



SY 23-24 School Action Plan

Campus	Kashmere Gardens Elementary School
Principal	Marques Collins
Grades Served	Pre/K-3 through 5th Grade
Enrollment	355



Key Action 1

Show consistent growth in Reading and Math from MOY/EOY NWEA testing.

Indicators of success

- By December 2023, 75% students in grades 2-5, will demonstrate typical or above typical growth in reading as measured by the NWEA MAP assessment. This percentage will increase to 85% by May 2024.
- By December 2023, 75% students in grades 2-5, will demonstrate typical or above typical growth in Math as measured by the NWEA MAP assessment. This percentage will increase to 85% by May 2024.

Specific actions – School Leaders

1. Train 2nd-5th RLA/Math teachers on the implementation of NWEA MAP testing before administration.
2. Conduct effective PLCs for 2nd-5th RLA/Math teachers that focus on response to data using BOY results by October 31, 2023.
3. Provide on-the job coaching regularly and written feedback at least once a month for reading/math teachers using the SPOT Observation form.
4. Train teachers to conduct consistent and effective data conferences with students.

KEY ACTION ONE

Specific actions – Staff

1. Administer NWEA MAP testing during time allocated for BOY, MOY and EOY.
2. Analyze student performances during PLC to determine next steps for student achievement.
3. Conduct data conferences with students after BOY to establish targeted goals.
4. Conduct data conferences with students after MOY to determine if goal(s) were met and set new goal for EOY.

Key Action 2

Increase special education students' achievement in reading and math.

Indicators of success

- By December 2023, 3rd-5th grade special education students' average achievement score on reading (Amplify) and math (Eureka) assessments will meet or exceed 28%, 70% of the time; this rate will increase to 80% of the time by June 2024.
- By December 2023, 60% of special education students in grades K-3 will demonstrate typical or above typical growth in DIBELS. By June 2024, this rate will increase to 75%.
- By December 2023, 70% of (4th and 5th grade) special education students will demonstrate growth on TEA math and reading interims. By May 2024, this rate will increase to 80% of special education students demonstrating growth on the TEA reading and math STAAR exams.

KEY ACTION TWO**Specific actions – School Leaders**

1. Engage in weekly special education instructional rounds with a focus on ensuring compliance with students' IEPs (individual education plans) and ultimately the quality of student work.
2. Engage in weekly on-the-spot coaching in reading and math spaces to provide support on closing gaps in special education student performance, with urgency.

3. Track, reflect on, and respond to the special education academic achievement outcomes aligned to reading or math assessments.
4. The special education manager will distribute individual education plans and train teachers on how to properly review an IEP by Wednesday August 23rd, 2023.
5. The special education chair and principal will lead a monthly special education check-in to review current special education student outcomes, root causes, and next steps for support.

Specific actions – Staff

1. Implement IEPs with fidelity and monitor the quality of special education students work, daily.
2. Implement bite sized, on-the-spot, feedback to best support special education students' needs.
3. All (3rd-5th) teachers will report, reflect on, and respond to their special education students' outcomes on aligned to reading or math assessments.
4. Internalize special education student needs in their lesson internalization plans, weekly.
5. Special education teachers will engage in a biweekly check in where they will come prepared to discuss the most recent Sp.Ed student outcomes, root causes, and next steps for support.

Key Action 3

Grow staff capacity to provide the highest quality instruction.

Indicators of success

- 70% of the scores on spot observations conducted in December by leadership team will be proficient or higher; that percentage will increase to 80% in May 2024.
- 80% of the teachers will be proficient or higher in the delivery of high-quality instruction as measured by that section in the teacher evaluation rubric. [The Principal and Assistant Principal will evaluate all teachers using the new evaluation system.]

Specific actions – School Leaders

1. Train teachers during summer orientation and professional development days over NES system implementations.
2. Train 3rd-5th teachers on the LSAE instructional model and the Dyad concept Provide ongoing on-the-job coaching regularly and written feedback at least once a month for every teacher using the spot observation form.
3. Conduct effective monthly PLCs that focus on data and specific intervention strategies.
4. For select teachers, provide expert professional development on literacy and how to teach reading to students who are behind in proficiency.

Specific actions – Staff

1. Internalize curriculum/lesson plans daily, identifying misconceptions to address in the moment.
2. Internalize individual student data to account for student differentiation and implement high quality instruction based on best practices targeted within curriculum.
3. Teachers will collaborate to identify highly effective instructional strategies that have proven to move student data in the NES model.

