

## 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						
1	ENGLISH LANGUAGE ARTS (ELA)			2	MATHEMATICS	
	SMART Goal(s): To ensure all students, grades 9-12, develop the necessary skill sets and understanding of English standards to be successful in earning verified credit for graduation in Reading and Writing.				SMART Goal(s): Work to ensure proper skill development of student in all SOL content areas through consistent PLC work and use of common assessments.	
3	SCIENCE			4	HISTORY/SOCIAL SCIENCE	
	SMART Goal(s): To focus on students who have not been successful in science courses, particularly those related to SOL needed for graduation and ensure successful completion of verified credit.				SMART Goal(s): To use data through common assessments in PLC work to help support learning for all students.	
5 Other (specify):				SMART Goal(s):		

### ACTION PLAN

1. Essential Action/Research-Based Strategy:					
Focus Area <i>[Domain(s)/Student Group(s)]</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
	At the beginning of the year, a clear count will be identified of those Seniors who have not passed the required SOLs for graduation. Plans will be created to intervene, remediate and test students to reduce the number of SOLs required for spring graduation.	Admin Dept chairs, Content teachers, counselors, testing coordinator	Aug-Jan	We started off with 95 students who were deficient in at least one SOL needed for graduation. Since SOL and Workkeys testing, that number has been reduced to 70	Admin Dept chairs, Content teachers, counselors, testing coordinator
	Focus on English 11 instruction as part of county-wide PLC	All English 11 teachers	Aug-June	Use of common assessments and student work to gauge progress.	English 11 teachers, Dept chair, and admin and county group
	All common content areas will have twice a month PLC meetings and will be consistent with common assessments to review student progress	All teachers with a common content partner	Aug-June	Review of common assessments and student performance	Teachers/Admin
2. Essential Action/Research-Based Strategy:					
Focus Area <i>[Domain(s)/Student Group(s)]</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
	Use of PLC model to implement common assessments and analyze student work	All teachers with a common content partner	Aug-June	Review of common assessments and student performance	Teachers/admin

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	Through the guidance of Ken O'Connor's work, the math department is changing practices to help better support grading and assessment practices.	All Math teachers	Aug-June	Review of grades through dept and PLC conversations	Math teachers/admin

### 3. Essential Action/Research-Based Strategy:

Focus Area <i>[Domain(s)/Student Group(s)]</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

## STRAND II: SCHOOL ENVIRONMENT

6	Leadership and Governance	7	Commitment to Professional Learning		
	SMART Goal(s): Create a system of processes and procedures to ensure understanding of policies, practices and general procedures for staff.		SMART Goal(s): School-wide implementation of Culturally Responsive Training including book study.		
8	Safe and Orderly Environments	9	Family and Community Engagement		
	SMART Goal(s): To fully implement STEP program to reduce/eliminate OSS and support student success in the classroom		SMART Goal(s): Continue outreach programs to ensure families and kids feel connected to the school		

Other (specify): *(i.e. chronic absenteeism)* SMART Goal(s):

## ACTION PLAN

### 1. Essential Action/Research-Based Strategy:

Focus Area <i>[Domain(s)/Student Group(s)]</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
	Eliminate OSS (except in extreme cases)	Admin/Counselors/Teachers/STEP coordinator	Aug-June	Data that indicates reduction in suspensions AND academic progress for students	Admin
	Development of Standard Operating Procedures (SOPs) for faculty and staff	Admin/Staff	Aug-June	Clear guides for review and reference	Admin
	Implementation of monthly meetings with entire staff as part of CRT work	Equity and Diversity Team/Admin	Aug June	Meetings including implementation of county-wide DRT work and reflection leading to action	Equity and Diversity Team/Admin

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2. Essential Action/Research-Based Strategy:					
Focus Area <i>[Domain(s)/Student Group(s)]</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
	Analyze and practice new methods to reach out to the community to better connect with families	Equity and Diversity Team/Admin/Counselors/ Staff	Aug-June	Better connections with families-equity audit	Equity and Diversity Team/Admin/Counselors/ Staff
	Increase daily attendance and reduce absences with struggling students.	Admin/Clerical staff/Teachers	Aug-June	Attendance data	Admin/Staff/Teachers
3. Essential Action/Research-Based Strategy:					
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\*Insert more rows as necessary. Include a maximum of 5-7 Essential Actions/Strategies based on prioritized areas derived from the CNA.