EVERETT PUBLIC SCHOOLS

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?
Explicitly teach academic and content specific vocabulary across all content areas to implement the vocabulary strategy of using context clues: synonym, cause/effect, and definition/description.	• Language Interim Assessment Block (IAB) scores (6th grade) • Reading IAB (6th, 7th and 8th) scores
Administer a minimum of two Interim Assessment Block (IAB) assessments, and meet as grade level teams to identify where additional instruction is needed.	• IAB assessments for grades 6-8 • Grade-level Claim Evidence Reasoning (CER) brief-write assessment data
Participate in professional development on use of Zinc reading digital through SpringBoard curriculum and implement in English courses.	• Staff attendance at trainings • Scores on Zinc diagnostic assessment
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?
Provide students opportunities to practice completing/revising components of an essay (explanatory and argumentative) or paragraph (CER).	• SpringBoard Embedded Assessment data • Commonly agreed upon Short-Write rubrics

Apply or edit grade-appropriate grammar usage, capitalization, punctuation, and spelling to clarify a message and edit narrative, explanatory, and argumentative texts.	• SpringBoard Embedded Assessment data • Team evaluation of a variety of technology tools • Revise/edit IAB scores

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?
Collaborate with English Learner (EL) teachers to provide additional time and support for students. - Use Targeted Vocabulary and Guided Language Acquisition Design (GLAD) Strategies - Small group instruction	- SBA scores from previous year - Khan Academy data (quizzes and unit review) - Unit Assessments - IAB Assessment Data
Use the OpenUp resource curriculum when designing and delivering the curriculum from the math instructional units to teach CCSS and reach SBA school targets. Use backward planning for students to understand concepts in each unit.	Grade Level unit summative assessment
Use assessment data to identify progress toward meeting equity targets.	- Summative and formative assessment data - Khan Academy progress monitoring - IAB assessment data
Create targeted intervention groups for after school math support monitored by LAP coaches.	- After school math support attendance - Student improvement on SBA and Unit Assessment scores
Create "bootcamp" pull-out program for targeted students, where students will receive an extra period of Math during the week.	- Summative and formative assessment data - IAB assessment data
Math team and administration will explore available diagnostic tools to asses student progress and understanding in real-time.	Selection of diagnostic tool for the 2020/2021 school year

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 WCAS?
Develop and implement formative assessments on NGSS skills (Science and Engineering Practices and Crosscutting Concepts) and meet as a PLC to collaboratively analyze data to plan for next steps in classroom instruction.	• Formative Assessment scores using CER strategy • Student scores from common assessments
Develop and implement NGSS aligned summative assessments that mirror WCAS and 3D NGSS at each grade level as performance tasks to engage students in NGSS aligned problem solving.	• Performance task results from NGSS summative assessments • Analysis of student results
Implement high leverage instruction strategies across the content areas to promote deeper learning: • GLAD strategies • AP SpringBoard strategies • AVID strategies • Claim Evidence Reasoning (CER) • Explicitly teach academic and content area vocabulary	• Scheduled weekly Interactive Notebook formative activity checks • CER grade level common summative assessments • Assessment of NGSS standards

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: Student self of belonging will increase from 34% in the Spring of 2019 to 44% in the Spring of 2020 as reported on the Panorama survey.

Physical, Emotional and Intellectual Safety: Student school safety will increase from 44% in the Spring of 2019 to 54% in the Spring of 2020 as reported on the Panorama survey.

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	
Invite parents to attend educational presentations based on trends in discipline and cultural/social data.	• CEE parent perception data • ParentLink attendance
North staff will focus on parent/guardian through communication home by email, phone calls, and conferencing.	• CEE parent perception data • Attendance at Parent Link events
Support and engage our diverse community members by working collaboratively with PTA, Natural Leaders and North's feeder elementary schools to promote culturally relevant activities.	• Attendance at Natural Leaders' activities • Attendance at PTA meetings
Engage in professional development focused on resiliency through PBIS tier 2 team. North staff will implement student support strategies into their relationships with students.	• EES Student Survey data • Panorama Survey data
Implementation of student voice activities to drive the intended positive culture of the building.	• Discipline data • Teacher and student feedback • Sense of Belonging data – Panorama
Physically, Emotionally, and Intellectually Safe Environment	

Develop and implement systems of direct instruction for SEL framework using Second Step.	• School Safety data – Panorama • Discipline Data • Teacher feedback through google surveys
Develop and systemize professional learning and staff discourse around topics including common building goals, culturally relevant practices, trauma informed practices, engagement strategies for students with low SES, restorative justice, and visible learning strategies.	• Learning Walk staff engagement, with the goal of staff participating twice during the year • Professional development opportunities promoted in building
Tier 2 system development for identification and interventions.	• Number of students moving to Tier 1 from Tier 2. • Monthly Discipline Data
Utilize full compacity of SeaMar and advocate for additional SeaMar services.	• Participation records
Train new staff/retrain staff on student safety well-being protocols.	• Track number of students accessing support through the counseling department
Increase opportunities for school wide unity projects to decrease Harrassment, Intimidation and Bullying (HIB). Start principal's leadership council (student focus group to address the physical, emotional and intellectual safety of students).	• HIB discipline data (compare 2018-2019 to 2019-2020) • EES Student Survey data • Panorama student data • Participation numbers in student focus group
Conduct counselor intervention groups.	• EES Student Survey data • Panorama student data
Equitable and Accessible Opportunities	
Increase number of students in identified, at-risk, special populations in advanced course options.	• Attendance data for bridging to challenging math pathways summer school courses
Offer additional time and support to students not meeting standard in core content areas including strengthening the Stellar Scholars program, extended day learning, and identify EL students for EL summer school and ensure students successful participation in EL summer school.	• Semester grades • Attendance at teacher assigned after school assistance three days a week • Attendance at After-School Support (Oct to April) • Attendance at STAR Achievers

