Math Goal - Required

Smart Goal:
By May 2026, Constitution 3-6 grade students scoring proficient in MATH will increase from 25% to 35% as measured by MATH State Assessments (AASA).
By May 2026, 50% of students in grades 1-5 will meet expected growth as evidenced by the End of Year iReady Math Diagnostic assessment.
By May 2026, 50% of students in grades 6 will meet expected growth as evidenced by the NWEA Math End of Year assessment.
By May 2026, Constitution 3-6 grade Special Education students will decrease the achievement gap in MATH from 30% to 28% as measured by MATH State Assessments (AASA).

Action Step with Identified Need	Related Focal Point #	Timeline	Person(s) Responsible and Title
1. Hire HQ Academic Interventionist to provide Academic math interventions in grades K-6.	6. Interventions	July 2025 - June 2026	Administration
2. Provide professional development to implement Tier II & III interventions to fill foundational gaps.	5. Instructional Practices	July 2025 - June 2026	Principal Dean Michele Phipps, Instructional Coach GayLynne Hartley, Math - Acadmeic Interventionist
3. Provide training in intervention programs (Do the Math & Math 180) for classroom teachers to provide interventions during scheduled RTI time.	6. Interventions	July 2025 - June 2026	Principal Dean Michele Phipps, Instructional Coach GayLynne Hartley, Math - Acadmeic Interventionist
4. Provide math PD to teachers through individualized and grade-level coaching models to increase Tier I and Tier II effective instructional practices to include scaffolding and differentiation	5. Instructional Practices	July 2025 - June 2026	Principal Dean Michele Phipps, Instructional Coach GayLynne Hartley, Math - Acadmeic Interventionist
5. Provide PD to math teachers to plan and provide Kagan engagement strategies.	5. Instructional Practices	July 2025 - June 2026	Principal Dean Michele Phipps, Instructional Coach GayLynne Hartley, Math - Acadmeic Interventionist
6. Schedule Data Meeting every 4 weeks with RTI- A, Administration, Counselor, and Teachers to Review Data and Make Student - Centered Decisions on sub-groups to Improve Math Proficiency (SITE team meetings).	2. Structures & Systems	July 2025 - June 2026	Principal Dean Michele Phipps, Instructional Coach GayLynne Hartley, Math - Acadmeic Interventionist
7. Employ RTI-B Coach to support school-wide prevention of behaviors to maximize instructional time.	2. Structures & Systems	July 2025 - June 2026	Principal Dean Michele Phipps, Academic Coach GayLynne Hartley, Math Interventionist TBD, RTI-B Coach
8. Employ RTI-B Techs to support school-wide prevention of behaviors to maximize instructional time.	2. Structures & Systems	July 2025 - June 2026	Principal Dean Michele Phipps, Instructional Coach GayLynne Hartley, Math - Acadmeic Interventionist
9. Provide professional release time for teachers to participate in professional learning communities to analyze data and plan instruction	4. Assessments	July 2025 - June 2026	Principal Dean

10. Create a Master schedule to maximize collaboration between all teaching staff to unwrap standards with guidance from the instructional coach, District PLC coaches, math interventionist, and administrators to increase understanding of learning targets and identify sub-groups through data analysis and planning for implementation of best practices to improve engagement and differentiated instruction.	5. Instructional Practices	July 2025 - June 2026	Principal Dean Michele Phipps, Instructional Coach GayLynne Hartley, Math - Acadmeic Interventionist
11. Provide release time for teachers to attend District trainings to support the implementation of the new curriculum resources	5. Instructional Practices	July 2025 - June 2026	Principal Dean Michele Phipps, Academic Coach GayLynne Hartley, Math Interventionist
12. Provide release time for teachers to attend multi-school collaborative teams to strengthen Tier I instruction.	5. Instructional Practices	July 2025 - June 2026	Principal Dean Michele Phipps, Instructional Coach GayLynne Hartley, Math - Acadmeic Interventionist
13. Schedule Monthly Guiding Coalition Meetings to Review Data, Make Student - Centered Decisions, Provide Tier I Bite-Size Coaching, Celebrations, and Relationship Building Strategies.	2. Structures & Systems	July 2025 - June 2026	Principal Dean Michele Phipps, Instructional Coach GayLynne Hartley, Math - Acadmeic Interventionist
14. Provide materials for Tier II & III interventions for small group instr	Instructional Resources	July 2025 - June 2026	Principal Dean Michele Phipps, Instructional Coach GayLynne Hartley, Math - Acadmeic Interventionist
15. Provide tutoring opportunities before and after school for struggling students	6. Interventions	July 2025 - June 2026	Principal Dean Michele Phipps, Instructional Coach GayLynne Hartley, Math - Acadmeic Interventionist
16. Staff will engage families and the community in family nights that directly support student learning	7. Enrichment	July 2025 - June 2026	Principal Dean Michele Phipps, Instructional Coach GayLynne Hartley, Math - Acadmeic Interventionist
17. Purchase professional research-based books to continue professional learning of best practice.	Instructional Resources	July 2025 - June 2026	Principal Dean
	5. Instructional Practices	June 2026	Principal Dean

