



Priority Schools

in a PLC at Work™

2023-2024

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

District:	Osceola
School:	Osceola High School
Principal:	Toshiba Pugh

Dates

Project Planning Day 1	9/12/23 & 9/13/23 (Started on 12th, finished on 13th due to extenuating circumstances)	Project Planning Day 2	
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Solution Tree Coach:	Dr. Mary Hendricks-Harris
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Top Three Priorities Based Upon Needs Assessment and Current School Goals

1. Osceola High School will implement the PLC framework with fidelity.
2. Osceola High School will focus on quality Tier I instruction with a priority on student engagement to ensure students are mastering essential standards.
3. Osceola leadership and staff will focus on the new state standards and the ATLAS Blueprint/ tools to ensure that instruction is aligned with the state standards.

Student Achievement SMART Goal

It is worth noting that ACT Aspire will no longer be used; instead, the ATLAS will be used for state accountability. It is difficult to predict how this will impact scores/goals.

9th Grade SMART Goals:

By May 23, 2024, the percentage of 9th-grade students scoring on grade level or above on end-of-year iReady assessments will increase from 15% to 30% in reading, and 51% to 60% in math.

By April 30, 2024 the percent of 9th-grade students scoring on grade level or above on ATLAS will increase from:

- 48% (English ACT Aspire) to 63% (ATLAS)
- 16% (Math ACT Aspire) to 25% (Algebra 1 End-of-course-ATLAS)
- 9% (Science ACT Aspire) to 18% (Biology End-of-course- ATLAS)

10th Grade SMART Goals

By May 23, 2024, the percent of 10th-grade students scoring on grade level or above on end-of-year iReady assessments will increase from

- Reading: 19% to 40%
- Math: 26% to 55%

By April 30, 2024, the percent of 10th-grade students scoring on grade level or above on ATLAS will increase from:

- 32% (English ACT Aspire) to 48% (ATLAS)
- 6.7% (Math ACT Aspire) to 30.7% (Geometry End-of-course-ATLAS)
- 9% (Science ACT Aspire) to 18% (Biology End-of-course- ATLAS)

Data Source:

End of Year i-Ready

Grade/Content	2022	2023	2024 Goal
9 th Grade Reading	3%	15%	30%
10 th Grade Reading	1%	19%	40%
9 th Grade Math	13%	51%	60%
10 th Grade Math	3%	26%	55%

Current 9th Graders ACT Aspire/Atlas

Content	ACT ASPIRE 2023 (8 th)	ATLAS 2024 Goal
English	48%	63% (English Language Arts)
Math	16%	25% (Algebra 1)
Science	9%	18%

Current 10th Graders ACT Aspire/Atlas

Content	ACT ASPIRE 2023 (9th ^h)	ATLAS 2024 Goal
English	32%	47% (English Language Arts)
Math	6.7%	30.7% (Geometry)
Science	6.7%	17% (Biology)

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

Goal 1: Leadership Team/Learning Team Goal

The leadership team will monitor and provide feedback on the following PLC artifacts:

1. Collaborative team agendas
2. Revised essential standards aligned to ATLAS
3. Common formative assessments
4. Deconstructed standards:

The leadership team will review building-wide data (discipline, attendance, SWOT, i-Ready, common formative) and identify improvement actions to develop a GC plan.

Goal 2: Collaborative Team Goal

Collaborative teams will focus on the learning cycle (essential standards, deep understanding of standards, common formative assessments, unit planning) and alignment to the new state assessment.

30-Day Goal

Leadership Team/Learning Team

Dates and Continuums	Which Continuum does this goal address? Leadership for Learning	Start Date: September 14, 2023 Continuum Rating: 2
		End Date: November 13, 2023 Continuum Rating:
Focus Goal(s)	To reach the Student Achievement Goal... The Osceola Leadership Team will re-establish the Guiding Coalition by selecting team members who are change agents and committed to the mission and vision.	
Essential Actions	<ul style="list-style-type: none"> ● Place meeting dates on the calendar with an agenda and time for reflection. ● The OHS GC will analyze iReady BOY/MOY and develop an improvement plan. ● The OHS GC will continuously examine attendance and discipline data to maximize learning. ● Establish collective commitments ● Tighten and establish protocols for academics and disciplines ● Analyze the Strengths, Weaknesses, Opportunities, and Threats (SWOT) as part of their agenda. 	
Artifacts/Evidence	<ul style="list-style-type: none"> ● Guiding Coalition calendar invites w/dates ● GC agendas and notes (on shared drive) ● Data reports (and celebrations) ● Collective Commitments 	
Date Complete: (If applicable, create a new goal box below)	November 2023	

