

2023-24 BCSD SUCCESS PLAN ACTION STEPS

Success Plan Goal #1 - IMPROVE STUDENT OUTCOMES IN READING AND WRITING

Success Measures:

- Improving trend (beginning in prior years) over baseline in grade 3-8 test scores
- Improving trend over baseline in STAR assessment scores
- Disaggregate where applicable by grade, building, demographic group, cohort, proficiency category and season

| Strategy #1: Establish plan for hiring a consultant to lead curriculum research and evaluation process | | |
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| Action(s) <i>The action steps required to accomplish the above goal (Hierarchy: Goal, Strategies, Objectives, Tactics)</i> | Responsible Party & Timeline <i>Person(s) responsible & deliverable date</i> | Process Measures & Status <i>Measurable evidence of actions below necessary to achieve the Success Measures</i> |
| Objective #1: Vet and determine an appropriate literacy expert to guide the literacy committee | Asst. Supt. for Curriculum Superintendent December 22, 2023 | Contract with hired literacy consultant DONE Worked with Dr. Molly Ness and Mr. Ben Powers from Haskins Global Literacy Hub, as the literacy experts who guided our literacy committee process and the selection of our new literacy curricula |
| Objective #2: Meet with literacy expert to develop a road map for literacy committee work and evaluation process of curriculum materials | Asst. Supt. for Curriculum Superintendent Literacy Consultant December 22, 2023 | Planned road map for literacy curriculum evaluation process for the remainder of 2023-24 school year DONE Literacy Committee Plan Overview 2023-2024 |
| Objective #3: Evaluate literacy curriculum, aligned to SOR, to determine the best match for BCSD for implementation in the 2024-25 school year | Asst. Supt. for Curriculum Literacy Consultant Literacy Committee June 30, 2024 | Completed evaluation process with recommended literacy curriculum implementation plan DONE <ul style="list-style-type: none"> • Literacy Committee Recommendation Presentation at May 8, 2024 BOE Meeting • Dr. Molly Ness' Letter to BOE with support |

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| | | <p>of recommendation</p> <ul style="list-style-type: none"> • BOE Literacy Resolution to adopt new literacy curriculum aligned to Science of Reading |
| <p>Objective #4: Evaluate bilingual literacy curriculum, aligned to SOR, that can serve a dual language bilingual education program at MKES</p> | <p>Asst. Supt. for Curriculum Literacy Consultant Literacy Committee June 30, 2024</p> | <p>Completed evaluation process with recommended bilingual literacy curriculum implementation plan DONE</p> <ul style="list-style-type: none"> • Literacy Committee Recommendation Presentation at May 8, 2024 BOE Meeting |
| <p>Objective #5: Determine onboarding process and professional development needs for new curriculum materials</p> | <p>Asst. Supt. for Curriculum Literacy Consultant Literacy Committee June 30, 2024</p> | <p>Professional development onboarding plan for new curriculum materials DONE BCSD Literacy 5-Year Implementation Timeline</p> |
| <p>Objective #6: Ensure clear scope & sequence for curriculum materials aligned to the Big 5 components of literacy and Scarborough's Reading Rope to provide consistency of instruction in both reading and writing</p> | <p>Asst. Supt. for Curriculum Literacy Consultant Literacy Committee June 30, 2024</p> | <p>Literacy curriculum scope and sequence and completed literacy handbook with consistent and coherent guidelines and common language To be completed during July-August 2024</p> |

| <p>Strategy #2: Implement Professional Development Plan aligned to science of reading</p> | | |
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| <p>Action(s) <i>The action steps required to accomplish the above goal (Hierarchy: Goal, Strategies, Objectives, Tactics)</i></p> | <p>Responsible Party & Timeline <i>Person(s) responsible & deliverable date</i></p> | <p>Process Measures & Status <i>Measurable evidence of actions below necessary to achieve the Success Measures</i></p> |
| <p>Objective #1: Develop an expedited plan for implementing LETRS training for teachers and administrators</p> | <p>Assistant Supt. for Curriculum Building Principals December 1, 2023</p> | <p>Contract for LETRS training for 2023-24 school year LETRS Cohorts (Volume 1 & 2) planned for 2024-2025 school year DONE</p> |
| <p>Objective #2: Develop a professional development action plan to implement over the next 3-5 years aligned to SOR.</p> | <p>Assistant Supt. for Curriculum Literacy Consultant February 15, 2024</p> | <p>BCSD Literacy 5-Year Implementation Timeline Literacy Professional Development</p> |

