individually with the teachers last year. Low test scores were due to ineffective instruction.	The PLC team will set up individual meetings for each teacher following each common assessment and benchmark test.	The weeks of 2-2-15, 3-30-15, and 5-18-13 will be the dates for individual teachers meeting to discuss the results of their common assessment	Danny Harris- Marilyn Humble-Lacy Savage and the entire staff at East Elementary.	100% of the teachers will be able to explain their data result and how they changed their teaching strategies to adapt to the data.
			Each teacher will bring their lesson plans, data results, pacing guide and the state blue prints to their PLC meetings.			
			(Empty cell)			

<p>of intervention plans for the impact on student learning; provide more purposeful feedback to teachers during the PLC meeting and walkthroughs</p>	<p>100% of the Teachers will be able to articulate how many students move from the lower quartile to the proficient quartile.</p>		<p>During common planning teachers will discuss standards, collaborate different strategies and activities that will aid in high quality output for every classroom.</p> <p>Each teacher will provide a re-teaching strategy to follow to improve the data results on each standard that students did not reach the proficient rate</p>	<p>and bench mark tests. Every Friday starting on 1-23-15 the teachers will have common planning meetings.</p>		
<p>There has not been a clear expectation that teachers collaborate on collective goals..</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 create peer to peer teaching assignments. Peer teachers will work together on a daily basis and have a formal meeting each week on their planning periods.</p> <p>Following their weekly peer teacher meetings, teachers will complete a check list and discuss Barriers and Boosters that were encountered during the week.</p> <p>Peer to peer coaching, to improve the student's achievement.</p>	<p>We will start the peer to peer teaching group on 1-23-15. The teachers will meet at least once a week for the remainder of the year.</p>	<p>Danny Harris-Marilyn Humble-Lacy Savage and the entire staff at East Elementary.</p>	<p>Increase benchmark and common assessment scores through the peer to peer coaching mentor program.</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