

Principles, Strategies and Action Steps (REQUIRED)

Mesa Unified District (070204000) Public District - FY 2021 - Crismon Elementary School (070204133) Public School - School Integrated Action Plan (SIAP) - Rev 1

Plan Items

P 1) Principle 1 - Effective Leadership

▢ **Details**

Primary Need: Our leadership commits to sustaining a culture of high expectations for learning and growth including high academic, behavioral and social emotional goals focusing on the whole child within a respectful, professional learning community for the staff

Root Cause: Student goals are made based on student data. High expectations are evident in some classrooms only.

Needs Statement: Crismon needs a clear compelling mission and vision to guide teaching and learning.

Desired Outcomes: Leadership will collaborate with stakeholders, including staff, family and community members, to address the Crismon community's needs and interests. Leadership will create a culture of high expectations for academic, social and emotional learning and growth for all its' students, which is supported by effectively managed school operations.

SMART Goal: TBD

S 1.1) Strategy 1.1

▢ **Details**

Strategy Description: USE MISSION AND VISION TO DRIVE DECISION MAKING- The mission and vision will be referred to when making decisions for the school, using mission and vision as the yardstick against which to measure the relevance and fidelity of decisions.

AS 1.1.1) Review Mission and Vision

Title I LEA

TI SW1

Details

Action Step Description: Mission and Vision will be reviewed and updated at the beginning of all staff meetings, prior to PLC's

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	7/1/2020	Linda Valuikas	3/24/2020 7:21:58 PM

1.1.2) Review Mission and Vision at Parent Functions
Title I LEA
TI SW1

Details

Action Step Description: The mission and vision will be reviewed prior to the beginning of all parent and stakeholder meetings to include SIAC, PTA, and Event Organization meetings, such as Science Camp, etc.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress beginning July 1, 2020	Linda Valuikas	3/24/2020 8:02:47 PM
In Progress	In progress beginning July 1, 2020	Linda Valuikas	3/24/2020 7:53:58 PM

1.2) Strategy 1.2

Details

Strategy Description: CULTIVATE LEADERSHIP IN OTHERS; The principal will cultivate leadership in others so that leadership is shared and teachers and stakeholders feel ownership and buy in.

AS 1.2.1) AVID Leadership Team

Title I LEA
TI SW1

 **Details**

Action Step Description: Leadership for the AVID initiative will be shared between 22 classroom teachers, the Title I Specialist and the Principal.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress beginning July 1, 2020	Linda Valuikas	3/24/2020 8:08:52 PM

AS 1.2.2) Intervention Planning Team (IPT)

Title I LEA
TI SW1

 **Details**

Action Step Description: Leadership regarding interventions for students who have been identified as at-risk, and who are considered for SPED referral will be shared with 2 to 3 lead teachers and the classroom teachers of identified students.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress beginning July 1, 2020	Linda Valuikas	3/24/2020 8:18:59 PM
In Progress	In progress beginning July 1, 2020	Linda Valuikas	3/24/2020 8:09:09 PM

AS 1.2.3) Site Improvement Advisory Council (SIAC)

Title I LEA

TI SW1

Details

Action Step Description: Members of the community, classified staff teachers and administrator will share leadership regarding decisions regarding the school, expenditures of ECA monies, and other issues.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress beginning July 1, 2020	Linda Valuikas	3/24/2020 8:18:35 PM
In Progress	In progress beginning July 1, 2020	Linda Valuikas	3/24/2020 8:13:46 PM

1.3) Strategy 1.3

Details

Strategy Description: CULTIVATE LEADERSHIP IN OTHERS-

1.3.1) Leadership Team

Title I LEA

TI SW1

Details

Action Step Description: Teachers will share leadership responsibilities in the development, implementation and review of the SIAP, and other matters effecting school matters.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress beginning July 1, 2020	Linda Valuikas	3/24/2020 8:19:35 PM

AS 1.3.2) PBIS Leadership Team

Title I LEA
TI SW1

Details

Action Step Description: A team of teachers will spearhead the implementation of PBIS in the building.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress beginning July 1, 2020	Linda Valuikas	3/24/2020 8:21:27 PM

S 1.4) Strategy 1.4

Details

Strategy Description: SET CLEAR AND MEASURABLE GOALS-Leadership will set clear and measurable goals during the course of the year to improve teaching and student achievement.

