

West Irondequoit School District

“Choosing to Rise”

2022-23 MANAGEMENT PLAN



ALL
means
ALL

WELCOME. NURTURE. INSPIRE.

Management Plan 2022-2023

Curriculum



Objective: Promote excellence, equity, and inclusion through a viable and guaranteed curriculum.



Initiative Area and Goal:

Data-driven instruction - Effectively utilize data to inform curriculum and student achievement.

Task: Adjust assessments to ensure alignment to curriculum (benchmark, formative & summative assessments)

Key Person: Office of Instruction

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Based on the curriculum audit completed in year 1, identify and evaluate readiness of curriculum to prioritize which curriculum is ready for assessment create/revision and which needs to further develop priority standards and learning target progressions	ASI Directors of Instruction	September 1, 2022	
2. Utilizing the K-12 common curriculum template, engage departments in curriculum creation and revision targeting assessments, standards and/or targets	ASI Directors of Instruction	June 30, 2023	

<p>3. Monitor the potential changes of NYS assessments and investigate the opportunity to participate/build comprehensive project-based and alternative assessments (i.e., PLAN)</p>	<p>ASI Directors of Instruction</p>	<p>June 30, 2023</p>	
<p>4. Analysis of Assessment Audit to determine comprehensive and curriculum aligned assessment program K-12</p>	<p>ASI Director of Data, Assessment, and Intervention</p>	<p>June 30, 2023</p>	

Management Plan 2022-2023

Curriculum




Objective: Promote excellence, equity, and inclusion through a viable and guaranteed curriculum.



Initiative Area and Goal:

Access for All - Provide inclusive and culturally responsive education for all.

Task: Evaluate the use of data protocols and assessments

Key Person: Office of Instruction

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Identify needs of staff regarding Datawise protocol and create a professional learning experience to build common understanding for district and building level data analysis (i.e., benchmark assessment, intervention reviews, school-based planning teams)	ASI Director of Data, Assessment, and Intervention	August 9, 2022	
2. Provide professional learning on protocol to leadership team	Director of Data, Assessment, and Intervention	September 1, 2022	
3. Create a building-based plan to use Datawise protocol.	Building principals Director of Data, Assessment, and Intervention	October 30, 2022	

4. Create norming process for data analysis protocols (IST/PST, school-based plans, intervention reviews)	ASI Director of Data, Assessment, and Intervention	June 30, 2023	
5. Evaluate ability of student management system to support, track, and share academic and behavioral data in an effective and efficient manner	ASI Director of Data, Assessment, and Intervention	January 30, 2023	

Management Plan 2022-2023

Curriculum




Objective: Promote excellence, equity, and inclusion through a viable and guaranteed curriculum.


Initiative Area and Goal:

College and Career Readiness - Ensure that all graduates are prepared for post-secondary opportunities.

Task: Develop processes and procedures to review, analyze and adjust cultural responsiveness, diversity, equity and inclusivity within curriculum

Key Person: Office of Instruction

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Create professional learning within the UBD template training regarding the Culturally Responsive Curriculum single point rubric.	Directors of Instruction	July 29, 2022	
2. Establish training and process of District Curriculum Council to review revised or created curriculum using the single point rubric	ASI Directors of Instruction	November 30, 2022	
3. Provide professional development to staff to support standards of collaboration regarding DEI work	ASI Directors of Instruction	September 30, 2022	

4. Analyze critical inquiry projects from Dr. Hunter cohorts to determine grade level adoption or adaptation of curriculum	ASI Directors of Instruction Building principals	June 30, 2023	
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Management Plan 2022-2023

Curriculum

Objective: Promote excellence, equity, and inclusion through a viable and guaranteed curriculum.

Initiative Area and Goal:

Criteria for Process - Establish curriculum process to provide access to rigorous instruction by all.

