

School Improvement/Accountability Plan/Schoolwide Title I Plan 2019-2020 SY

Focus of Plan (check the appropriate box):

• LEA

* School or Charter

Kansas City Public Schools

Name of School or Charter: James Elementary

Address: 5810 Scarritt Ave, MO 64123

Principal/Lead Person: David Williams & Chelsea Millar

School Website: www.KCPublicschools.org/james

Plan Year(s): 2019-2020 As of 8-23-2019

Purpose: To develop a plan for improving the top 3 needs identified in the needs assessment.

One plan may meet the needs of a number of different programs. Please check all that apply.

- Title I.A School Improvement
- Title I.C Education of Migratory Children
- Title I.D Prevention and Intervention Programs for Children and Youth who are Neglected, Delinquent or At-Risk
- Title II.A Language Instruction for English Learners and Immigrant Children
- Title IV 21st Century Schools
- Title V Flexibility and Accountability
- Individuals with Disability Education Act
- Rehabilitation Act of 1973
- Carl D. Perkins Career and Technical Education Act
- Workforce Innovation and Opportunities Act
- Head Start Act
- McKinney Vento Homeless Assistance Act
- Adult Education and Family Literacy Act
- MSIP
- Other State and Local Requirements/Needs _____

What staff/stakeholders have been involved in the needs assessment and development of this plan?

Name	Stakeholder Group*
Amy Bristow	Sixth Grade Teacher
Cathy Dodd	Fifth Grade Teacher
Marcia Hutchinson	First Grade Teacher
Heather Larsen	ELL Teacher
Tammy Murphy	Fourth Grade Teacher
Rodney Hare	Second Grade Teacher
Effie Farr	Kindergarten Teacher
Angela Harvey	Second Grade Teacher
Blanco Lopez	Parent Representative
Chelsea Millar	Instructional Coach
David Williams	Principal

*Indicate Stakeholder Group to which each planning team member belongs. Stakeholders in bold font are required.

Principal

Teacher(s)/Certified Staff

Parents (at least 2)

Support Staff

Title 1 Supervisor/Coordinator

Vice Principal

Assistant Superintendent(s)

Superintendent

Board Member(s)

Other District Staff

What are the key issues identified from the needs assessment?

1. **Developing a stronger alignment of KCPS curriculum to state standards.**
2. **Stronger process for reviewing data and making better informed decisions about instruction**
3. **Establish a more frequent instructional feedback loop from principal and instructional coaches observations**
4. **Strengthen the process for increasing student daily attendance**
5. **Develop a more collaborative staff culture that focuses on increasing student achievement**

What are the prioritized needs for the LEA or building based on a root cause analysis?

Based on the review of data and conversations with the staff the top priority is the alignment of the grade level curriculum so instruction supports the identified needs of the students. There is a need for more data driven decision making that provides staff educational direction.

The Goals and the Plan

(Choose no more than 3 goals to focus on with your improvement plan)

Goal #1 - Circle the appropriate Area of the Continuous Improvement System this goal falls under:

Leadership	Collaborative Climate and Culture	Effective Teaching and Learning	Data-Based Decision Making	Alignment of Standards and Curriculum
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SMART (Specific, Measurable, Achievable, Relevant and Timely) Goal #1

Principal/instructional coach will conduct monthly classroom observations of all teachers, followed by effective coaching/feedback conversations within 2 days of the observation, by May 2020

Rationale (name of the existing conditions/data points to support the selection of the objective/goal) and Alignment

Staff surveys and teachers interviews identified observations and feedback as areas the teachers requested more consistency. Timely feedback is an important factor in ensuring teachers receive quality instructional support, and students receive quality instruction.

