

**PITTSBURGH BRASHEAR HS**

590 Crane Ave

ATSI Title 1 School Plan | 2023 - 2024

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**VISION FOR LEARNING**

The Brashear community will engage in study, work, service, and advocacy to develop global citizens who contribute to society in meaningful ways.

## STEERING COMMITTEE

Name	Position	Building/Group
Mandira Gautam	Student	Brashear High School
Kevin McNair	Community Member	1Nation Mentoring
Chris Dedes	Other	Brashear High School
Julianne Kuhns	Head Counselor	Brashear High School
Kim Daelhousen	Teacher	Brashear High School
Dan Kliber	Education Specialist	Brashear High School
Deb Dankmyer	Education Specialist	Brashear High School
Sean O'Driscoll	Teacher	Brashear High School
Tracy Terry	Parent	Parent
Nina Sacco	District Level Leaders	Pittsburgh Public Schools
Christina Loeffert	Principal	Brashear High School
Shelly Bynum	Other	Brashear High School
Sue Mazur	Other	Brashear High School

**Name**

**Position**

**Building/Group**

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## ESTABLISHED PRIORITIES

### Priority Statement

### Outcome Category

If Brashear establishes a comprehensive approach to school culture with clear expectations (intellectual, social, and behavioral) focused on ensuring all members feel valued, heard, understood, and supported Then all members will experience a positive equitable environment where all members feel welcomed, supported, and safe.

School  
climate and  
culture

School  
climate and  
culture

School  
climate and  
culture

If educators consistently participate in structured PLCs to analyze student data, engage in standards-based planning and instruction to develop clear learning intentions and success criteria along with providing precise and descriptive feedback THEN students will be able to experience teaching and learning that is aligned to the standard while receiving actionable feedback that can better support mastery of the standards and engage in a true revision process.

English  
Language  
Arts  
  
Mathematics

## ACTION PLAN AND STEPS

### Evidence-based Strategy

Take part in regular embedded professional development focused on improving instruction through student engagement, questioning, and formative Assessment (i.e., common planning, lesson study, professional learning communities).

### Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Math	By the end of the 2023-2024 school year, 39.2% of 11th grade students will have demonstrated proficiency on the Algebra 1 Keystone exam.
ELA	By the end of the 2023-2024 school year, 46.5% of 11th grade students will have demonstrated proficiency on the Literature Keystone exam for their assigned grade levels.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
All content area ITLs and school leaders will meet to reflect on PLC implementation during the 2023-24 SY and implementation during previous years. ITLs in collaboration with school leaders will re-establish expectations for PLCs. Expectations should include who is responsible for facilitating meetings, documents that will be used, and expectations for participants.	2023-08-31 - 2024-06-07	ITL/School Leaders/Interventionist/Academic Coaches	Meeting Facilitators to reference in regard to impact/implementation, agenda, data from previous year
During PLCs collaborate to determine the best way to monitor and support each other regarding the learning introduced during PLCs. i.e.. instructional rounds, student work protocols, lesson planning.	2023-09-18 - 2023-11-10	ITLS/Interventionists/Academic coaches/Admin	Meeting agenda, facilitator, sample protocols & tools, tools to capture feedback

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Academic coaches will support teachers and their practice based on feedback from the leadership team.			
Establish a structure for PLC progress monitoring during leadership team/instructional cabinet meetings. PLCs will follow the continuous improvement model. During instructional cabinet/leadership team meetings support for teachers, as needed, should be discussed based on evidence rooted in student outcomes.	2023-08-14 - 2023-09-29	School Leaders	Data Collection Protocol
Continue to work with DREA and C&I to provide professional development on accessing and utilizing student data on the CDT Assessment for Algebra 1, English, and Biology. Other points of data will also be used (IXL, Achieve 3000, ALEX, etc.)	2023-10-02 - 2024-06-03	ITL/School Leaders/Interventionist/Academic Coaches	Student data from the district portal and other programs used by C&I.
Work with district coaches and coordinators to provide content area PD to strengthen content area knowledge. This will vary by content area. Coaches will provide additional support, as needed. The addition of additional teachers will allow smaller class sizes and time for teaching staff to collaborate in PLCs.	2023-09-01 - 2024-06-07	ITL/school leaders/interventionist/Academic Coaches	Title 1 funds will be used to pay the salary and benefits for 2.76 teachers and 1 paraprofessional to support and participate in PLCs and to delivery tier I instruction (\$225,108 teachers, 32,366 for paraprofessional).

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
			District level coaches & coordinators
School leader will meet with Assistant Superintendent weekly to review student data, teacher data, and PLC implementation	2023-09-18 - 2024-06-07	School Leader	Student data, teacher data, and PLC agendas/notes
During a staff meeting after each quarter, provide educators with time to discuss PLC implementation. Feedback from this meeting should be used to make appropriate adjustments.	2023-10-02 - 2024-06-07	school leaders	school meeting time and notes from discussion
All teachers will engage in consistent, structured professional learning communities utilizing the continuous improvement model. Planning and instruction will be informed by student data. Teachers will be provided appropriate support to help strengthen instruction. Students will experience more engaging lessons and targeted instruction.	2023-10-02 - 2024-06-07	School leaders/Interventionist/Coaches	PLC agendas/notes using the PLC cycle and data templates.
School leader will meet with Assistant Superintendent weekly to review student data, teacher data, and PLC implementation.	2023-09-29 - 2024-06-07	Assistant Superintendent	Student data, teacher data, and PLC agendas/notes
During a staff meeting after each quarter, provide educators with time to discuss PLC implementation. Feedback from this meeting should be used to make	2023-10-02 - 2024-06-07	school Leaders/ILS	PLC information and data

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
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appropriate adjustments.

**Anticipated Outcome**

All teachers will engage in consistent, structured professional learning communities utilizing the continuous improvement model. Planning and instruction will be informed by student data. Teachers will be provided appropriate support to help strengthen instruction. Students will experience more engaging lessons and targeted instruction.

**Monitoring/Evaluation**

Teachers will review student data consistently as part of the continuous improvement model.

**Evidence-based Strategy**

CDC--School Connectedness: Strategies for Increasing Protective Factors Among Youth : 6. Create trusting and caring relationships that promote open communication among administrators, teachers, staff, students, families, and communities.

