

Middle School Action Plan

ACTION PLAN

GOAL 1: Teach New Century Learner Skills in order to process Common Core content and rigorous academic standards that emphasize deep understanding of important concepts, development of essential skills and the ability to apply learning to real world situations.

Strategy	Measures of Success	Person Responsible	Resources	Timeline
#1 New Century Learner Skills to process Common Core Instruction				
Action Steps				
Critical Thinking, Problem Solving, and Decision Making	-Evidence of: - effective instructional strategies, Guiding Pupil Success -Deductive and inductive reasoning skills -Creative thinking -Persistence and tenacity -Agility and adaptability -Project management -Improved scores on the New Century Learner Assessment	Teachers, Teacher Leaders/ Experts, Instructional Growth Teachers, Administrators and Technology Trainers	Revised Blooms Taxonomy, Socratic Seminar, iPal, Galileo, Content Specialist Odyssey of the Mind, Biz Town, STEM, Whole New Mind- Pink, New Century Learner - Critical Thinking and Problem Solving in the Dysart Classroom (iSchool Class)	
Technology Operations and Concepts	-Innovative ideas/ authentic products -Business skills: target markets, advertising, presenting, data analysis, planning strategies, market need, etc. -Higher level questioning -Persuasive writing -Improved scores on the New Century Skills Learner Assessment	Teachers, Teacher Leaders/ Experts, Instructional Growth Teachers, Administrators, Technology Trainers	Biz Town, STEM, New Century Learner -Technology Operations and Concepts in the Dysart Classroom (iSchool Class)	

Communication and Collaboration	<ul style="list-style-type: none"> -Increase in effective presentations, debates, and discussions - Increase in use of rubrics - Increase in higher order thinking/questioning -Academic conversation -Student participation in the creation and presentation of projects -Student participation in extracurricular activities -Teacher planning of relevant and purposeful interactions for all students -Improved scores on the New Century Learner Assessment 	Teachers, Teacher Leaders/ Experts, Instructional Growth Teachers, Administrators, Technology Trainers	Problem Based Learning, STEM, Student Council, Extra Curricular Activities, AVID, Kagan Strategies, Online Collaboration ToolsDysart Submissions to (website), Document Based Questions, Socratic Seminars, Reciprocal Teaching, New Century Learner - Communicating & Collaborating in the Dysart Classroom (iSchool), Google Docs: Create, Collaborate, Share or Individual Google Docs courses.	
Research and Information Fluency	<ul style="list-style-type: none"> -Assessing and Analyzing Information fluently: Evidence of effective instructional strategies (time lines, brainstorm, rubrics, exemplars etc...) to foster deep understanding of content, process and authentic product using Guiding Pupil Success -Improved scores on the New Century Skills Learner Assessment 	Teachers, Teacher Leaders/ Experts, Instructional Growth Teachers, Administrators, E3 Leads, Technology Trainers	iPal, Galileo, Common Formative Assessments, Content Specialists, Exemplars of Authentic Products, Revised Bloom's Taxonomy, New Century Learner- Research and Information Fluency in the Dysart Classroom (iSchool)	
Creativity and Innovation	Evidence of: <ul style="list-style-type: none"> -Differentiated Learning -Inquiry Based Learning -Improved scores on the New Century Skills Learner Assessment 	Teachers, Teacher Leaders/ Experts, Instructional Growth Teachers, Administrators, Technology Trainers	Whole New Mind- Pink,Biz Town, STEM, Problem Based Learning, Socratic Seminar, FOSS, Independent Study, Odyssey of the Mind, New Century Learner- Creativity & Innovation in the Dysart Classroom (iSchool)	

Digital Citizenship	<ul style="list-style-type: none"> -Guiding Pupil Success -Increased student achievement on benchmarks and AIMS -Evidence of lesson planning -Increased in safe and ethical use of technology -Improved scores on the New Century Skills Learner Assessment 	Teachers, Teacher Leaders/ Experts, Instructional Growth Teachers, Administrators, Librarian Media Specialist, Teachers, Technology Trainers	Professional Development, iPal, Galileo, Content Specialist, New Century Learner- Digital Citizenship in the Dysart Classroom (iSchool)	
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Strategy	Measures of Success	Person Responsible	Resources	Timeline
#2 Relevant Instruction				
Action Steps				
Relevant to Middle school characteristics- feel success, tech savvy, malleable, diverse and mature	<ul style="list-style-type: none"> -Increased student engagement -Increase in AP, IB and honors enrollment -Increase in use of available technology -Evidence of middle school strategies in lesson plans 	Teachers, AVID site coordinators, Administrators	Learning style inventories, Polls/ questionnaires, AVID, Writing Inquiry Collaboration in Reading, Cambridge Academy	
Career/college path	<ul style="list-style-type: none"> -Increase in communication of ECAP with parents -80% participation of ECAP 	High School Counselors	AVID, Writing Inquiry Collaboration in Reading, ECAP	
Real world (prior knowledge, beyond the classroom, global ideas, application and authentic audience)	<ul style="list-style-type: none"> -Student work showcase/fair -Each semester students will engage in authentic learning experiences 	E3 Lead Teachers, Technology Training Team, Administrators	Common Core Standards, PBL, plans, iPlan, Intel tools, IIT plan	

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GOAL 2: Use instructional methods based on the unique needs of the middle level learner.

