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?
Plan, implement, and communicate learning targets and success criteria aligned to Common Core State Standards.	• Posted learning targets and success criteria
Explicitly model and teach how to analyze rigorous text using close reading strategies across content areas. Using a range of text dependent questions, students will demonstrate proficient analysis through collaborative discourse (Socratic Seminars, Fishbowls) and short answer responses Claim, Evidence, Reasoning (CER).	• Performance Matters formative assessments • Classroom formative brief writes • Results from Springboard text-dependent questions analysis • Zinc test results
Utilize formative and/or Springboard short-cycle assessments to monitor student achievement and plan for intervention.	• Disaggregated assessment data • Number of students moving through after school intervention groups
Collaborate with English Learner (EL) and Special Education teachers to provide additional time and support for students. • Use Targeted Vocabulary and Guided Language Acquisition Design (GLAD) strategies • Provide small-group instruction	• Unit assessments and Classroom Based Assessments • Student notes • Use of Cognitive Content Dictionaries • Performance Matters assessments
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?
Plan, implement, and communicate learning targets and success criteria aligned to Common Core State Standards.	• Posted learning targets and success criteria

Utilize Professional Learning Community (PLCs) to provide explicit instruction to gather and integrate relevant information from experiences, print, and digital resources to support analysis, reflection, and research.	• Springboard Embedded Assessments writing • Classroom-based formative writing samples and CER responses
Provide professional development to staff for reading/writing integration across all content areas for Cognitive Content Dictionaries (CCDs) and Claim, Evidence, Reasoning (CER) written response.	• Common CER rubrics

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?
Plan, implement, and communicate learning targets and success criteria aligned to Common Core State Standards.	• Posted learning targets and success criteria
Use Illustrative Math curriculum and backwards design to understand concepts in each mathematical unit and ensure learning targets and success criteria are aligned to the CCSS.	• Cool Down quizzes • Performance Matters formative assessments • Grade level unit summative assessments
Increase mathematical discourse among students with Talk Moves to analyze multi-step problems.	• Student discussion analysis • Student exit tickets
Collaborate with EL and Special Education teachers to provide additional time and support for students. • Use Targeted Vocabulary and Guided Language Acquisition Design (GLAD) strategies. • Provide small-group instruction.	• Unit assessments • Check Your Readiness data • Student notes
Build an emphasis on Math during weekly Advanced Via Individual Determination (AVID) tutorials for 7th and 8th grade AVID students.	• Tutorial Request Forms (TRFs) and Reflections • 3-column notes • Classroom assessments

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)?
Plan, implement, and communicate learning targets and success criteria aligned to Common Core State Standards.	• Posted learning targets and success criteria
Implement Next Generation Science Standards (NGSS) aligned district science curriculum and assessments that mirror WCAS and 3D NGSS at each grade level to engage students in NGSS aligned problem-solving.	• WCAS practice performance tasks • Performance Matters assessments • New curriculum implementation
Ensure high-leverage instructional strategies are implemented across the content area to ensure deeper learning of: • GLAD Strategies • Advanced Placement (AP) Springboard strategies • AVID strategies • Claim, Evidence, Reasoning (CER) • Academic vocabulary and content vocabulary	• Interactive notebooks • CER grade level common assessments
Utilize formative short-cycle assessments for Claim, Evidence, Reasoning	• Formative assessments • Written lab investigation reports • Unit assessments
Increase scientific discourse among students to build consensus and scientific understanding.	• Student discussion analysis • Development of Driving Boards on a variety of topics

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 sense of belonging will increase from 33% in the spring of 2021 to 50% in the spring of 2022.

Physical, Emotional and Intellectual Safety: Student school safety will increase from 76% in the spring of 2021 to 80% in the spring of 2022.