**Measurable Goals**

Goal Nickname	Measurable Goal Statement (Smart Goal)
Panorama	By the end of the 2023-34 School Year, there will be a favorable response of 90% for the topic of Supportive Relationships on the Panorama Student Survey.
TLC	By the end of the 2023-24 School Year, there will be an average rate of agreement of 75% for the construct of



**Goal Nickname****Measurable Goal Statement (Smart Goal)**

Community Involvement and Support and 65% Managing Student Conduct.

<b>Action Step</b>	<b>Anticipated Start/Completion</b>	<b>Lead Person/Position</b>	<b>Materials/Resources/Supports Needed</b>
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Continue the Restorative Practices professional learning series facilitated by Dr. Raina Jackson that was introduced during the 2021-22 SY. Dr. Jackson will have a monthly session with educators. These sessions will vary between small group meetings during PLCs and whole staff sessions during a staff meeting or whole school PD.	2023-09-11 - 2024-06-07	Restorative Practices Project Manager	Restorative Practice materials
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Provide Restorative Practices follow-up support, as needed.	2023-09-01 -	School Leaders	Restorative Reboot materials, completion data from Professional learning platform
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Provide Restorative Practices expectations and updates to families	2023-09-11 - 2024-06-07	school leaders	Flyers, social media post, Constant Contact Communication, and PSCC meetings
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Review student conduct data biweekly	2023-09-11 - 2024-06-07	School leaders/PBIS team/Discipline Team	School Student Conduct data
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Organize activities throughout the year to help strengthen relationships and build community. (Spirit weeks,	2023-09-11 - 2024-06-14	Student Council, ITLs & school	Posters, approval from activities director, parent communication
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Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
homecoming, Principal's 200 Club, attendance awards, etc..)		leadership team	
Provide Intervention for students with repeated Level 1 Infractions:	2023-09-04 - 2024-06-07	After School Restorative Program staff	List of students with repeated level 1 infractions provided by admin
Administer monthly student input surveys to be taken during lunches. Responses will help to inform adjustments to PBIS system and school culture activities. Utilizing student voice, grade level steering committees, student council, and other students groups will assist with this step.	2023-09-11 - 2024-06-07	PBIS Team	Surveys/QR codes, School Culture Resource Hub
Analyze Discipline Data, Identify problem behaviors and work with Core Value Team and Administration to create balance of discipline and acknowledgement and identify key intervention strategies for level 1 infractions	2023-09-11 - 2024-06-07	PBIS team/Discipline Team/School leaders	Flow Chart, Discipline Data, Power-Bi, Code of Conduct and Infractions Guide
Continue to support the staff community building at Brashear through the Sunshine Committee.	2023-08-21 - 2024-06-14	Sunshine Club	Funds from members and school to support staff community events
New Staff Mentoring Programming to ensure staff are connected to the school community and one another	2023-08-21 - 2024-06-14	School leaders/ITLs	Monthly meeting space, monthly email to communicate meeting time and place
Quarterly grade-level assemblies	2023-10-02 -	Student	Agenda from each department listed

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
	2024-06-07	Services/Activities Director/Athletic Director/School Leaders	
Organize monthly challenges for students that focus on student attendance. Provide updates to families and community members during PSCC meetings.	2023-08-14 - 2024-06-14	Student Services / AmeriCorps/Face Coordinator	Title I funds will be used to pay the stipend for the FACE coordinator and to pay for materials, supplies, meals, and refreshments for PSCC meetings. (\$13,660) During PSCC meetings families and community members will be given updates related to attendance and school culture. The FACE coordinator will help support these meetings.
Counselors will participate in lunchroom activities and run group sessions to enhance opportunities for students to connect	2023-08-28 - 2024-06-14	Student Services	Designated Locker Block apace and conference room space
Begin Brashear Shout Outs for Students and Staff	2023-08-28 - 2024-06-14	School leaders/PBIS team/Spirt Club	Student of the Month board, Golden bull Award
Administer TFI Survey with PBIS Team	2024-03-01 - 2024-05-01	Admin and PBIS team with LES	Monthly PBIS Meeting Time and space

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Administer School Safety Survey with Key Members of Staff	2024-03-01 - 2024-05-01	PBIS Team/LES	Secure PLC time to take survey
Work with School partners to establish tutoring and mentoring programs	2023-09-11 - 2024-06-07	Student services	ATSI funds will be used to Partner with AmericCrops and other community partners to establish mentoring programs to support School Connectedness. (\$24,500)
Implement an after-school Restorative program. The program will be staffed and led by teachers and members of the student services team.	2023-10-02 - 2024-06-14	Student services/school leaders	Utilize ESSER funds.

**Anticipated Outcome**

The school will cultivate an environment that is welcoming to staff and students. There will be an increase in positive interactions between staff and students, students and students, and staff to staff. There will be a shared understanding of expectations related to school culture. Staff and students will feel more connected to Brashear's mission and vision.

**Monitoring/Evaluation**

Assistant Superintendent will meet weekly with the school principal to monitor school culture data. The Leadership Team and PBIS team will review student conduct data biweekly. There will be a monthly staff update related to school culture.



## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>By the end of the 2023-2024 school year, 39.2% of 11th grade students will have demonstrated proficiency on the Algebra 1 Keystone exam. (Math )</p> <p>By the end of the 2023-2024 school year, 46.5% of 11th grade students will have demonstrated proficiency on the Literature Keystone exam for their assigned grade levels. (ELA )</p>	<p>Take part in regular embedded professional development focused on improving instruction through student engagement, questioning, and formative Assessment (i.e., common planning, lesson study, professional learning communities).</p>	<p>Continue to work with DREA and C&amp;I to provide professional development on accessing and utilizing student data on the CDT Assessment for Algebra 1, English, and Biology. Other points of data will also be used (IXL, Achieve 3000, ALEX, etc.)</p>	<p>10/02/2023 - 06/03/2024</p>



## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>By the end of the 2023-34 School Year, there will be a favorable response of 90% for the topic of Supportive Relationships on the Panorama Student Survey. (Panorama )</p>	<p>CDC--School Connectedness: Strategies for Increasing Protective Factors Among Youth : 6.</p>	<p>Continue the Restorative Practices professional learning series facilitated by Dr. Raina Jackson that was introduced during the 2021-22 SY.</p>	<p>09/11/2023 - 06/07/2024</p>
<p>By the end of the 2023-24 School Year, there will be an average rate of agreement of 75% for the construct of Community Involvement and Support and 65% Managing Student Conduct. (TLC)</p>	<p>Create trusting and caring relationships that promote open communication among administrators, teachers, staff, students, families, and communities.</p>	<p>Dr. Jackson will have a monthly session with educators. These sessions will vary between small group meetings during PLCs and whole staff sessions during a staff meeting or whole school PD.</p>	

