

School Improvement/Accountability Plan/Schoolwide Title I Plan 2020-2021 SY

Focus of Plan (check the appropriate box):

LEA

School or Charter

Kansas City Public Schools

Name of School or Charter: Primitivo Garcia

Address: 1000 W. 17th St., KC MO 64108

Principal/Lead Person: Rejeanne Alomenu

School Website:

Plan Year(s): 2020-2021 (As of 5-29-2020)

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*
Rejeanne Alomenu	Principal
Jaqueline Tanner	Assistant Principal
Andrew Larson	Title I Coordinator
Abdul Issa	Parent
Shayna Casey	Parent
Judith Abisaab	ELL Para
Letisha Edwards	Special Education Teacher
Joseph Conaghan	Teacher and PD Chair
Sandra Romp	Teacher
Victoria Ortiz	Teacher
Dea Davis	Budget

*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.) **Declining student achievement based on MAP and MPI**

- 2.) **Target school status (Tier III) based on achievement of students that receive special services over the past 3 years**

- 3.) **K-6 general education teachers have a high turn over rate**

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

- 1.) **Standards aligned lessons with appropriate scaffolds**

2.) Professional development

**3.) Effective implementation of the PLC
model**

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

SMART (Specific, Measurable, Achievable, Relevant and Timely) Goal #1

We will increase the percentage of students scoring proficient and advanced by 5% in both ELA and math as evidenced by MAP assessments.

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

1. Declining MPI in ELA and math
2. Declining proficiency rates in ELA and math

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

Goal 3: Continuous growth towards mastery of all academic subjects

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

Pillar A: Personalized rigorous, culturally responsive teaching and learning (T2 and L2)

Pillar C: Caring and effective teacher in every classroom and effective school leader in every school (T6 and L5)

Strategies for Improvement

1. Implementation of district approved curriculum standards and district non-negotiables
2. Use of district instructional assessments and resources (Envision, PtR, WTW, iReady, IRI) with fidelity
3. Observation and feedback cycle with teachers
4. Relevant PD for teachers based on school trends and individual need

Action Steps	Start Date	Person Responsible	Resources	Completed/Date
1st semester 1. Use data to coordinate services with CIPD staff 2. Hire 1.0 FTE for reading interventions 3. Hire 1.0 FTE for math interventions 4. PD Needs assessment 5. Introduce TLIM with teachers and train on the 7 Habits 6. Introduce student leadership roles	Aug. 2020	1. Admin 2. CIPD and Admin 3. CIPD and Admin 4. Admin, PD chair and teachers	PD Time Title I budget Survey Platform	<input type="checkbox"/> _____
2nd semester 1. Fully implement all district non-negotiables 2. Fully implement TLIM 3. Fully implement RTI time	Jan. 2021	1. Admin and Teachers 2. Admin, teachers and TLIM coach 3. Admin and teachers	PD Time TLIM Coaching Services CIPD Coaching PLC Time	<input type="checkbox"/> _____
Long Range 1. Shorten cycle to coordinate efforts with CIPD 2. Job embedded PD for teachers 3. More frequent 1:1 interfaces with teachers using monitoring tools	Aug. 2020 and ongoing	1. Admin and teachers 2. Admin, PD chair and teachers 3. Admin	PD Time CIPD coaching	<input type="checkbox"/> _____

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	
SMART (Specific, Measurable, Achievable, Relevant and Timely) Goal #2					
100% of teachers will use district, state, and local data to make educational decisions for students.					
Rationale (name of the existing conditions/data points to support the selection of the objective/goal) and Alignment					
<ol style="list-style-type: none"> 33% of K-6 general education teachers are new to the district or K-6 educational environment and are not familiar with the data available to them and how to use it to plan for effective instruction 100% of K-6 general education teachers have three years or less of experience with KCPS district curriculum and resources 					
Alignment to KCPS Strategic Plan - Goals and Measures of Student Success (p. 14 KCPS Strategic Plan):					
Goal 3: 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 (T7, T8, L7 and L8)					
Strategies for Improvement					
<ol style="list-style-type: none"> PD on various district assessments including how to administer it, the purpose in administering it and how to use the data to make instructional decisions for students for incoming teachers PD on various district assessments and resources to deepen the knowledge and application in classroom instruction PD on common formative assessments for classroom and grade level use Protocols for analyzing student data Weekly PLC meetings with a focus on analyzing student work, tools for scaffolding and re-teaching structures Quarterly data consults with teachers 					
Action Steps		Start Date	Person Responsible	Resources	Completed/Date

