

Willow Wind CLC
Ashland School District
School Improvement Plan (SIP) for 2019 - 2020

The School Improvement Plan (SIP) is a document outlining the status of the school's student achievement. It is revised annually based on the achievement of the previous school year and trends for recent school years. The SIP should align to the Oregon Department of Education (ODE) Multi-tiered Support Systems (MTSS) model. This alignment will ensure students are receiving differentiated instruction based on their academic and social needs.

The SIP lists the district goals, the school vision/mission statement and the quantitative academic and behavioral goals for the upcoming school year. It aligns with the MTSS model in that it allows the school to monitor reading, math, and behavior data.

Ashland School District Goals for 2018-2023:

- 1. Improve Student Achievement.**
- 2. Increase the Recruitment and Retention of High Quality and Culturally Diverse Staff.**
- 3. Create and Maintain a Safe, Welcoming, Supportive and Inclusive Environment of all Students and Staff.**

School Vision/Mission Statement:

Willow Wind provides a strong academic foundation while helping students develop a clear sense of self and membership in the community.

Willow Wind serves students who thrive in a learning environment that encourages student choice and responsibility.

Willow Wind students are encouraged to ask questions, take risks, and develop a genuine love of learning.

Willow Wind community members (teachers, parents, students) work together in an academic environment that encourages hard work, curiosity, and integrity.

* A facilitator will bring the group together to ensure the work gets done and will have the bottom line accountability.

** G (Green) = Goal Achieved Y (Yellow) = On-track to Achieve Goal

Note: A1, A2, A3 = Activity 1, Activity 2, Activity 3 (Add or subtract activities, depending on how many activities are needed to achieve a strategy)

School Improvement Plan for 2019 – 2020

GOAL 1: Improve Student Achievement

SMART GOAL: 93% Student Graduation by 2023.

<p>90% of Willow Wind students in grades K-2 will be at “low risk” as determined by Easy CBM Reading Assessment in May 2020. 90% of Willow Wind students in grades 3 – 8 will perform at a level 3 or 4 on the SBAC ELA assessment in May 2020</p>	<p style="text-align: center;">Key Indicator</p> <p>90% of K- 8 grade students at Willow Wind will remain at “low risk” or show reduced risk as measured by Easy CBM Reading Assessment in Winter 2020.</p>	<p style="text-align: center;">Whom*</p> <p style="text-align: center;">Teachers</p>	<p style="text-align: center;">By When</p> <p style="text-align: center;">Key Indicator data by 2/10/20 Final data by 6/15/20</p>	<p style="text-align: center;">Success Rating (G or Y)**</p>
<p>Strategy 1: PLC Work Strategy 2: Professional Development on Modifying instruction based on Formative Assessment Strategy 3: Professional Development on Standards Based Portfolio Assessment Strategy 4: Achievement Team Meetings with effective structure and data</p>				
<p>A1: Professional development during the October 10 & 11 in service days on Standards Based Portfolio Assessment and PBL followed up by Teacher Leadership position to support this work</p>	<p>Teachers gain skill in Standards Based Portfolio Assessment and create a PBL plan to be implemented during the 19-20 school year.</p>	<p>Principal and Teachers</p>	<p>10/20/2019</p>	
<p>A2: Follow-up PLC work to share case studies – successes and challenges on the work done during the PD in October.</p>	<p>PLC Calendar for this work Plus notebook for recording and future reference</p>	<p>Principal and Teachers</p>	<p>6/1/2020</p>	
<p>A3: Follow-up PLC work to share case studies – successes and challenges on the modifying instruction based on Formative Assessments</p>	<p>PLC Calendar for this work Plus notebook for recording and future reference</p>	<p>Principal and Teachers</p>	<p>6/1/2020</p>	

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A4: Quarterly Achievement Team Meetings to review data and follow up on progress monitoring and interventions.	Implement structure and record keeping of Achievement Team	Principal and Teachers	10/9/2019 2/19/2020 5/20/2020	
<p>SMART Goal for Math: 85% of Willow Wind students in grades K-2 will be at “low risk” as determined by Easy CBM CCSS Math Assessment by May 2020. 85% of Willow Wind students in grades 3 – 8 will perform at a level 3 or 4 on the SBAC Math assessment in May 2020.</p> <p>Key Indicators: 85% of K- 8 grade students at Willow Wind will remain at “low risk” or show reduced risk as measured by Easy CBM Math Assessment in Winter 2019.</p> <p>Math Expressions Unit Tests (K-5) and Core Focus (6-8) Benchmark assessments show growth for all students.</p> <p>Whom: Teachers</p> <p>By When: 6/15/20</p>				
<p>Strategy 1: PLC Work</p> <p>Strategy 2: Professional Development on Modifying instruction based on Formative Assessment</p> <p>Strategy 3: Professional Development on Standards Based Portfolio Assessment</p> <p>Strategy 4: Achievement Team Meetings with effective structure and data</p>				
A1: Professional development during the October 10/11 in service days on Standards Based Portfolio Assessment and PBL followed up by Teacher Leadership position to support this work	Teachers gain skill in Standards Based Portfolio Assessment and create a PBL plan to be implemented during the 19-20 school year.	Principal and Teachers	10/20/2019	
A2: Follow-up PLC work to share case studies – successes and challenges on the work done during the PD in October.	PLC Calendar for this work Plus notebook for recording and future reference	Principal and Teachers	6/1/2020	
A3: Follow-up PLC work to share case studies – successes and challenges on the modifying instruction based on Formative Assessments	PLC Calendar for this work Plus notebook for recording and future reference	Principal and Teachers	6/1/2020	
A4: Quarterly Achievement Team Meetings to review data and follow up on progress monitoring and interventions.	Implement structure and record keeping of Achievement Team	Principal and Teachers	10/9/2019 2/19/2020 5/20/2020	