Task: Develop outcomes of an IHS graduate/Create and implement a self-exploration audit for students starting in grade 9

Key Person: Office of Instruction

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Using the created draft definitions of College and Career Ready, create a committee to review the definitions and create a timeline of work towards outcomes of a graduate	Student Services	Summer 2022	
2. Research and field study of current college and career expectations. Include research of current models of college and career expectations	CCR Committee Student Services	October 31, 2022	
3. Collect and analyze current data regarding post-secondary student plans and student achievement data	CCR Committee Student Services	January 2023	CARRYOVER TO 2023-24

4. Develop outcomes of an Irondequoit High School Graduate	CCR Committee Student Services Building principal- IHS/Dake	June 2023	<i>CARRYOVER TO 2023-24</i>
5. Communicate outcomes to staff and community of an IHS graduate	CCR Committee Student Services	June 2023	<i>CARRYOVER TO 2023-24</i>
6. Align current career/future planning exploration with readiness outcomes	Student Pupil Services	June 2023	<i>CARRYOVER TO 2023-24</i>

Management Plan 2022-2023

Curriculum

Objective: Promote excellence, equity, and inclusion through a viable and guaranteed curriculum.

Initiative Area and Goal:

Criteria for Process - Establish curriculum process to provide access to rigorous instruction by all.

Task: Increase K-8 awareness of College and Career Readiness to support student understanding of what they are learning, why they are learning it, and how they can use it

Key Person: Office of Instruction

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Report from CCR Committee to K-12 Leadership Staff	ASI	February 2023	<i>CARRYOVER TO 2023-24</i>
2. Analyze implications of the work of the CCR Committee through district level meetings	ASI K-12 Leadership Staff	February – April 2023	<i>CARRYOVER TO 2023-24</i>
3. Communicate leadership feedback to CCR Committee	ASI	April – May 2023	<i>CARRYOVER TO 2023-24</i>
4. Coordinate SEL Curriculum roll out to connect to Tier 1 college and career readiness skills-Include a crosswalk of SEL Curriculum with identified competencies	Supervisor of Counseling, Wellness and Student Equity	June 2023	<i>CARRYOVER TO 2023-24</i>

Management Plan 2022-2023

Curriculum

Objective: Promote excellence, equity, and inclusion through a viable and guaranteed curriculum.

Initiative Area and Goal:




Criteria for Process - Establish curriculum process to provide access to rigorous instruction by all.


Task: Evaluate new and existing curriculum for alignment to process

Identify warehouse for curriculum providing ease of access by teachers and administrators

Create process for professional development onboard for curriculum writing

Key Person: Office of Instruction

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Create a multi-year calendar of curriculum review and revision	ASI Directors of Instruction	September 30, 2022	
2. Considering UBD template, calendar of review/revision, analyze and select a warehouse for curriculum which is accessible to all stakeholders	ASI Directors of Instruction	June 30, 2023	
3. Create curriculum writing onboarding protocol using the West Irondequoit UBD template for administrators and faculty	Directors of Instruction	September 1, 2022	

4. Establish a clear evaluation of the quality of curriculum and process of creation through District Curriculum Council	ASI Directors of Instruction	June 30, 2023	
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Management Plan 2022-2023

Implementation Systems




Objective: Ensure alignment, diversity, equity, inclusion, and access across all systems in West Irondequoit.


Initiative Area and Goal:

Staff Recruitment and Retention - Recruit and retain the highest quality staff, reflective of the diversity of the West Irondequoit community.

Task: Create consistent and equitable hiring protocols for recruitment, interviews, and hiring. (Actions Steps carried over from 2021-22)

Key Person: Office of Human Resources

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Enhance implicit bias training	Office of Human Resources	On-going	
2. Develop qualities we are seeking in prospective employee of West Irondequoit CSD	Office of Human Resources	February 1, 2023	
3. Develop questions aligned with each position, as well as the district's vision and mission, which will be used in the interview process	Office of Human Resources	February 1, 2023	

4. Offer professional development to leaders on legal and appropriate protocols of our hiring process	Office of Human Resources	April 1, 2023	
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Management Plan 2022-2023

Implementation Systems

Objective: Ensure alignment, diversity, equity, inclusion, and access across all systems in West Irondequoit.

Initiative Area and Goal:

Staff Recruitment and Retention - Recruit and retain the highest quality staff, reflective of the diversity of the West Irondequoit community.

