

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: James Elementary

Address: 5810 Scarritt Ave, MO 64123

Principal/Lead Person: David Williams & Chelsea Millar

School Website: www.KCPublicschools.org/james

Plan Year(s): 2020-2021 As of 5-23-2020

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*
Dana Chambers	Primary K-3
Kristia Knight	Primary K-3
Tammy Murphy	Intermediate 4-6
Cathey Dodd	Intermediate 4-6
Michelle Cunningham	ELL
Maria Simental	Mental Health Services
Amanda O'Dell	Special Education
Christine Gilliam	Intervention
Maria Raygoza-Torres	Parent Representative
Blanca Lopez	Parent Representative
Alicia Valenzuela	Parent Involvement
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

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

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 2021

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. Provide regular and timely feedback	August, 2020 September, 2020	Principal and Instructional Coach	District Training Training Resources Time Create a form for leaving feedback for teachers. Data protocol	June 2021

<p>5. Meet with teachers, special education and ELL staff during day long PLC days to analyze data and plan instruction.</p> <p>6. Conduct grade level data time meetings once a month to monitor student progress.</p> <p>6. Coach will establish a schedule to meet with teachers on a regular basis.</p>			<p>Coaching Protocol - coverage provided by sub or support staff Coach</p>	<p>September 2020</p>
<p>2nd semester</p> <p>1. Establish a procedure and protocols for peer coaching/feedback</p> <p>2. Provide peer coaching/feedback training</p> <p>3. Conduct peer observations and feedback</p>	<p>January, 2021</p>	<p>Principal Coach Teachers</p>	<p>Training Resources Time</p>	<p>June 2021</p>
<p>Long Range</p> <p>1. Collaborative staff culture- teachers utilize each other and the principal/ instructional coach for instructional support/resources</p> <p>2. Consistent PLC participation by each grade level on a weekly basis.</p>	<p>2021</p>	<p>Staff Teachers</p>		<p>June 2021</p>

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 2021.
 Increase the percentage of students scoring at or above grade level in Math on iReady diagnostic from 45% to 55% by May 2021.
 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. (Note no MAP testing was completed in the spring of 2020 because of COVID). 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. **

iReady data form 2019-2020 in Reading: Tier 1 - 24%, Tier 2 - 33%, Tier 3 - 43%
 iReady data form 2019-2020 in Math: Tier 1 - 21%, Tier 2 - 56%, Tier 3 - 24%
 ** iReady Data from 2019-2020 collected in the first three quarters of the year. KCPS & DESE received a waiver from the Department of Education because of the events during the fourth quarter of the school year.

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 a data analysis protocol (collection and review) - Data Trackers, Quarterly Curriculum Planning Sheets
- Implement a PLC protocol for student work review and instructional planning
- Implement a RTI Block for tier 1, tier 2 and tier 3 support
- Utilize the school's problem solving team to identify and support struggling students
- Utilize leveled books in every classroom
- Utilize a guided reading program that will level students and provide benchmarking and ongoing progress monitoring
- Utilize running records to determine the most effective instructional strategies
- Implement ELL and Intervention support to strategically support identified students
- Redefine and utilize an effective School Wide Positive Behavior Intervention System to increase student engagement

Action Steps	Start Date	Person Responsible	Resources	Completed/Date
<p>1st semester</p> <p>1. Meet with staff monthly on PLC days to analyze data and plan instruction. PLC teams to include ELL and special education staff</p> <p>2. Create common formative assessments and assignments aligned with state standards during grade-level PLC meetings</p> <p>3. Examine student assessment data (MAP, iReady, AlphaKids/QRI, ACCESS) to create individual goals and instructional plans.</p> <p>4. Attend PLC training</p> <p>5. Design classroom reading blocks for effective instruction</p> <p>6. Identify students for tier 2 support with reading interventionist</p> <p>7. Implement improved School Wide Positive Behavior Intervention Strategies to increase student engagement</p> <p>6. Host Parent Council and Family Curriculum Nights</p>	August, 2020	<p>Staff Teachers</p> <p>Instructional Coach</p> <p>Principal</p> <p>ELL Staff</p> <p>Instructional Coach</p> <p>Building Leadership Team</p> <p>SWPBIS Team</p> <p>LINC Team</p>	<p>PLC Collaboration Schedule</p> <p>Data protocol - Quartley Aligned Standards Planning Sheet</p> <p>Data Trackers</p> <p>Standard-aligned curricular resources</p> <p>Assessment Data</p> <p>Training & Professional Development</p> <p>Online Virtual Professional Development</p> <p>SAC Schedule</p>	June 2021
<p>2nd semester</p> <p>1. Meet with staff monthly on PLC days to analyze data and plan instruction. PLC teams to include ELL and special education staff</p> <p>2. Create common formative assessments and assignments aligned with state standards during grade-level PLC meetings</p> <p>3. Examine student assessment data (MAP, iReady, AlphaKids/QRI, ACCESS) to create individual goals and instructional plans.</p> <p>4. Meet with staff for mid-year comprehensive data walk and program evaluation</p> <p>5. Host Parent Council and Family Curriculum Nights</p>	<p>January 2021</p> <p>January PD Day</p> <p>March 2021</p>	<p>Staff Teachers</p> <p>Instructional Coach</p> <p>Principal</p> <p>ELL Staff</p> <p>Instructional Coach</p> <p>Building Leadership Team</p> <p>LINC Team</p>	<p>PLC Collaboration Schedule</p> <p>Data protocol - Quartley Aligned Standards Planning Sheet</p> <p>Data Trackers</p> <p>Standard-aligned curricular resources</p> <p>Assessment Data</p> <p>Training & Professional Development</p> <p>Online Virtual Professional Development</p>	June 2021