ELA Goal - Required

Smart Goal:

By May 2026, Constitution Elementary 3-6th grade students scoring proficient in ELA will increase by 10% from 33 % to 43% as measured by the State Assessment (AASA).

By May 2026, students in grades K-3 will increase the percentage of students At Benchmark or Above Benchmark based on EOY Composite Scores from 53% to 60%.

By May 2026, 50% of students in grades 1-6 will meet expected growth as evidenced by the NWEA ELA End of Year assessment.

Action Step with Identified Need	Related Focal Point #	Timeline	Person(s) Responsible and Title
1. Schedule Monthly Meetings with RTI - A, SIT, Admnistration to Review Data and Make Student - Centered Decisions to Improve ELA Proficiency (SIT)	2. Structures & Systems	July 2025 - June 2026	Principal SIT Team

2. Schedule Meetings Every 4 weeks with RTI- A, Administration, Counselor, and Teachers to Review Data and Make Student - Centered Decisions on sub-groups to Improve ELA Proficiency.	3. Learning Targets	July 2025 - June 2026	Principal
3. Create a Master Schedule to provide Tier I and Tier II Small Group Instruction to differentiate and scaffold instruction for all students	2. Structures & Systems	July 2025 - June 2026	Principal Dean
4. Provide professional development and coaching support to support teachers with planning and implementing effective Tier 1 instruction	5. Instructional Practices	July 2025 - June 2026	Principal Dean Michele Phipps, Instructional Coach
5. Employ reading interventionists to progress monitor, analyze data and collaborate with teachers to develop instructional plans for Tier II and III instruction	6. Interventions	July 2025 - June 2026	Principal Dean
6. Provide professional development to all ELA teachers to implement high-impact strategies in Tiers I and II including writing strategies	5. Instructional Practices	July 2025 - June 2026	Principal Dean
7. Retain RTI-B Coach to support school-wide prevention of behaviors to maximize instructional time	6. Interventions	July 2025 - June 2026	Principal TBD, RTI-B Coach
8. Create a Master schedule to maximize collaboration between all teaching staff to target sub-groups through data analysis and planning for implementation of best practices to improve engagement and differentiated instruction. PLC process.	5. Instructional Practices	July 2025 - June 2026	Principal Dean
9. Provide after school tutoring for struggling students	6. Interventions	July 2025 - June 2026	Principal Dean
10. Provide professional release time for teachers to participate in professional learning communities to analyze data, plan, and create formative assessments	5. Instructional Practices	July 2025 - June 2026	Principal Dean
11. Provide summer professional development and support with data analysis and collaborative planning for certified staff and Principa lin order identify and address areas of strength and growth.	5. Instructional Practices	July 2025 - June 2026	Principal Dean
12. Staff will engage families and the community in family nights that directly support student learning	7. Enrichment	July 2025 - June 2026	Principal Dean Michele Phipps, Instructional Coach GayLynne Hartley, Math - Acadmeic Interventionist
13. Purchase professional research-based books to continue professional learning of best practice.	Instructional Resources	July 2025 - June 2026	Principal Dean
14. Purchase ELA resources to support Tier II and III instruction/intervention.	Instructional Resources	July 2025 - June 2026	Principal Dean
15. Schedule release time to participate in Professional development to include mutli-school collaborative teams, district professional development, learning walks, and PLC planning.	5. Instructional Practices	July 2025 - June 2026	Principal Dean
	5. Instructional Practices	June 2026	Principal Dean

Family Engagement Goal

Smart Goal: By May 2026 Constitution will increase parent and volunteers participation as evidenced by parent sign-in sheets.