Task: Provide appropriate staff on-boarding and support for new employees

Key Person: Office of Human Resources

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Develop and implement systems and processes to orient for all new employees <ul style="list-style-type: none"> • Assess current state and enlist stakeholders in this work to determine need areas and strengths 	Office of Human Resources	June 30, 2023	<i>CARRYOVER TO 2023-24</i>
2. Explore and develop an affinity group to support staff of color and others as needed	Office of Human Resources (Farash Grant)	June 30, 2023	<i>CARRYOVER TO 2023-24</i>
3. Explore and/or develop a leadership coaching series for school administrators focused on creating relationship-centered, culturally responsive, and equitable school environments	Office of Human Resources	Initiate by December 31, 2022	<i>CARRYOVER TO 2023-24</i>

that support the health and well-being of all staff			
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Management Plan 2022-2023

Implementation Systems



Objective: Ensure alignment, diversity, equity, inclusion, and access across all systems in West Irondequoit.

Initiative Area and Goal:

Comprehensive Communication - Equitably and effectively prioritize communication between all internal and external stakeholders.

Task: Provide stakeholders with information regarding District-wide and building level communication structures as appropriate

Key Person: Office of Public Information

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Assess and log the current internal and external communication modes and frequency	Director of Public Information	August 1, 2022	
2. Institute a practice to organize, publish, and distribute an annual communication plan for families and staff	Director of Public Information	September 9, 2022	

Management Plan 2022 – 2023

Implementation Systems

Objective: Ensure alignment, diversity, equity, inclusion, and access across all systems in West Irondequoit.





Initiative Area and Goal:

Professional Development Frameworks - Create a comprehensive professional development plan that focuses on multiple methods of delivery, is differentiated and relevant to staff needs, inclusive to all staff and is aligned to district goals.

Task: Conduct research on current and potential state of professional development for all staff

Create a new professional development framework for all staff that is relevant, differentiated, and delivered using multiple modalities and at varied levels of depth

Key Person: Office of Instruction

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Audit current professional learning vehicles, norms, and typical topics of meetings	ASI Directors of Instruction TLC Director	December 22, 2022	
2. Conduct research on a variety of modes of professional development	ASI Directors of Instruction TLC Director	December 22, 2022	
3. Survey staff for preferred and most effective professional development experiences to drive curriculum and instruction	ASI Directors of Instruction TLC Director	February 2023	
4. Through PLP committee, create a 3-year professional	ASI Directors of Instruction TLC Director	June 1, 2023	

development district-wide plan			
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Management Plan 2022 – 2023

Implementation Systems




Objective: Ensure alignment, diversity, equity, inclusion, and access across all systems in West Irondequoit.

Initiative Area and Goal:

Systems for equity in experiences - Ensure policies and systems are in place to provide equity for all students in district experiences.

Task: Assess extracurricular and co-curricular opportunities and adjust to increase access by all students

Key Person: Office of Human Resources (Building Principals)

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Create a committee that consists of parent/guardians, students, community members, building leadership, WI staff and analyze current club and extracurricular and co-curricular opportunities and memberships and horizontal and vertical alignment	Office of Human Resources Building Principals	December 31, 2022	
2. Prioritize extra and co-curricular opportunities and explore new options to ensure comprehensive, accessible and diverse offerings	Office of Human Resources Building Principals	April 30, 2023	
3. Create a districtwide process to assess their extracurriculars and co-curriculars on an	Office of Human Resources Building Principals	April, 30, 2023	

ongoing basis and develop consistent systems for club proposals and adoptions			
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Management Plan 2022 – 2023

Implementation Systems

Objective: Ensure alignment, diversity, equity, inclusion, and access across all systems in West Irondequoit.

Initiative Area and Goal:

Systems for equity in experiences - Ensure policies and systems are in place to provide equity for all students in district experiences.

Task: Conduct an analysis of the neighborhood school configuration through the lens of diversity and staffing

Key Person: Office of Human Resources

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Analyze staff and student demographic data by building and program	Office of Human Resources Office of Data, Assessment, and Intervention	June 30, 2023	<i>CARRYOVER TO 2023-24</i>
2. Determine strengths of the neighborhood school configuration and the limitations of the configuration	Office of Human Resources Office of Finance	June 30, 2023	<i>CARRYOVER TO 2023-24</i>
3. Define considerations and/or areas for further investigation	Office of Human Resources Office of Finance	June 30, 2023	<i>CARRYOVER TO 2023-24</i>

Management Plan 2022 – 2023

Implementation Systems




Objective: Ensure alignment, diversity, equity, inclusion, and access across all systems in West Irondequoit.





