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. For the school year 2023-24, 51% of students will meet standard on the SBA in ELA, 18% of Multilingual Learner (ML) students will meet standard, and 18% of students with disabilities will meet standard.
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?
Develop reading as a daily practice and increase library access for all students.	• Pre-assessment using SBA and iReady data • Progress monitor and summative: iReady • Library visits • Number of books checked out over the year (2022-23, 14,000)
Ensure that students have clarity about what they are learning during every class: First five minutes: clearly identifying strategies. Last five for review and whip around about the standard/target. Teach critical academic vocabulary	• PLC Data in formative, pre, and post assessments • Student clarity in student questioning • Classroom visits
Build on Professional Learning Community (PLC) strengths and create adaptive approach for this year in respect to schedule constraints.	• Teacher conversations, PLC meetings • iReady and SBA data • Grades in content areas
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?
Increase opportunities for students to "Write to Learn" by writing across all content areas using the Capitalization, Action, Punctuation (CAP) strategy.	• PLCs: Formative writing assessments • SBA Data
Strengthen PLC structures with scheduled collaborations led by Instructional Leadership Team members.	• Administrative Learning Improvement Fridays (ALIF) and extension evaluations • Grades in content area • Teacher feedback

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.
	For the year 2023-24, 38% of students will meet standard in math on the SBA, 18% of ML students will meet standard, and 18% of Student with Disabilities (SWD) will meet standard.

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?
Ensure that students have clarity about what they are learning during every class: First five minutes: clearly identifying strategies, standard/target. Last five for review and focus on the standard/target.	• PLC Data in formative, pre, and post assessments • Student clarity in student questioning • Walkthrough Data
Strengthen PLC structures with scheduled collaborations focused on common assessments that identify standards mastery. Using DuFour's' questions as the framework for the PLC collaboration time. Follow curriculum maps adjusting for: lagging skills, reteaching, scaffolding, and enriching.	• PLC cycle data: review, discuss • iReady progress monitoring • Performance Matters • End of Unit Assessments (EOU)
Support the development of math facts during lunch time.	• iReady data, Kahoots
ML support for vocabulary and language acquisition collaborations and Special Ed teachers pushing in for consult, collaborate, and co-teach.	• PLC meetings discussions • iReady data • Formative assessment data

SCIENCE ACTION PLAN	**Key Performance Outcome:** 90% of students will meet standard on the Washington Comprehensive Assessment of Science (WCAS) by 2027. For the year 2023-24, 44% of 8th grade students will meet standard on the WCAS, 12% of 8th grade ML students will meet standard, and 12% of 8th grade students with disabilities will meet standard.
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?
Ensure that students have clarity about what they are learning during every class: • First five minutes - clearly identifying strategies • Last five - for review and whip around about the standard/target	• Pre-assessment using WCAS data • Verbal check ins • Formative assessments • EOU assessments
Developing PLC's as they work with the new science curriculum.	• PLC data in formative pre and post • A data cycle to help pre-plan the next unit
Collaborate with Special Education SPED and ML teachers/facilitators for additional strategies and tools.	• EOU Assessments • Formative assessments • Schoolwide Guided Language Acquisition Design (GLAD) strategies

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

Student Identity, Academic growth, ML visibility

Key Performance Outcome(s):

Welcoming Culture: Panorama Data (60% of students will rate Student Relationships favorably).

Physical, Emotional and Intellectual Safety: Physical altercations will reduce by 18 percentage points.

Equitable and Accessible Opportunities: 77% of EL students will be on track to transition out of services within six years by 2027. 15% of ML students identified as Long-Term English Learners (LTEL) will be on track to exit the program.