AS 1.4.1) Pay for Performance

Title I LEA
TI SW1

Details

Action Step Description: With teacher input, leadership will set goals regarding areas that teachers must successfully perform in to further the achievement of students and personal growth as educators.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
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In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 6:31:28 PM
In Progress	In progress beginning July 1, 2020	Linda Valuikas	3/24/2020 8:26:02 PM

AS 1.4.2) School Wide Achievement Goals
 Title I LEA
 TI SW1

Details

Action Step Description: School wide achievement goals will be set for student achievement to direct focus on instructional needs and professional development.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 6:32:11 PM
In Progress	In progress beginning July 1, 2020	Linda Valuikas	3/24/2020 8:27:48 PM

AS 1.4.3) Professional Growth Goals
 Title I LEA
 TI SW1

Details

Action Step Description: Leadership will work with teachers to set Professional Growth goals for the upcoming school year

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 6:32:25 PM

In Progress In progress beginning July 1, 2020 Linda Valuikas 3/24/2020 8:29:35 PM

AS 1.4.4) PLCs
Title I LEA
TI SW1

Details

Action Step Description: Teachers will assume leadership in setting shared weekly goals and interventions for their grade level students, after reviewing CFA data during time spent as a Professional Learning Community

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 6:32:40 PM
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 6:31:01 PM
In Progress	In progress beginning July 1, 2020	Linda Valuikas	3/24/2020 8:31:13 PM

S 1.5) Strategy 1.5

Details

Strategy Description: PROVIDE EFFECTIVE TEACHERS TO ALL STUDENTS-All students should be provided effective teachers who have the skills and willingness to give them the tools and opportunities to succeed.

AS 1.5.1) Provide Title I Qualified (T1Q) Teachers
Title I LEA
TI SW1

Details

Action Step Description: Hire only Title I Qualified (T1Q) teachers to provide classroom instruction.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 6:29:14 PM
In Progress	In progress beginning July 1, 2020	Linda Valuikas	3/24/2020 8:35:03 PM

AS 1.5.2) Use Most Effective Teachers With At-Risk Students

Title I LEA
TI SW1

 **Details**

Action Step Description: Ensure that the most effective teachers use their skills with the students with the greatest needs to give those students the best chance to close their learning gaps.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 6:28:57 PM
In Progress	In progress beginning July 1, 2020	Linda Valuikas	3/24/2020 8:36:47 PM

AS 1.5.3) Distribute Most Effective Teachers Equitably

Title I LEA
TI SW1

 **Details**

Action Step Description: Distribute the most effective teachers equitably so that every grade level has a mentor for colleagues and instruction, and work with at-risk students.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress staring 7/1/2020	Linda Valuikas	3/25/2020 6:28:11 PM
In Progress	In progress beginning July 1, 2020	Linda Valuikas	3/24/2020 8:38:28 PM

P 2) Principle 2 - Effective Teachers and Instruction

Details

Primary Need: Our leadership commits to sustaining a culture of high expectations for learning and growth including high academic, behavioral and social emotional goals focusing on the whole child within a respectful, professional learning community for the staff.

Root Cause: Student goals are made based on student data. High expectations are evident in some classrooms only.

Needs Statement: Crismon needs to provide engaging educational experiences that target identified gaps and strengths among diverse Crismon learners.

Desired Outcomes: Teachers will plan for rigorous, engaging instruction to meet goals set for each student's strengths and gaps, as identified through review of current student data.

SMART Goal: TBD

S 2.1) Strategy 2.1

Details

Strategy Description: PROVIDE INSTRUCTIONAL STRATEGIES-Teachers will use AVID strategies to promote learning.

