

CRISPUS ATTUCKS CS

605 S Duke Street

CSI School Plan | 2022 - 2023

VISION FOR LEARNING

We envision a community that encourages, supports, and provides every student with opportunities to achieve his or her full potential and improves the quality of life for its diverse residents. Maintain a safe, encouraging, supportive learning environment. Provide individualized pupil-centered education. Teach students how to become effective, successful learners. Motivate and educate students to realize and achieve their highest intellectual potential. Instill the relevance of education for personal and professional success. Help former high school dropouts earn a high school diploma by meeting YouthBuild competencies and PDE standards. Encourage students to pursue post high school education in college, technical, business, or trade schools

STEERING COMMITTEE

Name	Position	Building/Group
Michael Goc	Principal	Crispus Attucks Charter School
Tim Hoke	Lead Teacher	Crispus Attucks Charter School
Jacqueline Martino-Miller	CEO	Crispus Attucks Charter School
David Newby	Teacher	Crispus Attucks Charter School
Tracy Suddreth	Special Education Teacher	Crispus Attucks Charter School
Aaron Beard	School Safety Coordinator	Crispus Attucks Charter School
Carol Hill-Evans	Community Member	PA State Representative
Kristen Heisey	Community Member	People's Bank
Tanya Morret	SIF	CSI Support Team
Matthew McLaughlin	CTM	CSI Support Team
Maria Marte-Miranda	Student	Crispus Attucks Charter School
Hasan Watson	Student	Crispus Attucks Charter School
Aleisha Handy	Parent	Crispus Attucks Charter School

Name

Position

Building/Group

Anna Breland-Williams

Board Member

Crispus Attucks Charter School

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
By collaborating with colleagues to support students who are chronically absent, we will develop an understanding of the whole student and students will receive the supports needed to improve attendance.	Regular Attendance Regular Attendance
IF we conference with students to set and monitor IXL goals in ELA bi-weekly, THEN teachers will offer interventions that support student success if students are not on track AND students will meet their ELA growth targets. IF the school continues to monitor student grades, behavior, and attendance and report them on a regular basis THEN staff will offer interventions that support student success if students are not on track, parents will encourage students AND students will achieve the necessary criteria to graduate.	English Language Arts English Language Arts
IF we conference with students to set and monitor IXL goals in Math bi-weekly, THEN teachers will offer interventions that support student success if students are not on track AND students will meet their Math growth targets. IF the school continues to monitor student grades, behavior, and attendance and report them on a regular basis THEN staff will offer interventions that support student success if students are not on track, parents will encourage students AND students will achieve the necessary criteria to graduate.	Mathematics Mathematics

ACTION PLAN AND STEPS

Evidence-based Strategy

Student Conferencing

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Math Graduation

By June 30, 2023, 52% of eligible students will graduate within 4 trimesters.

Math IXL

By the end of the 2022-2023 school year, 40% of the graduates will demonstrate one year of growth (50 points) on the Math IXL system.

ELA - Graduations

By June 30, 2023, 52% of eligible students will graduate within 4 trimesters.

ELA - IXL

By the end of the 2022-2023 school year, 40% of the graduates will demonstrate one year of growth (50 points) on the English Language Arts IXL system.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Establish Diagnostic Baseline with each student in Math and ELA IXL	2022-08-22 - 2022-09-09	Principal	Diagnostic Testing Calendar; IXL access to student data; biweekly graphing report
Share weekly progress of time on the system with all students	2022-09-16 - 2023-06-02	Math and ELA Teachers	IXL access to student data; biweekly graphing report
Conference with Students	2022-09-16 - 2023-06-02	Math and ELA Teachers	Student Conferencing Template; Menu of Potential Supports Students can take advantage off; IXL Log CSI Cost for Student

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
			Conferencing Trainer - 1500.00

Anticipated Outcome
Student Data; Goal Met/Missed (Conferencing Sheet)

Monitoring/Evaluation
Biweekly Data Sheet, Teacher Evaluation, Coach Anecdotal Record

Evidence-based Strategy
Data Literacy

Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)
Math Graduation	By June 30, 2023, 52% of eligible students will graduate within 4 trimesters.
Math IXL	By the end of the 2022-2023 school year, 40% of the graduates will demonstrate one year of growth (50 points) on the Math IXL system.
ELA - Graduations	By June 30, 2023, 52% of eligible students will graduate within 4 trimesters.
ELA - IXL	By the end of the 2022-2023 school year, 40% of the graduates will demonstrate one year of growth (50

Goal Nickname**Measurable Goal Statement (Smart Goal)**

points) on the English Language Arts IXL system.

