

Country Gardens Charter School

School Integrated Action Plan

FY23

Plan Start Date: 07/01/2022

Annual Goals

Annual goals are set for the year based on data from; The Comprehensive Needs Assessment, The Parent/ Guardian Survey, Student Data from state assessments, district benchmarks and weekly assessments, staff observations, a staff professional development survey and other input and data gathered from all LEA stakeholders from the quarterly meetings throughout the year.

Principle 1: Effective Leadership	Policies and procedures will be implemented to foster academic achievement and growth of all students, high expectations and goals will be set at the district, teacher and student level.
	District Math Goal: Math Achievement for all students will increase by 10% moving from 18% proficient or highly proficient on the 2022 state assessment to 28% proficient or highly proficient on the 2023 state assessment. District ELA Goal: ELA Achievement for all students will increase by 10% moving from 31% proficient or highly proficient on the 2022 state assessment to 41% proficient or highly proficient on the 2023 state assessment. District Subgroup Goals: The percent of students with disabilities scoring proficient or highly proficient on the state math and ELA assessments will increase by a minimum of 6% from 9% for ELA and 10% for math in 2022 to 15% for both ELA and math in 2023. The percent of English Learners scoring proficient or highly proficient on the state math and ELA assessments will increase by a minimum of 5% from 4% for ELA and math in 2022 to 9% for both ELA and math in 2023.
Principle 2: Effective Teachers and Instruction	Student data from weekly assessments, twice annually district benchmark assessments and state achievement assessments will be monitored and reviewed to ensure that our district achievement SMART goals are met. Weekly assessment data and district benchmark data will be reviewed by teachers with actionable feedback from administration and discussed at grade level PLCs bi-weekly. State achievement data will be reviewed annually at the beginning of the year. Goals will be set for students individually and for staff.
	By February 1st, 2023 80% of our staff will score a minimum of proficient/ effective according to the teacher evaluation instrument sections 1F and 3D of the Charlotte Danielson Model.
Principle 3: Effective Organization of Time	Policies and procedures will be set up for peer- to - peer observation and feedback and other collaboration among staff members. Peer- to peer observation forms will be created, used and analyzed by administration to help staff meet their goal of scoring effective in all areas for their formal observations.
	Developing staff will have the opportunity for peer- to - peer observation and feedback and other collaboration among staff members at a minimum of twice before February 1st, 2023.

Strategies and Action Steps

Revised: 07/01/2022 J. Burge

Strategies and action steps are created based on the annual goals. All action steps are monitored and assurance that they are being met is done throughout the year by evaluating all available data. Adjustments to the action steps are made based on all available data if necessary throughout the fiscal year.

Strategy 1.1 Data Monitoring	
Action Steps	District Benchmarks for ELA and Math: District benchmarks for ELA and math will be given to students k - 12 two times a year. Data will be monitored to ensure that the district achievement goals for math and ELA are on track to being met.
	Monitoring of Weekly Teacher Created Assessments: Administration will monitor and review weekly teacher created assessments and provide the necessary feedback to the staff to ensure that the district's achievement data goals are on track to being met, the adopted curricula is being implemented with fidelity, the assessments are aligned to the state standards, our framework for MTSS is being implemented based on this data, individual student learning goals are being met and the staff's individual data goals are on track to being met.
	Monitoring of Subgroups: Administration will monitor and review all available student data to ensure that the district's achievement goal for students with disabilities is on track to being met and that high expectations for learning and growth is reflected in clear measurable goals.
	Data Binders: Each classroom will house a data binder, these data binders will serve as a shared space for data among administration, teachers, students and families in order to monitor student progress towards individual learning goals. These binders will contain all available student data such as: the students' individual state assessment scores from the previous year, district benchmark data with data disaggregation by student subgroups and state standards, district diagnostic screeners, weekly assessment data with feedback from administration for remediation and the students' individual goal setting sheets. Students and families will only be able to view individual student data.
Strategy 2.1 Staff and Student Data	
Action Steps	Data PD: As a result of the CNA and a staff PD survey more PD will be offered on data. The following topics will be covered: Our District Policies and Procedures for Storing and Sharing Student Data, Developing and Using Different Types of Assessments, Including Students in the Assessment Process with Goal Setting and Progress Monitoring, Using in the Moment CFUs and Using Data Disaggregation to Drive Instruction.
	Bi-Weekly Data PLCs: Staff will meet with their grade level or grade level spans to discuss student data, monitor student progress, set goals and plan data driven instruction.
Strategy 3.1 Peer- to Peer Observation, Feedback and Collaboration	
Action Steps	Peer - to - Peer Observations: Developing staff will be required to participate in the peer - to - peer observation process. These staff members will be observed by a minimum of two veteran staff members. These staff members will also have the opportunity to observe a minimum of two veteran staff members. These staff members will analyze the observations and create goals based on the observation for the developing staff member.