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<p>1st semester</p> <ol style="list-style-type: none"> Determine PD needs for assessments and schedule appropriate PD sessions Schedule weekly PLC meeting time for teachers PD on unwrapping standards, teaching to the depth of the standard and writing common formative assessments Implement protocols for analyzing student work and determining appropriate scaffolds and re-teaching structures Quarterly data consults 	<p>Aug. 2020</p>	<ol style="list-style-type: none"> Admin, PD chair and teachers Admin Admin and teachers Admin and teachers 	<p>Title I budget Teacher planning time Protocols from various PLC books Needs assessment for PD</p>	<p><input type="checkbox"/> _____</p>
<p>2nd semester</p> <ol style="list-style-type: none"> Implementation of CFAs Deepen understanding of PLC process Quarterly data consults 	<p>Jan. 2021</p>	<ol style="list-style-type: none"> Admin and teachers Admin and teachers Admin and teachers 	<p>Title I budget Teacher planning time Protocols from various PLC books</p>	<p><input type="checkbox"/> _____</p>
<p>Long Range</p> <ol style="list-style-type: none"> More fluent process to analyze data to meet the needs of learners Creation of a highly adaptive system to respond to the needs of learners 	<p>Aug. 2020 and ongoing</p>	<ol style="list-style-type: none"> Admin and teachers Admin and teachers 	<p>PD Time CIPD Coaching Analysis of system gaps</p>	<p><input type="checkbox"/> _____</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
SMART (Specific, Measurable, Achievable, Relevant and Timely) Goal #3				
100% of certified teachers will participate in structured and data informed weekly PLC Meetings				
Rationale (name of the existing conditions/data points to support the selection of the objective/goal) and Alignment				
<ol style="list-style-type: none"> Declining student achievement High teacher turn-over rate 				
Alignment to KCPS Strategic Plan - Goals and Measures of Student Success (p. 14 KCPS Strategic Plan):				
Goal 3: 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 (T7, T8, L7 and L8)				
Strategies for Improvement				
<ol style="list-style-type: none"> Refine PLC process Refine PST process Creation of data monitoring systems Leadership participates in weekly PLC and PST meetings 				
Action Steps	Start Date	Person Responsible	Resources	Completed/Date
1st semester 1. Schedule times for PST		1. Admin	Title I Budget Teacher planning time	<input type="checkbox"/> _____

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<ul style="list-style-type: none"> 2. Schedule times for PLC 3. Create processes for collecting and using data 	<p>Aug. 2020</p>	<ul style="list-style-type: none"> 2. Admin and teachers 3. Admin and teachers 	<p>Data collection templates and resources</p>	
<p>2nd semester</p> <ul style="list-style-type: none"> 1. Refine data collection systems 2. Refine PST and PLC processes 	<p>Jan. 2021</p>	<ul style="list-style-type: none"> 1. Admin and teachers 2. Admin and teachers 	<p>Title I Budget Teacher planning time Data collection templates and resources</p>	<p><input type="checkbox"/> _____</p>
<p>Long Range</p> <ul style="list-style-type: none"> 1. Effective and efficient data collection processes 2. Effective and efficient processes for conducting PLC meetings and PST meetings 	<p>Aug. 2020 and ongoing</p>	<ul style="list-style-type: none"> 1. Admin and teachers 2. Admin and teachers 	<p>Title I Budget Teacher planning time Data collection templates and resources</p>	<p><input type="checkbox"/> _____</p>

Goal #4 - 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

SMART (Specific, Measurable, Achievable, Relevant and Timely) Goal #4

We will meet or exceed the growth measure in ELA and math for students who receive special services to remove our school from target status by the end of the end of the 2021 school year.