Action Step**Anticipated Start/Completion****Lead Person/Position****Materials/Resources/Supports Needed**

Schoolwide Data Team will analyze data using an established protocol a minimum of 3 times per Trimester and document results and action steps.

2022-09-30 -
2023-06-02

Principal

Data Protocol and Access to Data, CSI Cost Data Literacy Coaching-14,000 Cost: Content Literacy Training - 1,000 CSI Instructional Coaching - New teachers - 12,000 CSI Cost Instructional Coaching for Returning teachers - 6,000 CSI Induction Program: 1,000 total CSI Act 48 Reporting - 250.00 CSI Teacher Data Development and Integration 2,250 Title I Funds - 50,510 (includes 2,789 transferred from Title II) for Class Size Reduction Salaries and Benefits

On a biweekly basis intervene with students who have had two or more absences during that period. Monitor their progress and put in additional interventions as needed/required.

2022-09-30 -
2023-06-02

Senior Case
Manager/Case
Manager
Assistant

Access to Service Site and Classroom Data; Menu of Interventions; Student Goal Setting Sheets; Behavior and Attendance Contracts

The Schoolwide Data Team will share all data aligned to the School Improvement Plan with students and families on school

2022-10-03 -
2023-06-02

Principal

Data Protocols and Data Sheet; Data Responsibility Matrix Cost: Administrative Coaching -4,000

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
website.			

Anticipated Outcome
 Schoolwide Data Dashboard; Behavior and Attendance Contracts; Weekly Student Updates from Senior Case Manager regarding interventions; Senior Case Manager Call Log

Monitoring/Evaluation
 Weekly Updates for Students receiving Interventions; Monthly Schoolwide Data Report, Teacher Reflection and Evaluation, Coach Reflection

Evidence-based Strategy
 Restorative Practices

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Regular Attendance - Restorative Practices	By June 30, the entire staff will have logged a minimum of 90 restorative circles with staff and/or students per trimester in the RP documentation log.
Regular Attendance	By the end of the third trimester, 40% of the enrolled students will have regular attendance (present for 90% of days enrolled).

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Align school policies (Mental Toughness) with restorative practices. LIU RP trainers and CACS Student Services Team will co-plan how to integrate Restorative Circles into Mental Toughness weeks.	2022-06-13 - 2022-07-29	Senior Case Manager and Discipline Coordinator	LIU RP trainer
Onboarding of new teachers for RP training	2022-09-20 - 2022-09-21	Principal	LIU training and fees for Basic Restorative Practices, teacher coverage CSI Cost -Training at the IU -2,000
Build digital resource library for RP and CASEL	2022-07-01 - 2022-09-01	Principal	RP Coach, RP Materials from IIRP and West Ed, Access to CACS internal drives
Restorative Practices bimonthly Coaching for new teachers	2022-10-03 - 2023-01-31	Lead Teacher	RP Coach, RP Coaching Schedule Log, RP Documentation Log, teacher coverage CSI Cost - RP Coaching for New Teachers - 12,000
Quarterly Restorative Practices Coaching for Returning Teachers	2022-08-15 - 2023-06-02	Lead Teacher	RP Coach, RP Coaching Schedule Log, RP Documentation Log, teacher coverage CSI Cost - Coaching for Returning Teachers - 6,000
Restorative Practices Training Conflicts Card and Returning to the Community	2022-08-15 - 2022-08-15	Lead Teacher	RP Trainer CSI Professional Learning in RP to meet the needs of Diverse Learners - 1,000

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Establish an Internal Team (staff, students, parents, and community) extension of PBIS team meeting monthly	2022-10-03 - 2023-06-02	Lead Teacher	Dedicated time for team to meet Allocate funding for teacher release time and materials needed by the team for implementation Consult with RP Coach who can help co-construct Agendas and support planning and communication Sample Restorative Agreements or Contracts CSI - RP Consultation - 12,000 Title IV Funds - 10,000 Purchased Professional and Technical Services for Drug and Violence Prevention; Supporting Healthy and Active Life Styles; and School and Dropout & Re-Entry Support Programming

Anticipated Outcome

RP Log, RP Scheduling, Attendance Data, Behavioral Data

Monitoring/Evaluation

Attendance Reports, RP Coach Debriefs with CEO and administrative team, Teacher Evaluations, Coaching

Evidence-based Strategy

Adult SEL Activities

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Goal Nickname	Measurable Goal Statement (Smart Goal)
Regular Attendance - Restorative Practices	By June 30, the entire staff will have logged a minimum of 90 restorative circles with staff and/or students per trimester in the RP documentation log.
Regular Attendance	By the end of the third trimester, 40% of the enrolled students will have regular attendance (present for 90% of days enrolled).

