

Action Plan - Monitoring Process

Key Code	Objectives	Indicator Type	Assigned to	Target date	Tasks	% Tasks Completed	Objective Status
ID10	The school's Leadership Team will regularly look at school performance data and aggregated classroom observation data and use that data to make decisions about school improvement and professional development needs. (1021) Title I Expectations: Conduct a comprehensive needs assessment - Creating the School Profile.	SS,SW		02/28/2012	4	100%	Objective Met - 01/27/2012

Tasks

Task ID	Task Description	Comments	Assigned to	Completed
1	Following grade level team discussion of MAP, AIMSweb, and classroom data, the BLT will review the grade level team summaries to determine professional development needs or supports needed by individual grade level teams.	During BLT meetings, grade level representatives have shared with the BLT the needs/supports of their respective grade level. The consensus among grade levels has shown a desire to expand their knowledge on using technology. The teachers want to create a bridge from the technology we already have to the latest technology in order to maximize the potential of current/future technologies. Therefore, two fifth grade teachers are attending the ISTE conference in June regarding teaching and technology and will share this knowledge with staff. Although the utilization of Common Core standards is not mandated until 2014, the grade level teams at Glen Flora have implemented the Common Core standards into their lesson plans and assessments. Each grade level team expresses their desire to further their knowledge in Common Core and receive more professional development on it.	Kathy Szempruch	05/31/2011
2	Following each MAP assessment and each AIMSWEB assessment, the BLT will review this data to review student performance results and check for academic growth.	The BLT reviewed the growth from Fall to Winter in both AIMSweb and MAP. Using both District and National Norms, each grade level improved on both assessments. On the MAP, first grade grew 9.0 points in Reading and 10.0 points in Math. The District Average growth for 1st grade was 8.6 in Reading and 10 in Math. On the MAP, 2nd grade grew 9.7 points in Reading and 9.8 points in Math. The District Average growth for 2nd grade was 8.3 in Reading and 6.7 in	Amanda Patti	02/15/2011

		<p>Math. On the MAP, 3rd grade grew 5.5 points in Reading and 5.1 points in Math. The District Average growth for 3rd grade was 5.2 in Reading and 5.4 in Math. On the MAP, 4th grade grew 4.8 points in Reading and 6.3 points in Math. The District Average growth for 4th grade was 4.0 in Reading and 4.0 in Math. On the MAP, 5th grade grew 3.7 points in Reading and 5.5 points in Math. The District Average growth for 5th grade was 3.2 in Reading and 4.4 in Math. The BLT will compare the growth from Winter to Spring once testing to complete. On AIMSweb, the growth from Fall to Winter for each grade level was: Kindergarten Letter Sound Fluency 3% of students in Fall met, increased to 15% in Winter. 1st grade Reading fluency 17.2% met in Fall, increased to 21.5% in Winter. 2nd grade Reading fluency 58.5% met in Fall, increased to 72% in Winter. 3rd grade Reading fluency 40% met in Fall, increased to 42% in Winter. 4th grade Reading fluency 42% met in Fall, increased to 48% in Winter. 5th grade Reading fluency 55% met in Fall, increased to 58% in Winter. The BLT will compare the growth from Winter to Spring once testing is complete.</p>		
<p>3</p>	<p>Following the data review of MAP and AIMSweb, the BLT will bring the data back to grade level teams in order to give teachers time to add classroom assessment data, common assessment data, and/or reading levels.</p>	<p>Teachers were given time in grade level teams to review MAP Rit bands, AIMSweb data, and knowledge of students from classroom assessments to plan for Vertical Differentiation. Mrs. Patti shared three resources to show teachers how to use data to target instruction- www.easycbm.com, www.busyteacherscafe.com, and Words Their Way. Mrs. Patti showed staff how to connect the resources to the DesCartes statements for the RiT bands. Kathy Szempruch has used data to determine which teachers are doing well and who need support. She has visited classrooms to observe and provide feedback/help to those teachers who are not showing gains on assessments. Grade level teams work on the developing of best practice lessons with the support of Mrs. Patti and Mrs. Szempruch. Additional support from paraprofessional has been given. There is grade level representation on the BLT. Trends in data were discussed at the BLT and brought back to the grade level team.</p>	<p>Angel Villarreal</p>	<p>02/17/2011</p>
<p>4</p>	<p>Conduct bimonthly walk-through observations using the selected tool to check for effective instruction. Following walk-throughs, the BLT will review the data to check for improvement in student</p>	<p>Administrators conduct 10 walkthroughs each week and email results to staff. Walkthrough data is emailed to teachers, and has been shared with all staff to look for trends/patterns/growth/areas to</p>	<p>Zenaida Figueroa</p>	<p>11/16/2011</p>

	<p>engagement, classroom management, and effective instruction. Walkthrough data to be shared as a whole staff to show strengths/areas of improvement building wide.</p>	<p>improve. Walk-through observation data, which is continuously gathered, has been shared with the staff using the I-Pad with an LCD projector. This will continue once a month. Areas that have shown growth on the walkthrough are the increased use of technology by the teachers, an increase in the amount of students who can articulate the learning objective, and an increase in the level of Bloom's taxonomy.</p>		
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Status of Objective

