

School Action Plan Summary 2024 - 2025

Heards Ferry ES

Prepared by Cooke, Karen P

Approved by Bates, Alexandra on 2024-10-30

Programs:

International Baccalaureate

Pre-K

Strategic Plan Goals	Strategic Plan Metrics	High-Level Actions	Progress Monitoring Metrics
Enhance performance for all students.	Reading At or Above Grade Level	1. Provide weekly PLC time and analysis protocols that guide data driven instruction, enrichment, and remediation. 2. Implement an action plan to ensure rigorous instruction continues in homeroom classes after TAG students leave for the day.	1. At each grade level K-5, ELA End-of-Unit assessments will be reviewed and analyzed through PLCs. Teachers will monitor their students' progress throughout the year. Data will be collected to record the number of students performing at the mastery or higher level on each end-of-unit assessment. 2. Grade level results will be recorded and reviewed during admin. Meetings.
Prioritize safety and operational efficiency.	Office Referrals	1. Use the ARS system to monitor and target repeat offenders and areas where the incidents are taking place. 2. Counselor will work with students committing major infractions in a small group setting.	1. The Tier 1 PBIS Team will monitor monthly behavior data to look for trends in specific problem behaviors and/or frequency in the location of behaviors to determine the need for reteaching of PBIS lessons. 2. The Assistant Principal and Counselor will meet weekly to review the PBIS referral report and determine students who may require additional one on one or small group support.
Ensure impactful programming.	Special Education Proficiency Reading	1. The IST will work with District SEC support to create trainings(s) on the Co-Teaching Model to both GenEd and SEC personnel addressing how to provide SDI to the SEC students. 2. Co-teaching pairs will be provided weekly planning time in order to ensure SDI instruction is included in the lesson plans	1. Grade-level equivalency on i-Ready Reading diagnostics 2. ELA End-of-Unit assessments



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Strengthen work force engagement.	Employee Satisfaction	1. Implement an employee recognition program	1. PBIS Team will create a peer to peer recognition plan 2. Shout-outs will be given at faculty meetings 3. Admin team will provide recognition of staff members exemplifying the FCS values
Utilize fiscal resources effectively.	Charter Dollar Expenditures	1. Monitor charter dollar expenditures, and report to School Governance Council monthly status	Charter Fund spending will be decided upon through SGC discussion and voting. Costs will be recorded in meeting minutes and submitted through MS Forms as required by School Governance.
Deepen community connections.	Parent/Guardian Satisfaction	1. Improve school – home communication by providing families with bi-monthly newsletters from the principal	1. The newsletter dates have been shared with the community through the first school newsletter, as well as through communications from the Eagle Alliance (PTO). 2. The analytics of the bi-monthly newsletter are available through Smore (reach, engagement, etc.).