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Establish an Internal Voluntary Committee that will meet and plan regularly	2022-08-15 - 2023-06-02	CEO/Principal	Dedicated time for Committee/Release time for staff Access to External IU Support to build a plan for supporting the mental health and social emotional well being of the staff Monthly Meeting Schedule
Assessment	2022-08-15 - 2022-09-16	CEO/Principal	Committee Release time Access to optional surveys
Implement CASEL's Three Signature Practices for all meetings with staff and staff/students	2022-09-15 - 2022-09-30	Principal	CASEL's Three Signature Practices Playbook. Standardized Meeting/CLASS Agenda with Space for Inclusive Opening and Optimistic Ending Staff Morale Materials - 5,000

Anticipated Outcome
Shared Drive with Model materials, Running Agenda with Minutes for the Internal Team, Affinity Groups and Staff Morale Boosting Activities

Monitoring/Evaluation

Staff Evaluations of the activities, CASEL Strategies in Lesson Planning, evidence of CASEL Strategies in Walkthroughs, Internal Meeting Agenda Items.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2023, 52% of eligible students will graduate within 4 trimesters. (Math Graduation)	Student Conferencing	Conference with Students	09/16/2022 - 06/02/2023
By the end of the 2022-2023 school year, 40% of the graduates will demonstrate one year of growth (50 points) on the Math IXL system. (Math IXL)			
By June 30, 2023, 52% of eligible students will graduate within 4 trimesters. (ELA - Graduations)			
By the end of the 2022-2023 school year, 40% of the graduates will demonstrate one year of growth (50 points) on the English Language Arts IXL system. (ELA - IXL)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2023, 52% of eligible students will graduate within 4 trimesters. (Math Graduation)	Data Literacy	Schoolwide Data Team will analyze data using an established protocol a minimum of 3 times per Trimester and document results and action steps.	09/30/2022 - 06/02/2023
By the end of the 2022-2023 school year, 40% of the graduates will demonstrate one year of growth (50 points) on the Math IXL system. (Math IXL)			
By June 30, 2023, 52% of eligible students will graduate within 4 trimesters. (ELA - Graduations)			
By the end of the 2022-2023 school year, 40% of the graduates will demonstrate one year of growth (50 points) on the English Language Arts IXL system. (ELA - IXL)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2023, 52% of eligible students will graduate within 4 trimesters. (Math Graduation)	Data Literacy	The Schoolwide Data Team will share all data aligned to the School Improvement Plan with students and families on school website.	10/03/2022 - 06/02/2023
By the end of the 2022-2023 school year, 40% of the graduates will demonstrate one year of growth (50 points) on the Math IXL system. (Math IXL)			
By June 30, 2023, 52% of eligible students will graduate within 4 trimesters. (ELA - Graduations)			
By the end of the 2022-2023 school year, 40% of the graduates will demonstrate one year of growth (50 points) on the English Language Arts IXL system. (ELA - IXL)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, the entire staff will have logged a minimum of 90 restorative circles with staff and/or students per trimester in the RP documentation log. (Regular Attendance - Restorative Practices)	Restorative Practices	Onboarding of new teachers for RP training	09/20/2022 - 09/21/2022
By the end of the third trimester, 40% of the enrolled students will have regular attendance (present for 90% of days enrolled). (Regular Attendance)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, the entire staff will have logged a minimum of 90 restorative circles with staff and/or students per trimester in the RP documentation log. (Regular Attendance - Restorative Practices)	Restorative Practices	Restorative Practices bimonthly	10/03/2022 - 01/31/2023
By the end of the third trimester, 40% of the enrolled students will have regular attendance (present for 90% of days enrolled). (Regular Attendance)		Coaching for new teachers	