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	
Equity Team change Diversity, Equity & Inclusion (DEI) board on a monthly basis.	• Panorama data – student survey
Student Council: Create a student council that represents student populations proportionally.	• Council rosters, meeting calendar • Den Time advisors (make up) • Panorama Survey – Sense of belonging
Continue to develop student affinity groups to strengthen developing student identity through empowerment.	• Associated Student Body (ASB) club rosters
Principal Chats.	• Attendance Rosters, Panorama Data
Family Academies: School Access, ML, SPED, Technology, Academic goals, Digital Footprint/Cyber bullying, Forecasting for Fall 2024	• Parent Academy calendar • Academy surveys • Panorama data
Physically, Emotionally, and Intellectually Safe Environment	
Articulate and implement student support plan for asking for help.	• Panorama data – family and student surveys
Developing who we are as Timberwolves.	• Productive Academic Work Sessions (PAWS) • Student academic behaviors
Develop student sense of belonging through targeted work with individual students and the whole school: check ins, identifying caring adults, identifying interests and strengths.	• Panorama Data • Individual student profiles

Develop checks and balances for supervision plan.	• Discipline data
Plan for implementation of peer mediation program beginning with Where Everyone Belongs (WEB) Leader's program.	• Discipline data • Intervention tracking
Reviewing Harassment, Intimidation, and Bullying (HIB) modules on a monthly basis with students.	• Panorama data
Equitable and Accessible Opportunities	
Increase use of GLAD/Sheltered Instruction Observation Protocol (SIOP)/Universal Design for Learning (UDL) strategies across all content levels.	• Student performance indicators: EOU assessments, formative assessments, WCAS and SBA data, iReady data
Develop ML Portraits.	• ML students' performance via World-Class Instructional Design and Assessment (WIDA), SBA, Grades
Increase use of Advanced Via Individual Determination (AVID) strategies across all content levels.	• Student performance indicators: EOU assessments, formative assessments, WCAS and SBA data, iReady data

ATTENDANCE

Key Performance Outcome(s):

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

70% of students will regularly attend.

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?
Student support advocate and other staff members conduct home visits and educate on attendance reporting, provide family resources.	• Panorama data, attendance data
Attendance Team: Counselors, Student Support Advocate (SSA), Attendance Secretary, and Principal on a weekly basis.	• Attendance data
Continuing class competitions with 90% attendance.	• Attendance data
Hall Pass System: color coded.	• Attendance data
5/5 rule: Students remain in classrooms for the first five and the last five minutes of every class.	• Attendance data
Student Conductor to monitor, assess, and intervene for tardies.	• Attendance data • Student Conductor Data

FAMILY PARTNERSHIPS ACTION PLAN

Key Performance Outcome(s): Families will increase participation in family committees and attendance at school events including conferences, Parent Academies, Parent Listening sessions, and Admin coffees.

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 participation in Natural Leaders (NLs).	• Increase in the percentage of families participating in NLs
Increase participation in Parent Teacher Association (PTA).	• Increase in parent attendance at PTA meetings, provide input and volunteers
Admin information sessions with families during Orientation, Curriculum Night, and Multicultural Night.	• Qualitative feedback • Panorama results • Quarterly surveys
Create a volunteer partnership plan for families/community.	• Set baseline this year • Volunteer participation numbers • Volunteer feedback
Principal Chats.	• Qualitative feedback • Increase in attendance at these events • Attendance rosters

INSTRUCTIONAL TECHNOLOGY

Key Performance Outcome(s):

Demonstrate learning via web-based assessments, thereby preparing students for web-based assessments like the SBA, Performance Matters, Pearson, Canvas and those often taken at the college level.

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?
Use curriculum-based instructional technology resources in all content areas to enhance instruction and assess student learning, deepening students' content knowledge and skills.	• Sign in lists • Walkthrough data • Lesson and unit plans incorporate use of technology resources • Student use of speech-to-text, desmos and other universal tools to improve learning outcomes
Use Performance Matters to review student data such as ML levels, Smarter Balanced Assessment Consortium (SBAC) and common/End of Unit assessment scores.	• Walkthrough data • Use of shared reports to have knowledge of student current levels • Student performance on Springboard online assessments • Student performance on common assessments in all departments
Integrate the panel and mirroring/wireless capabilities to increase student engagement and learning.	• Integrate the panel and mirroring/wireless capabilities to increase student engagement and learning • Student work displayed on panel • Students interacting with each other and work from different students • Sharing student work via the panels

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?
Evaluate proportionality in accelerated courses and compare demographic and achievement data to determine any needed shifts.	• Course rosters • Demographic data • iReady data
Create supported study sessions as part of the extended day program.	• Attendance data • Session rosters
Develop outreach methods that are culturally responsive to increase understanding of the wide range of courses available.	• Parent Academy sign-ins • Smore newsletter data