

Wilson School District #7
5 Year Strategic and Tactical Plan 2021-2026

Strategic Plan

Statement of Issue: *Why?*

Currently, Wilson students are averaging 15% or less passing on state testing as measured by AZM2.

Statement of Goal: *What?*

To increase student achievement as measured by 100% of students moving one performance level category on the state assessment through the use district-adopted curriculum with the support of AVID and PBIS.

Innovation Area

Curriculum and Instruction

Date to be Completed:

Ongoing

Responsible Party:

Tactical Plan of Action

Objectives –Sub Goals <i>What?</i>	Critical Work Activities CWA <i>How?</i>	Responsible Person(s) <i>Who?</i>	Human Resource/ Physical Resource Required	FTE / Materials - Estimated Cost	Start (S) Completion(C) Date <i>When?</i>	Evidence of Accomplishment
<p><u>Curriculum Review</u></p> <p>Goal 1: Using the backward design, the goal of curriculum review is to evaluate the curriculum’s effectiveness and its ability to increase student achievement.</p>	<ol style="list-style-type: none"> 1. Review to ensure alignment to the state standards. 2. Develop curriculum maps and pacing guide to ensure it is being taught with fidelity. 3. Assess the effectiveness by analyzing student achievement from the benchmark assessments. 4. Analyze the gaps of the curriculum and identify the changes that need to be made. 5. Create grade level and/or department teams to plan vertically PreK-9 to determine essential standards and critical skills. 	<ul style="list-style-type: none"> • Team Leads- ELA, Math, Science • Principals • Assistant Principals • Instructional Coach • MTSS Facilitator 		<p>Cost of adopted curriculum and assessments</p>	<p>August 2023 (curriculum maps, pacing guides, standards alignment)</p> <p>May 2024 (benchmark data, vertical and horizontal planning documents)</p>	<ul style="list-style-type: none"> • Curriculum maps • Pacing Guides • Standard Alignment documents • Benchmark data • Vertical and horizontal planning documents • Curriculum Review manual

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<p><u>Instructional Practices</u></p> <p>Goal 1: Implement instructional practices to include WICOR strategies in order to close the achievement gap and ensure all students achieve mastery.</p>	<ol style="list-style-type: none"> 1. Ensure staff is using effective instructional practices with fidelity (additional classroom visits needed) 2. Design and implement common assessments aligned to the state standards at all grade levels. 3. Train and implement Wilson Instructional Absolutes. 4. Train teachers to anticipate misconceptions so that they can monitor and adjust appropriately to meet the needs of all students. 5. Continue with evidence-based instructional models while utilizing effective instructional practices to accelerate, not remediate. 6. Intentionally design, monitor, and assess evidence-based interventions for any students who are not making the minimum growth. 7. Provide on-going training on the use and implementation of WICOR strategies 8. Provide advanced learning opportunities for students at all levels 	<ul style="list-style-type: none"> • Principal • Assistant Principal • Instructional Coach • Teacher Leaders • MTSS Facilitator • AVID Coordinators 	<p>Instructional Coach</p> <p>AVID membership fees</p>	<p>AVID Trainings (summer institute & path)</p> <p>Travel expenses</p>	<p>December 2021-May 2024</p>	<ul style="list-style-type: none"> • ATI Scores • State testing scores • Growth scores • Table of standards • Training schedules and sign in sheets

