

Wilson School District #7
5 Year Strategic and Tactical Plan 2021-2026

Strategic Plan

Statement of Issue: *Why?*

Currently, Wilson's students are averaging 15% or less passing on state testing as measured by AZM2.

Statement of Goal: *What?*

Provide open access to more rigorous classes through the use of AVID, PBIS and standards-based curriculum designed to improve student achievement as measured by 100% of students passing the state assessment.

Innovation Area

Curriculum and Instruction

Date to be Completed:

Ongoing

Responsible Party:

Alex Dumas

Tactical Plan of Action

Objectives –Sub Goals <i>What?</i>	Critical Work Activities CWA <i>How?</i>	Responsible Person(s) <i>Who?</i>	Human Resource/ Physical Resource Required	FTE / Materials - Estimated Cost	Start (S) Completion Date <i>When?</i>	Evidence of Accomplishment
<p><u>Curriculum Review</u></p> <p>Goal 1: Using the backward design, the goal of curriculum review is to evaluate the curriculum's effectiveness and its ability to increase student achievement.</p>	<ol style="list-style-type: none"> Review to ensure alignment to the state standards. Develop curriculum maps and pacing guide to ensure it is being taught with fidelity. Assess the effectiveness by analyzing student achievement from the benchmark assessments. Analyze the gaps of the curriculum and identify the changes that need to be made. Create grade level and/or department teams to plan vertically PreK-9 to determine essential standards and critical skills. 	<p>Team Leads Principals AP Coach Curriculum Director</p>		Cost of adopted curriculum	October 2021- ongoing	<ul style="list-style-type: none"> Curriculum maps Pacing Guides Standard Alignment documents Benchmark data <p>Vertical and horizontal planning documents</p>
<p><u>Instructional Practices</u></p> <p>Goal 1: Create rigorous classes designed around WICOR strategies in order to close the achievement gap and</p>	<ol style="list-style-type: none"> Create a table of standards and skills with the percent of students passing each quarter. Ensure staff is using curriculum to fidelity. Design and implement common assessments aligned 	<p>Principal Assistant Principal Coach Teacher Leaders</p>	Primary Coach	1 FTE	December 2021-May 2023	<ul style="list-style-type: none"> ATI Scores State testing scores Growth scores Table of standards <p>Training schedules and sign in sheets</p>

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<p>ensure all students achieve mastery.</p>	<p>to the state standards at all grade levels.</p> <ol style="list-style-type: none"> 4. Intentionally plan lessons that involve WICOR strategies. 5. Train teachers to anticipate misconceptions so that they can monitor and adjust appropriately to meet the needs of all students. 6. Continue with researched based instructional models at both campuses while utilizing the AVID approach of accelerate not remediate. 7. Review quarterly benchmark results and create interventions for any students who are not making the minimum growth. 					
<p><u>Professional Learning Communities</u></p> <p>Goal 1: 100% of the faculty will utilize the AVID systems to foster high level PLC’s that have a common language and focus.</p>	<ol style="list-style-type: none"> 1. Train all teachers and teacher leaders on the AVID system. 2. Pull weekly formative data to ensure all students are making growth towards mastery. 3. Teacher leaders review lesson plans weekly with the team to ensure all lessons are aligned to the standards, include WICOR, and have a common formative assessment. 	<p>Principals AP’s Coaches Teacher Leaders</p>	<ul style="list-style-type: none"> • Early release Wednesdays. • AVID path training and SI • Infinite Campus Learning Professional Learning Communities training- Solution Tree 	<ul style="list-style-type: none"> • AVID path cost and SI cost plus travel. • Infinite Campus Learning training costs • Curriculum Licenses 	<p>September 2021 – July 2023</p>	<ul style="list-style-type: none"> • CTM Agendas and minutes • Lesson plan examples • Infinite Campus planners • Formative tests <p>AVID modules, path training, SI training sign in sheets</p>

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	4. Teachers will collaborate to create or find resources for instruction and/or interventions for all students. 5. Utilize Infinite Campus Learning for teacher collaboration on lessons and communication with students and parents. 6. CTM’s will focus on ensuring all standards are met according to maps and pacing guides. Utilizing data from different sources (ATI formative assessments, DIBELs, I-Ready, Edgenuity, etc), ensure all students are making growth and mastery of state standards.					
<p><u>In-Person and Remote Instruction</u></p> <p><u>Goal 1:</u> Wilson will provide remote instruction with the same high expectations as in-person learning.</p>	1. Train all Jr High teachers on Edgenuity and how to utilize the program effectively both in-person and remotely. 2. Create/find curriculum to utilize for remote learning K-5 that is effective, engaging, culturally relevant. 3. Train all teachers and leaders on synchronous and asynchronous instruction. 4. Train all teachers on utilizing teams and breakout groups – feedback from parents was	Curriculum Director Principals Coaches AP’s	<ul style="list-style-type: none"> • Computers for every student. • Online curriculum for all subjects. WiFi for students and staff who need assistance.	<ul style="list-style-type: none"> • Computers • Curriculum costs WIFI costs	December 2021	<ul style="list-style-type: none"> • Training agendas and sign in sheets. • Curriculum guides/Pacing Guides. Lesson plans with WICOR

