

Glebe - School Action Plan - 2023-2024 to 2025-26
Principal: Jamie Borg

Goal #1	Math - Opportunity Gaps - SOL		
Strategic Plan Goal Area	Student Success		
Strategic Plan Performance Objectives			

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Professional Learning: Staff will participate in VKRP training for implementing, analyzing and intervention. Staff will participate through CLT training on MAP data, how to read the data and use it for intervention		Sept - June, ongoing	Administrators, Math Coach	Principal & AP will support math coaches during CLTs and in identifying teachers for coaching cycles
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Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SS-3- Math SOLs	Results of Progress (End of Year)	Math SOL	
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)	
School level- NWEA - MAP Growth Teacher/CLT/Grade -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) -Progress Monitoring Data from Interventions	Teacher/CLT/Grade -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) -Progress Monitoring Data from Interventions	School level NWEA - MAP Growth Teacher/CLT/Grade -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) -Progress Monitoring Data from Interventions	School level- NWEA - MAP Growth Teacher/CLT/Grade -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) Progress Monitoring Data from Interventions"	

Goal #2	Reading- Opportunity Gaps - SOL		
Strategic Plan Goal Area	Student Success		
Strategic Plan Performance Objectives	PO-SS-1-By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments.		
Baseline Data	Spring 2023 - SOL - Reading Black - Pass 81.3% (opp. gap 10.4%) Hispanic - Pass 79.5% (opp. gap 12.2%) EL - Pass 56.5% (opp. gap 35.2%) SWD - Pass 60.7% (opp. gap 31%) Econ. Disadv - Pass 71.9% (opp. gap 20.7%)	Identify if goal is required	

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By June 2026, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal:

- Black** - Increase pass rate from 85% to at least 87%, reducing the gap from 8% to 7%
- Hispanic** - Increase pass rate from 84% to at least 86%, reducing the gap from 9% to 8%
- EL** - Increase pass rate from 67% to at least 70%, reducing the gap from 26% to 24%
- SWD** - Increase pass rate from 69% to at least 72%, reducing the gap from 24% to 22%
- Econ. Disadv.** - Increase pass rate from 78% to at least 80%, reducing the gap from 15% to 14%

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Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)
SEL Survey	School Survey (based on YVM Question)	SEL Survey	YVM Survey results

Goal #4	Engaged Workforce		
Strategic Plan Goal Area	Engaged Workforce		
Strategic Plan Performance Objectives	PO-EW-1-By 2024, at least 70% of APS staff will respond favorably that opportunities for professional learning meet their needs, as indicated on the Your Voice Matters survey.		
Baseline Data	Spring 2022 Your Voice Matters Survey, Engaged Workforce: Professional Learning as measured by your voice Matters Survey rate was 40%	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			

By June 2026, 70% of staff who respond favorably on the 2026 YVM survey question, "Overall, how well does school-based professional learning meet your needs?" will increase from 70% to 80%

Annual Performance Goals	
Annual Performance Goal Year 1 (2023-24)	

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Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Action one: Survey staff to determine needs for staff development, plan the staff development and implement	September-June	All Staff	On going discourse throughout the year to monitor needs and evaluation of staff development
Action two: Empower staff to have a voice and choice in staff development and be leaders in their own building	September-June	Principal, Assistant principal and lead teachers	On going discourse throughout the year to monitor needs and evaluation of staff development
Action three: Survey at end of year to assess how we did with school based professional learning	September-June	Principal and Assistant Principal	Survey

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-EW-4- YVM Staff: Climate Results	Results of Progress (End of Year)	YVM
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)
	School-based survey		YVM

Goal #5	Partnerships		
Strategic Plan Goal Area	Partnerships		
Strategic Plan Performance Objectives	PO-P-1-By 2024, at least 90% of APS families will respond favorably on student and family engagement on the Your Voice Matters survey results.		
Baseline Data	In Spring of 2022, The overall Partnerships: Family Engagement Score on Your Voice Matters was 85%	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			

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By 2026, Glebe will maintain 90% or more of APS families responding favorably on student and family engagement of the Your Voice Matters survey

Annual Performance Goals

Annual Performance Goal Year 1 (2023-24)	By 2024, at least 90% of APS families will respond favorably on student and family engagement of the Your Voice Matters survey
Annual Performance Goal Year 2 (2024-25)	By 2025, Glebe will maintain 90% or more of APS families responding favorably on student and family engagement on a school-based survey
Annual Performance Goal Year 3 (2025-26)	By 2026, Glebe will maintain 90% or more of APS families responding favorably on student and family engagement of the Your Voice Matters survey

Strategic Plan Strategies

Strategic Plan Strategies- PRIMARY	S-P-1-Provide training and resources for staff and families to create meaningful partnerships that support student success and well-being.
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	

Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Action 1 (Welcoming All Families) Review the components in the FACE Checklist, select at least one component/section and identify two-three practices to focus on during the SY23/24.			

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<p>Action 3 (Student Success):</p> <p>*Host at least four parent workshops/information/training sessions that directly support student success, specifically (list the focus area that connects to key focus area in your Action Plan, *Use your school data to identify a group/sub group/ grade levels, subject to focus on.)</p> <p>Language example 1: Support students in K-2 achieve academic success by collaborating with families so that they are informed about what their students are learning in K-2 early literacy by sharing academic progress and data, provide parents with tips and resources to help students learn, and share curriculum and student progress with after school programs).</p>	<p>Sept- June, ongoing</p>	<p>Principal, Assistant principal, Bilingual Family Specialist, and all staff</p>	<p>Principal, assistant principal and bilingual family specialist meet with families at least every other month to help with understandin how to best support your student in school. This is done through the PARTICIPA model.</p>
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Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-P-3- YVM Family: Engagement	Results of Progress (End of Year)	YVM
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)
	School-Based survey		YVM