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School Improvement Plan for 2019 – 2020

GOAL 2: Increase the Recruitment and Retention of High Quality and Culturally Diverse Staff				
SMART GOAL: The cultural diversity of our staff will match the cultural diversity of our students by 2023.				
	Key Indicator	Whom*	By When	Success Rating (G or Y)**
Work with teachers to reinforce and continually improve our staff culture.	June 2020 PLC Debrief and Reflection indicates a positive orientation and clear goals for moving forward in 2020-2021.	Principal Teachers	June 1, 2020	
Strategy 1: Use activities and excerpts from Dare To Lead WORKBOOK for Educators to improve communication, support and collegiality among teachers				
A1: Container Building activity	Clear parameters for effective meetings & communication	Principal Teachers	October 1, 2019	
A2: What Stands in the Way Becomes The Way	During check ins, teachers indicate we are following agreements	Principal Teachers	June 2020	
Strategy 2: Effectively implement an on-site mentor program for the 2 new Willow Wind teachers.				
A1: Quarterly meetings with teachers (individually) & mentors	Staff feedback	Principal Teachers	June 2020	
A2: Maintain list of helpful topics to use in future years	Maintain list throughout the year, adding to it as topics come up	Principal Teachers	June 2020	
A3: Evaluate effectiveness of the structure and make recommendations for future years	Year end interview with teachers	Principal Teachers	June 2020	

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GOAL 3: Create and maintain a safe, welcoming, supportive and inclusive environment of all students and staff

SMART GOAL: Students and staff will report a “welcoming, supportive, and inclusive environment” by 2023.

	Key Indicator	Whom*	By When	Success Rating (G or Y)**
100% of Willow Wind students will receive instruction using anti-bias curriculum with an emphasis on individual, school and community action. This curriculum will encourage students to speak out against bias and injustice	100% of Willow Wind teachers will include lessons honoring diversity and core values reflecting inclusivity. 100% of Willow Wind students will participate in activities during Community Friday reinforcing these concepts.	Teachers Principal Parents	June 2020	
Strategy 1: Capacity building – During the 2019-20 school year, Willow Wind teachers will increase awareness and understanding of how to integrate social justice standards into core curriculum.				
A1: Teachers will maintain a journal of lessons & materials used in their classes that represent diversity.	Journals will be shared quarterly	Teachers	June 2020	
A2: Ongoing reflection and learning – critical friends relationships, PLC	PLC Calendar	Teachers Principal	June 2020	
A3: Self-awareness and cultural competency – Culturally aware adults model the social justice standards	Discussions following up PD and PLC	Teachers Principal	June 2020	
Strategy 2: Curriculum and Instruction – Willow Wind teachers will use differentiated instruction, collaborative learning groups and real world connections support students’ understanding of the social justice standards.				
A1:: PD Module from CRT & The Brain – Creating a Healthy Feedback Loop	CRT Book Study Guide -	Principal	October 2019	
A2: Review curriculum and materials to ensure they are culturally diverse and inclusive	Curriculum Review	Becca Berman Principal Teachers	June 2020	
Strategy 3: Climate and Culture – Willow Wind classrooms will have culturally responsive classroom culture where classrooms are safe spaces for all students. Students are seen, valued, cared for and respected as their full selves.				
A1: All teachers will integrate practices from Mind Up Curriculum into their core classes to ensure social and emotional safety for all students.	Use of Mind Up Practices	Teachers	June 2020	

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A2: Teachers and students together will create classroom contracts based on the social justice standards. Students will have ownership in their agreements.	All teachers use lessons to collaboratively create contracts with their classes and revisit agreements regularly.	Teachers	October 2019	
A3: All teachers will incorporate Collaborative Learning into their core instruction including standards based assessment. This will support viewing diversity as an asset and teach effective teamwork across differences	All teachers will pilot at least one PBL unit with opportunities for student demonstration of proficiency	Teachers	June 2020	
A4: Teachers will keep CRT Journals and share successes and challenges at PLC	PLC calendar and notes	Teachers Principal	June 2020	
Strategy 4: Community Engagement – inclusion of family and community wisdom and engagement with community on issues.				
A1 Continue work with the Parent Tech Committee to support digital citizenship and technology education.	Tech Committee Meetings and Family forums	Principal	June 2020	
A2: Promote real world connections to help students connect their identity to the larger world. This supports three anti-bias domains; identity, justice, action.	All students will complete Performance Tasks connected to the Program-Wide lessons for students to demonstrate their anti-bias awareness and civic competency by applying knowledge in authentic real-world context	Teachers Principal	June 2020	
A3: Communicate with families about the Core Value of the month and encourage their support for activities at home.	Newsletter Articles	Principal	June 2020	
A4: Diversity Bulletin Board near the pick-up area to increase community awareness about the Diversity Month activities	Diversity Boards completed and Newsletter Articles	Principal	June 2020	

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