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>By the end of the 2023-34 School Year, there will be a favorable response of 90% for the topic of Supportive Relationships on the Panorama Student Survey. (Panorama )</p>	<p>CDC--School Connectedness: Strategies for Increasing Protective Factors Among Youth : 6.</p>	<p>New Staff Mentoring Programming to ensure staff are connected to the school community and one another</p>	<p>08/21/2023 - 06/14/2024</p>
<p>By the end of the 2023-24 School Year, there will be an average rate of agreement of 75% for the construct of Community Involvement and Support and 65% Managing Student Conduct. (TLC)</p>	<p>Create trusting and caring relationships that promote open communication among administrators, teachers, staff, students, families, and communities.</p>		



## APPROVALS & SIGNATURES

### Assurance of Quality and Accountability

### Assurance of Quality and Accountability

The Building Administrator, Superintendent/Chief Executive Officer and President of the School Board will affirm the following statements.

We affirm that our school has developed a School Improvement Plan based upon a thorough review of the essential practices to advance educational programs and processes and improve student achievement.

We affirm that the action plans that we will be implementing address our specific school needs, include strategies that provide educational opportunities and instructional strategies for all students and each of the student groups, increases the amount and quality of learning time, and provides equity in the curriculum which may include programs, activities, and courses necessary to provide a well-rounded education. These plans address the needs of all children in the school, but particularly the needs of those at risk of not meeting the challenging State academic standards.

We, the undersigned, hereby certify that the school level plan has been duly reviewed by the Building Administrator, Superintendent of Schools and formally approved by the district's Board of Education, per guidelines required by the Pennsylvania Department of Education.

We hereby affirm and assure that the school level plan:

- Addresses all the **required components** prescribed by the Pennsylvania Department of Education
- Meets **ESSA requirements**
- Reflects **evidence-based strategies that meet the three highest levels of evidence outlined in ESSA**
- Has a **high probability of improving student achievement**
- Has sufficient **LEA leadership and support to ensure successful implementation**

**With this Assurance of Quality & Accountability, we, therefore, request the Pennsylvania Department of Education grant formal approval to implement this school level plan.**

**Signature (Entered Electronically and must have access to web application).**

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Chief School Administrator

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School Improvement Facilitator Signature

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Building Principal Signature

Christina Loeffert

2023-06-24

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## ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

### Strengths

Industrial Learning: 90% of 12th graders demonstrated at least one of the following:

Graduation Rate: High School Graduation Rate 4 year cohort – All student group meets interim target for graduation- 85.3%

ELL Growth: Met target in Literature (73%), Algebra (74%), and Biology (74%).

53.2% of 11th grade students improved 1+ SEM on the Literature CDT.

53% of 9th graders improved by 1+SEM on the Biology CDT.

Students with Disabilities: 68% of students demonstrated growth. They did not meet the statewide goal/target, but they did increase in performance from the previous year.

45.7% of 9th grade students improved 1+ SEM on the Math CDT.

100% (4/4 students) of eligible students on the Automotive technology were proficient. 88% (6/7 students) of eligible students on the Multimedia Production and Coding were proficient. 83% (5/6 students) of eligible students on the Automotive collision

### Challenges

Regular attendance rate: Percent of students with regular attendance 82%. The All Student Group did not meet the standard demonstrating growth

Student Growth Literature: Black, White, and Economically Disadvantaged: 50% of students demonstrated growth. The statewide goal/target was not met and they maintained the same performance from the previous year.

Student Growth Algebra: Black, White, and Economically Disadvantaged: 50% of students demonstrated growth. The statewide goal/target was not met and they maintained the same performance from the previous year.

Student Growth Biology: Black, White, and Economically Disadvantaged: 50% of students demonstrated growth. The statewide goal/target was not met and they maintained the same performance from the previous year.

Implement an evidence-based system of school-wide positive behavior interventions and supports.

58% of 10th graders have a less than 40% chance of being

## Strengths

repair were proficient.

85% of the ALL student group completed the individual SMART goal

There was a favorable response of 76% on the construct of supportive relationships

Multi-Racial students: Based on data from the 2022-23 SY Winter administration of the ELA CDT assessment 63% of students scored in the Green Range.

45.7% of 9th grade students improved 1+ SEM on the Literature CDT.

46.3% of 10th grade students improved 1+ SEM on the Math CDT.

White students: Based on data from the 2022-23 SY Winter administration of the ELA CDT assessment 53% of students scored in the Green Range.

Provide frequent, timely, and systematic feedback and support on instructional practices.

Identify professional learning needs through analysis of a variety of data.

## Challenges

proficient on the Keystone Literature exam in Spring 2020

60% of 10th graders have a less than 40% chance of being proficient on the Keystone Literature exam in Spring 2020

60% 10th graders have a less than 40% chance of being proficient on the Keystone Biology exam

79% of the ALL student group completed the individual student success plan

Foster a culture of high expectations for success for all students, educators, families, and community members.

Promote and sustain a positive school environment where all members feel welcomed, supported, and safe in school: socially, emotionally, intellectually and physically

12% of 9th Grade students scored in the green or above on the Literature CDT. 5.1% of 10th grade students scored in the green or above on the Literature CDT. 12.2% of 11 grade students scored in the green or above on the Literature CDT.

There was a favorable response of 62% on the construct of emotional regulation. This is a 14 point increase from the Fall of 2022.

## Strengths

Use systematic, collaborative planning processes to ensure instruction is coordinated, aligned, and evidence-based.

Build leadership capacity and empower staff in the development and successful implementation of initiatives that better serve students, staff, and the school.

There was a favorable response of 76% on the construct of self-management

There was a rate of agreement of 40% for the Community Support construct in Spring 22, but it increased to 61% in the Fall 22 mini survey. That is a 21 point increase. There was a rate of agreement of 29% for the Managing Student Conduct construct in Spring 2022, but it increased to 50% in the Fall 2022 mini survey. That is a 21 point increase.