AS 2.1.1) AVID Strategies and Materials

Title I LEA

TI SW1

Details

Action Step Description: Teachers will provide WICOR strategies to promote AVID in all areas of the curriculum. Classroom supplies will be provided for students (binders, pencils, erasers, dry erase markers, etc.) to complete instructional activities.

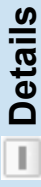
Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 6:41:59 PM

AS 2.1.2) Social Emotional Learning
Title I LEA
TI SW1



Details

Action Step Description: Teachers will develop a SEL community by teaching strategies in all areas of Social Emotional Learning using Sanford Harmony lessons. Mindful Moment will be recognized daily through morning announcements. Thankful Thursdays will give students the opportunity to recognize individuals for help they through the week.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 6:46:23 PM

S 2.2) Strategy 2.2



Details

Strategy Description: PROVIDE PROFESSIONAL DEVELOPMENT-Professional Development will be provided to teachers and staff in identified areas of need, to ensure that teachers and staff have the

information, the intellectual resources and the opportunities to explore educational strategies and programs.

AS 2.2.1) AVID Professional Development

Title I LEA
TI SW1

Details

Action Step Description: The AVID leadership team and selected teachers will be provided with half day subs in order to observe a fully implemented AVID program. Refreshers on AVID strategies will be provided to all staff and new teachers.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 6:51:57 PM

AS 2.2.2) AVID Implementation

Title I LEA
TI SW1

Details

Action Step Description: AVID will be implemented through professional development of staff that occurs both internally and outside of the school setting.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 6:54:04 PM

AS 2.2.3) Grading Practices

Title I LEA
TI SW1

Details

Action Step Description: Professional Development will occur regarding grading practices and their reform.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 7:03:32 PM

AS 2.2.4) Reading Strategies and Instruction

Title I LEA
TI SW1

Details

Action Step Description: Crismon will provide IAs with PD regarding reading strategies and instruction. Teachers will be offered PD through book studies regarding strategies to use with struggling readers and comprehension.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 7:14:50 PM

AS 2.2.5) Provide Differentiated Professional Development

Title I LEA
TI SW1

[-] Details

Action Step Description: Provide Professional Development that is differentiated and that reflects teacher choice.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 3/25/2020 to 3/25/2020

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 7:15:19 PM

[AS] 2.2.6) PBIS Implementation

Title I LEA

TI SW1

[-] Details

Action Step Description: A team of teachers will plan for and deliver professional development to staff members regarding the tenants of PBIS and how it can be implemented schoolwide with increasing rigor and fidelity.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 7:15:47 PM

[S] 2.3) Strategy 2.3

[-] Details

Strategy Description: PROVIDE INTERVENTIONS-Interventions will be provided in math and reading for identified students who need more time and practice on skills, including SPED and ELL students.

[AS] 2.3.1) Provide Tier ii Intervention

Title I LEA
TI SW1

Details

Action Step Description: All students will be provided Tier 2 intervention support in reading and math. IAs, SPED teachers, SPED IAs and SEI Tech will push-in to every class everyday for individual skill instruction.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 7:42:04 PM

AS 2.3.2) Provide Tier III Intervention in Reading

Title I LEA
TI SW1

Details

Action Step Description: Tier III will be provided for those students who require more intervention in addition to their Tier II intervention. Students in grades K- 3 will receive a half hour of Tier III instruction four times a week. Those in grades 4 - 6 will receive it 3-4 times per week.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)


Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 7:33:07 PM

AS 2.3.3) Provide MOWR Intervention

Title I LEA
TI SW1

 **Details**

Action Step Description: Students who are identified as being at-risk, as defined by the Move on With Reading legislation, will be provided an additional 30 minutes every other day with an Instructional Assistant to work on reading, fluency or comprehension strategies.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 7:35:15 PM

AS 2.3.4) Provide Interventions for English Language Learner

Title I LEA
TI SW1

 **Details**

Action Step Description: Interventions will be provided for English Language Learners as identified by the AZELLA.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 7:39:24 PM
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 7:37:30 PM

AS 2.3.5) Provide Special Education Services

Title I LEA
TI SW1

 **Details**

Action Step Description: Special Education services will be provided to eligible students in their identified areas of need as specified by the student IEP.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 7:48:18 PM

2.4) Strategy 2.4

Details

Strategy Description: PROVIDE SUPPLEMENTAL RESOURCES-Supplemental resources will be provided to facilitate improved instruction.

