

# 2025-2026 Action Plan

Sterling High School

Tannisha Gentry

# School Action Plan – Needs Assessment

District philosophy and guiding framework:

**Core Beliefs**

**Vision**

**Theory of Action**

## Needs related to student achievement data

English I achievement has lagged behind English II and is the lowest projected. SPED achievement, particularly in terms of meeting standards across all content areas. Additionally, long-term EB students are not exiting the program.

## Needs related to improving the quality of instruction

IRT scores have shown improvement, but they have not yet reached the desired targets of Proficient II or Exemplary. This indicates that while progress is being made, there is still work to be done to achieve higher levels of proficiency.

Additionally, the Professional Learning Community (PLC) requires further refinement. To maximize its effectiveness, it should be informed by comprehensive data analysis. This will help identify specific areas for improvement and guide targeted strategies to enhance overall performance.

## System evaluation (philosophy, processes, implementation, capacity)

Parameters and metrics established by the District

Key Actions

1. Enhance Achievement in ELA, Algebra, and Biology: Focus on improving student performance in these critical subjects through targeted interventions, differentiated instruction, and continuous assessment to identify and address learning gaps.
2. Deliver High-Quality Instruction Every Day: Ensure that every classroom provides engaging, rigorous, and standards-based instruction. Utilize best teaching practices, ongoing professional development, and instructional coaching to maintain high-quality teaching.
3. Provide Specialized Support for EB and SPED Students: Implement tailored strategies and resources to support English Learners (EB) and Special Education (SPED) students. This includes individualized learning plans, additional tutoring, and inclusive classroom practices to boost their achievement.
4. Improve Attendance and Graduation Rates: Develop initiatives to increase student attendance and reduce dropout rates. This can involve monitoring attendance closely, offering incentives for regular attendance, and providing support systems to help students stay on track for graduation.

## School Action Plan Template

	<b>Key Action</b> <i>(Briefly state the specific goal or objective.)</i>
	Improve English I & II EOC scores and writing on Extended Constructed Responses
	Indicators of success <i>(Measurable results that describe success.)</i>
	<ul style="list-style-type: none"> <li>● <b>By May 2026, English I students will score 6 points or higher on their district ECR.</b></li> <li>● <b>By May 2026, English II students will score 6 points or higher on their district ECR.</b></li> <li>● <b>By May 2026, English I &amp; English II students will increase in Meets to 43% from 37% in 2025.</b></li> </ul>
<b>KEY ACTION ONE</b>	Specific actions – school leaders <i>(What specific action steps will the building leaders take to accomplish the objective?)</i>

**Provide Training:**

- Offer ongoing professional development for teachers focused on effective instructional strategies, differentiated instruction, and intervention techniques.

**Collaborative Planning:**

- Facilitate regular PLC meetings where teachers can share best practices and collaboratively plan lessons of writing samples for SCR.

**Data Driven Instruction:**

- Encourage teachers to utilize student performance data—such as DOLs, BOY, MOY, and unit assessments—to inform instructional decisions and differentiate instruction to meet the diverse needs of all learners

Specific actions – staff *(What specific action steps will the staff take to accomplish the objective?)*

**Engage Students:**

- Plan lessons that are interactive and engaging to keep students motivated and involved.
- Relate content to real-world scenarios to make learning more relevant.

**Implement Best Teaching Practices:**

- Tailor instruction to meet the diverse needs of students, using various teaching strategies and materials.

**Key Action One: Staff Development**

Who: Instructional Leaders and All Teachers

What: Provide ongoing professional development focused on evidence-based reading and writing strategies, with an emphasis on EOC-aligned instruction, data-driven planning, and targeted support for improving student performance on Extended Constructed Responses.

When: PLC's, Faculty Meetings, and District Professional Development

Where: Sterling High School and Other Locations per District requirements

**Key Action One: Budget**

Proposed item	Description	Amount
Staff development		
Materials/resources		
Purchased services		
Other		
Other		
TOTAL		

Funding sources:

