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**School Name:\_\_\_\_Burnham School\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

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| **Strategy** | **Action** | **Timeline** | **Responsibility** | **Status Updates** |
| **Creating a culture focused on results** |  | | | |
|  | Development of Mission, Vision, Values, Goals, and Commitments Document with stakeholders | August 2019 | School Leadership Team | Complete  Updated Annually |
|  | Train staff leaders to use templates (Agenda and cycle template) | September 2019 | Principal at SLT Meeting | Complete |
|  | Each team will utilize the PLC process for ongoing review of student classroom performance   * K-5 - Unit by Unit in reading and math * 6 - Unit by Unit in departmentalized content area and and either writing or SS based on team * Specials - Interdisciplinary Literacy | Cycle templates reviewed based on at-a-glance pacing schedule | Principal and Assistant Principal | Ongoing |
|  | Develop, Schedule, and provide professional development (PLC training during wednesday meetings and on ½ days based on Critical Issues, feedback from the SLT, and FLW results) using global PD | September 2018 | Principal  Instructional Coach  Director of PLCs | Ongoing |
|  | Develop Instructional Coaching Questionnaire. Instructional provide specific coaching and support around teacher/PLC team needs in the areas of reading and Math | September 2018 | Principal  Instructional Coach | Ongoing |
|  | Refine PBS plan to improve the school climate and learning environment to support increased student achievement, social-emotional skills, and positive behavior. | November 2018 | PBS Committee | Ongoing |
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| **Hiring and retaining high quality staff** |  | | | |
|  | Work with HR to develop a consistent process to recruit and hire staff who possess and can apply PLC practices. | April 2019 | Principal |  |
|  | Develop Building level “On-Boarding Process” to support District Mentoring Program to train, equip, and prepare new staff to be successful PLC team members | August 2019 | Principal  Mentor Coordinator |  |
|  | Identify, recruit and train qualified mentors who exhibit the traits we want to see in our staff. | August 2019 | Principal  Mentor Coordinator |  |
|  | Develop and sustain vertical articulation between grade levels to create shared responsibilities for student learning | August  May | School Leadership Team | August Complete |
| **Providing teams with targeted support** |  | | | |
|  | Provide training to teach faculty how to turn data into actionable information. | October 2018 | Principal  Assistant Principal | Complete |
|  | Provide each teacher with current and previous year MAP Data | August  October  January  May | Principal  AP  Jamie Funkhouser | Ongoing |
|  | Ensure that an array of data (MAP, ECRA, CFA) on student performance is available in a format that teachers find understandable and that invites interpretation. | October 2018 | Principal  Assistant Principal | Complete |
|  | Train and support teachers using Mastery Connect for formative and summative assessment in math | September 26, 2018 | Technology Department | Complete |
|  | Develop a plan to implement formative and summative assessment system using Mastery Connect across all grade levels and curriculum areas to enable staff to address individual student needs | August 2019 | Principal Curriculum Directors |  |
|  | Identify Tiers (EWS-Watch list) for Multi-Tiered System of Support to accelerate academic and social-emotional/behavioral intervention based upon student needs. | August 2018  Meet every Thursday | Principal  MTSS Director  PBS Team | Ongoing |
|  | Provide training and support for teachers to ensure consistent evidence-based interventions are utilized building wide. | May 2019 | Director of MTSS  Intervention Coach |  |
| **Building the capacity of team leaders and PLC Teams** |  | | | |
|  | Team Leaders provided specific training to facility collaborative teams | May 2019 | Director of PLCs | Ongoing |
|  | Establish building wide PLC expectations and accountability system (attend PLC Meetings, review folders, meet with SLT, and provide feedback and support . | August 2018 | Principal | Ongoing |
|  | Align the building expectations with district PLC expectations.   * Guaranteed and Viable Curriculum * Measuring Impact * Providing Targeted Support | June 2018 | Principal | Ongoing |
|  | Evaluate the effectiveness of the PLC model through the use of PLC observational protocols (surveys, walkthroughs and and team evaluations) | August  December  May | School Leadership Team | Ongoing |
|  | Team completes critical issues form and is provided targeted PD by Principal based on team needs. | September 2018  April 2018 | School Leadership Team | September Complete |
| **Defining problems of practice and improving instruction** |  | | | |
|  | Ensure all teams use PLC Cycle template for Math & Literacy to analyze & assess data results and plan for interventions/enrichment | September 2018 | Admin and Coaches | Ongoing |
|  | Provide a structured professional development to train staff how to use the NWEA learning continuum to impact learning | August 2019 | Principal  Jamie Funkhouser | Complete |
|  | Utilize NWEA Map assessment data and information at the building and classroom levels to inform intervention/enrichment programs and guide learning | August to May | Grade Level PLC Teams | Ongoing |
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| **Measuring impact and celebrating success** |  | | | |
|  | Review of PLC implementation progress throughout the building | January 18, 2019  May 17, 2019 | School Leadership Team |  |
|  | Review School Math Performance SMART Goal | May 2019 | School Leadership Team |  |
|  | Review School Reading Performance SMART Goal | May 2019 | School Leadership Team |  |
|  | Principal uses data generated by NWEA MAP to demonstrate the effectiveness of curriculum and instruction in the PLC | 3x per year based on assessment calendar | Principal |  |
|  | PLC teams and team members celebrate achievement and are the work of PLC teams is recognized at monthly meetings. | Monthly building meeting | Principal |  |