## Challenges

There is a 50% agreement rate for TLC survey for Managing student Conduct and 40% agreement on Community support.

Based on data from the 2022-23 SY Winter administration of the ELA CDT assessment 18% of black students scored in the Green Range.

Use a variety of assessments to monitor student learning and adjust programs and instructional practices.

Based on data from the 2022-23 SY Winter administration of the Math CDT assessment 10% of black students scored in the Green Range.

Based on data from the 2022-23 SY Winter administration of the Math CDT assessment 15% of economically disadvantaged students scored in the Green Range.

3/27 9th grade ELL students scored in the green

PSE 10th graders 2/20 demonstrated growth into the green

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## Most Notable Observations/Patterns

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<b>Challenges</b>	<b>Discussion Point</b>	<b>Priority for Planning</b>
<p>Regular attendance rate: Percent of students with regular attendance 82%. The All Student Group did not meet the standard demonstrating growth</p>	<p>Root Cause: There is not an intentional consistent system in place to align the work between committees (PBIS, MTSS, &amp; discipline) and then communicate expectations and updates to all stakeholders. Educators have access to strategies and tools to support social emotional learning and Restorative Practices; however, have not been trained on how to embed these tools and strategies into the content/classroom or given the space and flexibility to allow them to explore how to make these connections</p>	
<p>Student Growth Literature: Black, White, and Economically Disadvantaged: 50% of students demonstrated growth. The statewide goal/target was not met and they maintained the same performance from the previous year.</p>	<p>Root Cause: Not all educators are able to access and understand the available data or implement formative assessment/tools to identify student learning needs. In addition, instructional tools and effective (results driven, time and space to practice) training (that includes a gradual release for educators) are needed to support educators to identify and foster instructional shifts to meet individual student needs.</p>	
<p>Student Growth Algebra: Black, White, and Economically Disadvantaged: 50% of students demonstrated growth. The statewide</p>	<p>Root Cause: Not all educators are able to access and understand the available data or implement formative assessment/tools to identify student learning needs. In addition, instructional tools and effective (results driven, time and space to practice) training (that includes a gradual release for educators) are needed to support educators to identify and foster instructional shifts to meet individual student needs.</p>	

Challenges	Discussion Point	Priority for Planning
<p>goal/target was not met and they maintained the same performance from the previous year.</p>		
<p>Student Growth Biology: Black, White, and Economically Disadvantaged: 50% of students demonstrated growth. The statewide goal/target was not met and they maintained the same performance from the previous year.</p>	<p>Root Cause: Not all educators are able to access and understand the available data or implement formative assessment/tools to identify student learning needs. In addition, instructional tools and effective (results-driven, time and space to practice) training are needed to support educators to identify and foster instructional shifts to meet individual student needs.</p>	
<p>Promote and sustain a positive school environment where all members feel welcomed, supported, and safe in school: socially, emotionally, intellectually and physically</p>	<p>The current communication system in the building is not strong, staff and students do not feel heard, there is a lack of trust amongst staff. Students see and feel this. Positive interactions are not always modeled by the adults in the building. There is not a comprehensive approach to school culture. Often PBIS and other school culture initiatives fell solely on the PBIS team and not all educators. Educators have access to strategies and tools to support social emotional learning and Restorative Practices; however, have not been trained on how to embed these tools and strategies into the content/classroom or given the space and flexibility to allow them to explore how to make these connections.</p>	<p>✓</p>
<p>Implement an evidence-</p>	<p>Educators have access to strategies and tools to support social emotional learning and</p>	

Challenges	Discussion Point	Priority for Planning
<p>based system of school-wide positive behavior interventions and supports.</p>	<p>Restorative Practices; however, they are in the process of being trained on how to embed these tools and strategies into the content/classroom or given the space and flexibility to allow them to explore how to make these connections. There is not an intentional consistent system in place to align the work between committees (PBIS, MTSS, &amp; discipline) and then communicate expectations and updates to all stakeholders.</p>	
<p>Foster a culture of high expectations for success for all students, educators, families, and community members.</p>	<p>There is a culture of completion and compliance at the school. A focus on getting things done, not a focus on the standards, this has dropped our expectations. We have fallen into a culture of low expectations.</p>	<p>✓</p>
<p>Use a variety of assessments to monitor student learning and adjust programs and instructional practices.</p>	<p>Not all educators are able to access and understand the available data or implement formative assessment/tools to identify student learning needs. In addition, instructional tools and effective (results driven, time and space to practice) training (that includes a gradual release for educators) are needed to support educators to identify and foster instructional shifts to meet individual student needs.</p>	



## **ADDENDUM B: ACTION PLAN**

**Action Plan:** Take part in regular embedded professional development focused on improving instruction through student engagement, questioning, and formative Assessment (i.e., common planning, lesson study, professional learning communities).

**Action Steps****Anticipated Start/Completion Date**

All content area ITLs and school leaders will meet to reflect on PLC implementation during the 2023-24 SY and implementation during previous years. ITLs in collaboration with school leaders will re-establish expectations for PLCs. Expectations should include who is responsible for facilitating meetings, documents that will be used, and expectations for participants.

08/31/2023 - 06/07/2024

**Monitoring/Evaluation****Anticipated Output**

Teachers will review student data consistently as part of the continuous improvement model.

All teachers will engage in consistent, structured professional learning communities utilizing the continuous improvement model. Planning and instruction will be informed by student data. Teachers will be provided appropriate support to help strengthen instruction. Students will experience more engaging lessons and targeted instruction.

**Material/Resources/Supports Needed****PD Step**

Meeting Facilitators to reference in regard to impact/implementation, agenda, data from previous year

no



**Action Steps****Anticipated Start/Completion Date**

During PLCs collaborate to determine the best way to monitor and support each other regarding the learning introduced during PLCs. i.e.. instructional rounds, student work protocols, lesson planning. Academic coaches will support teachers and their practice based on feedback from the leadership team.

09/18/2023 - 11/10/2023

**Monitoring/Evaluation****Anticipated Output**

Teachers will review student data consistently as part of the continuous improvement model.

All teachers will engage in consistent, structured professional learning communities utilizing the continuous improvement model. Planning and instruction will be informed by student data. Teachers will be provided appropriate support to help strengthen instruction. Students will experience more engaging lessons and targeted instruction.