2.4.1) Provide Supplemental Online Subscriptions
Title I LEA
TI SW1

Details

Action Step Description: Online Subscriptions to educational websites will be provided to enhance, reinforce, and remediate skills in math and reading. Based on the CNA score of 1.92 in Principle 4 it was determined that the site needed to put in a systematic review of gaps within the curriculum against the identified needs of the site's students. The purchase of FRECKLE, an online program that provides adaptive practice on ELA and Math skills, and which provides assessment to identify specific areas of strength and weakness based on AZ state standards, would help us to pinpoint specific gaps and strengths. Teachers would have the ability to use the information the online assessments give to provide remediation of skills and to assign practice. Crismon students grades 1-4 will use FRECKLE to reinforce, practice and extend learning. Effectiveness would be determined by comparing initial FRECKLE assessment data with end of year data for average growth per grade level.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 7:54:02 PM

AS 2.4.2) Provide Supplemental Materials for Instruction

Title I LEA
TI SW1

Details

Action Step Description: Provide supplemental materials to classrooms that will enhance and improve existing instructional options. This would include literature studies for all grade levels at a grade level lexil. Provide student use materials to include composition notebooks for K-5 AVID, as well as materials and manipulatives to enhance reading and math instruction for improved academic achievement. Provide printed materials, such as posters, supporting school wide initiatives, curriculum and programs.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 7:57:29 PM

S 2.5) Strategy 2.5

Details

Strategy Description: TITLE I OFFICE WILL SUPPORT TEACHERS AND PROGRAMS IN THE SCHOOL-The Title 1 Specialist and Clerk will provide support to teachers and educational programs, including printing and providing data, coordinating parent engagement opportunities, organizing interventions and arranging for professional development. Title I Specialist will coach teachers individually to assist with professional growth.

AS 2.5.1) Print and organize materials
Title I LEA
TI SW1

Details

Action Step Description: The Title Office will print and organize materials that support interventions, data analysis, classroom instruction and Professional Development

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 8:13:25 PM

AS 2.5.2) Provide coaching support
Title I LEA
TI SW1

Details

Action Step Description: Title I Specialist will provide all teachers with coaching opportunities to improve professional growth.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 8:18:51 PM

S 2.6) Strategy 2.6

Details

Strategy Description: PROVIDE INSTRUCTIONAL TECHNOLOGY AND SUPPLIES-Provide instructional technology supplies including student tablets, replacement printers, monitors, proxima bulbs, mice,

keyboards and headphones to enhance instruction and intervention and to facilitate assessment.

AS 2.6.1) Summit Learning

Title I LEA

TI SW1

Details

Action Step Description: 5th & 6th grade students will be learning from the Summit Learning platform. This comprehension curriculum will have direct instruction by the teacher using technology to deliver the instruction. Students will work in Self Directed Learning Communities to follow the curriculum and complete assessments and tasks to reinforce the learning. All students will work with a mentor at least one day per week to review/set goals and identify areas of refinement.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

AS 2.6.2) Provide Student Tablet Devices

Title I LEA

TI SW1

Details

Action Step Description: Provide student tablet devices for greater availability of enhanced instruction, intervention and assessment provided online.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

AS 2.6.3) Provide Printers, Proxima Bulbs , Misc, Technology

Title I LEA

TI SW1

Details

Action Step Description: Provide Printers, Monitors, Proxima Bulbs , Misc, Technology to enhance instruction and data analysis. Provide Keyboards, Mice and Headphones to enhance instruction and

to facilitate assessment

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/25/2020 8:31:53 PM

P 3) Principle 3 - Effective Organization of Time

- Details

Primary Need: Our teachers implement evidence based, rigorous instruction as evident from classroom observations, lesson plans and % proficiency.