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| | | Plan Summary DONE |
| Objective #3: Develop building-based PD and teacher focused goals aligned to SOR during 2023-24 school year (Supt. Conference Days, Admin-assigned PD, etc.) | Assistant Supt. for Curriculum Building Principals Literacy Consultant December 1, 2023 | Admin-assigned PD hours incorporated into literacy professional development plan Literacy Professional Development Plan Summary DONE |
| Objective #4: Determine long-term PD plan related to onboarding program-specific PD, job-embedded PD, and topic-specific PD | Assistant Supt. for Curriculum Building Principals Literacy Consultant June 22, 2024 | Literacy Professional Development Plan BCSD Literacy 5-Year Implementation Timeline Literacy Professional Development Plan Summary DONE |
| Objective #5: Determine budgetary implication for any additional PD supports (literacy coach) for the 2024-25 school year | Assistant Supt. for Curriculum Superintendent March 13, 2024 | Literacy recommendations within the Superintendent budget proposal 2024-25 Superintendent's Proposed Budget Presentation , May 20, 2024 Board of Education Meeting DONE |

| Strategy #3: Develop a set of clear expectations and common language, aligned to science of reading, to guide instruction | | |
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| Action(s) <i>The action steps required to accomplish the above goal (Hierarchy: Goal, Strategies, Objectives, Tactics)</i> | Responsible Party & Timeline <i>Person(s) responsible & deliverable date</i> | Process Measures & Status <i>Measurable evidence of actions below necessary to achieve the Success Measures</i> |
| Objective #1: Develop a District-wide Literacy handbook that outlines common language and shared expectations around literacy instruction across the grades. | Assistant Supt. for Curriculum Literacy Consultant Literacy Committee February 1, 2024 | DRAFT Literacy Handbook completed with consultation from Haskins Global Literacy Hub FINAL handbook to be disseminated at the end of August 2024 |

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| | | IN PROCESS |
| Objective #2: Develop K-5 consistent practices around instructional strategies that are aligned to SOR (sound wall, heart words, read aloud, knowledge building, etc.) | Assistant Supt. for Curriculum Literacy Consultant Literacy Committee June 30, 2024 | BCSD Literacy 5-Year Implementation Timeline outlines the 5-year plan for shifts in instructional practices DONE |
| Objective #3: Develop a plan for grades 6-12 consistent practices around instructional strategies that are aligned to SOR | Assistant Supt. for Curriculum Literacy Consultant FLMS/FLHS Admin Teams June 30, 2024 | FLMS 2023-24 Literacy Action plan included school-wide implementation of explicit vocabulary instruction DONE FLMS to continue Literacy Action plan with focus on instructional shifts aligned to reading research ONGOING |

| Strategy #4: Develop clearly outlined literacy assessment, intervention and communication plan | | |
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| Action(s) <i>The action steps required to accomplish the above goal (Hierarchy: Goal, Strategies, Objectives, Tactics)</i> | Responsible Party & Timeline <i>Person(s) responsible & deliverable date</i> | Process Measures & Status <i>Measurable evidence of actions below necessary to achieve the Success Measures</i> |
| Objective #1: Analyze current assessment schedule to determine any adjustments needed to ensure clear determine of students' learning needs | Assistant Supt. for Curriculum Literacy Consultant Literacy Committee June 30, 2024 | Updated assessment schedule for 2024-25 will be aligned with the new core curriculum and outlined in a new assessment schedule to be shared with teachers in August 2024. IN PROCESS |
| Objective #2: Provide parents with STAR screening assessment results 3x per year, with information that helps parents understand how to interpret these assessment results | Assistant Supt. for Curriculum K-8 Building Principals Technology Department December 11, 2023 | Released STAR reports to parents via Parent Square DONE |
| Objective #3: Prepare to revise K-5 report card indicators to ensure alignment to the Science of Reading and any new curriculum materials for the | Assistant Supt. for Curriculum Literacy Consultant Literacy Committee | Revised K-5 report cards IN PROCESS |