Initiative Area and Goal:

Systems for equity in experiences - Ensure policies and systems are in place to provide equity for all students in district experiences.

Task: Assess school configuration through the lens of the availability of student services and needs

Key Person: Office of Student Services

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Assess current state of programs, services, and staffing in relation to the continuum of services and supports	Student Services	October 31, 2022	
2. Clearly define across all K-12 buildings IST and PST protocols and processes in relation to CSE referral process	Director of Data, Assessment, and Intervention Student Services Building principals	January 2023	
3. Develop written common exit and entrance guidelines and processes for all services to make accessible to staff for common articulation and practice, as well as communicate to community	Director of Data, Assessment, and Intervention Student Services	June 2023	

4. Collect and analyze data of special education students regarding home school and SPED placement	Director of Data, Assessment, and Intervention Student Services	February 2023	 & Ongoing
5. Assess school student services configuration in relation to the data analysis and research	Director of Data, Assessment, and Intervention Student Services	June 2023	
6. Create a clear and accessible documented continuum of services and supports K-12	Student Services Building principals	June 2023	
7. Report potential changes, modifications, or next steps	Student Services ASI	June 2023	

Management Plan 2022 – 2023

Implementation Systems





Objective: Ensure alignment, diversity, equity, inclusion, and access across all systems in West Irondequoit.


Initiative Area and Goal:

Systems for equity in experiences - Ensure policies and systems are in place to provide equity for all students in district experiences.

Task: Determine current district transportation needs and provide equitable access for before and after school activities

Key Person: Office of Finance

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Determine scope of analysis (specific grade levels, types of activities)	Asst. Superintendent for Finance	October 1, 2022	
2. Canvass regional schools to determine scope of transportation service other districts provide for similar needs	Asst. Superintendent for Finance	September 1, 2022	
3. Analyze need/want (survey to parents) and/or survey to staff and administration regarding program impact	Asst. Superintendent for Finance/Director of Public Information.	December 23, 2022	
4. Identify impact on current school routes. Investigate options that consider additional routes, drivers, costs, and the impact on bell schedule	Asst Sup/Director of Transportation/Director of Instruction	January 15, 2023	

5. Prepare related budgetary recommendations for the 2023/24 budget	Asst. Superintendent for Finance	March 1, 2023	
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Management Plan 2022 – 2023

Implementation Systems





Objective: Ensure alignment, diversity, equity, inclusion, and access across all systems in West Irondequoit.

Initiative Area and Goal:

Data Systems Alignment/Access - Create a sustainable system of data collection aligned across initiatives that is secure yet accessible

Task: Evaluate and refine data collection system that is efficient, comprehensive, and aligned to district initiatives

Key Person: Office of Instruction

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Concurrent with analysis of current student management, research, analyze, and pilot potential effective data warehouse options	ASI Director of Data, Assessment, and Intervention	January 30, 2023	
2. Communicate to K-12 Leadership results of research and analysis and share vision and plan for implementation	ASI Director of Data, Assessment, and Intervention	February 2023	
3. Build data collection and warehouse system through selected student management tool	ASI Director of Data, Assessment, and Intervention	August 2023	
4. Communicate to all stakeholders progress and next steps regarding student management platform and data warehouse	ASI Director of Data, Assessment, and Intervention Building Principals	May 2023	

Management Plan 2022 – 2023

Instruction




Objective: Establish instructional practices to ensure success for all learners.



Initiative Area and Goal:

Instructional Framework - Provide cohesive & consistent implementation of an instructional model that is accessible to all staff and students.

Task: Develop a communication and professional development plan to roll out an Instructional Framework

Key Person: Office of Instruction

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Based on the feedback from 2021-22, bring together a K-12 representative group to build guidance on the K-12 Instructional Model	ASI Directors of Instruction	July 2022	
2. Present draft documents to K-12 Leadership team at Summer Retreat for further feedback. Finalize guidance document for September roll out	ASI Directors of Instruction	August 30, 2022	
3. Present K-12 Instructional Model and guidance documents to all staff at SCD in September	ASI Directors of Instruction Building principals	September 2022	

4. Build clarity and connections of Instructional Model to supervision practices	ASI Building principals	On going	
5. Leverage Instructional model for building based and individual teacher professional goals	ASI Directors Building Principals	June 2023	

Management Plan 2022 – 2023

Instruction




Objective: Establish instructional practices to ensure success for all learners.