			SAC Schedule	
<p>Long Range</p> <p>1. Teachers will utilize data driven instructional strategies to ensure 80% of students are scoring in Tier 1</p> <p>2. Teachers and Building support staff will identify and provide appropriate in class or supplemental data-driven supports for Tier 2 and Tier 3 students.</p> <p>3. The culture and climate of the school supports the social/emotional and academic growth of all students through the development and use of an effective School Wide Positive Behavior Intervention System</p>	2020 - 2021	<p>Staff and Teachers</p> <p>SWPBIS Team</p>	Training/Resources	June 2021

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 #2				
Increase 90/90 attendance (tardies & leaving early) from 94% 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 2019-2020 only 94% 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 be on time and attend school daily . 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. Provide differentiated lessons to meet the individual needs of your students. Develop an attendance committee to facilitate the outlined goals and action steps. Liaisons to Building Leadership Team will be principal and school secretary				
Action Steps	Start Date	Person Responsible	Resources	Completed/Date
1st semester 1. Implementation of KCPS new attendance procedure 2. Secretary calls home daily to verify absence 3. Teacher follow up calls to students that were absence during the week 4. Principal meets with students and then calls and/or meets with parents to discuss the importance of daily attendance. 5. Principal/Staff outfront of the school each morning to greet students and welcome them to school. 6. Principal, secretary and Mental Health team will target students arriving late	August 2020	Secretary Teachers Principal Nurse Instructional Coach Parents School Counselor	Attendance data Call Logs Newsletter and parent information about attendance HERO Attendance Board	June 2021

<p>7. Weekly incentives to students that have perfect attendance.</p> <p>8. Students with 95% or greater attendance will participate in quarterly incentive celebrations.</p>		<p>Attendance Committee</p>		
<p>2nd semester</p> <p>1. Implementation of KCPS new attendance procedure</p> <p>2. Secretary calls home daily to verify absence</p> <p>3. Teacher follow up calls to students that were absence during the week</p> <p>4. Principal meets with students and then calls and/or meets with parents to discuss the importance of daily attendance.</p> <p>5. Principal/Staff outfront of the school each morning to greet students and welcome them to school.</p> <p>6. Principal, secretary and Mental Health team will target students arriving late</p> <p>7. Weekly incentives to students that have perfect attendance.</p> <p>8. Students with 95% or greater attendance will participate in quarterly incentive celebrations.</p>	<p>January 2021</p>	<p>Secretary Teachers Principal Nurse Instructional Coach Parents School Counselor</p> <p>Attendance Committee</p>	<p>Attendance data Call Logs Newsletter and parent information about attendance HERO Attendance Board</p>	<p>June 2021</p>
<p>Long Range</p> <p>1. Increase attendance and learning opportunities for all students</p> <p>2, Adults being positive with students and reinforcing attendance</p> <p>3, Celebrations and incentives for attendance to assist students in improving or maintaining their attendance percentage</p>		<p>Secretary Teachers Principal Nurse Instructional Coach Parents School Counselor Attendance Committee</p>	<p>Attendance data Call Logs Newsletter and parent information about attendance HERO Attendance Board</p>	<p>June 2021</p>

Budget Allocation Summary

Goal # (1-3)	Expenditure or Action to be Funded	Date	Estimated Cost	Funding Source(s)
1 & 2	Allocation of line item for Instructional Coach	07/2020	70,091	Title 1
2	Allocation of line item for Reading Interventionist	07/2020	41,800	Title 1
1 & 2	Allocation of line item for substitute coverage during PLC meetings, Peer Coaching	09/2020	5,000	Title 1
2	Allocation of line item for Parent Council/ Family Curriculum nights	monthly	1,000	Title 1
2	Allocation of line item for teacher stipends for School Advisory Committee/ Family Curriculum Nights	monthly	1,000	Title 1
1 & 2	Allocation of funds for supplemental instructional materials (15 Classrooms)	yearly	4,200	Title 1

Superintendent

Date

State Supervisor, School Improvement

Date

Federal Programs Supervisor/School Improvement Staff

Date