Root Cause: Instructional time is optimal is some content areas. Scheduling meets the requirements for some specials populations. Our schedule does not permit daily evidence-based tiered academic, behavioral and social emotional interventions and enrichment.

Needs Statement: Crismon needs to structure the school calendars, daily schedules and academic blocks to maximize opportunities for student achievement and engagement.

Desired Outcomes: Crismon will organize the school day so that optimal time is provided for all students to engage in and achieve academic opportunities that provide academic success.

SMART Goal: TBD

S 3.1) Strategy 3.1

- Details

Strategy Description: ORGANIZE TIME TO ALLOW COLLEAGUE INTERACTION-Organize so that time is provided to allow colleagues to observe and confer with each other to improve student instruction.

AS 3.1.1) Provide Time for Teachers to Learn from Colleagues

Title I LEA

TI SW1

[-] Details

Action Step Description: Provide time for teachers to observe colleagues on-site in order to refine instruction.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 5:39:41 PM

[AS] 3.1.2) Provide Common Planning Times When Possible
Title I LEA
TI SW1

[-] Details

Action Step Description: Provide common planning times to the extent the schedule allows so that teachers in the same grade level are able to confer regarding planning and organizing instruction.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 6:52:10 PM

[S] 3.2) Strategy 3.2

[-] Details

Strategy Description: PROVIDE TIME FOR DATA REVIEW AND PLANNING-Teachers will be provided time to review data, to form instruction, to align curriculum and to develop and refine backward maps and common formative assessments.

[AS] 3.2.1) Data analysis during the school year

Title I LEA
TI SW1

 **Details**

Action Step Description: Teacher will be provided subs after each benchmark during the school year to analyze data from the scores. Teachers will be provided time to meet during a school day to learn about features of STARS to include creating assessments, exploring reports, assigning resources in order to target and improve instruction.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 6:53:46 PM

AS 3.2.2) Provide Time for Professional Learning Communities

Title I LEA
TI SW1

 **Details**

Action Step Description: Teachers will have time to work as a Professional Learning Community within their grade levels and between grade levels. This time will be spent in the analysis of data and the forming of instruction based on the data.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 6:54:47 PM

AS 3.2.3) Create and revise backwards map

Title I LEA
TI SW1

[-] Details

Action Step Description: Provide teachers time outside of the school year (Summer) to plan and adjust the curriculum maps.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 6:56:22 PM

[S] 3.3) Strategy 3.3

[-] Details

Strategy Description: SCHEDULE TO MAXIMIZE INSTRUCTION-The schedule will be set up to ensure adequate math and reading block time, intervention and PLC times occur with fidelity.

[AS] 3.3.1) Provide a PD/PLC calendar
Title I LEA
TI SW1

[-] Details

Action Step Description: A calendar listing professional development and PLCs for early release Wednesdays will be distributed at the beginning of the school year.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 6:57:36 PM

[AS] 3.3.2) Create Intervention Schedules
Title I LEA

TI SW1

Details

Action Step Description: Intervention Schedules for Tier II, Tier III and MOWR instruction will be developed and distributed to staff. Classroom IAs will follow these schedules to assist students with needed, individualized intervention.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 7:00:30 PM

3.4) Strategy 3.4

Details

Strategy Description: PROVIDE TIME FOR LEARNING BEYOND THE SCHOOL YEAR-Time will be provided to allow for learning opportunities that extend beyond the recognized school calendar in-session dates.