Initiative Area and Goal:

Instructional accountability - Implement a shared and equitable accountability system that ensures consistency of instruction, assessment, and evaluation.

Task: Implement accountability system

Key Person: Office of Instruction

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Create and implement professional learning regarding K-12 template and what it means to have guaranteed and viable curriculum to K-12 staff	ASI Directors	September 30, 2022	
2. Complete analysis of alignment of K-12 Instructional Model/guidance to WICSD Teacher Rubric	ASI Directors Building principals	October 30, 2022	
3. Create guiding questions for post conference conversations aligned to Instructional Model, CRE rubric, and curriculum using WICSD Teacher Rubric for calibration	ASI Directors Building principals	January 2023	

4. K-12 Leadership will engage in calibration experiences to promote supervision consistency	ASI Directors Building principals	June 2023	
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Management Plan 2022 – 2023

Instruction




Objective: Establish instructional practices to ensure success for all learners.



Initiative Area and Goal:

Grading - Create and implement a consistent, meaningful and equitable standards-based grading system.

Task: Create an alignment of grading systems that integrates standards-based grading K-12
Provide training and implement grading system

Key Person: Office of Instruction

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Reinstate K-6 Report Card Committee to assess and rebuild report cards to reflect standards-based grading and alignment and make recommendations to shift K-6 report cards for the 2023-24 school year	ASI Directors of Instruction Director of Data, Assessment, and Interventions Building principals	June 2023	
2. Establish vision and multi-year plan for 7-12 Standards based grading	ASI Directors of Instruction Building Principals	September 2022 (on-going)	
3. Utilizing the STAGR roadmap, 5-12 departments will determine at which stage curriculum is at and identify immediate and next steps	ASI Directors of Instruction Building Principals	December 30, 2022	

<p>4. Provide training regarding learning target progression and funds of knowledge for 7-12 staff to build knowledge and understanding</p>	<p>ASI Directors of Instruction Building principals</p>	<p>November 2022</p>	
<p>5. Revisit common formative assessments 7-12 to determine alignment and effectiveness given new learning regarding standards-based grading</p>	<p>ASI Directors of Instruction</p>	<p>June 2023</p>	

Management Plan 2022 – 2023

Well Being of Self and Community




Objective: Create a welcoming and inclusive community where all members are valued and the wellness of each individual is at the forefront.

Initiative Area and Goal:

Communication - Enhance and clarify our communication systems for all members of the community to ensure accountability and equity for all stakeholders.

Task: Establish and communicate standards for grade levels regarding school – to – family communication

Key Person: Building Principals

Action Steps	Person Responsible	Due Date	
1. Assess current grade level communication practices to include items such as mode, frequency, and content.	Principals	December 1, 2022	
2. Gather feedback and input from students, families, and staff regarding mode, frequency, content, preferences, and effectiveness.	Principals	February 1, 2023	
3. Analyze data and best practices to determine common guidelines for effective communication standards.	Principals	June 1, 2023	

Management Plan 2022 – 2023

Well Being of Self and Community




Objective: Create a welcoming and inclusive community where all members are valued and the wellness of each individual is at the forefront.

Initiative Area and Goal:

Communication - Enhance and clarify our communication systems for all members of the community to ensure accountability and equity for all stakeholders.

Task: Enhance communication between school, home, and community using best practice protocols and multiple modes of communication

Key Person: Office of Public Information

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Assess current school, home, community communication practices	Director of Public Information/Building Principals/Directors	February 1, 2022	
2. Research best practice protocols and options for modes of communication	Director of Public Information	February 1, 2022	
3. Poll stakeholders to determine preferred mode and most effective mode, frequency, and style of communication	Director of Public Information	March 1, 2022	
4. Establish standards for effective communication between school, home and community	Director of Public Information	June 1, 2022	BY NOVEMBER 1, 2023

Management Plan 2022 – 2023

Well Being of Self and Community



Objective: Create a welcoming and inclusive community where all members are valued and the wellness of each individual is at the forefront.

Initiative Area and Goal:

Communication - Enhance and clarify our communication systems for all members of the community to ensure accountability and equity for all stakeholders.