Collaborative Team

Dates and Continuums	Which Continuum does this goal address? Collaborative Structures: Results Orientation	Start Date: September 14, 2023 Continuum Rating: 2
		End Date: November 13, 2023 Continuum Rating:
Focus Goal(s)	To reach the Student Achievement Goal... All collaborative teams will create SMART goals based on student outcomes.	
Essential Actions	<ol style="list-style-type: none"> 1. Each collaborative team will review the ATLAS blueprint and revise current essential standards as needed. 2. English Language Arts and Social Studies will align their writing rubric for informational text to the ATLAS writing rubric. 3. Teachers will take the ATLAS Practice Test in their content area. 4. Create SMART goals based on iReady and, if available, ATLAS interim assessments and submit them in the shared drive. 	
Artifacts/Evidence	<ul style="list-style-type: none"> ● Modified essential standards ● Revised/refined writing rubrics ● Practice test results for teachers as reflected in collaborative team agendas ● SMART goals in the shared drive and posted in high visibility in the "PLC Room" 	
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 14, 2023 Continuum Rating:
		End Date: January 17, 2024 Continuum Rating:
Focus Goal(s)	To reach the Student Achievement Goal... The OHS GC will develop strategies based on the iReady, discipline, attendance, and SWOT data to ensure learning for all.	
Essential Actions	<ul style="list-style-type: none"> ● Identify <u>high-impact strategies</u> based on deficit areas in the identified data ● Identify needed teacher learning for continuous improvement of PLC fidelity ● Develop professional development for staff (to occur on early release Wednesdays) based on the identified strategies 	
Artifacts/Evidence	<ul style="list-style-type: none"> ● GC agendas ● Presentation of strategies to share with all staff members ● On-going data: discipline referrals, attendance updates, MOY comparisons to BOY reflected in the shared drive ● Early release Wednesday activities/slidedeck 	
Date Complete: (If applicable, create a new goal box below)		

Collaborative Team

<p>Dates and Continuums</p>	<p>Which Continuum does this goal address? Engaging in the Right Work: Critical Question 2 and Critical Question 3</p>	<p>Start Date: November 14, 2023 Continuum Rating: CQ #2 = 2 Continuum Rating: CQ #3 = 1 End Date: January 17, 2024</p>
<p>Focus Goal(s)</p>	<p>To reach the Student Achievement Goal... Each department will create common assessments prior to the unit plan implementation and develop appropriate interventions/extensions to ensure that students are reaching mastery for identified essentials.</p>	
<p>Essential Actions</p>	<ul style="list-style-type: none"> ● Collaborative teams will develop “team time” schedules to allot time for formative assessment development prior to unit implementation. ● Collaborative teams will create common assessments on identified dates. Teams will consider the ATLAS blueprint in the development of the assessments. ● Collaborative teams will review data after common assessment implementation and develop instructional/intervention strategies. 	
<p>Artifacts/Evidence</p>	<ul style="list-style-type: none"> ● Team schedules with formative assessment development identified ● Common assessments shared to the shared drive prior to unit implementation. ● Team agendas/notes on reteaching/interventions 	
<p>Date Complete: (If applicable, create a new goal box below)</p>		

90-Day Goal

Leadership Team/Learning Team

Dates and Continuums	Which Continuum does this goal address? Leadership for Learning	Start Date: January 18, 2024 Continuum Rating:
		End Date: March 4, 2024 Continuum Rating:
Focus Goal(s)	<p>To reach the Student Achievement Goal...</p> <p>The principals will monitor Tier 1 classroom instruction, PLC fidelity, and the identified strategies (GC) and provide feedback to all teachers.</p> <p>The GC will evaluate the implementation of the strategies (overall) and make necessary adjustments to the GC action plan.</p>	
Essential Actions:	<ul style="list-style-type: none"> ● The administrators will implement walkthroughs based on targeted strategies. ● The administrators will attend collaborative team meetings. ● The administrators will share walkthroughs and collaborative team feedback with the GC. ● The GC will review the administrator's findings and adjust the GC plan. 	
Artifacts/Evidence	<ul style="list-style-type: none"> ● Walkthrough data ● Pictures of high-impact strategies ● Adjustments to plan ● Agendas for early release Wednesdays 	
Date Complete: (If applicable, create a new goal box below)	May 2024	

Collaborative Team

<p>Dates and Continuums</p>	<p>Which Continuum does this goal address? Engaging in the Right Work: Critical Question 2 and Critical Question 3</p>	<p>Start Date: January 18, 2024 Continuum Rating: Continuum Rating: CQ #2 = 2 Continuum Rating: CQ #3 = 1</p> <hr/> <p>End Date: March 4, 2024 Continuum Rating: Continuum Rating: CQ #2 = 2 Continuum Rating: CQ #3 = 1</p>
<p>Focus Goal(s)</p>	<p>To reach the Student Achievement Goal... Refine the process of common assessment development, ensuring the assessments are developed prior to unit plan implementation, and actions are taken immediately after data meetings.</p>	
<p>Essential Actions</p>	<ul style="list-style-type: none"> ● Collaborative teams will develop “team time” schedules to allot time for formative assessment development prior to unit implementation. ● Collaborative teams will create common assessments on identified dates. Teams will consider the ATLAS blueprint in the development of the assessments. ● Collaborative teams will review data immediately after common assessment implementation and develop instructional/intervention strategies. 	
<p>Artifacts/Evidence</p>	<ul style="list-style-type: none"> ● Team schedules with formative assessment development identified ● Common assessments shared to the shared drive prior to unit implementation. ● Team agendas/notes on reteaching/interventions 	
<p>Date Complete: (If applicable, create a new goal box below)</p>		