**Material/Resources/Supports Needed****PD Step**

Meeting agenda, facilitator, sample protocols & tools, tools to capture feedback

no



**Action Steps****Anticipated Start/Completion Date**

Establish a structure for PLC progress monitoring during leadership team/instructional cabinet meetings. PLCs will follow the continuous improvement model. During instructional cabinet/leadership team meetings support for teachers, as needed, should be discussed based on evidence rooted in student outcomes.

08/14/2023 - 09/29/2023

**Monitoring/Evaluation****Anticipated Output**

Teachers will review student data consistently as part of the continuous improvement model.

All teachers will engage in consistent, structured professional learning communities utilizing the continuous improvement model. Planning and instruction will be informed by student data. Teachers will be provided appropriate support to help strengthen instruction. Students will experience more engaging lessons and targeted instruction.

**Material/Resources/Supports Needed****PD Step**

Data Collection Protocol

no



**Action Steps****Anticipated Start/Completion Date**

Continue to work with DREA and C&I to provide professional development on accessing and utilizing student data on the CDT Assessment for Algebra 1, English, and Biology. Other points of data will also be used (IXL, Achieve 3000, ALEX, etc.)

10/02/2023 - 06/03/2024

**Monitoring/Evaluation****Anticipated Output**

Teachers will review student data consistently as part of the continuous improvement model.

All teachers will engage in consistent, structured professional learning communities utilizing the continuous improvement model. Planning and instruction will be informed by student data. Teachers will be provided appropriate support to help strengthen instruction. Students will experience more engaging lessons and targeted instruction.

**Material/Resources/Supports Needed****PD Step**

Student data from the district portal and other programs used by C&I.

yes



<b>Action Steps</b>	<b>Anticipated Start/Completion Date</b>
<p>Work with district coaches and coordinators to provide content area PD to strengthen content area knowledge. This will vary by content area. Coaches will provide additional support, as needed. The addition of additional teachers will allow smaller class sizes and time for teaching staff to collaborate in PLCs.</p>	<p>09/01/2023 - 06/07/2024</p>
<b>Monitoring/Evaluation</b>	<b>Anticipated Output</b>
<p>Teachers will review student data consistently as part of the continuous improvement model.</p>	<p>All teachers will engage in consistent, structured professional learning communities utilizing the continuous improvement model. Planning and instruction will be informed by student data. Teachers will be provided appropriate support to help strengthen instruction. Students will experience more engaging lessons and targeted instruction.</p>
<b>Material/Resources/Supports Needed</b>	<b>PD Step</b>
<p>Title 1 funds will be used to pay the salary and benefits for 2.76 teachers and 1 paraprofessional to support and participate in PLCs and to delivery tier I instruction (\$225,108 teachers, 32,366 for paraprofessional). District level coaches &amp; coordinators</p>	<p>no</p>

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**Action Steps****Anticipated Start/Completion Date**

School leader will meet with Assistant Superintendent weekly to review student data, teacher data, and PLC implementation

09/18/2023 - 06/07/2024

**Monitoring/Evaluation****Anticipated Output**

Teachers will review student data consistently as part of the continuous improvement model.

All teachers will engage in consistent, structured professional learning communities utilizing the continuous improvement model. Planning and instruction will be informed by student data. Teachers will be provided appropriate support to help strengthen instruction. Students will experience more engaging lessons and targeted instruction.

**Material/Resources/Supports Needed****PD Step**

Student data, teacher data, and PLC agendas/notes

no



**Action Steps****Anticipated Start/Completion Date**

During a staff meeting after each quarter, provide educators with time to discuss PLC implementation. Feedback from this meeting should be used to make appropriate adjustments.

10/02/2023 - 06/07/2024

**Monitoring/Evaluation****Anticipated Output**

Teachers will review student data consistently as part of the continuous improvement model.

All teachers will engage in consistent, structured professional learning communities utilizing the continuous improvement model. Planning and instruction will be informed by student data. Teachers will be provided appropriate support to help strengthen instruction. Students will experience more engaging lessons and targeted instruction.

**Material/Resources/Supports Needed****PD Step**

school meeting time and notes from discussion

no





**Action Steps****Anticipated Start/Completion Date**

All teachers will engage in consistent, structured professional learning communities utilizing the continuous improvement model. Planning and instruction will be informed by student data. Teachers will be provided appropriate support to help strengthen instruction. Students will experience more engaging lessons and targeted instruction.

10/02/2023 - 06/07/2024

**Monitoring/Evaluation****Anticipated Output**

Teachers will review student data consistently as part of the continuous improvement model.

All teachers will engage in consistent, structured professional learning communities utilizing the continuous improvement model. Planning and instruction will be informed by student data. Teachers will be provided appropriate support to help strengthen instruction. Students will experience more engaging lessons and targeted instruction.

**Material/Resources/Supports Needed****PD Step**

PLC agendas/notes using the PLC cycle and data templates.

no



**Action Steps****Anticipated Start/Completion Date**

School leader will meet with Assistant Superintendent weekly to review student data, teacher data, and PLC implementation.

09/29/2023 - 06/07/2024

**Monitoring/Evaluation****Anticipated Output**

Teachers will review student data consistently as part of the continuous improvement model.

All teachers will engage in consistent, structured professional learning communities utilizing the continuous improvement model. Planning and instruction will be informed by student data. Teachers will be provided appropriate support to help strengthen instruction. Students will experience more engaging lessons and targeted instruction.

**Material/Resources/Supports Needed****PD Step**

Student data, teacher data, and PLC agendas/notes

no



**Action Steps****Anticipated Start/Completion Date**

During a staff meeting after each quarter, provide educators with time to discuss PLC implementation. Feedback from this meeting should be used to make appropriate adjustments.

10/02/2023 - 06/07/2024

**Monitoring/Evaluation****Anticipated Output**

Teachers will review student data consistently as part of the continuous improvement model.

All teachers will engage in consistent, structured professional learning communities utilizing the continuous improvement model. Planning and instruction will be informed by student data. Teachers will be provided appropriate support to help strengthen instruction. Students will experience more engaging lessons and targeted instruction.

**Material/Resources/Supports Needed****PD Step**

PLC information and data

no

**Action Plan: CDC--School Connectedness: Strategies for Increasing Protective Factors Among Youth : 6. Create trusting and caring relationships that promote open communication among administrators, teachers, staff, students, families, and communities.**

**Action Steps****Anticipated Start/Completion Date**

Continue the Restorative Practices professional learning series facilitated by Dr. Raina Jackson that was introduced during the 2021-22 SY. Dr. Jackson will have a monthly session with educators. These sessions will vary between small group meetings during PLCs and whole staff sessions during a staff meeting or whole school PD.