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, the entire staff will have logged a minimum of 90 restorative circles with staff and/or students per trimester in the RP documentation log. (Regular Attendance - Restorative Practices)	Restorative Practices	Quarterly	08/15/2022
By the end of the third trimester, 40% of the enrolled students will have regular attendance (present for 90% of days enrolled). (Regular Attendance)		Restorative Practices	-
		Coaching for Returning Teachers	06/02/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, the entire staff will have logged a minimum of 90 restorative circles with staff and/or students per trimester in the RP documentation log. (Regular Attendance - Restorative Practices)	Restorative Practices	Restorative Practices Training Conflicts Card and Returning to the Community	08/15/2022 - 08/15/2022
By the end of the third trimester, 40% of the enrolled students will have regular attendance (present for 90% of days enrolled). (Regular Attendance)			

APPROVALS & SIGNATURES

Assurance of Quality and Accountability

Assurance of Quality and Accountability

The Building Administrator, Superintendent/Chief Executive Officer and President of the School Board will affirm the following statements.

We affirm that our school has developed a School Improvement Plan based upon a thorough review of the essential practices to advance educational programs and processes and improve student achievement.

We affirm that the action plans that we will be implementing address our specific school needs, include strategies that provide educational opportunities and instructional strategies for all students and each of the student groups, increases the amount and quality of learning time, and provides equity in the curriculum which may include programs, activities, and courses necessary to provide a well-rounded education. These plans address the needs of all children in the school, but particularly the needs of those at risk of not meeting the challenging State academic standards.

We, the undersigned, hereby certify that the school level plan has been duly reviewed by the Building Administrator, Superintendent of Schools and formally approved by the district's Board of Education, per guidelines required by the Pennsylvania Department of Education.

We hereby affirm and assure that the school level plan:

- Addresses all the **required components** prescribed by the Pennsylvania Department of Education
- Meets **ESSA requirements**
- Reflects **evidence-based strategies that meet the three highest levels of evidence outlined in ESSA**
- Has a **high probability of improving student achievement**
- Has sufficient **LEA leadership and support to ensure successful implementation**

With this Assurance of Quality & Accountability, we, therefore, request the Pennsylvania Department of Education grant formal approval to implement this school level plan.

School Board Minutes or Affirmation Statement

2022-06-27

Signature (Entered Electronically and must have access to web application).

Chief School Administrator

Jacqueline Martino-Miller

2022-07-20

School Improvement Facilitator Signature

Tanya Morret

2022-07-20

Building Principal Signature

Michael Goc

2022-07-20

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

A change in the attendance policy and how it is being communicated, reinforced, and encouraged has changed over the year. This has helped us increase attendance.

Mentoring has had a positive impact on the students who had 70-90% attendance.

Reporting student progress more regularly has allowed students to see their success in a more concrete way and provided encouragement.

Keys Cash (Positive Behavior Reinforcement) continues to increase per student, so being recognized for positive behavior supports regular attendance and student efficacy.

Growth of Graduation Rate for Black Students

Growth of Graduation Rate for Black Students

None indicated

Students are spending more time on the IXL task

Teachers are posting student performance.

Challenges

Attendance All Student Group, as well as the Black, Hispanic, and Economically Disadvantaged Subgroups are still a challenge.

Students sometimes have competing priorities (largely financial) that impact their positive attendance.

Overall Student Attendance would Improve Graduation Rate

Overall Student Attendance Rate by subgroups would improve Graduation Rate

Overall Student Attendance Rate

Overall Student Attendance Rate by Sub Groups

Students only spend 50% of their year in classrooms and the other 50% is spent on the work site.

Some students still have not see the value of attendance and achievement, leading to graduation.

Teachers are inconsistently matching intervention to student performance data form IXL.

Strengths

Teachers are making sure the diagnostics are up to date,.

Attendance policy was changed so that making up work that is missed has benefit.

Students are spending more time weekly on IXL

Teachers are posting student success.

Teachers are making sure the diagnostics are up to date.

Attendance policy was changed so that making up work that is missed has benefit.

None Listed

Implement an evidence-based system of schoolwide positive behavior interventions and supports (EP 12)

Challenges

Students only spend 50% of their year in classrooms and the other 50% is spent on the work site.

Some students still have not see the value of attendance and achievement, leading to graduation.

Teachers are inconsistently matching intervention to student performance data form IXL.

None Listed

Identify and address individual student learning needs, in ELA specifically (EP 4)

Identify and address individual student learning needs, in Math specifically (EP 4)

Most Notable Observations/Patterns

Attendance continues to be a major influence on the success of students at the school and so the team is tackling this from both an academic lens and a social emotional one.

