



2019-20 School Improvement Plan

Evergreen Middle School
Michele Waddel, Principal

ELA ACTION PLAN	
Key Performance Outcome: 90% of students will meet standard on the Smarter Balanced Assessment (SBA) in English Language Arts (ELA) by 2027 and the median student growth percentile will be 75% by 2027.	
Reading Action Items (Actions that improve performance towards outcomes) What are you going to do?	Key Performance Indicators (KPIs) (Formative measures of actions) What is the measure of student learning that would predict strand level proficiency performance on the SBA?
All teachers will clearly identify, post, communicate, and review clear learning targets and success criteria for daily lessons.	<ul style="list-style-type: none"> • Evergreen Instructional Clarity Tool • EES survey results • Formative assessment data and evidence of lesson modification • Common assessment result comparison data
All teachers will intentionally teach and assess close reading strategies with exposure to both literary and informational text.	<ul style="list-style-type: none"> • Staff survey data • Social studies mini Race and DBQ common Assessments • Science common reading/writing Claim Evidence Reasoning (CER) formative checks • Elective course mini Race common assessments • ELA mini RACE common assessments • Interim Assessment Blocks • SpringBoard Embedded Assessments • SpringBoard Short-cycle Assessments
LAP para educators will lead small intervention and small group instruction during lunch and after school utilizing iReady.	<ul style="list-style-type: none"> • iReady diagnostic data • iReady lesson completion data • iReady student growth data • iReady time on task

Writing Action Items (Actions that improve performance towards outcomes) What are you going to do?	Key Performance Indicators (KPIs) (Formative measures of actions) What is the measure of student learning that would predict strand level proficiency performance on the SBA?
All teachers will intentionally reinforce RACE/CER common language, increase short written responses in all classes with increased emphasis on informational text.	<ul style="list-style-type: none"> • Staff survey with evidence of short written responses • Common Assessment data • Interim Assessment Blocks • SpringBoard Embedded Assessments • SpringBoard Short-cycle Assessments
All Special Education ELA teachers will increase writing focus in their ELA classes, and the master schedule will include a section for students who qualify for writing only.	<ul style="list-style-type: none"> • Interim Assessment Blocks • SpringBoard Embedded Assessments • SpringBoard Short-cycle Assessments • Language Live Assessment data
LAP para educators will lead small intervention and small group instruction during lunch and after school utilizing iReady.	<ul style="list-style-type: none"> • I-Ready Diagnostic Data • I-Ready Lesson Completion Rate • I-Ready Student Growth Data • I-Ready Time On-Task Reports

MATH ACTION PLAN		Key Performance Outcome: 90% of students will meet standard on the Smarter Balanced Assessment (SBA) in math by 2027 and the median student growth percentile will be 75% by 2027.	
Math Action Items (Actions that improve performance towards outcomes) What are you going to do?		Key Performance Indicators (KPIs) (Formative measures of actions) What is the measure of student learning that would predict strand level proficiency performance on the SBA?	
LAP para educators will lead small intervention and small group instruction during lunch, elective pull out sessions, and after school utilizing iReady.		<ul style="list-style-type: none"> • After school intervention group attendance data • I-Ready Diagnostic Data • I-Ready Lesson Completion Rate • I-Ready Student Growth Data • I-Ready Time-On-Task Reports 	
All math teachers will clearly identify, post, communicate, and review clear learning targets and success criteria for daily lessons.		<ul style="list-style-type: none"> • Comparative End of Unit Assessments • EES Survey Data • Evergreen Instructional Clarity Tool 	
Administrators will provide consistent feedback to mathematics teachers focused on the 8 Effective Mathematics Teaching Practices to improve the departments universal instruction.		<ul style="list-style-type: none"> • Evergreen Instructional Clarity Tool • Evergreen Mathematics Walk-Through Form • Comparative End of Unit Assessment Data • Monthly Grade Level Team Feedback Meeting Notes 	

SCIENCE ACTION PLAN	
Key Performance Outcome: 90% of students will meet standard on the Smarter Balanced Assessment (SBA) in science by 2027.	
Science Action Items (Actions that improve performance towards outcomes) What are you going to do?	Key Performance Indicators (KPIs) (Formative measures of actions) What is the measure of student learning that would predict strand level proficiency performance on the Washington Comprehensive Assessment of Science (WCAS)?
All science teachers will collaborate with building reading/writing action steps to create common entry tasks, definitions and examples of CER to RACE writing to increase exposure and experience with CER written responses and literacy.	<ul style="list-style-type: none"> • Evergreen Instructional Clarity Tool • Common assessment data • SBA data
All science teachers, in collaboration with district support staff, will vertically align science units 6-8 to increase NGSS coverage and prepare students for the WCAS.	<ul style="list-style-type: none"> • WCAS data • Teacher participation in district led alignment workshops • Teacher unit plans that reflect full NGSS coverage • PLC check-ins with district STEM to calibrate units
All science teachers will ensure increased student practice of online science assessments using WCAS practice tests—particularly focusing on embedded accommodations and item types.	<ul style="list-style-type: none"> • Student participation in WCAS practice test • Teacher review plans for WCAS assessment • 8th grade teacher scoring of WCAS practice exams

Create a welcoming culture that is physically, emotionally, and intellectually safe and provides equitable and accessible opportunities for all.

Key Performance Outcome(s):

Welcoming Culture: Increase the number of community and family engagement events, partnerships and participation from 2018-2019 to 2019-2020 to increase family and student sense of belonging.

Physical, Emotional and Intellectual Safety: Improve panorama survey safety and sense of belonging favorable responses from 2018-2019 to 2019-2020.