09/11/2023 - 06/07/2024

**Monitoring/Evaluation****Anticipated Output**

Assistant Superintendent will meet weekly with the school principal to monitor school culture data. The Leadership Team and PBIS team will review student conduct data biweekly. There will be a monthly staff update related to school culture.

The school will cultivate an environment that is welcoming to staff and students. There will be an increase in positive interactions between staff and students, students and students, and staff to staff. There will be a shared understanding of expectations related to school culture. Staff and students will feel more connected to Brashear's mission and vision.

**Material/Resources/Supports Needed****PD Step**

Restorative Practice materials

yes



**Action Steps****Anticipated Start/Completion Date**

Provide Restorative Practices follow-up support, as needed.

09/01/2023 - 01/01/0001

**Monitoring/Evaluation****Anticipated Output**

Assistant Superintendent will meet weekly with the school principal to monitor school culture data. The Leadership Team and PBIS team will review student conduct data biweekly. There will be a monthly staff update related to school culture.

The school will cultivate an environment that is welcoming to staff and students. There will be an increase in positive interactions between staff and students, students and students, and staff to staff. There will be a shared understanding of expectations related to school culture. Staff and students will feel more connected to Brashear's mission and vision.

**Material/Resources/Supports Needed****PD Step**

Restorative Reboot materials, completion data from Professional learning platform

no



**Action Steps****Anticipated Start/Completion Date**

Provide Restorative Practices expectations and updates to families

09/11/2023 - 06/07/2024

**Monitoring/Evaluation****Anticipated Output**

Assistant Superintendent will meet weekly with the school principal to monitor school culture data. The Leadership Team and PBIS team will review student conduct data biweekly. There will be a monthly staff update related to school culture.

The school will cultivate an environment that is welcoming to staff and students. There will be an increase in positive interactions between staff and students, students and students, and staff to staff. There will be a shared understanding of expectations related to school culture. Staff and students will feel more connected to Brashear's mission and vision.

**Material/Resources/Supports Needed****PD Step**

Flyers, social media post, Constant Contact Communication, and PSCC meetings

no



**Action Steps****Anticipated Start/Completion Date**

Review student conduct data biweekly

09/11/2023 - 06/07/2024

**Monitoring/Evaluation****Anticipated Output**

Assistant Superintendent will meet weekly with the school principal to monitor school culture data. The Leadership Team and PBIS team will review student conduct data biweekly. There will be a monthly staff update related to school culture.

The school will cultivate an environment that is welcoming to staff and students. There will be an increase in positive interactions between staff and students, students and students, and staff to staff. There will be a shared understanding of expectations related to school culture. Staff and students will feel more connected to Brashear's mission and vision.

**Material/Resources/Supports Needed****PD Step**

School Student Conduct data

no



**Action Steps****Anticipated Start/Completion Date**

Organize activities throughout the year to help strengthen relationships and build community. (Spirit weeks, homecoming, Principal's 200 Club, attendance awards, etc..)

09/11/2023 - 06/14/2024

**Monitoring/Evaluation****Anticipated Output**

Assistant Superintendent will meet weekly with the school principal to monitor school culture data. The Leadership Team and PBIS team will review student conduct data biweekly. There will be a monthly staff update related to school culture.

The school will cultivate an environment that is welcoming to staff and students. There will be an increase in positive interactions between staff and students, students and students, and staff to staff. There will be a shared understanding of expectations related to school culture. Staff and students will feel more connected to Brashear's mission and vision.

**Material/Resources/Supports Needed****PD Step**

Posters, approval from activities director, parent communication

no





**Action Steps****Anticipated Start/Completion Date**

Provide Intervention for students with repeated Level 1 Infractions:

09/04/2023 - 06/07/2024

**Monitoring/Evaluation****Anticipated Output**

Assistant Superintendent will meet weekly with the school principal to monitor school culture data. The Leadership Team and PBIS team will review student conduct data biweekly. There will be a monthly staff update related to school culture.

The school will cultivate an environment that is welcoming to staff and students. There will be an increase in positive interactions between staff and students, students and students, and staff to staff. There will be a shared understanding of expectations related to school culture. Staff and students will feel more connected to Brashear's mission and vision.

**Material/Resources/Supports Needed****PD Step**

List of students with repeated level 1 infractions provided by admin

no



**Action Steps****Anticipated Start/Completion Date**

Administer monthly student input surveys to be taken during lunches. Responses will help to inform adjustments to PBIS system and school culture activities. Utilizing student voice, grade level steering committees, student council, and other students groups will assist with this step.

09/11/2023 - 06/07/2024

**Monitoring/Evaluation****Anticipated Output**

Assistant Superintendent will meet weekly with the school principal to monitor school culture data. The Leadership Team and PBIS team will review student conduct data biweekly. There will be a monthly staff update related to school culture.

The school will cultivate an environment that is welcoming to staff and students. There will be an increase in positive interactions between staff and students, students and students, and staff to staff. There will be a shared understanding of expectations related to school culture. Staff and students will feel more connected to Brashear's mission and vision.

**Material/Resources/Supports Needed****PD Step**

Surveys/QR codes, School Culture Resource Hub

no



**Action Steps****Anticipated Start/Completion Date**

Analyze Discipline Data, Identify problem behaviors and work with Core Value Team and Administration to create balance of discipline and acknowledgement and identify key intervention strategies for level 1 infractions

09/11/2023 - 06/07/2024

**Monitoring/Evaluation****Anticipated Output**

Assistant Superintendent will meet weekly with the school principal to monitor school culture data. The Leadership Team and PBIS team will review student conduct data biweekly. There will be a monthly staff update related to school culture.

The school will cultivate an environment that is welcoming to staff and students. There will be an increase in positive interactions between staff and students, students and students, and staff to staff. There will be a shared understanding of expectations related to school culture. Staff and students will feel more connected to Brashear's mission and vision.

**Material/Resources/Supports Needed****PD Step**

Flow Chart, Discipline Data, Power-Bi, Code of Conduct and Infractions Guide

no



**Action Steps****Anticipated Start/Completion Date**

Continue to support the staff community building at Brashear through the Sunshine Committee.