Action Step with Identified Need	Related Focal Point #	Timeline	Person(s) Responsible and Title
1. Purchase monthly newsletter SMORE subscription.	1. Mission & Vision	July 2025 - June 2026	Principal Dean

2 Quarterly Family Curriculum Nights	1. Mission & Vision	July 2025 - June 2026	Principal Dean All CE Staff
3 Quarterly Parent Curriculum Academies (Behavior)	1. Mission & Vision	July 2025 - June 2026	Principal Dean CE Staff
4 PTO Meetings & Events	1. Mission & Vision	July 2025 - June 2026	Principal Dean
7. Work with familes on support transitions (Bridging) from Preschool to Kindergarten, 6th grade to Middle School.	2. Structures & Systems	July 2025 - June 2026	Principal Dean
8. Continue to host Kinder Roundup.	2. Structures & Systems	July 2025 - June 2026	Principal Dean
9. Continue Meet the Teacher Night	1. Mission & Vision	July 2025 - June 2026	Principal Dean
10. Increase attendance through parent-teacher conferences and family outreach during various family nights throughout the year.	1. Mission & Vision	July 2025 - June 2026	Principal Dean

Cutlure/Climate Goal

Smart Goal: By May 2026, Constitution 3-5 grade students will increase favorable responses from 75% to 77% when asked about school climate and culture as evidenced by Panorama Survey results.
Smart Goal: By May 2026, Constitution 6th grade students will increase favorable responses from 66% to 68% when asked about school climate and culture as evidenced by Panorama Survey results.
Smart Goal: By May 2026, Constitution 3-5 grade students will increase favorable responses from 80% to 82% when asked about sense of belonging as evidenced by Panorama Survey results.
Smart Goal: By May 2026, Constitution 6th grade students will increase favorable responses from 64% to 66% when asked about sense of belonging as evidenced by Panorama Survey results. "

Action Step with Identified Need	Related Focal Point #	Timeline	Person(s) Responsible and Title
1. Provide professional development in Boys Town Curriculum for all students PreK-6	5. Instructional Practices	July 2025 - June 2026	Principal Dean MTSS-B Coordinator
2. Retain MTSS B Intervention Coordinator and Para staffing to provide behavioral interventions.	6. Interventions	July 2025 - June 2026	Principal Dean MTSS-B Coordinator
3. Communicate with families to promote engagement and support through multiple venues- electronically, flyers, signage.	1. Mission & Vision	July 2025 - June 2026	Principal Dean
4. Provide professional development for PreK-6 staff in Tier II and III interventions using Behavior Solutions and other best-practices.	1. Mission & Vision	July 2025 - June 2026	Principal Dean MTSS-B Coordinator
5. EL Professional development to support best practices.	5. Instructional Practices	July 2025 - June 2026	Principal Dean EL Team
6. Purchase materials for parents/families to support learning for families.	Instructional Resources	July 2025 - June 2026	Principal Dean

7. Provide professional development to build relationships and increase sense of belonging for all students.	1. Mission & Vision	July 2025 - June 2026	Principal Dean Michael Gillmore, RTI-B
8. MTSS-B Tier I and II Teams will meet monthly to review data and determine Precise problem statement for the month to increase both behavior, attendance, and sense of belonging.	1. Mission & Vision	July 2025 - June 2026	Principal Dean MTSS-B Intervention Coordinator RTI-B Team
9. MTSS-B team will purchase incentives to support S.O.A.R.	1. Mission & Vision	July 2025 - June 2026	Principal Dean MTSS-B Intervention Coordinator RTI-B Team
10. Facilitate Monthly S.O.A.R. assemblies to connect school, parents, and community to maintain a strong sense of community and belonging.	1. Mission & Vision	July 2025 - June 2026	Principal Dean MTSS-B Intervention Coordinator RTI-B Team