3.4.1) Provide Summer School

Title I LEA

TI SW1

Details

Action Step Description: Summer school will be provided for identified at-risk students in order to minimize the summer slump and to maintain skills.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 7:01:17 PM

AS 3.4.2) Provide Time for Student Transitions

Title I LEA
TI SW1

Details

Action Step Description: Crismon will provide a Transition Kindergarten Program in the summer prior to Kindergarten attendance, to support students as they enter their first formal school setting. 6th graders moving into Jr. High will be provided an opportunity to visit the Jr. High prior to the beginning of their 7th grade academic year in order to become familiar with the changing school environment and expectations.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 7:02:03 PM

P 4) Principle 4 - Effective Curriculum

Details

Primary Need: Our written curricula provide access to a well-rounded education that fully maximizes the potential of the education for all students.

Root Cause: All students have access to some variety of disciplines. Current adoption process of district curricula is not consistently followed.

Needs Statement: Crismon needs a curriculum that can address the varied learning abilities and interests of a diverse student body, while supporting effective teacher instruction.

Desired Outcomes: The written curricula is evidence and standards based. It is a curriculum that meets the needs of all Crismon learners. It is a curriculum that is consistently monitored and updated to ensure it best meets student needs.

SMART Goal: TBD

S 4.1) Strategy 4.1

[-] Details

Strategy Description: MONITOR USE OF CURRICULUM-The use of curriculum will be monitored by the principal and title I specialist to ensure good Tier I instruction is occurring in classroom.

AS 4.1.1) Monitor Curriculum Alignment and Implementation

Title I LEA

TI SW1

[-] Details

Action Step Description: Monitor and evaluate the ongoing implementation of effective strategies and aligned curriculum through scheduled and impromptu observations and progress as defined by district scope and sequence documents and grade level backwards maps.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 7:23:36 PM

AS 4.1.2) Monitor Fidelity of Implementation

Title I LEA

TI SW1

[-] Details

Action Step Description: Monitor and evaluate the fidelity of implementation of programs and instructional strategies through formal and informal classroom observations.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/2/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
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In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 7:29:35 PM
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 7:29:05 PM
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 7:26:29 PM
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 7:25:50 PM
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 7:24:06 PM

AS 4.1.3) Monitor Effective Teaching Practices

Title I LEA

TI SW1

Details

Action Step Description: Monitor the employment of effective teaching practices and systems to support the delivery of curricula, as measured by the Danielson Rubric.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 7:31:00 PM

P 5) Principle 5 - Conditions, Climate & Culture

Details

Primary Need: Our staff has high expectations for learning for all students.

Root Cause: Student progress is not tracked regularly. Data board is used infrequently. Current practices do not celebrate student successes. Current practices do not provide welcoming environment for new students. Infrequent or rare positive communication with families. Infrequent or rare communication from teachers/grade levels to families (newsletters). Collaborative teams are not making data-driven decisions.

Needs Statement: Crismon needs a learning environment where all stakeholders exhibit mutual respect and act on the belief that all students can learn.

Desired Outcomes: Crismon's staff will demonstrate a high level of expectation for every student's ability to achieve, while creating a culture that supports student's academic, social and emotional needs.

SMART Goal: TBD

S 5.1) Strategy 5.1

Details

Strategy Description: PROVIDE RESOURCES TO SUPPORT BEHAVIOR-Resources will be provided to support students in making positive choices and in understanding the social need and impact of working within norms for the greater good.

AS 5.1.1) Provide a School Counselor
Title I LEA
TI SW1

Details

Action Step Description: Provide a full time counselor on site to work using a preventive model for all K - 6 students and a reactive model for students with personal issues and behavior concerns.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 7:37:09 PM

AS 5.1.2) Provide On-Site Behavior Assistance Team

Title I LEA
TI SW1

Details

Action Step Description: Provide teachers and parents with a Behavior Assistance Team, BAT, resource. This resource is a group of professionals who work together, on-site, to develop strategies to improve student behavior and to increase the likelihood of student success.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 7:39:07 PM

AS 5.1.3) Implement a School-Wide Approach to Behavior

Title I LEA
TI SW1



Action Step Description: Implement a program that defines a school-wide approach to behavior that is positive, congruent and culturally responsive to Crismon students. (PBIS)

