

Professional Development

Progress: We met our goals. We held weekly professional development both whole school and by department focusing on EL strategies, SEL, and the PLC process. We have seen a school-wide increase in high yield strategies being implemented in all three areas. There was a slight dip in implementation fourth quarter according to walkthrough data, but still an increase over the course of the year. All departments have met to curriculum plan.

Barriers: Staff feedback indicated that our professional development plan could have been more transparent and more teacher centered.

Next Steps: Take staff feedback and enhance the professional development plan for next year to include more teacher input and more transparency via more timely feedback.

Family Engagement

Progress: We ended the exceeding our goal of home visits completed. We had five teachers receive awards from the department of family engagement for outstanding numbers. We were able to hold an 8th grade promotion ceremony as Covid restrictions were lifted. We had just over 80% of 8th grade families attend. Our community in schools liaison and our social worker provided an abundance of resources including food, clothing and school supplies to families weekly. Discipline incidents began to rise again in the spring, but overall were drastically less than last year. We believe this is both due to Covid restrictions and a focus on restorative practices.

Barriers: We saw a dramatic increase in chronic absenteeism and the number of families that we are simply unable to contact or support due to Covid that were never able to fully recover from.

Next Steps: Going into next year, we will provide supports and resources for students and families, have an family engagement committee that will hold more events, use our district Parent University resources to provide classes for families, continue our home visits, and seek parent input via surveys and monthly meetings.

Curriculum, Instruction, Assessment

Progress: We met our goals for common assessments in math and science, but not ELA or Social Studies. Departments met weekly throughout the year to analyze common assessment data, but never fully implemented consistent interventions based on that data or made any substantial changes to instruction. Teachers continued analyzing standards, creating learning targets and creating assessments with mixed results. Teachers continue to refine rubrics and expectations for students.

Barriers: The only barrier is that this is complicated and new work for teachers. We have been making and learning from mistakes and improving our assessments and interventions over time.

Next Steps: Continue this focus for next year. We will clarify the why behind this work and be very transparent about expectations.

Elementary and Middle Schools report interim data here:

1. Did you meet the targets established after the Fall interim assessment?

- The results of common formative assessments in core departments will be at 70% of students showing grade level mastery of standards for at least 1 essential standard in ELA and Social Studies by April 2021. CFA's will be vetted by leadership and results will be analyzed by departments. **We did not meet this goal.**
- ✓ The results of common formative assessments in core departments will be at 70% of students showing grade level mastery of standards for at least 1 essential standard in Math and Science by April 2021. CFA's will be vetted by leadership and results will be analyzed by departments. **We met this goal. Both math and science have 1 essential standard assessment with 70% or more of students showing mastery.**
- ✓ Implementation of school-wide Social and Emotional curriculum. **We did this through Choose Love curriculum taught weekly during advisory.**
- ✓ Increase of small group counseling sessions available for students. **We met this goal increasing from zero to two small group counseling sessions for students.**
- Increased emphasis on culture and climate will result in a 5% increase in favorable responses on the staff and student climate survey for more than half of the responses. **We did not meet this goal. We had a 3.2% increase in favorable responses.**
- ✓ Reduction of student suspensions by at least 30% (from 800 to 560 or less). **We reduced suspensions by more than 80% from 800 to 119.**

<input type="checkbox"/> Yes	<input type="checkbox"/> No
What if any adjustments will you make to your 2020-2021 School Performance Plan?	What adjustments will you make to your 2020-2021 School Performance Plan?

2. What targets will you set for the spring benchmark based on this initial data? Based on our spring data, we will keep our targets of 70% pass rate on core subject common assessments for next year but increase to 2 essential standards at each grade level.