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	
Provide a Kick Start to Sixth Grade to welcome new North Middle School (NMS) students and connect them with peers and staff.	• Number of student participants and feedback
Create student focus groups to solicit feedback on how well the school is meeting the diverse of needs of the student body.	• Panorama survey data • Positive Referral Forms • Student feedback from forums and roundtables
Ensure easy access to extra-curricular activities and clubs that represent student interests.	• Number of students participating in clubs and sports • Panorama survey data
Engage our diverse community members by working collaboratively with PTA and Natural Leaders to provide culturally relevant events.	• Attendance at Natural Leader Activities • Attendance at Parent Teacher Association (PTA) meetings • Feedback from NMS Equity Team
Physically, Emotionally, and Intellectually Safe Environment	
Ensure students and families know building security personnel and understand their role in maintaining a safe environment.	• Panorama survey data • Increased security staff integrated into school gatherings (i.e., assemblies)
Improve Multi-Tiered Systems of Support (MTSS) systems and structures to support all students with their academics, behavior, and on-time attendance. Pay particular attention to positive student reinforcement. Begin to use integrated data from the Student Success Platform to identify students who need Tier 2 Interventions.	• Panorama schoolwide survey • "Starbucks" tickets • Positive Referral Forms • Behavior incident rates • Attendance data • Postcards home from teachers

Develop staff knowledge and skill around topics including culturally responsive teaching, trauma informed practices, and engagement strategies.	• Staff participation of book study • Equity and Diversity training for staff • Staff survey feedback
Incorporate and revise Social Emotional Learning (SEL) focused time to be more inclusive of physical, emotional, and intellectual safety in each class.	• STAR period lessons • STAR period student input • Analyze discipline, attendance, and grade data
Equitable and Accessible Opportunities	
Implement Stellar Scholar program to provide support for students with attendance, academic, and behavior struggles.	• Bi-weekly academic progress reports and semester report cards • Bi-weekly attendance data • Anecdotal records • Stellar Scholar attendance and academic records
Increase access to rigorous course and/or electives for all students.	• Teacher promotion of available opportunities through "electives fair" during lunches • Video spotlights of available classes to build excitement • AVID enrollment • Advanced Placement (AP) course enrollment • High School Credit course enrollment • Disproportionality analysis • Increase communication with families in multiple formats
Create a family engagement team with our Natural Leaders in conjunction with our EL department and our 6th/7th grade EL cohort.	• Number of guardians and staff on the team from the cohort

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 student success with families in monthly newsletters, school website, social media, and individual meetings.	• Schoolwide absences and rate by month (include overall attendance rates and disaggregate data by race/ethnicity, Socio-Economic Status (SES), and program qualification
Create action plan for students who continue to not attend school.	• Daily attendance reports will be used to determine if attendance increases as a result of individual incentives, calls, and/or home visits
Strengthen Community Engagement Board (CEB) to support students and their families and share correlating research of attendance to achievement.	• Attendance rates of students whose parents engage in CTB meetings

FAMILY PARTNERSHIPS ACTION PLAN

Key Performance Outcome(s):

North Middle School will create greater access to school resources and staff for families to support their students' learning.

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?
NMS will expand the scope of Natural Leaders participation and input. Connect with families connected to community organizations to help recruit members. Host monthly meetings and gain momentum with parents and families to plan and execute events Multicultural Night	• Number of participants in Natural Leader events with an emphasis on the diversity of the group makeup
Provide more frequent family and student surveys to illicit feedback for improving practices and ensuring access. Examples include Parent Link, Registration Q and A's, and Curriculum Night.	• Number of completed surveys • Feedback given and implementation plans
NMS will create more opportunity to celebrate the student experience and communicate that to families	• Attendance at school events • Visibility of student work at school events

INSTRUCTIONAL TECHNOLOGY

Key Performance Outcome(s):

At least once a semester, all staff will design and implement new technology-enriched instruction to connect learners with experiences that inspire and innovate.

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?
Review Substitute, Augmentation, Modification, and Redefinition (SAMR) framework and examples by providing various resources through articles, videos, and, classroom models.	• Evidence of SAMR within classroom instruction
Utilize the Plan-Do-Act-Reflect cycle with instructional facilitator to implement technology enriched instruction.	• Number of teachers participating in coaching cycles
Utilize instructional facilitator for co-teaching/modeling of technology-enriched instruction.	• Number of teachers collaborating with facilitators

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 NMS in advance options: • Identify and recruit students from grade level courses for advanced courses including using summer school options to prepare students. • Develop and promote advanced music, art, and technology courses. • Promote advanced pathway options to incoming 5th grade and current 6th and 7th grade students/parents/guardians/teachers.	• Enrollment numbers in advanced pathway courses including: • Compacted Math grades 6/7 and 7/8 • Geometry • Honors English and Pre-AP ELA 8 • Coordinated Science Advanced Band • Advanced Choir • Computer Applications • Heritage Spanish • Spanish I