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<p>Professional Learning Communities</p> <p>Goal 1: 100% of the faculty will utilize Professional Learning Communities to foster high level collaboration with a common language and focus.</p>	<ol style="list-style-type: none"> 1. Train all staff in Professional Learning Communities. 2. Teachers will collaborate to create or find resources for instruction and/or interventions/extensions for all students. 3. Utilize digital tools for teacher collaboration on lessons. 4. Professional Learning Communities will focus on ensuring all standards are met according to maps and pacing guides. 5. Utilizing data from different sources (ATI formative assessments, lexile, quantile, DIBELS, I-Ready, Edgenuity, etc), to ensure all students are making growth and mastery of state standards. 6. Review lesson plans weekly to ensure all lessons are aligned to the standards, include WICOR, and have a common formative assessment. 7. Develop a process for PLC. 	<ul style="list-style-type: none"> • Principals • Assistant Principals • Instructional coach • Teacher Leaders • MTSS Facilitator 	<ul style="list-style-type: none"> • Early release Wednesdays. • AVID path training and Summer Institute • Infinite Campus training • Professional Learning Communities training- Solution Tree • Assessment data 	<ul style="list-style-type: none"> • AVID path cost and SI cost plus travel. • Infinite Campus Learning training costs • Curriculum Licenses • Imagine Learning subscription 	<p>November 2022 and ongoing</p> <p>May 2024</p>	<ul style="list-style-type: none"> • CTM Agendas and minutes • Lesson plan examples • Infinite Campus planners • Formative tests • AVID modules, path training, SI training sign in sheets • PLC training

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<p><u>In-Person and Remote Instruction</u></p> <p>Goal 1: Wilson will provide remote instruction with the same high expectations as in-person learning.</p>	<ol style="list-style-type: none"> 1. Train all teachers and IAs in digital platforms and how to utilize the program effectively both in-person and remotely. 2. Train all teachers and leaders on synchronous and asynchronous instruction. 3. Train all teachers and IAs on utilizing Teams and breakout groups. 4. Train all parents, community liaison, and students for remote learning, navigating apps, and expectations. 5. Maintain high expectations with Wilson Instructional Absolutes and engaging classrooms both in-person and remotely. 6. Provide on-going support and training for families who are utilizing remote learning. 7. Create an onboarding program for families and students who choose remote learning. 8. Develop a manual for remote instruction. 	<ul style="list-style-type: none"> • Principals • Instructional Coaches • Assistant Principal • Technology Supervisor • Teachers 	<ul style="list-style-type: none"> • Computers for every student. • Online curriculum for all core subjects. • WiFi for students and staff who need assistance. (Hot spots as needed) 	<ul style="list-style-type: none"> • Computers • Curriculum costs • WIFI costs • Hot spots • Handout/workbooks 	<p>December 2022 Spring 2024 Annual review</p>	<ul style="list-style-type: none"> • Training agendas and sign in sheets. • Curriculum guides/Pacing Guides. • Lesson plans with WICOR • Technology Training Night
<p><u>AVID</u></p> <p>Goal 1:</p>	<ol style="list-style-type: none"> 1. Train all instructional staff in AVID through AVID path, Summer Institute, or 	<ul style="list-style-type: none"> • Principals • Assistant Principals 	<ul style="list-style-type: none"> • Subs for covering showcases. 	<ul style="list-style-type: none"> • Path Training approximately \$600.00 per person. 	<p>Spring 2024</p>	<ul style="list-style-type: none"> • Table of absolutes at

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Implement the AVID system fully focusing on the four pillars of systems, instruction, leadership, and culture.	Professional Learning modules in their specific area (IE AVID Elementary, Math, ELA, Etc.) 2. Create AVID absolutes. 3. Ensure WICOR is utilized in every lesson at every grade level. 4. Create a culture of college/career readiness and growth mindset where all students and employees have high expectations. 5. Attend AVID showcases with key staff members to learn from other campuses. 6. Ensure all students, staff, and parents are trained in growth mindset. 7. Hire a Director of Advanced Learning Experiences to ensure implementation of AVID districtwide	<ul style="list-style-type: none"> • Instructional Coaches • AVID Coordinators & Site Teams • Family Engagement Person 	<ul style="list-style-type: none"> • Trainers trained on growth mindset modules. • Trainers for modules. 	<ul style="list-style-type: none"> • SI training approximately \$2,500.00 per person. • Sub pay for staff attending showcases. • Money to purchase Wilson AVID Swag to use as incentives for parent attendance. • AVID contracts 	<-- Director of ALE (July 2022)	each grade level. <ul style="list-style-type: none"> • Checklist of path/SI training for teachers and staff. • Showcase attendance sheets. • Module sign in sheets
Assessment Goal 1: Wilson will use quarterly benchmark assessment to measure student achievement and to set goals for teachers to ensure 100% of our	1. Analyze data and create goals using the formative data to create interventions and extensions within the PLC meetings. 2. Ensure 100% of Wilson students are making	<ul style="list-style-type: none"> • Principals • Team Leads • Instructional Coach • Teachers • MTSS Facilitator 		ATI license	December 2021-May 2024 Quarterly thereafter	<ul style="list-style-type: none"> • State test scores • ATI Scores • Teacher goals • Data Graphic Organizer

