Mission: Shakopee Schools, in partnership with our community, will educate lifelong learners to succeed in a diverse world.

Strategic Directions

Shakopee West Jr. High School Improvement Plan 2016-17

Goals (single or multi-year)	Strategic Direction Alignment	Strategies to accomplish (click here for a detailed Action Planning Template)	Plan for tracking progress against the goal & strategy during the school year?
1. Reduce the overall achievement gap in MCA Math by 5% compared to the 2016 results, while increasing achievement for all students.	X4, EF03	Creating a culture focused on learning and results for all students and staff. Highly functioning PLC work. Strategy-based instructional strategies including incorporation of technology tools.	1. Determine current achievement based on Spring MCAs and Fall MAP scores. 2. Develop and then use method for tracking gap as part of regular PLC work. 3. Invite administration and Integration team.
2. Reduce the overall achievement gap in MCA Reading by 5% compared to the 2016 results, while increasing achievement for all students.	X5, EF04		
3. Reduce the overall achievement gap in MCA Science by 5% compared to the 2016 results, while increasing achievement for all students.	EF06		

School:	**West Junior High**	

Action Plan for:	**Culture**	

Related Student Achievement Goal(s):	1.	Reduce the overall achievement gap in MCA Math by 5% compared to the 2016 results, while increasing achievement for all students.
	2.	Reduce the overall achievement gap in MCA Reading by 5% compared to the 2016 results, while increasing achievement for all students.
	3.	Reduce the overall achievement gap in MCA Science by 5% compared to the 2016 results, while increasing achievement for all students.

Related Staff Development Goal(s)\Need(s):	1. Continue to cultivate a positive school culture focused on learning.
	2.
	3.

Strategy/Activity	Timeline	Persons Responsible	Success Measure(s) - Did it work, not work? How do you know?
GPS daily - creating positive connections with students	Daily.... How else do we spend our time connecting with kids. PLC time, consult, etc?	GPS Navigators	
GPS curriculum - based on GRIT Framework	Weekly Lessons - Themed on Goals, Respect, Integrity, & Teamwork	GPS Navigators GPS Curriculum Group	Student and staff surveys on curriculum. ...what other measures?
Discipline Data Review	Reviewed Quarterly	Joel & Paul	Decrease in behavior referrals - overall and by individual students
Student Connection/Safety Perception Survey	September January May		Increase in students having a positive feeling about school, positive connnections with adults, fewer kids being bullied
Staff Connection/Safety	September January May		Increase in staff having positive feelings about West - connections with other staff, feeling valued, etc.
Staff of the month - various categories: Data, 100% Club, Open Door, Innovator, Connector, Energizer - Recognized at Staff Meetings (These are just suggestions for ideas)		Lori to start? - Then person who is recognized that month seeks out someone to recognize the next month for that category	Staff survey?
Staff self-reflection identifying biases/fears/patterns of behavior	Staff week? Staff meetings?		
Excellence with Equity Plan		Sean McMoore (most likely will be at West most days besides Wednesdays)	
GPS Navigator - AP Behavior support following discipline		Joel & Paul	

School: West Junior High

Highly functioning PLCs

Related Student Achievement Goal(s):	1. Reduce the overall achievement gap in MCA Math by 5% compared to the 2016 results, while increasing achievement for all students.
	2. Reduce the overall achievement gap in MCA Reading by 5% compared to the 2016 results, while increasing achievement for all students.
	3. Reduce the overall achievement gap in MCA Science by 5% compared to the 2016 results, while increasing achievement for all students.
Related Staff Development Goal(s)\Need(s):	1. Continue development of highly effective PLC practices.
	2.
	3.