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 7:45:30 PM

AS 5.1.4) Provide an Alternative Learning Classroom

Title I LEA
TI SW1



Action Step Description: Crismon will provide an alternative to suspension to students and an outlet for students to spend time reflecting on their actions and their consequences through an Alternative Learning Classroom. Students will spend suspension time at school in a monitored classroom, and students who have received discipline referrals will spend lunch times reflecting on behavior and problem solving how they will avoid the same behaviors in the future. (GUS)

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 7:46:10 PM

S 5.2) Strategy 5.2

D Details

Strategy Description: INCREASE RESPECTFUL INTERACTIONS WITH STUDENTS-Teachers will increase the quality and quantity of respectful interactions with students. Research supports that when teachers and students develop respect and rapport for one another, students are more willing to engage in learning from that teacher.

AS 5.2.1) Monitor Student and Parent Perceptions

Title I LEA
TI SW1

D Details

Action Step Description: Student and parent perceptions of teachers respectful interactions with students will be monitored through the Panorama Survey, as well as by teacher check in with students.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 7:50:16 PM

S 5.3) Strategy 5.3

D Details

Strategy Description: INCREASE EXPECTATIONS OF STUDENTS ACHIEVEMENT-Teachers will increase their level of expectation that ALL students can increase their achievement academically, socially and emotionally.

AS 5.3.1) Monitor Perception of Level of Teacher Expectation

Title I LEA
TI SW1

 **Details**

Action Step Description: Through the Panorama Survey and informal feedback from students and parents, teachers will monitor the perception of their expectations of student achievement and adjust accordingly

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 7:54:18 PM

S 5.4) Strategy 5.4

 **Details**

Strategy Description: INCREASE UNDERSTANDING OF IMPORTANCE OF CULTURE-Teachers will increase their understanding of culture and the importance in recognizing and working with culture in order to better engage and instruct students with diverse cultures.

AS 5.4.1) Social Emotional Learning

Title I LEA
TI SW1

 **Details**

Action Step Description: Teachers will use SEL strategies to incorporate the need for a cultural understanding and community.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 7:59:21 PM

P 6) Principle 6 - Family and Community Engagement

[-] Details

Primary Need: Our school engages families in critical data-informed decisions that impact student learning
Root Cause: Parents lack access to resources and helpful information. Need to ensure parents are receiving newsletters about school events. Parents do not have a copy of Parent compact. Parents received Parent compact after 1st quarter. SIAC minutes aren't on website. Parent compact isn't on Title I website. Title I site isn't easily accessible.

Needs Statement: Crismon needs to create a culture where all members of the community are invested as stakeholders in the learning and development of Crismon students.

Desired Outcomes: Crismon will engage families in data-informed conversations and decisions regarding student learning and development. It will serve as a support to the needs of the Crismon community by providing resources and an environment of mutual respect.

SMART Goal: TBD

S 6.1) Strategy 6.1

[-] Details

Strategy Description: IMPROVE COMMUNICATION WITH PARENTS-Crismon will work to constantly improve communication with parents regarding their student's educational experience.

AS 6.1.1) Communicate School Activities

Title I LEA

TI SW1

Details

Action Step Description: Provide written and digital notice of all Title 1 related and school based activities for families, using School Messenger, teacher-made web pages and weekly news feeds, a monthly school newsletter, student planners, binders and take home folders.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 8:05:26 PM

AS 6.1.2) Communicate Student Progress

Title I LEA
TI SW1

Details

Action Step Description: Student Progress will be communicated with parents in multiple formats, some digital, some written. Student progress will be made available through the MPS online parent portal in grades 1-6. Teachers will update student progress regularly to ensure parents are aware of progress. Student progress will be shared with parents by hard copy progress reports and quarterly updates of Acadience progress. Parents will have the opportunities to meet formally with teachers during twice yearly Parent Teacher Conferences, or during conferences initiated by either the teacher or the parent.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 8:14:19 PM