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students obtain mastery on state assessments.	expected growth on all quarterly assessments. 3. Utilize quarterly benchmarks to set individual teacher goals and measure student achievement. 4. Utilize formative assessments to ensure students are meeting expectations of state standards					
<p>Exceptional Education</p> <p>Goal 1: 100 % of Exceptional Ed students will attain their IEP goals.</p> <p>Goal 2: Train all staff on nonviolent crisis prevention intervention</p>	<ol style="list-style-type: none"> Provide training for both ExEd and regular ed in “push in” and collaborative ExEd techniques. Provide training for parents on expectations and supports for ExEd students. Maintain the least restrictive environment for all ExEd students. Train all staff (including McKinney Vento Department) in accessing, implementing, and providing accommodations within the IEP. Ensure Gifted students are provided accelerated classes. Train all staff in effective strategies to support ExEd students. 	<ul style="list-style-type: none"> ExEd Director Principals Assistant Principals Instructional Coaches MTSS Facilitator 	IEP Pro Manipulatives Furniture Related services personnel Assisted learning devices	Training costs Supply costs Academic support costs	May 2024	<ul style="list-style-type: none"> Student schedules Training documents and sign in sheets. Parent meeting agendas and sign in sheets.

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<p>English Language Learners</p> <p>Goal 1: 100% of ELL Wilson students move up categories to achieve proficiency within 3 years.</p>	<ol style="list-style-type: none"> Wilson will consistently increase students by at least one level per year as measured by the AZELLA test. Provide EL training and /or refresher courses for faculty and staff. Utilize effective SEI strategies with fidelity. Progress monitor language acquisition quarterly. 	<ul style="list-style-type: none"> Principals Instructional Coaches Testing Clerk 	EL training Benchmark Advance Study Sync New ELD curriculum	<ul style="list-style-type: none"> EL training costs Software 	Ongoing	<ul style="list-style-type: none"> Training agendas and sign in sheets ATI and State Assessment data AZELLA data Working with student groups in their area of AZELLA Growth
<p>PBIS (Positive Behavior Interventions and Support)</p> <p>Goal 1: Create a consistent PBIS framework within the district.</p>	<ol style="list-style-type: none"> Train all staff in PBIS . Create PBIS district wide absolutes. Train staff and implement the Code of Conduct. Monitor the effectiveness of PBIS framework. Collect and analyze PBIS data to ensure effective implementation. 	<ul style="list-style-type: none"> Principals Team Leads Instructional Coaches MTSS Facilitator PBIS Site Team 	PBIS and MTBS, Growth Mindset, AVID materials	<ul style="list-style-type: none"> Training Costs Prizes/Trips, etc. for reinforcement 	Ongoing	<ul style="list-style-type: none"> Reduced behavior events. Consistent academic language use on campuses PBIS data
<p>Evaluation Process</p> <p>Goal 1: Adopt an evaluation system that meets the needs of all certified staff and supports student achievement.</p> <p>Goal 2:</p>	<ol style="list-style-type: none"> Develop standards for evaluating faculty and staff such as goal setting and self-reflection. Create walkthrough protocol that is meaningful and supportive. 	<ul style="list-style-type: none"> Principals Assistant Principals Instructional Coaches Teacher Committee members 		Training on new instruments (Danielson/Frontline)	June 2022 Annually review and monitor	<ul style="list-style-type: none"> Evaluation instrument Sign in sheets Walkthrough tool

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