

OVERARCHING SCHOOL GOAL:

All Albemarle County Public Schools students will graduate having actively mastered the lifelong-learning skills they need to succeed as 21st century learners, workers and citizens.

STRAND I: TEACHING FOR LEARNING

DOMAIN(s): English Language Arts, Mathematics, Special Education

SMART Goal(s): In the 2019-2020 school year all students identified with a disability will demonstrate growth of at least one tier based on Virginia's growth model for students and SOL tests. Growth will be in both Reading and Math.

ACTION PLAN

1. Essential Action/Strategy: Intentional and explicit word study and writing instruction.

Focus Area <i>[Grade Level/Student Group(s)/Educators]</i>	Action Steps	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Monitoring and Frequency
All	Implementation of root word and affix study across disciplines.	Department Chairs	9/9/2019-10/31/20	Clear schedule of roots and affixes for each grade level identified and pacing guide in place. Common Assessments at each quarter in ELA classes.	Teachers, Ongoing Administrator, bi-weekly
8th ELA	Division-wide 8 th grade ELA PLC focused on writing.	8 th Grade Teachers	9/30/19-6/7/20	Creation of materials for targeted writing instruction and creation of common assessments to monitor implementation. Use of pre-writing tools across content areas in 8th grade core classes.	8 th Grade teachers and administration, monthly
All	Peer tutoring focused on writing during WIN	WIN Teachers and administration	11/7/19-6/7/20	Creation of protocols for peer tutoring and log for tracking tutoring sessions.	Administration, monthly
All	Focused Extended WIN work times in order to focus on work completion, pre-teaching and reteaching.	Counselors and Administration	10/15/19-6/7/20	Monitoring of grades for students participating. Monitoring of common assessment scores for students participating.	Teachers, counselors, and administration, ongoing

2. Essential Action/Strategy: Differentiation of instructional strategies for reading.

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6-8, identified students	Implementation of evidence-based and vetted instructional practices for struggling readers.	SBIT Chair, RTI Teacher	8/21/19-9/30/20	Core+ reading schedule and rosters, identification for each group of best practices being implemented.	RTI Teacher and SBIT Chair, ongoing Administration, bi-weekly
All	Implementation of resources for leveled reading in all subjects, but with a focus on science and social studies.	ELA, SS, and Science Teachers	10/15/19-6/7/20	Creation of "table of contents" to track text being put in front of students. Use of common assessments given quarterly to assess reading comprehension within the subject area.	Teachers, ongoing Administration, monthly
3. Essential Action/Strategy: Implementation of mixed model of collaboration and specially designed instruction in ELA and mathematics.					
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ELA, Math	Implementation of collaborative supports and specially designed instruction schedule. Will include log of intentional pre-planning	Administration and SPED teachers	8/21/19-6/7/20	Completion of schedule and plan for targeted instruction by SPED teachers. Progress monitoring of SPED students using CBM assessments.	Teachers, bi-weekly Administration, weekly
All	Strategic assignment of TA's to allow for collaborative model with specially designed instructional time.	Administration and SPED teachers.	8/21/19-6/7/20	Completion of schedule and continued monitoring for adjustments.	Administration, Monthly

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STRAND II: SCHOOL ENVIRONMENT					
DOMAIN: Commitment to Professional Learning					
SMART Goal(s): In the 2019-2020 school year all teachers will build collective efficacy by participating in professional learning community cycles focus on student tasks and learning about each other's work which will result in understandings that complement each others work.					
ACTION PLAN					
1. Essential Action/Research-Based Strategy: Lesson Study Practices and Culturally Responsive Teaching Practices Training					
Focus Area <i>[Grade Level/Student Group(s)/Educators]</i>	Action Steps	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Monitoring and Frequency
All PLC Groups	Introduction of practices for lesson study based on the work of John Antonetti.	Team Leaders	11/7-12/17/19 (One full cycle) 1/7-4/28/19 (Last two cycles)	Teachers will have a plan and schedule for lesson study within PLC teams.	Team Leads, Weekly Administrators, weekly
All PLC Groups	Introduction to the Three Characteristics of Culturally Responsive Teaching for all staff.	Diversity Resource Teachers and Administration	9/30/19 (CRT 1 and 2) 11/22(Completion of CRT 3)	Completion of Professional Development Sessions by all teachers.	Diversity Resource Teachers, bi-weekly
2. Essential Action/Research-Based Strategy: PLC Team Learning Walks					
Focus Area <i>[Grade Level/Student Group(s)/Educators]</i>	Action Steps	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Monitoring and Frequency
All	Introduction to best practices for colleague learning walks and task study.	Team Leaders	11/7/19-4/28/20	Teachers will have plan and schedule for peer learning walks. Survey to assess collective efficacy around enabling condition #3 (Teachers' Knowledge About One Another's Work).	Team Leaders, weekly
CRT Team	Book Study and Critical Friends Group	Diversity Resource Teachers	11/11/19-5/31/19	Meeting notes focusing on implementation and critique of CRT best practices in classrooms	Diversity Resource Teachers
3. Essential Action/Research-Based Strategy: Use of CRT protocols for study of practice, particularly focused around learning partnerships between students and teachers.					

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All	Study of CRT characteristic 2 in team PLC meetings.	Team Leaders, Administration	10/14/19-5/31/19	Meeting notes, creation of plans based on learning partnership best practices	Team Leaders, Administration, monthly