S 6.2) Strategy 6.2

[-] Details

Strategy Description: INVOLVE PARENTS IN INTERVENTIONS OF AT RISK STUDENTS-Parents of at-risk students will be invited to meet with a team of teachers either before or after school to develop appropriate social, behavioral and academic interventions to implement at home and school. Following the meeting parents will be provided with the minutes of the meeting which will include goals and data, to serve as a record, a reference and as a communication piece that can be shared. (IPT)

[AS] 6.2.1) Intervention Planning Team (IPT)

Title I LEA
TI SW1

[-] Details

Action Step Description: The team will meet on individual students to determine interventions for academic/behavioral concerns. With advise from a group of teachers, councilor, SPED experts and school psychologist, will determine if there is enough evidence for the student to be tested for Special Education testing.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 8:31:06 PM

[S] 6.3) Strategy 6.3

[-] Details

Strategy Description: EDUCATE PARENTS REGARDING CURRICULUM AND STANDARDS-Crismon will provide many opportunities regarding understanding the curriculum and grade level standards.

[AS] 6.3.1) Curriculum Night

Title I LEA
TI SW1

Details

Action Step Description: Curriculum and grade level standards will be reviewed during Curriculum Night, so that parents understand the academic expectations for their students.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 8:34:34 PM

AS 6.3.2) My Math Online Resource
Title I LEA
TI SW1

Details

Action Step Description: Parents will be provided with access to the online My Math technology component so that they can better support their students.Freckle can also be utilized at home to practice math skills.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 8:40:17 PM

AS 6.3.3) Educate Parents in the Importance of Reading

Title I LEA
TI SW1

Details

Action Step Description: Parents will be educated regarding the importance of reading through articles in the school newsletter, presentations by the Title 1 Specialist, and through informational

fliers distributed at school events.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 8:47:37 PM

S 6.4) Strategy 6.4

- Details

Strategy Description: INVITE FAMILIES TO ACKNOWLEDGE LEARNING-Invite families to acknowledge a love of learning through events surrounding math and science, writing and reading.

AS 6.4.1) Conduct a Math and Science Night

Title I LEA
TI SW1

- Details

Action Step Description: Invite families to Math/Science night where they can share the fun and educational basis of science integrated activities.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 8:59:57 PM

AS 6.4.2) Conduct a Reading Night

Title I LEA
TI SW1

- Details

Action Step Description: Invite families to celebrate Read Across America week activities, culminating with a raffle for families who attend the event to win Dr. Seuss books.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 9:00:51 PM

AS 6.4.3) Conduct a Week of Writing
Title I LEA
TI SW1

Details

Action Step Description: Invite families to join their students during a week of writing activities with author Gary Hogg. The week culminates with a Family Writing Night.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 9:03:16 PM

S 6.5) Strategy 6.5

Details

Strategy Description: INVOLVE PARENTS IN DATA-BASED DECISION MAKING- Involve parents in data-based decision making through education and involvement in Title 1 and school budgeting by providing input in how funds are spent.

AS 6.5.1) Present Title i Overview of Program
Title I LEA

TI SW1

Details

Action Step Description: Present an annual informational overview for community members of the programs/services offered, the role of Title 1 funds, and the coordination of federal, state and local resources to provide educational opportunities to our student population.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 9:28:14 PM

AS 6.5.2) Involve Families in CNA Input and Analysis

Title I LEA

TI SW1

Details

Action Step Description: Involve families in CNA Input by inviting a parents to provide valuable insights from a parent perspective when assembling the Common Needs Assessment, and in analyzing the results.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 9:28:59 PM

AS 6.5.3) Involve Parents in Review and Updates in SIAP

Title I LEA

TI SW1

Details

Action Step Description: Involve parents in the annual and quarterly reviews of the SIAP that was written as a result of the CNA. Solicit their input regarding necessary updates that need to be made.

Person Responsible for this Action Step: Sandi Kuhn (Organization Role: Principal)

Timeline: 7/1/2020 to 6/30/2021

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	In progress starting 7/1/2020	Linda Valuikas	3/26/2020 9:31:42 PM