Strategy/Activity	Timeline	Persons Responsible	Success Measure(s) - Did it work, not work? How do you know?
Look at last year's reflections/comments on challenges of your PLC, discuss what should be implented to make this year's PLC work more effectively.	Teacher Workshop Week	All PLC members	End-of-the-year PLC reflection
Agree upon expectations, norms, and staying true to process. Clarify what a PLC IS as well as what it IS NOT. Agree to accountability methods/ strategies.	Teacher Workshop Week	All PLC members	Constant self reflection, check with buddy group, and year end self evaluation
Survey PLC members to determine needs.	Each Quarter, Week 1 or 2	Site Team examines responses in order to provide support	
Generate list of students for specific PLCs to follow and focus.	Prior to beginning of school	Admin	Each teacher should have the list at the beginning of the school year, constant reflection on how teacher is interacting with student assigned him/her.
Generate list of students for specific PLCs to follow and focus.	Prior to beginning of school	Admin	Each teacher should have the list at the beginning of the school year, constant reflection on how teacher is interacting with student assigned him/her.
Determine common meeting place and time.	First 2 weeks	PLC Members	Common meeting place and time is set and shared with admin.

Develop a formative assessment plan as a PLC.	Within first 3 weeks of school	each PLC	At least one common formative assessment per unit that focuses on ONE CRITICAL SKILL and each PLC analyzes the data from the common formative, discussing instructional strategies, intervention and enrichment. (not just data analysis: a Responsive Instruction Cycle)
Create strategies within PLCs on how to reach identified students successfully in specific content area and a method for tracking student acheivement.	Within first month of school	All PLC members	Specific MCA test subjects and content skills should be considered. A plan for tracking student growth should be decided upon.
Meet based on our lists as group of students' teachers to share connection and academic strategies.	After Week 6 Progress Report of each term; may be grade level meetings	All Teachers	Meeting Notes; implement strategies for specific students based on what other teachers shared.
Invite an "outsider" to your PLC meeting to observe and give feedback.	Shoot for a couple times in the 2016-2017 school year.	All PLC members	Written feedback from "outsider."
Measure success and challenges of PLCs for 16-17 school year. Make and record adjustments needed or goals for the next year to improve the process for your group.		All PLC members	Records kept for the following year to be used for revisions to the process.

School: West Junior High

Instructional Strategies and Technology Tools

Related Student Achievement Goal(s):	1. Reduce the overall achievement gap in MCA Math by 5% compared to the 2016 results, while increasing achievement for all students.
	2. Reduce the overall achievement gap in MCA Reading by 5% compared to the 2016 results, while increasing achievement for all students.
	3. Reduce the overall achievement gap in MCA Science by 5% compared to the 2016 results, while increasing achievement for all students.
Related Staff Development Goal(s)\Need(s):	1. Continued training on increasing effectiveness with strategy based, highly engaging instruction and assessment for learning with technology integration
	2. Training on personalizing learning by utilizing digital resources and implementing authentic learning experiences
	3.

Strategy/Activity	Timeline	Persons Responsible	Success Measure(s) - Did it work, not work? How do you know?
Choose Your Own Adventure--Teachers will choose and create student-centered learning in their classroom through authentic learning, enrichment/intervention, digital learning, and/or strategy-based instruction. This allows teachers choice and voice in their professional development.	Introduced at workshop, ongoing throughout the year	Site Team, all certified staff	Data will be gathered through week 6 and quarter grade posts during each quarter. Site team will look at this data as well and share it out with staff. Staff will be specifically asked to look at # of Fs.
Lab Classrooms--focus on meaningful engagement and gradual release of responsibility	2nd year lab classroom will be taking on more of a leadership role; ongoing encouragement of staff to get in and observe lab classrooms with instructional coach	2nd year lab classroom teacher; IC; all certified staff; lab teachers	post-observation reflections/discussions between IC and observers
Coaching with IC	all first year staff will participate in at least one coaching cycle; all staff are encouraged to work with IC throughout the year as well	IC, 1st year staff, all certified staff	qualitative data reflection survey for IC--to be shared with Site Team as well
Expectations/Baseline from last year: continued development/use of learning targets, collaboration, gradual release, engagement, and formative assessments			