Challenges	Discussion Point	Priority for Planning
Overall Student Attendance Rate	We know that the higher our student attendance rate is the better the probability that they will graduate	
Identify and address individual student learning needs, in ELA specifically (EP 4)		
Identify and address individual student learning needs, in Math specifically (EP 4)		

ADDENDUM B: ACTION PLAN

Action Plan: Student Conferencing

Action Steps	Anticipated Start/Completion Date
Establish Diagnostic Baseline with each student in Math and ELA IXL	08/22/2022 - 09/09/2022
Monitoring/Evaluation	Anticipated Output
Biweekly Data Sheet, Teacher Evaluation, Coach Anecdotal Record	Student Data; Goal Met/Missed (Conferencing Sheet)
Material/Resources/Supports Needed	PD Step
Diagnostic Testing Calendar; IXL access to student data; biweekly graphing report	no

Action Steps**Anticipated Start/Completion Date**

Share weekly progress of time on the system with all students

09/16/2022 - 06/02/2023

Monitoring/Evaluation**Anticipated Output**

Biweekly Data Sheet, Teacher Evaluation, Coach Anecdotal Record

Student Data; Goal Met/Missed (Conferencing Sheet)

Material/Resources/Supports Needed**PD Step**

IXL access to student data; biweekly graphing report

no



Action Steps**Anticipated Start/Completion Date**

Conference with Students

09/16/2022 - 06/02/2023

Monitoring/Evaluation**Anticipated Output**Biweekly Data Sheet, Teacher Evaluation, Coach
Anecdotal Record

Student Data; Goal Met/Missed (Conferencing Sheet)

Material/Resources/Supports Needed**PD
Step**Student Conferencing Template; Menu of Potential Supports Students can take advantage off; IXL Log CSI Cost for Student
Conferencing Trainer - 1500.00

yes

Action Plan: Data Literacy

Action Steps**Anticipated Start/Completion Date**

Schoolwide Data Team will analyze data using an established protocol a minimum of 3 times per Trimester and document results and action steps.

09/30/2022 - 06/02/2023

Monitoring/Evaluation**Anticipated Output**

Weekly Updates for Students receiving Interventions; Monthly Schoolwide Data Report, Teacher Reflection and Evaluation, Coach Reflection

Schoolwide Data Dashboard; Behavior and Attendance Contracts; Weekly Student Updates from Senior Case Manager regarding interventions; Senior Case Manager Call Log

Material/Resources/Supports Needed**PD Step**

Data Protocol and Access to Data, CSI Cost Data Literacy Coaching-14,000 Cost: Content Literacy Training - 1,000 CSI Instructional Coaching - New teachers - 12,000 CSI Cost Instructional Coaching for Returning teachers - 6,000 CSI Induction Program: 1,000 total CSI Act 48 Reporting - 250.00 CSI Teacher Data Development and Integration 2,250 Title I Funds - 50,510 (includes 2,789 transferred from Title II) for Class Size Reduction Salaries and Benefits

yes

Action Steps**Anticipated Start/Completion Date**

On a biweekly basis intervene with students who have had two or more absences during that period. Monitor their progress and put in additional interventions as needed/required.

09/30/2022 - 06/02/2023

Monitoring/Evaluation**Anticipated Output**

Weekly Updates for Students receiving Interventions; Monthly Schoolwide Data Report, Teacher Reflection and Evaluation, Coach Reflection

Schoolwide Data Dashboard; Behavior and Attendance Contracts; Weekly Student Updates from Senior Case Manager regarding interventions; Senior Case Manager Call Log

Material/Resources/Supports Needed**PD Step**

Access to Service Site and Classroom Data; Menu of Interventions; Student Goal Setting Sheets; Behavior and Attendance Contracts

no



Action Steps**Anticipated Start/Completion Date**

The Schoolwide Data Team will share all data aligned to the School Improvement Plan with students and families on school website.

10/03/2022 - 06/02/2023

Monitoring/Evaluation**Anticipated Output**

Weekly Updates for Students receiving Interventions; Monthly Schoolwide Data Report, Teacher Reflection and Evaluation, Coach Reflection

Schoolwide Data Dashboard; Behavior and Attendance Contracts; Weekly Student Updates from Senior Case Manager regarding interventions; Senior Case Manager Call Log

Material/Resources/Supports Needed**PD Step**

Data Protocols and Data Sheet; Data Responsibility Matrix Cost: Administrative Coaching -4,000

yes

Action Plan: Restorative Practices

Action Steps**Anticipated Start/Completion Date**

Align school policies (Mental Toughness) with restorative practices. LIU RP trainers and CACS Student Services Team will co-plan how to integrate Restorative Circles into Mental Toughness weeks.