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| 2024-25 school year | June 30, 2024 | |
| Objective #4: Analyze all literacy assessment data throughout the school year to track progress, determine student intervention, and make adjustments to curriculum and instruction | Assistant Supt. for Curriculum K-8 Building Principals Building-level RTI Teams December 1, 2023 March 1, 2024 June 30, 2024 | Assessment data analysis ONGOING |

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| Strategy <i>To expand research-based literacy practices along our special education continuum: Ensure alignment of elementary core literacy curriculum with Special Education interventions</i> | | |
| Action(s) <i>The action steps required to accomplish the above goal (Hierarchy: Goal, Strategies, Objectives, Tactics)</i> | Responsible Party & Timeline <i>Person(s) responsible & deliverable date</i> | Process Measures & Status <i>Measurable evidence of actions below necessary to achieve the Success Measures</i> |
| Participate in district Literacy Committee | Director of Special Education, Assistant Director of Special Education June 30, 2024 | ONGOING |
| Review new core curriculum program and align sped reading interventions with the curriculum | Director of Special Education, Assistant Director of Special Education Elementary Coordinator June 30, 2024 | Literacy curriculum scope and sequence and completed literacy handbook with consistent and coherent guidelines and common language ONGOING |
| Strategy <i>To expand research-based literacy practices along our special education continuum: Assess professional development (PD) needs K-12 in science of reading (SOR) and plan opportunities</i> | | |
| Action(s) <i>The action steps required to accomplish the above goal (Hierarchy: Goal, Strategies, Objectives, Tactics)</i> | Responsible Party & Timeline <i>Person(s) responsible & deliverable date</i> | Process Measures & Status <i>Measurable evidence of actions below necessary to achieve the Success Measures</i> |
| Gather information/survey of current training received by SPED teachers | Director of Special Education November 2023 | List of Special Education teachers and their current training Completed |
| Plan 24-25 PD for K-5 teachers | Assistant Director of Special Education | Literacy Professional Development |

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| | Elementary Coordinator February 15, 2024 | Plan Completed |
| Plan 24-25 SOR professional development for 6-12 teachers | Director of Special Education Secondary Coordinator February 15, 2024 | Literacy Professional Development Plan Completed |
| Plan and provide initial SOR PD for secondary teachers | Director of Special Education Secondary Coordinator April 23, 2024 | Superintendent Conference Days Agenda and ongoing training plan Completed |
| Plan and provide reading evaluation and analysis for 6-12 teachers | Director of Special Education Secondary Coordinator June 30, 2024 | Assessment data analysis Completed |
| Strategy <i>To expand research-based literacy practices along our special education continuum: Align Special Class 8:1:3 Literacy curriculum across K-12</i> | | |
| Action(s) <i>The action steps required to accomplish the above goal (Hierarchy: Goal, Strategies, Objectives, Tactics)</i> | Responsible Party & Timeline <i>Person(s) responsible & deliverable date</i> | Process Measures & Status <i>Measurable evidence of actions below necessary to achieve the Success Measures</i> |
| Create a study group to explore the Comprehensive Literacy for All (Erickson & Koppenhaver) approach to instructing students to read and write incorporating AAC | Special Class Coordinator, AT Coordinator, 8:1:3 Special Class teachers, OTs, and SLPs September 2023-February 2024 | Study Group Agenda Completed |
| Budget for curriculum materials for all 8:1:3 classes | Special Class Coordinator, AT Coordinator, 8:1:3 Special Class teachers, OTs, and SLPs March 13, 2024 | Recommendations within Superintendent Budget Proposal Completed |
| Pilot Comprehensive Literacy for All in all 8:1:3 classrooms | 8:1:3 Special Class Teachers OTs and SLPs September 2024 | Comprehensive Literacy for All Pilot Plan outline Completed |
| Review literacy data from the pilot to determine effectiveness | Director of Special Education Special Class Coordinator February 2025 | Assessment data analysis Scheduled for February 2025 completion |