1.	Describe your Experience in pursuing this Objective	<p>1/27/2012 Working on this indicator helped us bring data to the front and center of our daily operations. In the beginning it was difficult to determine what data was of most importance for us to discuss first. Once we got into the routine of looking at benchmark data, we were able to streamline our efforts and speed up the process of using the data to make decisions. For example, data is developed into a powerpoint, which is given to team members prior to the meeting. Team members are asked to look at the data and answer some guiding questions before the meeting, so that the discussion is focused and on target. This has helped us streamline our thoughts and efforts into getting the data-based decisions implemented as quickly as possible.</p>
2.	What continued work will be necessary to sustain your efforts and continue to meet the Objective	<p>1/27/2012 Academic data will continue to be the focus of the BLT meetings at the end of each benchmark period. The members of the BLT will share the decisions made with their grade level teams so that all teachers can continue to implement the data decisions at the classroom level.</p>
3.	Evidence that this Objective has been fully and effectively implemented	<p>The Building Leadership Team will look at MAP, Aimsweb, and walk-through observation data on a regular basis. This process will help the team identify results, areas of need, and probable causes for low student scores. The leadership team will discuss this information, and will then follow-up with this data during grade level team meetings. A BLT representative from each grade level will bring the data to the grade level team meetings. Grade level teams will use the established process to make changes to instruction and identify skills needed by students. The BLT will review all grade level team summaries to schedule needed supports/professional development.</p>

Key Code	Objectives	Indicator Type	Assigned to	Target date	Tasks	% Tasks Completed	Objective Status
IE07	The principal will monitor curriculum and classroom instruction regularly. (1028)	SP	Zenaida Figueroa	05/30/2013	3	100%	Objective Met -

12/12/2012

Tasks

Task ID	Task Description	Comments	Assigned to	Completed
1	A schedule will be developed to monitor grade level team binder minutes and data.	A schedule has been created to monitor grade level team binders. The principal will review the minutes and the data. The principal will then meet with grade level teams during their meetings to discuss the data. Evidence can be found in the grade level team minutes. A principal feedback form will be in each grade level binder in order to receive feedback on grade level meetings.	Zenaida Figueroa	12/12/2012
2	A schedule will be created to review lesson plans on a monthly basis. Plans will be checked for unit alignment.	A schedule has been created to review lesson plans on a monthly basis. All grade level lesson plans will be reviewed by the end of the first week of the calendar month. Schedule can be found in the Building Leadership Binder.	Zenaida Figueroa	12/12/2012
3	A schedule will be developed to conduct 3 walk throughs on a daily basis.	A schedule has been developed to conduct three walk throughs on a daily basis. A walk through will be conducted in three different classroom in three different grade levels a day. Schedule can be found in the Building Leadership Binder.	Zenaida Figueroa	12/12/2012

Status of Objective

1.	Describe your Experience in pursuing this Objective	12/12/2012 Schedules were revised and changed in order to meet the needs of our school and make accommodations to fit the administrator's time constraints. Feedback has been communicated via email after walk-through are conducted and lesson plans are reviewed.
2.	What continued work will be necessary to sustain your efforts and continue to meet the Objective	12/12/2012 The principal will continue to follow schedules in order to monitor and provide feedback to all teachers.
3.	Evidence that this Objective has been fully and effectively implemented	The principal will conduct ten classroom walk-throughs per week. Walk throughs data will be shared monthly at SIP meetings with staff.

Key Code	Objectives	Indicator Type	Assigned to	Target date	Tasks	% Tasks Completed	Objective Status
IE08	The principal will spend at least 50% of his/her time working directly with teachers to improve instruction, including classroom observations. (1029)	SC	Zenaida Figueroa	05/30/2013	4	100%	Objective Met - 12/12/2012

Tasks

Task ID	Task Description	Comments	Assigned to	Completed
1	The principal will establish a schedule to meet with grade level teams to discuss data and set goals on a quarterly basis.	A schedule has been developed in order to discuss and set goals with each grade level. The principal is meeting with each grade level to discuss and analyze MAP/Aimsweb data. These meetings are occurring on a quarterly basis. Schedule can be found in the Building Leadership binder.	Zenaida Figueroa	12/12/2012
2	A schedule will be developed to meet with Building Leadership Team on a monthly basis. Meetings are set to review progress and implementation of indicators.	A schedule has been made for the principal to meet with the Building Leadership Team to preview progress and implementation of indicators. The Building Leadership Team has created a schedule on when the team will meet through the end of the school year in order to review indicators. This schedule is currently being implemented. Copies of the schedules are located in the Building Leadership Team binder.	Zenaida Figueroa	12/12/2012
3	A schedule will be developed to meet with individual teachers to review goals after each benchmark testing period.	A schedule has been created for the principal to meet with individual teachers to review goals after each benchmark testing period. A copy of the schedule can be found in the Building Leadership Team binder.	Zenaida Figueroa	12/12/2012
4	The principal will schedule and participate in IEP meetings, Domain meetings, and Problem Solving Team meetings.	Schedules were created at the beginning of the year. The principal currently attends and participates in all scheduled meetings. Evidence can be found in the Building Leadership Team binder and Problem Solving Team binder. IEP and Domain meeting minutes are filed electronically in the school district database.	Zenaida Figueroa	12/12/2012

Status of Objective

In pursuing this objective, we discovered that making a schedule provided the teachers with consistent feedback. The