08/21/2023 - 06/14/2024

**Monitoring/Evaluation****Anticipated Output**

Assistant Superintendent will meet weekly with the school principal to monitor school culture data. The Leadership Team and PBIS team will review student conduct data biweekly. There will be a monthly staff update related to school culture.

The school will cultivate an environment that is welcoming to staff and students. There will be an increase in positive interactions between staff and students, students and students, and staff to staff. There will be a shared understanding of expectations related to school culture. Staff and students will feel more connected to Brashear's mission and vision.

**Material/Resources/Supports Needed****PD Step**

Funds from members and school to support staff community events

no



**Action Steps****Anticipated Start/Completion Date**

New Staff Mentoring Programming to ensure staff are connected to the school community and one another

08/21/2023 - 06/14/2024

**Monitoring/Evaluation****Anticipated Output**

Assistant Superintendent will meet weekly with the school principal to monitor school culture data. The Leadership Team and PBIS team will review student conduct data biweekly. There will be a monthly staff update related to school culture.

The school will cultivate an environment that is welcoming to staff and students. There will be an increase in positive interactions between staff and students, students and students, and staff to staff. There will be a shared understanding of expectations related to school culture. Staff and students will feel more connected to Brashear's mission and vision.

**Material/Resources/Supports Needed****PD Step**

Monthly meeting space, monthly email to communicate meeting time and place

yes



**Action Steps****Anticipated Start/Completion Date**

Quarterly grade-level assemblies

10/02/2023 - 06/07/2024

**Monitoring/Evaluation****Anticipated Output**

Assistant Superintendent will meet weekly with the school principal to monitor school culture data. The Leadership Team and PBIS team will review student conduct data biweekly. There will be a monthly staff update related to school culture.

The school will cultivate an environment that is welcoming to staff and students. There will be an increase in positive interactions between staff and students, students and students, and staff to staff. There will be a shared understanding of expectations related to school culture. Staff and students will feel more connected to Brashear's mission and vision.

**Material/Resources/Supports Needed****PD Step**

Agenda from each department listed

no



**Action Steps****Anticipated Start/Completion Date**

Organize monthly challenges for students that focus on student attendance. Provide updates to families and community members during PSCC meetings.

08/14/2023 - 06/14/2024

**Monitoring/Evaluation****Anticipated Output**

Assistant Superintendent will meet weekly with the school principal to monitor school culture data. The Leadership Team and PBIS team will review student conduct data biweekly. There will be a monthly staff update related to school culture.

The school will cultivate an environment that is welcoming to staff and students. There will be an increase in positive interactions between staff and students, students and students, and staff to staff. There will be a shared understanding of expectations related to school culture. Staff and students will feel more connected to Brashear's mission and vision.

**Material/Resources/Supports Needed****PD Step**

Title I funds will be used to pay the stipend for the FACE coordinator and to pay for materials, supplies, meals, and refreshments for PSCC meetings. (\$13,660) During PSCC meetings families and community members will be given updates related to attendance and school culture. The FACE coordinator will help support these meetings.

no



**Action Steps****Anticipated Start/Completion Date**

Counselors will participate in lunchroom activities and run group sessions to enhance opportunities for students to connect

08/28/2023 - 06/14/2024

**Monitoring/Evaluation****Anticipated Output**

Assistant Superintendent will meet weekly with the school principal to monitor school culture data. The Leadership Team and PBIS team will review student conduct data biweekly. There will be a monthly staff update related to school culture.

The school will cultivate an environment that is welcoming to staff and students. There will be an increase in positive interactions between staff and students, students and students, and staff to staff. There will be a shared understanding of expectations related to school culture. Staff and students will feel more connected to Brashear's mission and vision.

**Material/Resources/Supports Needed****PD Step**

Designated Locker Block space and conference room space

no





**Action Steps****Anticipated Start/Completion Date**

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Begin Brashear Shout Outs for Students and Staff

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08/28/2023 - 06/14/2024

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**Monitoring/Evaluation****Anticipated Output**

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Assistant Superintendent will meet weekly with the school principal to monitor school culture data. The Leadership Team and PBIS team will review student conduct data biweekly. There will be a monthly staff update related to school culture.

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The school will cultivate an environment that is welcoming to staff and students. There will be an increase in positive interactions between staff and students, students and students, and staff to staff. There will be a shared understanding of expectations related to school culture. Staff and students will feel more connected to Brashear's mission and vision.

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**Material/Resources/Supports Needed****PD Step**

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Student of the Month board, Golden bull Award

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no

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**Action Steps****Anticipated Start/Completion Date**

Administer TFI Survey with PBIS Team

03/01/2024 - 05/01/2024

**Monitoring/Evaluation****Anticipated Output**

Assistant Superintendent will meet weekly with the school principal to monitor school culture data. The Leadership Team and PBIS team will review student conduct data biweekly. There will be a monthly staff update related to school culture.

The school will cultivate an environment that is welcoming to staff and students. There will be an increase in positive interactions between staff and students, students and students, and staff to staff. There will be a shared understanding of expectations related to school culture. Staff and students will feel more connected to Brashear's mission and vision.

**Material/Resources/Supports Needed****PD Step**

Monthly PBIS Meeting Time and space

no



**Action Steps****Anticipated Start/Completion Date**

Administer School Safety Survey with Key Members of Staff

03/01/2024 - 05/01/2024

**Monitoring/Evaluation****Anticipated Output**

Assistant Superintendent will meet weekly with the school principal to monitor school culture data. The Leadership Team and PBIS team will review student conduct data biweekly. There will be a monthly staff update related to school culture.

The school will cultivate an environment that is welcoming to staff and students. There will be an increase in positive interactions between staff and students, students and students, and staff to staff. There will be a shared understanding of expectations related to school culture. Staff and students will feel more connected to Brashear's mission and vision.

**Material/Resources/Supports Needed****PD Step**

Secure PLC time to take survey

no



**Action Steps**

**Anticipated Start/Completion Date**

Work with School partners to establish tutoring and mentoring programs

09/11/2023 - 06/07/2024

**Monitoring/Evaluation**

**Anticipated Output**

Assistant Superintendent will meet weekly with the school principal to monitor school culture data. The Leadership Team and PBIS team will review student conduct data biweekly. There will be a monthly staff update related to school culture.