Alignment to KCPS Strategic Plan - Goals and Measures of Student Success (p. 14 KCPS Strategic Plan):

Continuous Growth Toward Mastery of All Academic Subjects; 21st Century Critical Thinkers and Problem Solvers

Alignment to KCPS Strategic Plan - Professional Practices for Instructional Effectiveness (p.15 KCPS Strategic Plan):

Pillar A: Personalized Rigorous, Culturally Responsive Teaching and Learning

Strategies for Improvement

- Implement the TNTP observation tool
- Implement data analysis protocol (collection and review)
- Implement PLC protocol for student work review and instructional planning
- Peer observations and feedback

Action Steps	Start Date	Person Responsible	Resources	Completed/Date
1st semester 1. Participate in training on the TNTP observation tool 2. Share and discuss feedback rubric with teachers 3. Meet with teachers to discuss individual strengths and areas for growth. 4. Establish times for 10-15 minute feedback 5. Meet with staff on PLC days to analyze data and plan instruction	August, 2020 September, 2020	Principal and Instructional Coach	District Training Training Resources Time Data protocol	June 2020

2nd semester 1. Provide peer coaching/feedback training 2. Conduct peer observations and feedback	January, 2020	Principal Teachers	Training Resources Time	June 2020
Long Range 1. Collaborative staff culture- teachers utilize each other and the principal/ instructional coach for instructional support/resources 2. Consistent PLC participation weekly of each grade level team	2020	Staff Teachers		June 2020

Goal #2 - Circle the appropriate Area of the Continuous Improvement System this goal falls under:

Leadership	Collaborative Climate and Culture	Effective Teaching and Learning	Data-Based Decision Making	Alignment of Standards and Curriculum
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SMART (Specific, Measurable, Achievable, Relevant and Timely) Goal #2

Increase the percentage of students scoring at or above grade level in ELA on iReady diagnostic from 34% to 50% by May 2020.
 Increase the percentage of students scoring at or above grade level in Math on iReady diagnostic from 45% to 55% by May 2020.
 Increase the percentage of students scoring proficient or advanced on the ELA MAP test from 29% to 49%
 Increase the percentage of students scoring proficient or advanced on the Math MAP test from 36% to 56%

Rationale (name of the existing conditions/data points to support the selection of the objective/goal) and Alignment

The percentage of students school-wide scoring proficient or advanced on the MAP assessments went down from the 2017-2018 to 2018-2019 school year. Additionally, based on this data, as well as the iReady diagnostic tests, the majority of students are scoring below grade level in Math and ELA.

Alignment to KCPS Strategic Plan - Goals and Measures of Student Success (p. 14 KCPS Strategic Plan):

Continuous Growth Towards Mastery of All Academic Subjects

Alignment to KCPS Strategic Plan - Professional Practices for Instructional Effectiveness (p.15 KCPS Strategic Plan):

Pillar D: Data-Informed Effective and Efficient Systems; Pillar A: Personalized Rigorous, Culturally Responsive Teaching and Learning

Strategies for Improvement

- Use of common formative assessments, aligned with state standards
- Implement data analysis protocol (collection and review)
- Implement PLC protocol for student work review and instructional planning
- Implement RTI
- Utilize leveled books in every classroom

Action Steps	Start Date	Person Responsible	Resources	Completed/Date

<p>1st semester 1. Meet with staff monthly on PLC days to analyze data and plan instruction 2. Create common formative assessments and assignments aligned with state standards during grade-level PLC meetings 3. Examine student assessment data (MAP, iReady, AlphaKids/QRI, ACCESS) to create individual goals and instructional plans. 4. Attend PLC training 5. Identify students for tier 2 support with reading interventionist 6. Host Parent Council and Family Curriculum Nights</p>	<p>August, 2020</p> <p>November, 2019</p>	<p>Staff</p> <p>Teachers</p> <p>Staff</p> <p>Building Leadership Team</p>	<p>Data protocol</p> <p>Standard-aligned curricular resources</p> <p>Assessment Data</p> <p>Training</p>	<p>June 2020</p>
<p>2nd semester 1. Meet with staff monthly on PLC days to analyze data and plan instruction 2. Create common formative assessments and assignments aligned with state standards during grade-level PLC meetings 3. Examine student assessment data (MAP, iReady, AlphaKids/QRI, ACCESS) to create individual goals and instructional plans.</p>	<p>January, 2020</p>	<p>Staff</p> <p>Teachers</p> <p>Staff</p>	<p>Data protocol</p> <p>Standard-aligned curricular resources</p> <p>Assessment Data</p> <p>Training</p>	<p>June 2020</p>
<p>Long Range 1. Teachers will utilize data driven instructional strategies to ensure 80% of students are scoring in Tier 1 2. Building support staff will identify and provide appropriate data-driven supports for Tier 2 and Tier 3 students. 3. The culture and climate of the school supports the social/emotional and academic growth of students.</p>	<p>2020</p>	<p>Staff and Teachers</p>	<p>Training/ Resources</p>	<p>June 2020</p>