06/13/2022 - 07/29/2022

Monitoring/Evaluation**Anticipated Output**

Attendance Reports, RP Coach Debriefs with CEO and administrative team, Teacher Evaluations, Coaching

RP Log, RP Scheduling, Attendance Data, Behavioral Data

Material/Resources/Supports Needed**PD Step**

LIU RP trainer

no



Action Steps**Anticipated Start/Completion Date**

Onboarding of new teachers for RP training

09/20/2022 - 09/21/2022

Monitoring/Evaluation**Anticipated Output**

Attendance Reports, RP Coach Debriefs with CEO and administrative team, Teacher Evaluations, Coaching

RP Log, RP Scheduling, Attendance Data, Behavioral Data

Material/Resources/Supports Needed**PD Step**

LIU training and fees for Basic Restorative Practices, teacher coverage CSI Cost -Training at the IU -2,000

yes



Action Steps**Anticipated Start/Completion Date**

Build digital resource library for RP and CASEL

07/01/2022 - 09/01/2022

Monitoring/Evaluation**Anticipated Output**

Attendance Reports, RP Coach Debriefs with CEO and administrative team, Teacher Evaluations, Coaching

RP Log, RP Scheduling, Attendance Data, Behavioral Data

Material/Resources/Supports Needed**PD Step**

RP Coach, RP Materials from IIRP and West Ed, Access to CACS internal drives

no



Action Steps**Anticipated Start/Completion Date**

Restorative Practices bimonthly Coaching for new teachers

10/03/2022 - 01/31/2023

Monitoring/Evaluation**Anticipated Output**

Attendance Reports, RP Coach Debriefs with CEO and administrative team, Teacher Evaluations, Coaching

RP Log, RP Scheduling, Attendance Data, Behavioral Data

Material/Resources/Supports Needed**PD
Step**

RP Coach, RP Coaching Schedule Log, RP Documentation Log, teacher coverage CSI Cost - RP Coaching for New Teachers - 12,000

yes

Action Steps**Anticipated Start/Completion Date**

Quarterly Restorative Practices Coaching for Returning Teachers

08/15/2022 - 06/02/2023

Monitoring/Evaluation**Anticipated Output**

Attendance Reports, RP Coach Debriefs with CEO and administrative team, Teacher Evaluations, Coaching

RP Log, RP Scheduling, Attendance Data, Behavioral Data

Material/Resources/Supports Needed**PD Step**

RP Coach, RP Coaching Schedule Log, RP Documentation Log, teacher coverage CSI Cost - Coaching for Returning Teachers - 6,000

yes

Action Steps**Anticipated Start/Completion Date**

Restorative Practices Training Conflicts Card and Returning to the Community

08/15/2022 - 08/15/2022

Monitoring/Evaluation**Anticipated Output**

Attendance Reports, RP Coach Debriefs with CEO and administrative team, Teacher Evaluations, Coaching

RP Log, RP Scheduling, Attendance Data, Behavioral Data

Material/Resources/Supports Needed**PD Step**

RP Trainer CSI Professional Learning in RP to meet the needs of Diverse Learners - 1,000

yes

Action Steps	Anticipated Start/Completion Date
Establish an Internal Team (staff, students, parents, and community) extension of PBIS team meeting monthly	10/03/2022 - 06/02/2023

Monitoring/Evaluation	Anticipated Output
Attendance Reports, RP Coach Debriefs with CEO and administrative team, Teacher Evaluations, Coaching	RP Log, RP Scheduling, Attendance Data, Behavioral Data

Material/Resources/Supports Needed	PD Step
Dedicated time for team to meet Allocate funding for teacher release time and materials needed by the team for implementation Consult with RP Coach who can help co-construct Agendas and support planning and communication Sample Restorative Agreements or Contracts CSI - RP Consultation - 12,000 Title IV Funds - 10,000 Purchased Professional and Technical Services for Drug and Violence Prevention; Supporting Healthy and Active Life Styles; and School and Dropout & Re-Entry Support Programming	no

Action Plan: Adult SEL Activities

Action Steps**Anticipated Start/Completion Date**

Establish an Internal Voluntary Committee that will meet and plan regularly

08/15/2022 - 06/02/2023

Monitoring/Evaluation**Anticipated Output**

Staff Evaluations of the activities, CASEL Strategies in Lesson Planning, evidence of CASEL Strategies in Walkthroughs, Internal Meeting Agenda Items.

