



90 DAY ACTION PLAN

Actions to be Taken and Root Cause Performance Challenges to be Addressed

District: Anadarko Public Schools
School: Sunset Elementary
Principal: Lyn Grubb

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

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 TH Grade Algebra, 2 ND 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 BASELINE PROFICIENCY 2013-2014	SCIENCE PROFICIENCY GOAL 2014-2015	1st Grade Fluency _____ BASELINE 2013-2014	1 st Grade Fluency _____ GOAL 2014-2015	Kindergarten on grade level Language Arts _____ BASELINE 2013-2014	Kindergarten on grade level Language Arts _____ GOAL 2014-2015
95%	97%	92%	94%			62%	70%	74%	80%

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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Monitor the effectiveness of the school curriculum and intervention programs for their impact on student learning	To have an 8% increase in first grade fluency and a 6% increase in Kindergarten on grade level in Language Arts. To see an increase in student achievement for all students.	We have curriculums and interventions but consistent monitoring of these processes with precise documentation has not been in place.	Create a template for lesson plans that tracks the progress of every student weekly.	July 30,2014	A. Taylor L. Grubb	Benchmark assessments, Literacy First Assessments, Everyday Math Unit Tests, Reading Street Assessments, Voyager Checkpoints, Progress Monitoring, and Dibels Next
			Create a template for teacher action plans with information to be used to plan for lessons that need to be retaught.	July 30, 2014	L. Grubb A. Taylor	
			Inform and instruct teachers of how and why each template will be used.	August 6, 2014	L. Grubb	
			Forms will be turned in weekly to monitor each student for movement in mastering skills or standards and to identify students in need of interventions.	Weekly starting the week of August 25, 2014	L.Grubb A. Taylor	
To lead the school in the development of a unified purpose and shared vision that teamwork and commitment can be the catapult to high student achievement.	Teachers will be able to reflect on the year and their data to see the increase in student achievement by being committed to a shared vision.	Some teachers still aren't able to work in a unified setting. There is still jealousy among several teachers. We also have three new staff members who have not been through this process.	Rededication to the Warrior Way by signing a rededication document	August 6, 2014	L. Grubb	Rededication Document, PLC agendas, participation in teamwork activities, T-Chart of common expectations
			Teamwork activity used at Cohort 10 Year Two Summer Session during August 2014 PD days.	August 6, 2014	L. Grubb	
			Create a T-chart of common expectations for all staff. Principal/Coach expectations and Teachers will create a Teacher expectation of leadership.	August 6, 2014	J. Lynch P. Ryburn	
			Provide professional development monthly during PLC's on how teamwork and everyone working together benefits the students and staff. This will be done by participating in a team activity or watching a video. One teacher per grade level will be responsible for providing a teamwork activity.	The first Tuesday and Thursday of each month.	A. Taylor	

To recognize and reward staff and students for their individual accomplishments.	Staff and students will be able to own their successes and look at failures as a challenge not as a defeat.	Everyone gets too busy to notice what hard work others are doing. Many feel they carry the load alone.	Recognition wall for staff and students for academic and behavior achievements.	August 1, 2014	A. Taylor L.Grubb	Recognition Walls, Participation in recognition and concern boxes, Individual data charts, PLC agendas, emails for futureme.org
			Recognition and concern boxes to be announced or reviewed weekly during Shine Time or PLC's	August 4, 2014	K. Shaull J. Lynch P. Ryburn	
			Teachers and students to track their individual data- Teachers will be posted in the data room and students will be kept in their classrooms.	August 29, 2014	L. Grubb A. Taylor	
			Provide time in PLC's to share failures and successes	Once a month starting Sept. 2 nd and 4 th	L. Grubb	
			Teachers will set up three to four emails using futureme.org –sending themselves encouraging emails.	August 6, 2014	A. Taylor	
To provide more purposeful feedback to teachers during walk throughs	Teachers will be able to look at feedback to find their own strengths and weaknesses. Feedback will strength their instructional practices.	We have used too many different feedback forms Feedback has been too generic for teachers to be able to improve their instructional practices	Principal and Coach will use Google calendar to document dates of walk-throughs and specify who will be responsible for which staff members each week.	Beginning the week of August 25 th	L. Grubb A. Taylor	Google calendars, emails from notes app placed in individual teacher folders,
			Principal and Coach will use walk-through app on iPad to document and give feedback to teachers.	Beginning the week of August 25th	L. Grubb A. Taylor	
			Copy of feedback will be emailed to the teacher, coach and principal	Beginning the week of August 25 th	L. Grubb A. Taylor	
			If follow up is needed Coach or Principal will schedule a time to discuss feedback. The follow up meeting date will be put into Google calendar	Beginning the week of August 25th	L. Grubb A. Taylor	
			Each certified staff member will have at least one walk through per week with a feedback form emailed to them.	Beginning the week of August 25th	L. Grubb A. Taylor	

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.

____Lyn Grubb_____
Principal

____7/17/2014_____
Date

District Shepherd

Date