Implement the EL mentor program to provide support for students with attendance, academic, and behavior struggles.	- Monthly academic progress reports and semester report cards - Monthly attendance data - Monthly discipline - Anecdotal records - Stellar Scholar attendance and academic records

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?
Improve teachers taking regular attendance through training and increased monitoring.	• Reduction in attendance inaccuracies
Reengage students in transition who have multiple absences.	• Monthly attendance rates • Student conferences with administration and counselors
Improve attendance of marginalized populations including Achieve, Special Education, EL, Tier 2, etc.	• Review of attendance data • Home visits
Attendance team will meet once a month to review trends in student attendance including excessive absences, tardies, and unexcused absences and discuss any additional steps needing to be taken.	• Student records • Additional steps vary
Attendance secretary conducting 1:1 attendance counseling, giving out attendance rewards and creating incentives for attending school.	• Improved monthly attendance rates • Attendance rewards: One designated Star Period recognition each semester, names of students with perfect monthly attendance on list displayed on main office monitor.
Counselors, student support advocate, administration para educator and/or administration will contact parents/guardians for chronic absenteeism.	• Monthly tracking of student attendance data • Community Truancy Board meeting attendance

FAMILY PARTNERSHIPS ACTION PLAN	
Key Performance Outcome(s):	
North will increase participation in community events have more intentional events to meet the needs of families.	
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?
Refine, improve, and expand communication avenues to our current parent population including: monthly newsletter, postcards, Blackboard Connect (email, text), North website, fliers and Peach Jar.	Before and after images of the website, logging specific changes and frequency of online visitors Translating communication in NMS student languages Parent attendance compared to previous years: • Sixth Grade Orientation • Parent Conferences • Band/Choir concerts • Natural Leader Friday morning sessions • Curriculum Night • Transition Meetings (fifth to sixth) and (eighth to ninth) • Evening of the Arts • Math Curriculum Night • Family Fitness Night - PE Department
Invite, encourage, and recruit higher level of parent involvement and engagement from diverse populations. Increase Natural Leaders at all parent events (PTA/Parent Link)	Provide interpreters through Refuge Forum and Language Link Attendance records • Natural Leaders Friday morning sessions • PTA meetings • PTA membership • AVID Parent Night
Solicit perceptual feedback from stakeholders in the North Learning Community.	• EES Survey data

Encourage staff attendance to community events including Riverside, Delta Community Neighborhood meetings and Marshallese Community events. Collaborate with EHS/EvCC to host community events.	Number of students: • Participation in mentor program • Integration of neighborhood assets into school culture

INSTRUCTIONAL TECHNOLOGY

Key Performance Outcome(s):

Staff will improve their comfort and use of technology from occasional usage to 80% of class.

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?
Facilitate training of collaborative online tools to improve instruction, streamline student and staff feedback, and provide access to resources.	• Technology committee meeting minutes and follow up through staff surveys sharing comfort levels of technology resources
Implement Schoolwide lessons on digital citizenship • Implementation of digital citizenship lessons for students on using safe and efficient practices using technology • Conduct computer technology class presentation on digital safety	• Reduction of technology-related discipline referrals • Two digital citizenship lessons taught to all students
Implementation of professional development for North staff around 1:1 implementation for following year. • Create professional development based on the needs of the North staff • Engage in building professional development sessions for best instructional technology practices in the classroom (example: Padlet and Canvas) • Teachers will use the Elite X2 tablet to explore technology best instructional practices to enhance their content curriculum using the SAMR model	• Number of LID and LIF trainings for staff • Number of staff participating in district wide 1:1 training • Safe Schools Staff Handbook participation data • Staff survey results on comfort with a variety of instructional technology tools

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?
Encourage an increase in enrollment of advanced pathway courses to better reflect the overall population of North in advance options. • Identify and recruit students from grade level courses for advanced courses including using summer school options to prepare students. • Development and promotion of advanced music, art, and technology courses. • Promote advanced pathway options to incoming fifth grade and current 6th and 7th grade students/parents/guardians/teachers.	Enrollment numbers in advanced pathway courses including: • Compacted Math • Honors English • Coordinated Science • Advanced Band • Advanced Choir • Computer Applications • Heritage Spanish • Spanish I
Provide sixth through eighth grade students after school enrichment programs.	Comparison to 2018-2019: • Attendance records at Robotics • Attendance records at Math Olympiad • Attendance records at Yearbook Club • Attendance at Jazz Band