Shared Drive with Model materials, Running Agenda with Minutes for the Internal Team, Affinity Groups and Staff Morale Boosting Activities

Material/Resources/Supports Needed**PD Step**

Dedicated time for Committee/Release time for staff Access to External IU Support to build a plan for supporting the mental health and social emotional well being of the staff Monthly Meeting Schedule

no



Action Steps**Anticipated Start/Completion Date**

Assessment

08/15/2022 - 09/16/2022

Monitoring/Evaluation**Anticipated Output**

Staff Evaluations of the activities, CASEL Strategies in Lesson Planning, evidence of CASEL Strategies in Walkthroughs, Internal Meeting Agenda Items.

Shared Drive with Model materials, Running Agenda with Minutes for the Internal Team, Affinity Groups and Staff Morale Boosting Activities

Material/Resources/Supports Needed**PD Step**

Committee Release time Access to optional surveys

no



Action Steps**Anticipated Start/Completion Date**

Implement CASEL’s Three Signature Practices for all meetings with staff and staff/students

09/15/2022 - 09/30/2022

Monitoring/Evaluation**Anticipated Output**

Staff Evaluations of the activities, CASEL Strategies in Lesson Planning, evidence of CASEL Strategies in Walkthroughs, Internal Meeting Agenda Items.

Shared Drive with Model materials, Running Agenda with Minutes for the Internal Team, Affinity Groups and Staff Morale Boosting Activities

Material/Resources/Supports Needed**PD Step**

CASEL’s Three Signature Practices Playbook. Standardized Meeting/CLASS Agenda with Space for Inclusive Opening and Optimistic Ending Staff Morale Materials - 5,000

no



ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 30, 2023, 52% of eligible students will graduate within 4 trimesters. (Math Graduation)	Student Conferencing	Conference with Students	09/16/2022 - 06/02/2023
By the end of the 2022-2023 school year, 40% of the graduates will demonstrate one year of growth (50 points) on the Math IXL system. (Math IXL)			
By June 30, 2023, 52% of eligible students will graduate within 4 trimesters. (ELA - Graduations)			
By the end of the 2022-2023 school year, 40% of the graduates will demonstrate one year of growth (50 points) on the English Language Arts IXL system. (ELA - IXL)			
By June 30, 2023, 52% of eligible students will graduate within 4 trimesters. (Math Graduation)	Data Literacy	Schoolwide Data Team will analyze data using an established protocol a minimum of 3 times per Trimester and document results and action steps.	09/30/2022 - 06/02/2023
By the end of the 2022-2023 school year, 40% of the graduates will demonstrate one year of growth (50 points) on the Math IXL system. (Math IXL)			
By June 30, 2023, 52% of eligible students will graduate within 4 trimesters. (ELA - Graduations)			
By the end of the 2022-2023 school year, 40% of the graduates will demonstrate one year of growth (50 points) on the English Language Arts IXL system. (ELA - IXL)			

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>By June 30, 2023, 52% of eligible students will graduate within 4 trimesters. (Math Graduation)</p> <p>By the end of the 2022-2023 school year, 40% of the graduates will demonstrate one year of growth (50 points) on the Math IXL system. (Math IXL)</p> <p>By June 30, 2023, 52% of eligible students will graduate within 4 trimesters. (ELA - Graduations)</p> <p>By the end of the 2022-2023 school year, 40% of the graduates will demonstrate one year of growth (50 points) on the English Language Arts IXL system. (ELA - IXL)</p>	Data Literacy	<p>The Schoolwide Data Team will share all data aligned to the School Improvement Plan with students and families on school website.</p>	<p>10/03/2022</p> <p>-</p> <p>06/02/2023</p>
<p>By June 30, the entire staff will have logged a minimum of 90 restorative circles with staff and/or students per trimester in the RP documentation log. (Regular Attendance - Restorative Practices)</p> <p>By the end of the third trimester, 40% of the enrolled students will have regular attendance (present for 90% of days enrolled). (Regular Attendance)</p>	Restorative Practices	<p>Onboarding of new teachers for RP training</p>	<p>09/20/2022</p> <p>-</p> <p>09/21/2022</p>
<p>By June 30, the entire staff will have logged a minimum of 90 restorative circles with staff and/or students per trimester in the RP documentation log. (Regular Attendance - Restorative Practices)</p> <p>By the end of the third trimester, 40% of the enrolled students will have regular attendance (present for 90% of days enrolled). (Regular Attendance)</p>	Restorative Practices	<p>Restorative Practices bimonthly Coaching for new teachers</p>	<p>10/03/2022</p> <p>- 01/31/2023</p>
<p>By June 30, the entire staff will have logged a minimum of 90 restorative circles with</p>	Restorative	Quarterly	08/15/2022