Task: Develop district-wide practices to support family engagement with homework and academic progress

Key Person: Office of Instruction (Building Principals)

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Based on yearlong work towards standards-based grading through K-6 report card committee and 7-12 roadmap work, develop standard practices K-6, 7-12 and K-12 for homework and academic progress	ASI Directors Building Principals	June 2023	
2. Communicate standard practices to all K-12 staff and stakeholders	ASI Building Principals	Initial update in February 2023 Follow up update in May 2023	

Management Plan 2022 – 2023

Well Being of Self and Community



Objective: Create a welcoming and inclusive community where all members are valued and the wellness of each individual is at the forefront.

Initiative Area and Goal:

Communication - Enhance and clarify our communication systems for all members of the community to ensure accountability and equity for all stakeholders.

Task: Develop formal methods to schedule opportunities for stakeholders to give and receive communication

Key Person: Office of Public Information

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Assess current communication practices regarding scheduling	Director of Public Information	December 31, 2022	
2. Establish formal methods to schedule opportunities to give and receive communication and distribute to key people	Director of Public Information	May 1, 2022	

Management Plan 2022 – 2023

Well Being of Self and Community

Objective: Create a welcoming and inclusive community where all members are valued and the wellness of each individual is at the forefront.

Initiative Area and Goal:

Communication - Enhance and clarify our communication systems for all members of the community to ensure accountability and equity for all stakeholders.

Task: Create systems to incorporate student communication and feedback for transitions, goal setting, academics, opportunities, etc.

Key Person: Office of Instruction (Director of Student Services)

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Identify updated culture and climate survey for students	Student Services	November 2022	<i>CARRYOVER TO 2023-24</i>
2. Analyze results against survey from three years ago and current state	Student Services	March 2023	<i>CARRYOVER TO 2023-24</i>
3. Create measurable goals, tied to SEL curriculum roll out, for next three years	Student Services	May 2023	<i>CARRYOVER TO 2023-24</i>
4. Ensure regular surveys are in place and documented which enlist student feedback K-12 regarding student well-being	Student Services	June 2023	<i>CARRYOVER TO 2023-24</i>

Management Plan 2022 – 2023

Well Being of Self and Community


Objective: Create a welcoming and inclusive community where all members are valued and the wellness of each individual is at the forefront.


Initiative Area and Goal:

Health, Safety, and Wellness (behavior) - Ensure the physical, social, and emotional wellbeing of students, staff, and families.

Task: Develop and implement restorative building protocols aligned with the Code of Conduct

Key Person: Office of Student Services

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Assess current state	Student Services	October 31, 2022	
2. Provide professional development to leadership staff	Student Services	December 2023	
3. Provide professional development to all staff regarding how community practices lead to restorative discipline practices	Student Services Building principals	May 2023	
4. Identify outcomes and benchmarks, in relation to SEL curriculum roll out, across grade-level bands	Student Services Restorative Practices/SEL Committee	June 2023	CARRYOVER TO 2023-24
5. Clearly articulated and implemented restorative community practices and	Student Services Restorative Practices/SEL Committee	June 2023	CARRYOVER TO 2023-24

protocols that are consistent across grade level bands			
6. Begin to build K-12 restorative practices for discipline	Student Services Building Principals	June 2023	

Management Plan 2022 – 2023

Well Being of Self and Community





Objective: Create a welcoming and inclusive community where all members are valued and the wellness of each individual is at the forefront.

Initiative Area and Goal:

Health, Safety, and Wellness (behavior) - Ensure the physical, social, and emotional wellbeing of students, staff, and families.

Task: Analyze discipline respective to SES and demographics and address the inequities that may be found

Key Person: Office of Student Services

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Identify data points to consider	Student Services Director of Data, Assessment, and Intervention	October 31, 2022	
2. Identify benchmarks to monitor and provide feedback towards	Student Services Director of Data, Assessment, and Intervention	December 2022	
3. Explore potential data dashboard options to provide timely data regarding discipline	Student Services Director of Data, Assessment, and Intervention	May 2023	
4. Provide wonderings, feedback, and implications of discipline data regarding student demographics and potential inequities	Student Services	June 2023	

Management Plan 2022 – 2023

Well Being of Self and Community




Objective: Create a welcoming and inclusive community where all members are valued and the wellness of each individual is at the forefront.