The school will cultivate an environment that is welcoming to staff and students. There will be an increase in positive interactions between staff and students, students and students, and staff to staff. There will be a shared understanding of expectations related to school culture. Staff and students will feel more connected to Brashear's mission and vision.

**Material/Resources/Supports Needed**

**PD  
Step**

ATSI funds will be used to Partner with AmericCrops and other community partners to establish mentoring programs to support School Connectedness. (\$24,500)



**Action Steps****Anticipated Start/Completion Date**

Implement an after-school Restorative program. The program will be staffed and led by teachers and members of the student services team.

10/02/2023 - 06/14/2024

**Monitoring/Evaluation****Anticipated Output**

Assistant Superintendent will meet weekly with the school principal to monitor school culture data. The Leadership Team and PBIS team will review student conduct data biweekly. There will be a monthly staff update related to school culture.

The school will cultivate an environment that is welcoming to staff and students. There will be an increase in positive interactions between staff and students, students and students, and staff to staff. There will be a shared understanding of expectations related to school culture. Staff and students will feel more connected to Brashear's mission and vision.

**Material/Resources/Supports Needed****PD Step**

Utilize ESSER funds.

no



## ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>By the end of the 2023-2024 school year, 39.2% of 11th grade students will have demonstrated proficiency on the Algebra 1 Keystone exam. (Math )</p>	<p>Take part in regular embedded professional development focused on improving instruction through student engagement, questioning, and formative Assessment (i.e., common planning, lesson study, professional learning communities).</p>	<p>Continue to work with DREA and C&amp;I to provide professional development on accessing and utilizing student data on the CDT Assessment for Algebra 1, English, and Biology. Other points of data will also be used (IXL, Achieve 3000, ALEX, etc.)</p>	<p>10/02/2023 - 06/03/2024</p>
<p>By the end of the 2023-2024 school year, 46.5% of 11th grade students will have demonstrated proficiency on the Literature Keystone exam for their assigned grade levels. (ELA )</p>			
<p>By the end of the 2023-34 School Year, there will be a favorable response of 90% for the topic of Supportive Relationships on the Panorama Student Survey.</p>	<p>CDC--School Connectedness:</p>	<p>Continue the Restorative</p>	<p>09/11/2023 - 06/07/2024</p>

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>(Panorama )</p> <p>By the end of the 2023-24 School Year, there will be an average rate of agreement of 75% for the construct of Community Involvement and Support and 65% Managing Student Conduct. (TLC)</p>	<p>Strategies for Increasing Protective Factors Among Youth : 6. Create trusting and caring relationships that promote open communication among administrators, teachers, staff, students, families, and communities.</p>	<p>Practices professional learning series facilitated by Dr. Raina Jackson that was introduced during the 2021-22 SY. Dr. Jackson will have a monthly session with educators. These sessions will vary between small group meetings during PLCs and whole staff sessions during a staff meeting or whole school PD.</p>	
<p>By the end of the 2023-34 School Year, there will be a favorable response of 90% for the topic of Supportive Relationships on the Panorama Student Survey. (Panorama )</p>	<p>CDC--School Connectedness: Strategies for</p>	<p>New Staff Mentoring Programming to</p>	<p>08/21/2023 - 06/14/2024</p>

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2023-24 School Year, there will be an average rate of agreement of 75% for the construct of Community Involvement and Support and 65% Managing Student Conduct. (TLC)	Increasing Protective Factors Among Youth : 6. Create trusting and caring relationships that promote open communication among administrators, teachers, staff, students, families, and communities.	ensure staff are connected to the school community and one another	

## PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Restorative Reboot	All Staff	Restorative Practices: Moving Beyond Circles Series



Evidence of Learning	Anticipated Timeframe	Lead Person/Position
<p>The school will cultivate an environment that is welcoming to staff and students. There will be an increase in positive interactions between staff and students, students and students, and staff to staff. There will be a shared understanding of expectations related to school culture. Staff and students will feel more connected to Brashear's mission and vision. There will be a decrease in referrals and suspensions.</p>	<p>08/28/2023 - 06/14/2024</p>	<p>Restorative Point Person, Restorative Practices Central Office Staff</p>

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
<p>2a: Creating an Environment of Respect and Rapport</p> <p>1b: Demonstrating Knowledge of Students</p>	

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Professional Development Step	Audience	Topics of Prof. Dev
<p>PLC</p>	<p>All Teaching staff</p>	<p>PLC Cycle: How to use data to inform instruction and differentiate How to monitor student learning through formative assessment</p>

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Teachers will know student data, students will know their data, differentiation during class instruction, student achievement growth	09/18/2023 - 06/14/2024	ITL/Interventionist/school leaders

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
1c: Setting Instructional Outcomes 1e: Designing Coherent Instruction 3d: Using Assessment in Instruction	

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Professional Development Step	Audience	Topics of Prof. Dev
PLC: Student Engagement	All teaching staff	Work with district coaches and coordinators to provide content area PD to strengthen content area knowledge. This will vary by content area. Coaches will provide additional support, as needed. All teachers will engage in consistent, structured professional learning communities utilizing the continuous improvement model. Planning and instruction will be informed by student data. Teachers will be provided appropriate support to help strengthen instruction. Students will experience more engaging lessons and targeted instruction.

**Evidence of Learning****Anticipated Timeframe****Lead Person/Position**

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Meeting agendas and PLC documents Increase in student data  
Student engagement will increase and students will be the  
thinkers in the classroom, Teacher questioning will guide student  
thinking to understand content.

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09/18/2023 - 06/14/2024

ITL/Interventionist/Academic  
Coaches/school leaders

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**Danielson Framework Component Met in this Plan:****This Step meets the Requirements of State Required Trainings:**

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3b: Using Questioning and Discussion Techniques

3d: Using Assessment in Instruction

3c: Engaging Students in Learning

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## ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Quarterly monitoring	Updates on data and action steps	ITL meeting, PSCC meeting, Student quarterly meetings	all stakeholders	once per quarter
Post SIP on website	SIP plan will be posted to the school's website	technology	all stakeholders	As soon as it is approved
Share with the School board	SIP plan review and approval	Via school board hearing	School board	July/August 2023
Share with Faculty	SIP review, goals, and action steps	Opening of school professional learning day	staff	August 2023
Share with parents, guardians, and community	SIP review, goals, and action steps	PSCC Meeting	parents/guardians/community	August/September 2023

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