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	<p>frustration with asynchronous learning.</p> <p>5. Train all parents and students for remote learning, navigating apps, and expectations.</p> <p>Maintain high expectations, WICOR, and engaging classrooms both in-person and remotely.</p>					
<p>AVID</p> <p>Goal 1:</p> <p>Implement the AVID system fully at both schools focusing on the four pillars of systems, instruction, leadership, and culture.</p>	<ol style="list-style-type: none"> 1. Train all instructional staff during AVID path or Summer Institute in their specific area (IE AVID Elementary, Math, ELA, Etc.) 2. Continue to train staff at path or SI every year to ensure staff remain up to date on the most current instructional strategies. 3. Create AVID absolutes for both campuses. 4. Create a culture of college readiness where all students and employees have high expectations. 5. Create high standards in a growth mindset rather than just positive reinforcement. (Example – reducing rigor or giving higher grades than earned – instead create an environment where students feel safe to make mistakes and move forward.) 	<p>Principals AP’s Curriculum Director Coaches Family Engagement Person</p>	<ul style="list-style-type: none"> • Subs for covering showcases. • Trainers trained on growth mindset modules. <p>Trainers for modules.</p>	<ul style="list-style-type: none"> • Path Training approximately \$600.00 per person. • SI training approximately \$600.00 per person plus travel. • Sub pay for staff attending showcases. • Money to purchase Wilson AVID Swag to use as incentives for parent attendance. <p>AVID contracts</p>	<p>September 2021-July 2023 Ongoing</p>	<ul style="list-style-type: none"> • Table of absolutes at each grade level. • Checklist of path/SI training for teachers and staff. • Showcase attendance sheets. • Module sign in sheets

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	6. Ensure WICOR is utilized in every lesson at every grade level. 7. Attend AVID showcases with key staff members to learn from other campuses. 8. Ensure all students, staff, and parents are trained in growth mindset.					
<p><u>Assessment</u></p> <p><u>Goal 1:</u> Wilson will use ATI testing quarterly to measure student achievement and to set goals for teachers to ensure 100% of our students obtain mastery on state assessments.</p>	1. Analyze data and create goals using the formative data to create interventions and extensions within the PLC meetings. 2. Ensure 100% of Wilson students are making expected growth on all quarterly assessments. 3. Utilize ATI testing to set individual teacher goals and measure student achievement quarterly. 4. Utilize formative assessments to ensure students are meeting expectations of state standards. 5.	<ul style="list-style-type: none"> • Principals • Team Leads • Coach Teachers 		ATI license	December 2021-May 2024	<ul style="list-style-type: none"> • State test scores • ATI Scores Teacher goals

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<p>Exceptional Education</p> <p>Goal 1: 100 % of ExEd students will be proficient or highly proficient as measured by the state assessments.</p>	<ol style="list-style-type: none"> Provide training for both ExEd and regular ed in “push in” and collaborative ExEd techniques. Create a growth mindset for ExEd teachers, students, and parents. Provide training for parents on expectations and supports for ExEd students. <p>Maintain the least restrictive environment for all ExEd students.</p>	<ul style="list-style-type: none"> ExEd Director Principals AP’s <p>Coaches</p>	Trainers for models	Training costs	May 2022	<ul style="list-style-type: none"> Student schedules Training documents and sign in sheets. <p>Parent meeting agendas and sign in sheets.</p>
<p>English Language Learners</p> <p>Goal 1: 100% of Wilson students will score at proficiency as measured by AZELLA, or move up categories to achieve proficiency within 3 years.</p>	<ol style="list-style-type: none"> Wilson will consistently increase students by at least one level per year as measured by the AZELLA test. Provide EL training and /or refresher courses for faculty and staff. Utilize AVID Excel to fidelity. Focus preK-5 teachers on utilizing EL strategies to fidelity 	<ul style="list-style-type: none"> Principals Curriculum Director <p>Coaches</p>	AVID Excel EL training	<ul style="list-style-type: none"> AVID Excel Contract <p>EL training costs</p>	Ongoing	<ul style="list-style-type: none"> Training agendas and sign in sheets ATI and State Assessment data <p>AZELLA data</p>

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<p>PBIS</p> <p>Goal 1: Create a consistent PBIS model in association with our district wide AVID program.</p>	<ol style="list-style-type: none"> 1. Train the 4-8 school in PBIS and continue to train K-3 school. 2. Create PBIS district wide absolutes. 3. Review and implement the AVID/PBIS cross walk. <p>Develop positive reinforcement and logical consequences.</p>	<p>Principals Team Leads Coaches</p>	<p>PBIS, Growth Mindset, AVID materials</p>	<ul style="list-style-type: none"> • Training Costs Prizes/Trips, etc. for reinforcement 	<p>Ongoing</p>	<ul style="list-style-type: none"> • Reduced behavior events. Consistent academic language use on campuses
<p>Evaluation Process</p> <p>Goal 1: Develop or adopt an evaluation system that meets the needs of all teachers and supports student achievement.</p>	<ol style="list-style-type: none"> 1. Establish a committee with vast representation to analyze, modify, and develop the new tool and process. 2. Develop standards for evaluating faculty and staff such as goal setting and self-reflection. <p>Create walkthrough protocol that is meaningful and support but not evaluative.</p>	<p>Principals AP's Coaches Teacher Committee members</p>	<p>Various evaluation instruments to review</p>	<p>Training on new instruments</p>	<p>December 2021</p>	<ul style="list-style-type: none"> • Evaluation instrument Sign in sheets