Initiative Area and Goal:

Health, Safety, and Wellness (behavior) - Ensure the physical, social, and emotional wellbeing of students, staff, and families.

Task: Train staff in restorative practice, trauma, informed care, TCI (PD implementation)

Key Person: Office of Student Services

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Develop 3-year implementation plan and share with stakeholders	ASI Student Services	Development- September 2022 Share- October 2022	
2. Build common vision/definitions of restorative practices and SEL work	ASI Student Services	August Leadership Retreat September/October 2022 for all staff	
3. Pilot SEL curriculum and engage pilot teams in gathering feedback	ASI Student Services Building Principals	June 2023	
4. Train lead teachers and contact teachers in Community Building Circles	ASI Student Services	June 2023	
5. SEL committee review and make recommendations towards the IST/PST processes to include	ASI Student Services	June 2023	<i>CARRYOVER TO 2023-24</i>

behavioral expectations, problem solving and practices			
6. Restorative Practices District Level committee to research and develop aligned expectations for restorative discipline by grade level band	ASI Student Services	June 2023	<i>CARRYOVER TO 2023-24</i>

Management Plan 2022 – 2023

Well Being of Self and Community

Objective: Create a welcoming and inclusive community where all members are valued and the wellness of each individual is at the forefront.

Initiative Area and Goal:

Health, Safety, and Wellness (Staff Self-care) - Ensure the physical, social, and emotional wellbeing of students, staff, and families.

Task: Develop and implement a program to ensure staff have meaningful access to necessary resources for their well-being

Key Person: Office of Human Resources

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Establish a district wellness committee to determine and create opportunities for staff wellness/support	Office of Human Resources	June 30, 2023	CARRYOVER TO 2023-24
2. Establish building-based wellness teams to support staff social and emotional well-being	Office of Human Resources Building Principals	June 30, 2023	CARRYOVER TO 2023-24

Management Plan 2022 – 2023

Well Being of Self and Community


Objective: Create a welcoming and inclusive community where all members are valued and the wellness of each individual is at the forefront.

Initiative Area and Goal:

Health, Safety, and Wellness (SEL) - Ensure the physical, social, and emotional wellbeing of students, staff, and families.

Task: Access tiered SEL supports and implement best practices

Key Person: Office of Student Services

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Create School Based Plan goals under Well-being of Self and Community tied to the SEL pilot	Building Principals	August 2022	
2. Create a document to reflect current tiered SEL practices and supports	Student Services	June 2023	<i>CARRYOVER TO 2023-24</i>
3. Provide professional learning to enhance staff practice and implementation of tiered supports	Student Services	June 2023	<i>CARRYOVER TO 2023-24</i>
4. Communicate and disseminate plan of tiered supports to community and staff	Student Services	June 2023	<i>CARRYOVER TO 2023-24</i>

Management Plan 2022 – 2023

Well Being of Self and Community



Objective: Create a welcoming and inclusive community where all members are valued and the wellness of each individual is at the forefront.


Initiative Area and Goal:

Diversity, Equity, Inclusion and Access - Provide affirming, safe, and equitable environment that reflects, respects and embraces our diverse community.

Task: Align restorative practices across buildings to establish community (yr. 1) and safely address conflict (yr. 2-3)

Key Person: Office of Instruction/Office of Human Resources

Action Steps	Person Responsible	Due Date	Status as of July 19, 2023
1. Disseminate the 22-23 Code of Conduct to all	Assistant Superintendent for Human Resources Building Principals	September 2022	
2. Develop plan of resources that defines strategies used within a restorative practice model	ASI Student Services	August 2022	<i>CARRYOVER TO 2023-24</i>
3. Communicate three-year Restorative Practices plan to all staff	ASI Student Services	October 2022	
4. Provide professional learning on common definition and understanding of Restorative Practices and Discipline to all staff.	Student Services Building Principals	October 2022	

5. Leverage SEL Committee to determine professional learning needed for all staff in regards to behavioral problem solving through IST/PST.	Student Services SEL Committee	June 2023	CARRYOVER TO 2023-24
6. Pilot SEL Curriculum at every building and report findings for 2023-23 school year.	Student Services Building Principals	June 2023	
7. Leverage District Restorative Practices Team to determine grade level band specific guidance for Restorative Discipline.	Student Services	June 2023	CARRYOVER TO 2023-24