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>staff and/or students per trimester in the RP documentation log. (Regular Attendance - Restorative Practices)</p> <p>By the end of the third trimester, 40% of the enrolled students will have regular attendance (present for 90% of days enrolled). (Regular Attendance)</p>	Practices	Restorative Practices Coaching for Returning Teachers	- 06/02/2023
<p>By June 30, the entire staff will have logged a minimum of 90 restorative circles with staff and/or students per trimester in the RP documentation log. (Regular Attendance - Restorative Practices)</p> <p>By the end of the third trimester, 40% of the enrolled students will have regular attendance (present for 90% of days enrolled). (Regular Attendance)</p>	Restorative Practices	Restorative Practices Training Conflicts Card and Returning to the Community	08/15/2022 - 08/15/2022

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Onboarding of new staff to understand the data that is collected.	New Staff	Attendance, academic, and behavioral data

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Teachers are collecting and process the data with colleagues and students	08/22/2022 - 12/31/2022	Principal

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
1e: Designing Coherent Instruction 4a: Reflecting on Teaching 4d: Participating in a Professional Community	Teaching Diverse Learners in an Inclusive Setting Language and Literacy Acquisition for All Students Trauma Informed Training (Act 18)

Professional Development Step	Audience	Topics of Prof. Dev
Restorative Practices for New Teachers	New Staff	Restorative Practices and Restorative Circles

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Restorative Practices Scheduling Log and Administrative Debrief	08/15/2022 - 12/31/2022	Principal

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

2a: Creating an Environment of Respect and Rapport
4a: Reflecting on Teaching

Trauma Informed Training (Act 18)
Teaching Diverse Learners in an Inclusive Setting

Professional Development Step

Audience

Topics of Prof. Dev

Restorative Practices for Returning Staff

Returning Staff

Restorative Circles, Conflict Cards, and Returning Students to the Community after Harm

Evidence of Learning

Anticipated Timeframe

Lead Person/Position

Restorative Practices Debriefing after Coaching

08/15/2022 - 12/31/2022

Principal

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

2a: Creating an Environment of Respect and Rapport
4a: Reflecting on Teaching

Trauma Informed Training (Act 18)
Teaching Diverse Learners in an Inclusive Setting

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Student Conferencing goals	Teachers of Math and ELA will share student conferencing goals with parents and case managers	Email	Case Manager, Parents	September 30, and then report on progress monthly
Student Growth Performance	Student Growth Performance	Data Wall	Students	September 30, and then update progress bi-weekly (classroom) and hallway (monthly)
Scaffolds that are offered to (groups) of students.	What is/are the common focus skills that students need to hone that two week period.	IXL Trouble Spots	Teachers/Case Managers	on a bi-weekly basis
Sharing of Data Report	Monthly update of data that is being tracked toward the goals	Website	Staff, Students, and Families	The first report should be shared by October 3 and then by the end of the month thereafter.
Data Meetings with Case	Case managers will share number of students they have intervened with for behavior or attendance issues	Emailed Update and share out at Staff	Staff	Weekly

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Managers	(by number) and share the the action steps and progress or continued concern.	Meeting		
Parent Orientation	Review of what data is being collected and shared	Parent Involvement Cafe (PIC Mtg.)	Families	Three times a year (beginning of each trimester)
Call to join the Adult SEL committee	Purpose of the committee, proposed meeting schedule, suggested activities that have been brainstormed	email, announcement at staff meeting	Staff	beginning of the year by August 26
Adult SEL Committee Updates for Staff	Updates and activities as planned by the internal committee	email, announcement at faculty meeting,Agenda Meeting Minutes, calendar	Staff	Bi-Weekly Staff Meeting
Purpose of RP and integration with Mental Toughness week	Why and how to practice RP principles	Email and schedule	Staff	Prior to Mental toughness week each Trimester
Progress toward RP goal	How many circles have been logged each week and at the end of each month	Data Report	All Staff, students and families	By September 28, 2022 and monthly after that

**Communication
Step**

Topics of Message

Mode

Audience

**Anticipated
Timeline**