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

1. Target status based on special education sub-group
3. Declining student achievement

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

Goal 3: Continuous growth towards mastery of all academic subjects

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

Pillar A: Personalized rigorous, culturally responsive teaching and learning (T2 and L2)

Pillar C: Caring and effective teacher in every classroom and effective school leader in every school (T6 and L5)

Strategies for Improvement

1. Resource teacher co-teaches in 2 grade levels
2. Special education teachers are a part of the PLC process
3. Special education cross-categorical teachers use the workshop model for instruction and teach grade level standards

Action Steps	Start Date	Person Responsible	Resources	Completed/Date
1st semester 1. Continue using approved co-teaching model 2. Cross categorical teachers continue to refine and implement lesson to support grade level, priority standards	Aug. 2020	1. Admin/Teachers and SpEd department 2. Admin and Teachers 3. Admin and teachers	Title I Budget Teacher planning time Professional Development	<input type="checkbox"/> _____
2nd semester 1. Continue to observe and provide feedback to teachers 2. Teachers will implement action steps from observation and feedback protocols	Jan. 2020	1. Admin 2. Admin and teachers	Title I Budget Teacher planning time	<input type="checkbox"/> _____
Long Range 1. Removal from target school status	Now and ongoing	1. Admin and teachers	Title I Budget Teacher planning time	<input type="checkbox"/> _____

Goal #5 - 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
SMART (Specific, Measurable, Achievable, Relevant and Timely) Goal #4				
We will meet or exceed the DESE specified goal for attendance for SY 21.				
Rationale (name of the existing conditions/data points to support the selection of the objective/goal) and Alignment				
<ol style="list-style-type: none"> Attendance is predictive of student achievement. Attendance is a measure for MSIP-5 accreditation standards. 				
Alignment to KCPS Strategic Plan - Goals and Measures of Student Success (p. 14 KCPS Strategic Plan):				
Goal 5: Readiness for College, Career and Life				
Alignment to KCPS Strategic Plan - Professional Practices for Instructional Effectiveness (p.15 KCPS Strategic Plan):				
Pillar D: Data-informed, effective and efficient systems (T8, and L7)				
Strategies for Improvement				
<ol style="list-style-type: none"> Tier students based on attendance rates. Weekly attendance meetings to monitor student data and plan interventions. Determine root cause of attendance issues and work to find solutions 				
Action Steps	Start Date	Person Responsible	Resources	Completed/Date
1st semester <ol style="list-style-type: none"> Student incentives and celebrations Attendance contracts Parent meetings Teacher phone calls to parents Hotline calls Attendance letters Home visits 	Aug. 2020 and ongoing	Teachers, admin, school secretary, other district office personnel	Planning Time Professional Development	<input type="checkbox"/> _____

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<ul style="list-style-type: none"> 8. Student meetings 9. Partnerships with outside organizations 10. Referral to KCPS Truancy Office 11. Partnerships with other district offices such as SIT and Student Support 				
<p>2nd semester</p> <ul style="list-style-type: none"> 1. Student incentives and celebrations 2. Attendance contracts 3. Parent meetings 4. Teacher phone calls to parents 5. Hotline calls 6. Attendance letters 7. Home visits 8. Student meetings 9. Partnerships with outside organizations 10. Referral to KCPS Truancy Office 11. Partnerships with other district offices such as SIT and Student Support 	<p>Jan. 2021 and ongoing</p>	<p>Teachers, admin, school secretary, other district office personnel</p>	<p>Planning Time Professional Development</p>	<p><input type="checkbox"/> _____</p>
<p>Long Range</p> <p>All students meet the 90/90 proportional attendance target</p>	<p>Now and ongoing</p>	<p>Teachers, admin, school secretary, other district office personnel</p>	<p>Planning Time Professional Development</p>	<p><input type="checkbox"/> _____</p>

Budget Allocation Summary

Goal # (1-3)	Expenditure or Action to be Funded	Date	Estimated Cost	Funding Source(s)
	Title I.A		102,135	
	Reading Interventionist (.5 FTE)		41,321	Title 1.A
	Math Interventionist (.5 FTE)		41,321	Title 1.A
			19,493	
	General Supplies		7000	Title 1.A
	Substitute Teachers		2000	Title 1.A
	TLIM Membership Fees		3000	Title 1.A
	Supplemental Materials (books for GRG)		3493	Title 1.A
	Non-adopted Curriculum (classroom libraries)		1000	Title 1.A
	Printing and Duplication		3000	Title 1.A
	<ul style="list-style-type: none"> Due to COVID-19, Faculty and administration will utilize virtual or online means to meet the needs of students' learning to ensure their readiness for each grade level. This may include distance learning, extended school year or further professional development. This may also require the purchase of training, materials and/or technology devices in order to carry out the learning and meet family's needs during this time of crisis. 			

Superintendent

Date

State Supervisor, School Improvement

Date

Federal Programs Supervisor/School Improvement Staff

Date

5.29.2020