Goal #3 - Circle the appropriate Area of the Continuous Improvement System this goal falls under:

Leadership	Collaborative Climate and Culture	Effective Teaching and Learning	Data-Based Decision Making	Alignment of Standards and Curriculum
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SMART (Specific, Measurable, Achievable, Relevant and Timely) Goal #2

Increase 90/90 attendance (tardies & leaving early) from 91% to 96% by increasing students motivation to attend school.

Rationale (name of the existing conditions/data points to support the selection of the objective/goal) and Alignment

Student attendance is important to their learning. Our trend data shows that in 2018-2019 only 91% of our students met the 90/90 goal.

**Alignment to KCPS Strategic Plan - Goals and Measures of Student Success (p. 14 KCPS Strategic Plan):
Success in the Early Years; Whole Child: Safe, Challenged and Supported**

**Alignment to KCPS Strategic Plan - Professional Practices for Instructional Effectiveness (p.15 KCPS Strategic Plan):
Pillar B: Safe Climate and Strong Relationships with Families & Communities and Caring; Pillar C: Effective Teacher in Every Classroom and Effective Leader in Every School**

Strategies for Improvement

**Provide motivation and incentives to increase students' desire to attend and be on time.
Develop lessons that increase student engagement and increase the cultural relevance of the material being taught.
Create hands on and STEM opportunities that increase students' interest and desire to learn.**

Action Steps	Start Date	Person Responsible	Resources	Completed/Date
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1st semester <ol style="list-style-type: none"> Implementation of KCPS new attendance procedure Secretary calls home daily to verify absence Teacher follow up calls to students that were absence during the week Principal calls and/or parent meetings to discuss the importance of daily attendance. Principal outfront of the school each morning to greet students and welcome them to school. 	August 12, 2019	Secretary Teachers Principal Nurse Instructional Coach Parents School Counselor	Attendance data Call Logs Newsletter and parent information about attendance HERO Attendance Board	June 2020
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<p>2nd semester</p> <ol style="list-style-type: none"> 1. Secretary calls home daily to verify absence 2. Teacher follow up calls to students that were absence during the week 3. Principal calls and/or parent meetings to discuss the importance of daily attendance. 4. Principal outfront of the school each morning to greet students and welcome them to school. 	<p>January 2020</p>	<p>Secretary Teachers Principal Nurse Instructional Coach Parents School Counselor</p>	<p>Attendance data Call Logs Newsletter and parent information about attendance HERO Attendance Board</p>	<p>June 2020</p>
<p>Long Range</p> <ol style="list-style-type: none"> 1. Increase attendance and learning opportunities for all students 2. Adults being positive with students and reinforcing attendance 3. Celebrations and incentives for attendance to assist students in improving or maintaining their attendance percentage 		<p>Secretary Teachers Principal Nurse Instructional Coach Parents School Counselor</p>	<p>Attendance data Call Logs Newsletter and parent information about attendance HERO Attendance Board</p>	<p>June 2020</p>

Superintendent

Date

State Supervisor, School Improvement

Date

Federal Programs Supervisor/School Improvement Staff

Date