Equitable and Accessible Opportunities: 77% of EL students will be on track to transition out of services within six years by 2027.

Action Items (Actions that improve performance towards outcomes) What are you going to do?	Key Performance Indicators (KPIs) (Formative measures of actions) What measure will you use to determine the success of your action items?
Welcoming Culture	
Increase multicultural and community building nights for our school community.	<ul style="list-style-type: none"> • Event Attendance Data • Communication plan • Parent survey data
Increase number of students positively recognized in ways that they want to be recognized.	<ul style="list-style-type: none"> • Student panel input on recognition • Academic, behavior, attendance, scholar, and leadership recognition events calendar
Physically, Emotionally, and Intellectually Safe Environment	
Continue to improve our Tier 1 Multi-Tiered Systems of Support (MTSS) systems to support all students with their academics, behavior, and on-time attendance.	<ul style="list-style-type: none"> • Positive Behavioral Interventions and Supports (PBIS) Tiered Fidelity Inventory • Panorama Survey Data • Behavior Incident Data • Attendance Data • D/F List
Develop our Tier 2 MTSS systems to support at-risk students with their academics, behavior, and on-time attendance.	<ul style="list-style-type: none"> • PBIS Tiered Fidelity Inventory • Panorama Survey Data • Behavior Incident Data • Attendance Data • D/F List
Incorporate and revise Social Emotional Learning (SEL) focused time to be more inclusive of physical, emotional and intellectual safety.	<ul style="list-style-type: none"> • Den time feedback from students • Den time lessons

Equitable and Accessible Opportunities

Increase our awareness and understanding of equity work through the preliminary develop of an Evergreen Equity Team.

- Equity Team Founding Documents
- Equity Discipline Data
- Demographic Attendance Data
- Challenge Course Enrollment Data

Build confidence with students to access rigorous courses.

- Number of students enrolling in AVID after interest meeting
- Number of students choosing honors courses during registration

ATTENDANCE**Key Performance Outcome(s):**

Attendance rates will reach 90% for all and every subgroup by 2027.

Attendance Action Items

(Actions that improve performance towards outcomes)

What are you going to do?

Key Performance Indicators (KPIs)

(Formative measures of actions)

What measure will you use to determine the success of your action items?

Communicate impact of absences on school success with students and families through regular and varied means: Parent and student focus groups, 3+ meetings, Newsletters, School website, conferences, and individual meetings

- Schoolwide absences and rate by month

Increase outreach and intervention for chronically absent students by creating staff attendance committee and incorporating attendance as a priority to EiLT, Student Site Team (SST) and MTSS

- Number of students who are considered chronically absent
- Student Site Team meeting notes

Implement an Individualized Education Program (IEP) review process around chronically absent Special Education students

- Schoolwide absences and rate by month disaggregated by program

FAMILY PARTNERSHIPS ACTION PLAN**Key Performance Outcome(s):**

The number of participants in our Parent EES survey will increase from 367 to over 50% of our parents. Our EES survey data will increase to 90% or above in the areas of: Collaboration & Communication, Clear & Shared Focus, and Parent & Community Involvement

Family Partnerships Action Items

(Actions that improve performance towards outcomes)

What are you going to do?

Key Performance Indicators (KPIs)

(Formative measures of actions)

What measure will you use to determine the success of your action items?

- Increase two-way communication with families about student overall academic performance and empower them with school-provided available support options.

- Number of participants attending family events
- EES Survey data

- Develop a community building subcommittee within our MTSS team to plan and coordinate numerous ways to increase community partnerships.

- Bi-monthly event attendance
- Number of events
- EES Survey data

- Intentionally plan events with parent partnerships in mind, modify the format and provide food.

- Event attendance
- Number of events
- EES Survey data

INSTRUCTIONAL TECHNOLOGY

Key Performance Outcome(s):

Increase the use of technology in the classroom by increasing the number of SAMRized Unit plans across content areas.

Instructional Technology Action Items (Actions that improve performance towards outcomes) What are you going to do?	Key Performance Indicators (KPIs) (Formative measures of actions) What measure will you use to determine the success of your action items?
Facilitated training of Canvas LMS for staff related to accessing curricular resources, leveraging collaborative lesson design, providing student-accessible resources and streamlining feedback for students.	<ul style="list-style-type: none">• Integration of Canvas and resources housed within team planning the support the learning objectives within student exhibitions of learning
Facilitated planning for grade level integration within specific lessons or units where students are able to take on an authentic societal role and utilize appropriate technologies as part of their learning.	<ul style="list-style-type: none">• Integration of domain-specific digital tools that support the learning objectives within student exhibitions of learning
Facilitated planning for grade level integration within specific lessons or units where students are connecting to experts and/or audiences beyond the classroom using appropriate digital technologies to facilitate communication processes.	<ul style="list-style-type: none">• Integration of age-appropriate, safe communication digital tools that support the learning objectives throughout a lesson and or unit of study

CHALLENGING OPTIONS ACTION PLAN

Key Performance Outcome(s):

Increase representation of each sub-group in accelerated courses to match the demographic make-up of the school.

Challenging Options Action Items (Actions that improve performance towards outcomes) What are you going to do?	Key Performance Indicators (KPIs) (Formative measures of actions) What measure will you use to determine the success of your action items?
Analyze student enrollment data, strategically invite targeted groups to increase access and participation by all students in honors courses.	<ul style="list-style-type: none">• Enrollment data in Honors courses
Increased communication about honors courses to targeted subgroups (letters, informational meetings, personal invites).	<ul style="list-style-type: none">• Enrollment data• Performance data