1.	Describe your Experience in pursuing this Objective	communication that the principal provides teachers support in order to improve classroom instruction. 12/12/2012 In pursuing this objective, we discovered that making a schedule provided the teachers with consistent feedback. The communication that the principal provides teachers support in order to improve classroom instruction.
2.	What continued work will be necessary to sustain your efforts and continue to meet the Objective	The principal will continue to follow the schedules (IEP meetings, Domain meetings, Problem Solving Team meetings, Building Leadership Team meetings, grade level meetings, individual teacher meetings, and lesson plans review) that were created. The principal will continue to look for new ways to support teachers. The principal will conduct formal and informal observations in order to provide teacher with feedback. The principal will complete a feedback form for grade level team binders on a weekly basis. 12/12/2012 The principal will continue to follow the schedules (IEP meetings, Domain meetings, Problem Solving Team meetings, Building Leadership Team meetings, grade level meetings, individual teacher meetings, and lesson plans review) that were created. The principal will continue to look for new ways to support teachers. The principal will conduct formal and informal observations in order to provide teacher with feedback. The principal will complete a feedback form for grade level team binders on a weekly basis.
3.	Evidence that this Objective has been fully and effectively implemented	The principal will meet with individual teachers to set instructional goals throughout the school year. The principal will join grade level teams on a weekly basis to aid in data-driven discussions and provide feedback. The principal will confer with the Building Leadership Team to discuss and establish professional development opportunities.

Key Code	Objectives	Indicator Type	Assigned to	Target date	Tasks	% Tasks Completed	Objective Status
IE09	The principal will challenge and monitor unsound teaching practices and support the correction of them. (1030)	SC	Zenaida Figueroa	05/30/2013	3	100%	Objective Met - 11/04/2013

Tasks

Task ID	Task Description	Comments	Assigned to	Completed
1	Staff evaluations/McRel walk-through observations will be conducted through out the school year to provide support and feedback on teaching practices. Professional development opportunities will be provided to teachers in specific subject areas via workshops or SIP days. At the end of the school year a	Mrs. Figueroa and Mrs. Bliss completed all of the McRel walk-through observations for 2012-2013. Teachers were provided with feedback and PD opportunities based on this data.	Zenaida Figueroa	05/30/2013

	professional development plan will be developed for the upcoming year based on Spring MAP data.			
2	A common reading intervention block will be planned for each grade level. Students will be grouped by MAP data.	Schedules have been put in place for a block intervention reading time. Students were grouped according to Winter MAP data.		01/14/2013
3	A school-wide common intervention reading block will be implemented in order to increase students' reading vocabulary, fluency, and comprehension skills.	According to reading MAP data from Winter to Spring there was growth in all grade levels, however the most growth was in grades 1 and 2. Bilingual classrooms in these grades were not part of the Intervention Reading Block. Since there was minimal growth in the upper grades different research based interventions need to be considered to reach all tier groups of students and scheduling of these interventions needs to be reevaluated. Grade level data will be reviewed at grade level meetings to identify areas of strength and areas in need of improvement.	Carol Linderman	05/03/2013

Status of Objective

1.	Describe your Experience in pursuing this Objective	11/04/2013 Our administration conducted walk-throughs on a consistent basis and data was shared immediately after via e-mail. This way all concerns were addressed in a timely manner. We also used this data to select professional development topics.
2.	What continued work will be necessary to sustain your efforts and continue to meet the Objective	11/04/2013 We would like to update the evaluation tool and align our professional development with Common Core and The Danielson Model.
3.	Evidence that this Objective has been fully and effectively implemented	We have an external RTI coach and Superintendent Reading Specialist. These specialists meet with teachers and provide best practice methods in Reading that are aligned with CC Standards. Based on walk-through data the Principal will provide teachers with specific feedback to improve teaching practices. 11/04/2013 We have an external RTI coach and Superintendent Reading Specialist. These specialists meet with teachers and provide best practice methods in Reading that are aligned with CC Standards. Based on walk-through data the Principal will provide teachers with specific feedback to improve teaching practices.

Key Code	Objectives	Indicator Type	Assigned to	Target date	Tasks	% Tasks Completed	Objective Status
IE10	The principal will celebrate individual, team, and school successes, especially related to student learning outcomes throughout the year. (1031)			05/30/2013	3	100%	Objective Met - 12/12/2012

Tasks

Task ID	Task Description	Comments	Assigned to	Completed
1	Celebration dates and types will be established to celebrate MAP, Aims, Access, and ISAT testing.	For MAP benchmark celebrations the principal has provided grade levels with an incentive of having the classroom with the greatest growth across all three subjects a limo ride. We will also have the student with the greatest growth be principal for the day. Since grades 1-5 are the only ones taking the MAP, Kindergarten will be recognized for their growth on Aimsweb testing. Students with the greatest growth will be recognized at a principal ice cream social.	Carol Linderman	12/12/2012
2	Special individual celebrations will be held on a daily, weekly, and quarterly basis.	Students are recognized daily by given tokens, for the token tower, for staying on task throughout the day. Students are recognized weekly via Student of the Week awards. Students are recognized for academic achievements on a quarterly basis by receiving an Honor Roll certificate.	Carol Linderman	12/12/2012
3	Grade level teams and their successes will be celebrated at a SIP meeting after Winter and Spring benchmark testing.	Grade level teams and their successes will be celebrated on December 19, 2012 during a SIP meeting to recognize Winter benchmark gains. Spring benchmark gains will be celebrated on Wednesday May 22, 2013.	Carol Linderman	12/12/2012

Status of Objective

1.	Describe your Experience in pursuing this Objective	12/12/2012 Celebrations were monitored and revised in order to meet the stimulation of the students at Glen Flora Elementary School. For example, the token tower was just implemented in order to recognize students daily versus a weekly basis.
2.	What continued work will be necessary to sustain your efforts and continue to meet the Objective	12/12/2012 Teacher will need to be consistent with providing students with daily recognition. Map and Aimsweb data will need to be analyzed in order to provide appropriate recognition to students, classes, and staff.

3.	Evidence that this Objective has been fully and effectively implemented	Celebrations will be held after each benchmark test. Special individual celebrations are held on a weekly basis. School successes will be celebrated each semester during SIP meetings.
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Key Code	Objectives	Indicator Type	Assigned to	Target date	Tasks	% Tasks Completed	Objective Status
IF08	Professional development for the whole faculty will include assessment of strengths and areas in need of improvement from classroom observations of indicators of effective teaching. (1042) Title I Expectations: A schoolwide program must ensure instruction by highly qualified teachers and provide ongoing professional development.	SP,SW	Zenaida Figueroa	05/30/2013	2	100%	Objective Met - 12/10/2012

Tasks

Task ID	Task Description	Comments	Assigned to	Completed
1	Provide professional development sessions around the identified areas that need improvement from the walkthrough data. Professional development will begin with defining what needs to be improved. All staff need to have a clear vision of what effective practices look like. Professional development sessions will provide staff with clear definitions and examples to follow. Definitions and examples will come from the McRel Walkthrough tool handouts/descriptions.		Amanda Patti	06/01/2013
2	Look at walkthrough data from the entire 2011-2012 school year to identify areas that need to improved.	Providing recognition and feedback are practices that need improvement at Glen Flora. This was determined by looking at McRel walk through data.	Angel Villarreal	11/20/2013

Status of Objective

1.	Describe your Experience in pursuing this Objective	12/10/2012 During the October 2nd institute day, smart goals were created after analyzing the walk through data provided from us from McRel. Based on walk through data from this institute day, 100 percent of the staff has implemented the smart goal that was set.
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2.	What continued work will be necessary to sustain your efforts and continue to meet the Objective	12/10/2012 Oral and written feedback is an objective that is revisited at every Wednesday School Improvement Meeting. Staff continues to strive to make sure this goal is fully implemented.
3.	Evidence that this Objective has been fully and effectively implemented	Using the data from assessments, paired with the walkthrough tool, professional development is tailored to the areas that need improvement. The book, Classroom Instruction that Works, which mirrors the strategies in the McRel Walkthrough tool, has been assigned as a faculty book study. This book helps provide teachers with professional development in the areas that are being assessed on the walkthrough tool. This book also helps align classroom instruction to best practices, and will impact the methodology and strategies used in class with students to increase student achievement.

Key Code	Objectives	Indicator Type	Assigned to	Target date	Tasks	% Tasks Completed	Objective Status
IF10	Professional development includes opportunities for teachers to share their strengths with other teachers. (1044)		Zenaida Figueroa	05/30/2013	3	100%	Objective Met - 05/03/2013

Tasks

Task ID	Task Description	Comments	Assigned to	Completed
1	Upon returning from a professional development teachers will be given time to share best teaching practices with colleagues at Wednesday SIP meetings.	Melinda Garcia and Angel Villarreal attended a Common Core Vocabulary Workshop. Upon returning from the Smekens Common Core workshop they shared different strategies that were discussed. Carol Linderman attended Non-Fiction features workshop. Upon returning she presented to the staff the strategies to help struggling readers comprehend non fiction. Carr and Harrell: Shared what will be upcoming with the Math Common Core. They attended a workshop at the Regional office of education.	Zenaida Figueroa	05/03/2013
2	Professional development opportunities will be provided to teachers based on walk-through data, classroom observations, evaluations, and student performance data.	Staff attended a McRel workshop in October where we assessed walkthrough data. Based on this data we implemented several school-wide goals. The goals were 100 percent participation in displaying classroom objectives and providing feedback and recognizing effort.	Zenaida Figueroa	10/15/2012
3	SIP meeting will be conducted in different classrooms each week to	Teachers during the 3rd and 4th quarter have been given time to		05/03/2013

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	give teachers the opportunity to share teaching practices used in their classrooms.	share teaching practices used in their classrooms Ms. Mendez: Point of View Mr. Ruiz: Context Clues whiteboard game Ms. Munoz: Comprehension Whiteboard game. Mr. Villarreal: Learn Zillion Website	
Status of Objective			
1.	Describe your Experience in pursuing this Objective	05/03/2013 Workshops that were attended by staff were chosen by the BLT based on the MAP fall data. Teachers from several grade levels were chosen to attend these workshops with the expectation to share with the staff.	
2.	What continued work will be necessary to sustain your efforts and continue to meet the Objective	05/03/2013 Staff will continue to attend workshops based on MAP Fall, Winter, and Spring data. Teachers will continue to share information given from the workshops with Glen Flora Staff.	
3.	Evidence that this Objective has been fully and effectively implemented	After attending a professional development workshop each teacher will share ideas and methods learned during the grade level or SIP meetings. This will be evidenced by the agendas and minutes from both meetings. 05/03/2013 After attending a professional development workshop each teacher will share ideas and methods learned during the grade level or SIP meetings. This will be evidenced by the agendas and minutes from both meetings. Attached to the BLT binder is a set of Workshop Allocations	

Key Code	Objectives	Indicator Type	Assigned to	Target date	Tasks	% Tasks Completed	Objective Status
IIA01	Instructional Teams will develop standards-aligned units of instruction for each subject and grade level. (1045)	SC,SP,ELL		06/01/2012	4	100%	Objective Met - 12/04/2012

Tasks

Task ID	Task Description	Comments	Assigned to	Completed
1	BLT will look at the growth made for each grade level's pre/post test. This will help the BLT determine further professional development needs for unit planning and also determine skill areas to focus on.	At the end of fourth quarter every grade assessed their pre and post data in order to develop units for the upcoming year. Unit instruction is aligned with common core standards and based on students ' pre test data.	Joel Ruiz	06/01/2012
2	During the December half-day, staff will learn how to use the All of E	Staff was trained on All of E as well as Compass to develop pre/post	Joel Ruiz	12/12/2011

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	online assessment system to help develop their pre/post tests.	tests.		
3	By April, the BLT will develop a template and a set of requirements for the reading unit plan. BLT will share/explain this with their grade level team. Each grade level team will design and implement the reading unit.	Template was developed and completed by each grade level team. Unit plans were turned in during the first week of April.	Joel Ruiz	04/02/2012
4	Grade level teams will analyze the growth of their pre/post tests for their reading unit. This will determine the effectiveness of the unit plan and the unit planning process.	Grade levels have administered the pre and post tests and are currently analyzing the growth of their students, both at the classroom level and as an overall grade level.	Joel Ruiz	04/10/2012

Status of Objective

1.	Describe your Experience in pursuing this Objective	12/4/2012 The objective has helped grade levels make decisions for instruction based on student data. It has also helped make data driven decisions when developing lessons.
2.	What continued work will be necessary to sustain your efforts and continue to meet the Objective	12/4/2012 Every quarter grade levels will develop pre and post assessments, analyze pre assessment data, and develop lessons based on this data. MAP data will also be analyzed to differentiate instruction.
3.	Evidence that this Objective has been fully and effectively implemented	Grade level teams will develop a reading unit plans based off the Common Core Standards. Grade level teams will develop a reading unit plan that encompass a minimum of two common core standards. Grade level teams may develop these units by using curriculum guides/resources, as well as supplemental materials. A complete unit plan will include a target objective(s), criteria for mastery, and pretest/posttest items. The BLT will collect samples of unit plan from each grade level quarterly to check for requirements. Grade level teams will assess their unit plans and submit the data of the unit to the BLT for review of effective teaching/learning.

Key Code	Objectives	Indicator Type	Assigned to	Target date	Tasks	% Tasks Completed	Objective Status
IIB01	Units of instruction will include pre-/post-tests to assess student mastery of standards-based objectives. (1048)	SC		06/01/2012	3	100%	Objective Met - 04/13/2012

Tasks

Task ID	Task Description	Comments	Assigned to	Completed
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1	Develop pre/post assessment based upon skills and units.	Grade level teams administered the pretest in early April and are giving the posttest upon completion of the unit. Some grade levels have used Compass Odyssey to create their pre/post tests.	Melinda Garcia	04/10/2012
2	Make sure grade level teams know the content they are teaching (generate a list of units they are going to be covering). Grade levels will then decide upon skills that are going to be taught in the units.	Grade level teams have developed unit plans for reading and have selected common core standards for these unit plans.	Rachelle Mendez	04/01/2012
3	Grade level teams need to make sure to analyze pre-assessment data to help us make decisions. After post-assessment test, results need to be analyzed to see how much growth there was and what teachers will be doing differently during the unit to improve growth.	Grade level teams have a template to analyze growth for each student and to look at their class performance as a whole as well. Grade level teams use this template to discuss patterns, growth, successes, problems, etc.	Angel Villarreal	11/05/2012

Status of Objective

1.	Describe your Experience in pursuing this Objective	4/13/2012 The grade level teams used the Common Core standards to align their units of instruction. This was something that the teachers felt very comfortable doing, as they had been using the Common Core all school year. The use of Compass Odyssey to create the pre/post test was also something new that the teachers felt worked very well. It allowed the teachers to learn and utilize Compass Odyssey in a more in depth way. It also provided quick data for the teachers to analyze for student growth. The unit plans unified the grade level instruction and ensured that each classroom was working towards common goals. 4/13/2012 The grade level teams used the Common Core standards to align their units of instruction. This was something that the teachers felt very comfortable doing, as they had been using the Common Core all school year. The use of Compass Odyssey to create the pre/post test was also something new that the teachers felt worked very well. It allowed the teachers to learn and utilize Compass Odyssey in a more in depth way. It also provided quick data for the teachers to analyze for student growth. The unit plans unified the grade level instruction and ensured that each classroom was working towards common goals. 11/5/2012 Grade level teams used meetings to develop pre and post assessments for their units. Units were based on common core data. Reading units focused on reading skills for the quarter. No more than 6 skills per quarter. Kindergarten also uses pre and post assessments, but only by semester.
2.	What continued work will be necessary to sustain your efforts and continue to meet the Objective	4/13/2012 Teachers will need to continue to work collaboratively as a grade level to create unit plans. More training on Compass Odyssey will need to be done so that the teachers use it to its fullest extent. We will also need further professional development on the Common Core to ensure our teachers are fluent in the standards. 4/13/2012 Teachers will need to continue to work collaboratively as a grade level to create unit plans. More training on Compass Odyssey will need to be done so that the teachers use it to its fullest extent. We will also need further professional development on the Common Core to ensure our teachers are fluent in the standards. 11/5/2012 Grade level teams will need to store pre and post assessments in binders in order to use them on an ongoing basis. The BLT members will be in charge of reminding staff to analyze data in order to plan for instruction.

3.	Evidence that this Objective has been fully and effectively implemented	Grade level teams will meet to break up school year by units, utilizing the Common Core standards. Teams will also decide on skills being taught during each unit in order to provide pre and post assessments. Teachers will take time to analyze pre and post assessments to drive instruction. To gather evidence that this has been fully met, the BLT will ask each grade level to report back to the BLT. Evidence will include quarterly unit plans for each grade level, broken down by specific skills taught within the unit. The pre/post tests developed by the grade level teams will also serve as evidence that this has been met.
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Key Code	Objectives	Indicator Type	Assigned to	Target date	Tasks	% Tasks Completed	Objective Status
IIIA02	All teachers will develop weekly lesson plans based on aligned units of instruction. (1064)	SC,CL		06/10/2012	5	100%	Objective Met - 11/13/2012

Tasks

Task ID	Task Description	Comments	Assigned to	Completed
1	Grade level teams will analyze the growth in their students from the pre to post test to determine the effectiveness of the unit, instruction, etc. Teams will fine tune the pre/post tests or rethink elements of the unit in order to more effectively deliver instruction.		Michelle Martin	10/31/2012
2	Grade level teams will decide upon which units to be taught throughout the year (started this at previous grade level meeting)	Grade level teams reviewed the ELA Common Core standards and determined which standards to include in a reading unit plan for the month of April.	Jennifer Greathouse	03/15/2012
3	Grade level teams will decide which skills are going to be taught in the unit. Skills will be taught over the course of the year as review, but will be focused on more greatly in specific units.	Grade levels determined what ELA Common Core Standards to include and broke the standard down into specific skills to teach within the units.	Maggie Kloet	03/15/2012
4	Develop a tracking tool to showcase growth by grade level from pre/post assessment to track effectiveness of instruction and of the unit.	Tracking tool has been developed and is currently being used by grade level teams for April. This tool will remain in use for May and for next school year.	Amanda Patti	04/10/2012
5	Grade level teams will develop pre/post assessment for the unit, administer and analyze the results of the pretest, and then plan	All grade levels have administered the pretest and have taught the unit plans. All grade levels have given the post test and are currently	Carol Linderman	04/11/2012

	instruction using the results of the pretest. Upon completion of the unit, post-test will be administered.	analyzing the growth.	
Status of Objective			
1.	Describe your Experience in pursuing this Objective	11/13/2012 Grade levels met to decide on units of instruction for each quarter. Grade level time was also used to develop weekly plans in accordance to units of instruction.	
2.	What continued work will be necessary to sustain your efforts and continue to meet the Objective	11/13/2012 Grade level meetings will be used to make sure the units of instruction are on going. Meetings will be used to make sure that units of instruction are up to date and aligned to common core standards.	
3.	Evidence that this Objective has been fully and effectively implemented	Grade level teams will plan out the school year using the Common Core, determining what to teach each month. From this, the teams will develop reading unit plans that cover specific content/strategies/skills. Using the pre-test data, the teams will develop weekly lesson plans aligned to the units. After teaching the unit, the post test data will be analyzed by grade level teams to determine growth, success in the unit overall, and make adjustments to the test and/or the instruction. Each grade level team will turn in the growth shown by the pre/post tests quarterly on a tracking tool.	

Key Code	Objectives	Indicator Type	Assigned to	Target date	Tasks	% Tasks Completed	Objective Status
IIIA06 (1068)	All teachers will test frequently using a variety of evaluation methods and maintain a record of the results.	SP,ELL	Danielle Paisley	05/30/2014	2	50%	

Tasks

Task ID	Task Description	Comments	Assigned to	Completed
1	Present goal for this indicator and assessment template at an upcoming staff meeting.	Ms. Paisley presented the new indicator, how it was related to other assessment indicators, and what our new focus for it will be. While we already use a variety of assessments, we want each grade level to try a new one, and we want to compile documentation of the variety that we're using.	Carol Linderman	12/04/2013
2	Grade level teams will submit their project-based assessment template to the BLT by the end of 4th quarter.		Danielle Paisley	

Key Code	Objectives	Indicator Type	Assigned to	Target date	Tasks	% Tasks Completed	Objective Status
IIIA25	All teachers will encourage students to paraphrase, summarize, and relate. (1090)			12/01/2012	0		
Tasks							
Task ID	Task Description	Comments	Assigned to	Completed			
There are no tasks created for this Objective							

Key Code	Objectives	Indicator Type	Assigned to	Target date	Tasks	% Tasks Completed	Objective Status
IIIA26	All teachers will encourage students to check their own comprehension. (1091)		Danielle Paisley	12/20/2013	2	100%	Objective Met - 11/15/2013
Tasks							
Task ID	Task Description	Comments	Assigned to	Completed			
1	During the Intervention Block students will be instructed to use sound reading strategies in order to comprehend what is being read.	The strategies being taught during Intervention Block are making conclusions, inference, sequencing, author's purpose, cause and effect, compare and contrast, and point of view. There was a focus on non-fiction text during the Intervention Reading Block.		01/16/2013			
2	Comprehension will be assessed in a variety of ways: reflection journals for both reading and math, extended responses, short responses, and oral responses.	Comprehension strategies are taught in all classrooms. Students are expected to apply these strategies in all content areas. They are informally assessed through classroom observations and guided reading groups. Comprehension is also formally assessed throughout the year (written tests, MAP, ISAT, projects). Evidence of comprehension assessments can be found in lessons plans. At grade		11/15/2013			

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		level teams meetings teachers will collaborate to decide which tools and formats will be used to implement both formal and informal assessments.	
Status of Objective			
1.	Describe your Experience in pursuing this Objective	11/15/2013 Completing this objective was not as difficult as we initially thought. Teachers were already using a variety of comprehension assessments. Through discussions at grade level meetings and staff meetings, we were able to share resources and align comprehension assessments to Common Core.	
2.	What continued work will be necessary to sustain your efforts and continue to meet the Objective	11/15/2013 Teachers will continue to meet regularly for grade level meetings. Every week, teachers are required to make data-based decisions. Teachers make sure that assessments are completely aligned to Common Core.	
3.	Evidence that this Objective has been fully and effectively implemented	11/15/2013 There is evidence of these discussions in grade level meeting agendas and minutes, lesson plans, and content and language objectives.	

Key Code	Objectives	Indicator Type	Assigned to	Target date	Tasks	% Tasks Completed	Objective Status
IVA03	The school's Compact will outline the responsibilities/expectations of teachers, primary caregivers, and students. (1113)	SP		09/15/2011	4	100%	Objective Met - 05/31/2011

Tasks

Task ID	Task Description	Comments	Assigned to	Completed
1	We will write an introduction to explain the purpose of why we have a Compact. This will be shared with the BLT for approval.	Parent Compact is written. Approval will be made by BLT at next meeting.	Michelle Martin	03/08/2011
2	We will outline the responsibilities of Parents, Students, and Teachers to reach our goals. This will be shared with the BLT for approval.	completed compact, will share with BLT at next meeting for approval	Maggie Kloet	03/08/2011
3	Teachers will distribute the Compact during Open House and obtain parent signatures.	This has been scheduled to occur in the first 2-3 weeks of September and will be passed out at each Open House. Each classroom teacher	Michelle Martin	03/22/2011

		will be responsible for obtaining parent signatures and explaining the Compact to parents.		
4	Reminder is set to be sent home in a generic form stapled to report card quarterly. Parent responsibilities will be pulled from compact and sent home as a reminder.	Generic form will be drafted and approved by BLT at April 19th meeting. This form will be sent home with all 4 report cards starting 1st quarter and introduced during parent/teacher conferences. Teachers will be responsible for making copies and sending home with report cards.	Maggie Kloet	04/19/2011

Status of Objective

1.	Describe your Experience in pursuing this Objective	5/31/2011 Seeing the compact come together has helped our BLT remain focused on what our goals are for our students. Seeing how each partner (teacher, student, parent) can contribute to meeting this goal has also made us more conscious of how we communicate with our families and how frequently we communicate our expectations to our parents AND students.
2.	What continued work will be necessary to sustain your efforts and continue to meet the Objective	5/31/2011 Schedule dates for open house, collect sign off sheets to ensure all parents received compact, use compact regularly to remind parents/students of their accountability in the education/success.
3.	Evidence that this Objective has been fully and effectively implemented	Michelle Martin is going to assist Maggie in creating the Compact. The first paragraph will be the purpose of the school compact. Compact will include school goals (reading, studying, respect/responsibility, community). The goals of the school are: Goal for Reading: Each student will read well, read often, and enjoy reading. Goal for Studying: Each student will become a self-directed learner. Goal for Respect and Responsibility: Students will develop a sense of responsibility and respect. Goal for Community: The school will function as a community. To inform parents about Open House, the team will send a letter home and give an all-call. Then, each grade level will go over the Compact at the Open House. At Open House, parents will know their responsibilities. Teachers will inform students of their responsibilities in class. <hr/> COMMUNITY: To help improve community and communication, we will have a YEARLY calander that outlines special events and important dates. (We will start the calendar for the third quarter). One idea we had was to document parents who attend extracurricular activities. To promote attendance, we will offer an end of the year picnic for families who attended conferences, open house, and one PTO meeting. RESPONSIBILITIES FOR PARENTS: Reading: -Sign nightly planner, that documents reading. (Include K-5 grade level minutes). - Complete the quarterly project with child. - Provide a quiet place for child to read. - Encourage our child to read for pleasure and to learn. - Talk about reading with your child; Discuss monthly reading strategies with your child. (Tips: Have some kind of definitions/activities for parents.) - Establish a family reading time.

Key Code	Objectives	Indicator Type	Assigned to	Target date	Tasks	% Tasks Completed	Objective Status
IVD03	The school will regularly and clearly communicate with primary caregivers about its expectations of them and the importance of the "curriculum of the home." (1155)	SC,SP	Carol Linderman	12/30/2011	5	100%	Objective Met - 11/15/2011
Tasks							
Task ID	Task Description	Comments		Assigned to	Completed		
1	Grade level teams will develop a progress report template to send home quarterly.	Each grade level will develop a template during the first month of school for use 1st quarter.		Tom Bartlett	09/30/2011		
2	A home project will be developed by grade level teams and sent home quarterly starting 3rd quarter.	Carol will collect a sample or description of each grade level teams home project. Project descriptions/rubrics are also turned in with grade level binders for administrative review.		Carol Linderman	03/22/2011		
3	Send home monthly newsletter to parents building wide.	Reading Newsletters are sent home at the beginning of each month in both English and Spanish.		Melinda Garcia	02/15/2011		
4	Open House by grade level will be scheduled and developed.	Melinda is checking Union contract to determine possible dates in September 2011.		Melinda Garcia	05/31/2011		
5	Order homework planners by August.	order K-5 planners- will be done with July 2012 fiscal budget		Zenaida Figueroa	05/31/2011		
Status of Objective							
1.	Describe your Experience in pursuing this Objective	11/15/2011 We successfully sent newsletters home every month. This year, almost 100% of the students have student planners. These are not only used to keep track of daily homework assignments, but also to communicate with parents. Student projects have been communicated to families (objectives and due dates) and, overall, the parents have been assisting their children to complete these. Progress reports are being sent home quarterly and MAP and Aimsweb scores were communicated to parents at Parent- Teacher-Student conferences. Open House did not go as we had initially planned, but we were still able to present grade level information by grade level.					
2.	What continued work will be necessary to sustain your efforts and continue to meet the Objective	11/15/2011 We will continue sending home newsletters, progress reports, and MAP/Aimsweb data. Do we want to start sending home progress reports to every student so there is feedback on their child's progress? Can make a generic electronic document to send home to the students who have no concerns at that time.					

3.	Evidence that this Objective has been fully and effectively implemented	The school will send building wide newsletters home monthly with reading/math tips to encourage parents to be involved with their child's education. A home project will be sent home quarterly for students to do at home with parents. Projects will be developed by grade level teams. Quarterly progress reports will be sent home in order to help parents understand their child's academic growth. Scores on MAP and AIMSweb will also be sent home three times a year in order to show parents the growth their child has made during the school year. All progress reports and test score updates will be required to have a parent signature to ensure parents received the information. Homework planners will be purchased K-5th grade and must be signed nightly by parents in order to establish a home/school communication log. We will also do Open House by grade levels to explain expectations, grading system, routines, etc.
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Key Code	Objectives	Indicator Type	Assigned to	Target date	Tasks	% Tasks Completed	Objective Status
TL1	All teachers will demonstrate in their lesson plans the content knowledge necessary to challenge and motivate students to high levels of learning. (2332)	SC	Zenaida Figueroa	05/30/2014	3	0%	

Tasks

Task ID	Task Description	Comments	Assigned to	Completed
1	Present BLT's goal for this indicator at an upcoming staff meeting.		Danielle Paisley	
2	When conducting classroom walk-throughs, the use of technology and/or software will be observed and documented.		Zenaida Figueroa	
3	Check weekly lesson plans to make sure that appropriate and educational technology is being implemented at least once in each content area.		Zenaida Figueroa	

Key Code	Objectives	Indicator Type	Assigned to	Target date	Tasks	% Tasks Completed	Objective Status
TL5	All teachers will utilize high-quality questions and provide adequate time for student response. (2333)			05/30/2014	2	50%	

Tasks				
Task ID	Task Description	Comments	Assigned to	Completed
1	Provide professional development that focuses on higher order questioning.	In order to improve students' critical thinking skills, the staff needs to be provided with coaching in higher order questioning. With this in mind, we have scheduled multiple professional development trainings throughout the year. Topics thus far have included: text complexity, close reading, and CCSS instruction. Additional coaching will be given at Wednesday staff meetings and district SIP days.		11/15/2013
2	Classroom teachers will model for students how to ask higher order thinking questions in order to improve students' engagement and comprehension.		Maria Inma Morales	

Key Code	Objectives	Indicator Type	Assigned to	Target date	Tasks	% Tasks Completed	Objective Status
TL9	All teachers will incorporate the use of technology in their classrooms when it enhances instruction and builds 21st Century Learning Skills. (2335)	SC		05/30/2014	3	100%	Objective Met - 11/15/2013

Tasks				
Task ID	Task Description	Comments	Assigned to	Completed
1	Meet with the Technology Coordinator for the district to discuss the technology needs for Glen Flora.	On April 26 we met with Judy Green to discuss implementation of indicator TL9. We also discussed the need for Compass training, computer technology issues, internet issues, and software for the new reading curriculum for next year. We need to still meet with Rich Pattison to further discuss computer and internet issues and barriers.	Zenaida Figueroa	05/24/2013
2	Provide professional development for teachers on different research based software programs that we already have and would like to purchase.	Professional development was provided for teachers at the beginning of the school year. A Live Binder was created and presented to the staff. The Live Binder is based on the Danielson model and is divided into the four domains of teaching. Domain 3, Instruction, contains	Carol Linderman	11/15/2013

		many different websites and web tools that teachers and students can utilize throughout instruction. A building technology committee has been created to keep teachers up to date on current software, apps/websites. A district technology committee has been created to keep teachers abreast on new resources. Staff members are also given the opportunity to attend the ISTE conference during the summer months to be introduced to different tools, websites, activities, and research which they can implement in the classroom.		
3	Find appropriate software, links and applications to enhance students' skills and abilities.	A building technology committee has been created to keep teachers up to date on current software, apps/websites. A district technology committee has been created to keep teachers abreast on new resources. There have been SIP meetings dedicated to sharing most effective learning apps, websites, and educational software. These topics are also discussed at grade level meetings.		11/15/2013

Status of Objective

1.	Describe your Experience in pursuing this Objective	11/15/2013 Teachers have gained immense knowledge of the technology resources available. There are many opportunities for Glen Flora staff to share and collaborate with colleagues on effective educational technology.
2.	What continued work will be necessary to sustain your efforts and continue to meet the Objective	11/15/2013 There is ongoing communication between staff members, sharing what they are using in their classrooms. Time to discuss technology will continue to be given at Wednesday morning staff meetings and Thursday morning grade level meetings.
3.	Evidence that this Objective has been fully and effectively implemented	11/15/2013 The latest innovative technology and educational websites can be observed in any classroom. Students are using laptops, ipads, desktop computers, and interactive Promethean boards to enhance learning across content areas.