<b>KEY ACTION TWO</b>	<b>Key Action</b> <i>(Briefly state the specific goal or objective.)</i>
	Ensure every classroom delivers engaging, rigorous, standards-based instruction through best practices, ongoing training, and instructional coaching.
	Indicators of success <i>(Measurable results that describe success.)</i>
	<ul style="list-style-type: none"> <li>● <b>Ensure by December of 2025, 40% teachers will have a SPOT score of 9.</b></li> <li>● <b>In Domain II (Engage and Deliver), 40% of teachers will have a 3-4 by December of 2025.</b></li> <li>● <b>By May 2026, 80% of teachers will score 11 or higher ratings based on the SPOT observation form.</b></li> </ul>
	Specific actions – school leaders <i>(What specific action steps will the building leaders take to accomplish the objective?)</i>
	<ul style="list-style-type: none"> <li>● <b>Monitor instructional implementation through regular classroom walkthroughs, SPOT observations, and formal evaluations to provide timely, actionable feedback to teachers.</b></li> <li>● <b>Encourage teachers to utilize student performance data—such as DOLs, BOY, MOY, and unit assessments—to inform instructional decisions and differentiate instruction to meet the diverse needs of all learners.</b></li> <li>● <b>Provide targeted professional development on effectively analyzing and utilizing student data to drive instructional improvement and enhance student outcomes.</b></li> </ul>
Specific actions – staff <i>(What specific action steps will the staff take to accomplish the objective?)</i>	

### **Student Engagement**

- **Design lessons that are interactive and engaging to keep students motivated and involved.**
- **Real-World Connections: Relate content to real-world scenarios to make learning more relevant and interesting.**

### **Implement Best Teaching Practices:**

- **Tailor instruction to meet the diverse needs of students, using various teaching strategies and materials.**

### **Continuous Assessment:**

- **Provide timely and constructive feedback to help students understand their progress and areas for improvement.**

## **Key Action Two: Staff Development**

Who: Instructional Leaders

What: SPOT Form and Coaching and Feedback Forms

When: SPOT Observations throughout school year

Where: Sterling High School

## **Key Action Two: Budget**

Proposed item	Description	Amount
Staff development		
Materials/resources		
Purchased services		
Other		
Other		
TOTAL		
Funding sources:		

<b>KEY ACTION THREE</b>	<b>Key Action</b> <i>(Briefly state the specific goal or objective.)</i>
	Provide targeted support for EB and SPED students through individualized plans, tutoring, and inclusive practices to improve achievement.
	<i>Indicators of success (Measurable results that describe success.)</i>
	<ul style="list-style-type: none"> <li>● <b>By May 2026, 60% of teachers will have an average score between 9-10 ratings on the SPOT observation form.</b></li> <li>● <b>EB students will use Summit k-12 one hour a week from October to February.</b></li> <li>● <b>20% OF SPED students will pass the STAAR Interim by December 2025.</b></li> </ul>
	<i>Specific actions – school leaders (What specific action steps will the building leaders take to accomplish the objective?)</i>
	<ul style="list-style-type: none"> <li>● <b>Work with teachers to create and implement individualized learning plans (ILPs) for EB SPED students, ensuring they address each student's unique needs and goals.</b></li> <li>● <b>Encourage teachers to use inclusive teaching strategies that accommodate diverse learning needs, such as cooperative learning, peer tutoring, and differentiated instruction.</b></li> <li>● <b>Regularly analyze student performance data to identify areas of need and track the effectiveness of interventions for both SPED and EB.</b></li> <li>● <b>Use data from Summit k-12 to inform and adjust instructional strategies, ensuring they are meeting the needs of EB students.</b></li> </ul>
	<i>Specific actions – staff (What specific action steps will the staff take to accomplish the objective?)</i>
	<ul style="list-style-type: none"> <li>● <b>Apply differentiated instruction techniques to accommodate diverse learning styles and needs.</b></li> <li>● <b>Design lessons that are interactive and engaging to keep EB and SPED students motivated and involved.</b></li> <li>● <b>Provide timely and constructive feedback to help EB and SPED students understand their progress and areas for improvement.</b></li> <li>● <b>Participate in professional development focused on strategies for supporting EB and SPED students.</b></li> <li>● <b>Engage in PLC meetings to share best practices and collaborate on effective instructional strategies.</b></li> </ul>

### Key Action Three: Staff Development

Who: Instructional Leaders, SPED Department Chair, SPED Teachers

What:

- Provide targeted training on differentiated instruction to equip teachers with strategies that address diverse academic, linguistic, and learning needs in inclusive classrooms.
- Facilitate workshops on language acquisition strategies and sheltered instruction to support EB students across content areas.
- Offer PD on IEP and 504 compliance and implementation, emphasizing how to integrate accommodations and modifications into daily instruction.

When: ARDS, PLC's, Faculty Meetings

Where: Sterling High School

### Key Action Three: Budget

Proposed item	Description	Amount
Staff development		
Materials/resources		
Purchased services		
Other		
Other		
<b>TOTAL</b>		

Funding sources: