



Priority Schools

in a PLC at Work™

2023-2024

30-60-90-Day Plan Project Planning Days 1 & 2

Please email the final copy to: pddocuments@solutiontree.com in Microsoft Word format, CC the Project Manager, and any other associates that are part of the coaching team (if applicable)

District:	Osceola, AR
School:	North Elementary
Principal:	Pam Smith

Dates

Project Planning Day 1	September 12, 2023	Project Planning Day 2	January 9, 2024
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Solution Tree Coach:	Jacquie Heller
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Notes:

- Use this **ONE** document for both Project Planning Day 1 (Fall) & 2 (Early Winter)
- At any time, but especially on Project Planning Day 2, update any changes to goals in **RED** as necessary (i.e., **Dates achieved, New evidence, Needs more time, Details of progress made, etc...**)
- If/When a goal is reached, note the DATE COMPLETE and create a new goal box just below and for a new goal (30-60-90-days)
- Remember to share your documentation with Sharon Kramer, your Project Manager, and pddocuments@solutiontree.com

Top Three Priorities Based Upon Needs Assessment and Current School Goals

Outline top three priorities for school improvement.

- **Engaging in the right work:** We need tier 1 instruction to be tight in order for data to change
- **Leadership for Learning:** Nontraditionally trained kindergarten teachers need modeling with their own students as well as support in planning
- **Shifting from all to each:** We need a system for the few students whose behaviors severely impact learning in the classroom

Student Achievement SMART Goal

Student achievement goal based on current data.

PreK and Kindergarten: students will meet established SMART goals for their essential standards as measured by team developed CFAs

- PreK - 85% identify all letters and write letters in name, 50% identify sounds and produce rhyme and 90% count set of 10 objects and identify numbers up to 20
- Kindergarten - 100% will identify letters and sounds, form letters, read 24 high frequency words, blend sounds in cvc words, count to 100, build a set of 20 and add and subtract numbers to 10

Kindergarten iReady: 90% reading and 80% math

Kindergarten DIBELS: 75% (BOY 38%)

Data Source:

Name of Assessment: **DIBELS**

Date of Assessment: **September 2023**

Grade (# of students)	Reading Proficiency Percentage (Previous Year)	Reading Goal (Current Year)	Math Proficiency Percentage (Previous Year)	Math Goal (Current Year)
Kindergarten DIBELS	38%	75%	—	—
Kindergarten iReady	?? Not yet available	90%	?? Not yet available	80%

Goal 1: Leadership Team/Learning Team Goal

Write the goal for Leadership Team progress by the end of 90 days.

Leadership for learning: Improve tier 1 instruction by teaching, modeling, observing and giving feedback on high yield strategies to non traditionally certified kindergarten teachers

To achieve these SMART goals, the following action plan goals are needed:

Goal 2: Collaborative Team Goal

Write the goal for Collaborative Team progress by the end of 90 days.

Engaging in the Right Work: Use data to engage in recurring cycles of collective inquiry to achieve high levels of learning for both students and adults

30-Day Goal

Leadership Team/Learning Team

Dates and Continuums	Which Continuum does this goal address? Leadership for learning	Start Date: September 13, 2023 Continuum Rating:
		End Date: November 17, 2023 Continuum Rating: 2
Focus Goal(s)	<p>To reach the Student Achievement Goal...</p> <p>List 30-day goal</p> <p>Leadership for learning: Improve tier 1 instruction by teaching, modeling, observing and giving feedback on high yield strategies to non traditionally certified kindergarten teachers</p>	
Essential Actions	<p>List actions the leadership team will take to reach the 30-day goal (bullet points)</p> <ul style="list-style-type: none"> • Create schedule of Wednesday hot topics (Sept 13), plan for 15 minute Wednesday instruction (Sept 20) • Pair up and model in 2 classrooms while other two teachers observe and the other leader supports reflection (October 9 & 10) • Observe in classrooms, give feedback and take pictures to share (Oct 11-17) • Train kindergarten teachers to progress monitor using DIBELS so swat team can support the testing of students but teachers understand the data and make instructional decisions based on it (swap day Sept 27) • Clarify with district what the expectation is for teachers to pass PRAXIS, meet with teachers to explain the expectation and set up a regular time and the materials for them to support each other and practice together (October 30) 	
Artifacts/Evidence	<p>Provide evidence and artifacts that would confirm the goal is reached</p> <p>Calendar reservation for weekly leadership meeting to plan Wednesday hot topics, Wednesday resources and teacher takeaways, emails of observation feedback, pictures of celebrations of incorporating Wednesday</p>	

	hot topic into classrooms, DIBELS progress monitoring documents, PRAXIS practice test booklets and calendar reservation for study times
Date Complete: (If applicable, create a new goal box below)	

Collaborative Team

Dates and Continuums	Which Continuum does this goal address? Engaging in the right work	Start Date: September 13, 2023 Continuum Rating:
		End Date: November 17, 2023 Continuum Rating: 2
Focus Goal(s)	To reach the Student Achievement Goal... List 30-day goal Engaging in the Right Work: Use data to engage in recurring cycles of collective inquiry to achieve high levels of learning for both students and adults	
Essential Actions	List actions the collaborative team will take to reach the 30-day goal (bullet points) <ul style="list-style-type: none"> • Actively ask questions of each other during data discussions (Sept 20) • Use ChatGPT during data discussions to generate NEW ideas for tier 2 (Sept 20) • Share out and post top two ideas at end of Wednesday meetings (Sept 20) • Implement new strategies from data discussions and hot topic ideas into classroom (October 30) 	
Artifacts/Evidence	Provide evidence and artifacts goal is reached Data protocol with new ideas from data discussions listed for reteaching groups, chatgpt suggestions emailed to teammates not present at discussion, postings of Wednesday ideas on cabinets in PLC room, leadership observation feedback that shows new ideas being implemented	
Date Complete: (If applicable, create a new goal box below)		

60-Day Goal

Leadership Team/Learning Team

Dates and Continuums	Which Continuum does this goal address? Leadership for learning	Start Date: November 17, 2023 Continuum Rating:
		End Date: January 26, 2023 Continuum Rating:

Focus Goal(s)	To reach the Student Achievement Goal... List 60-day goal Leadership for learning: Improve tier 1 instruction by teaching, modeling, observing and giving feedback on high yield strategies to targeted teachers
Essential Actions	List actions the leadership team will take to reach the 60-day goal (bullet points) <ul style="list-style-type: none"> • Move from modeling for all kindergarten teachers to targeted teachers in preK and kindergarten • Monitor instruction and learning in tier 2 to determine next set of needs for hot topic Wednesdays • Continue hot topics for tier 1 if needed or move on to focus on hot topics for tier 2
Artifacts/Evidence	Provide evidence and artifacts goal is reached Calendar reservation for weekly leadership meeting to plan Wednesday hot topics, Wednesday resources and teacher takeaways, emails of observation feedback, pictures of celebrations of incorporating Wednesday hot topic into tier 1 and/or tier 2 instruction
Date Complete: (If applicable, create a new goal box below)	

Collaborative Team

Dates and Continuums	Which Continuum does this goal address? Engaging in the right work	Start Date: November 17, 2023 Continuum Rating:
		End Date: January 26, 2024 Continuum Rating:
Focus Goal(s)	To reach the Student Achievement Goal... List 60-day goal Engaging in the Right Work: Use data to engage in recurring cycles of collective inquiry to achieve high levels of learning for both students and adults	
Essential Actions	List actions the collaborative team will take to reach the 60-day goal (bullet points) <ul style="list-style-type: none"> • Progress monitor using DIBELS • Use new data wall to monitor effectiveness of interventions 	
Artifacts/Evidence	Provide evidence and artifacts goal is reached DIBELS progress monitoring documents, data wall updates in the PLC room	
Date Complete: (If applicable, create a new goal box below)		

90-Day Goal

Leadership Team/Learning Team

Dates and Continuums	Which Continuum does this goal address? Shifting from all to each	Start Date: January 26, 2024 Continuum Rating: 2
		End Date: March 8, 2024 Continuum Rating:
Focus Goal(s)	To reach the Student Achievement Goal... List 90-day goal Shifting from all to each: We need a system for the few students whose behaviors severely impact learning in the classroom and need to monitor the effectiveness of interventions	
Essential Actions	List actions the leadership team will take to reach the 90-day goal (bullet points) <ul style="list-style-type: none"> • Monitor data discussions, the use of DIBELS progress monitoring and the data wall to hold teams accountable for monitoring the effectiveness of interventions and developing a targeted plan when they are not showing expected progress • Coordinate with support staff outside of full time onsite school staff (behavior specialist, mental health, counselor) to support students with heavy behavior needs and develop capacity of teachers to meet those needs • Incorporate professional development around individual behavior management plans into Wednesday hot topics 	
Artifacts/Evidence	Provide evidence and artifacts goal is reached DIBELS progress monitoring documents, resources from behavior specialist, Wednesday hot topics plans	
Date Complete: (If applicable, create a new goal box below)		

Collaborative Team

Dates and Continuums	Which Continuum does this goal address? Shifting from all to each	Start Date: January 26, 2024 Continuum Rating:
		End Date: March 8, 2024 Continuum Rating:
Focus Goal(s)	To reach the Student Achievement Goal... List 90-day goal Shifting from all to each: We need a system for the few students whose behaviors severely impact learning in the classroom and need to monitor the effectiveness of interventions	
Essential Actions	List actions the collaborative team will take to reach the 90-day goal (bullet points)	

	<ul style="list-style-type: none"> • Use DIBELS progress monitoring and the data wall to monitor the effectiveness of interventions and develop a targeted plan when students are not showing expected progress • When students do not have the academic behaviors necessary to access learning teach them the behaviors and incorporate individual behavior management plans
Artifacts/Evidence	Provide evidence and artifacts goal is reached DIBELS progress monitoring documents, updated data wall, targeted intervention plans in data analysis protocols, individualized behavior plans for selected students
Date Complete: (If applicable, create a new goal box below)	