Strategy	Measures of Success	Person Responsible	Resources	Timeline
#1 Using research based, best practice strategies to plan, deliver, and assess instruction				
Action Steps				
Professional development	<ul style="list-style-type: none"> - Walkthrough data -Shared/Published lesson plans -Infusion of interactive reading strategies -Model lesson -Intervention -Break-up PD into smaller increments 	Instructional Growth Teachers, Teacher Experts, Content Specialists, Professional Development Committee members, E3 teachers, Administrators	Guiding Pupil Success, iPal (iLearn, iAssess, iPlan), Webinars and online courses	2011 - 2012 school year
ELAS: Reading, Writing, Speaking and Listening Across the Curriculum	<ul style="list-style-type: none"> -Increased level of text complexity -Increase in reading test scores -Rigorous writing experiences inclusive of all genres -Students collaborating using content specific vocabulary 	Teachers, Administrators, Instructional Growth Teachers, Teacher Experts, Content Specialists, Professional Development Committee members	Teaching Reading in the Content Areas for Elementary Teachers by Margot Kinberg, Librarians, Common Core	
Direct Instruction	Evidence of "I do" in lesson plan (modeling)	Teachers, Teacher Experts, Instructional Growth Teachers, Administrators	Lesson Plan Template, EEI Lesson Plan from Madeline Hunter, West Ed Template	

Small Group Differentiated Learning	<ul style="list-style-type: none"> -Classroom arrangement -Walkthrough data -Planning for small groups based on data -Planned co-teaching 	Teachers, Teacher Experts, Instructional Growth Teachers, Administrators	-Videos showing this in action (8th grade ASCD teaching Voice by Rick Wormlei), Common Core, NETS-S,T	
SPED/Gifted Cluster Model	<ul style="list-style-type: none"> -Walkthrough data -Evidence of planning -Increased test scores 	Teachers, SPED Team, Gifted Specialists, Instructional Growth Teachers, Teacher Experts, Curriculum Specialist, Administrators	Co-Teaching lesson plan template, Independent projects,	
Planning (Lesson Design): Inquiry, I Do, We Do, You do, Essential Elements of Instruction, Questioning, Metacognition	<ul style="list-style-type: none"> -Walkthrough -Completed lesson plans 	Teachers, Instructional Growth Teachers, Teacher Experts, Curriculum Specialist, Administrators	Videos of lesson in action. Sample lesson plans aligned to iPal activities, Common Core, NETS-S,T	
Integrated Studies	<ul style="list-style-type: none"> -Incremental PD beginning with reading -Authentic student products 	Teachers, Teacher Experts, Instructional Growth Teachers, Content Specialist, Professional Development Committee members, E3 teachers, Technology Training Team, Administrators	Common Core Standards, International Technology Standards, NET-S,T	
Teacher Reflection	<ul style="list-style-type: none"> -Ticket out the door -iLearn survey -Discussion -Feedback conference 	Teacher, Instructional Growth Teachers, Teacher Experts, Administrators	iPal, Standards Assessment Inventory results	

Assessment/Data Analysis	-Pre-assessment -OYG -Point in Time data -Formative and summative assessment	Teacher, Instructional Growth Teachers, Teacher Experts, Content Specialist, Professional Development Committee members, Administrators	Intel assessment, library, KWL, Student work, grades, benchmarks, discipline, attendance, Galileo	
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ACTION PLAN

GOAL 3: Participate in Professional Learning Communities (PLC's)

Strategy	Measures of Success	Person Responsible	Resources	Timeline
# 1 Design and Implementation				2011-2012
Action Steps				
Collaboratively agree upon curriculum. What is it we expect students to know and be able to do?	-Collaborative Planning -Integration of content -Identified essential common outcomes (Endurance, Leverage, Readiness for next level of learning) -Collaborative Assessment -SMART goals	Teachers, Teacher Experts, Instructional Growth Teachers, Administrators	IPAL Planning templates: I Do , We Do, You Do Adopted Textbooks and Materials	
Collaboratively analyze data How will we know when they know it?	-Results Focused -Learning monitored on a timely basis -Identified Skill Gaps -Reflection: Identified strategies to improve upon our individual and collective ability to teach each essential skill and concept	Teachers, Teacher Experts, Instructional Growth Teachers, Administrators	Student work, AIMS data, formative assessments, discipline data, attendance data, anecdotal data	

Collaboratively respond with Student Interventions How will we respond when students don't learn? How will we respond when students already know the content?	-Systems in place to provide students with additional time and support -Systems in place to challenge and extend the learning for students showing early mastery of essential skills and concepts -Decrease in failure rate -Increase in student achievement on common assessments	Teachers, Teacher Experts, Instructional Growth Teachers, Gifted Specialists, Special Education team, Curriculum Specialists, Administrators	Planning Template: I Do, We Do, You Do (Instructional Scaffolding) Adopted materials/resources	
Shared leadership	Improved scores on Standards Assessment Inventory survey Peer Observations Vertical and horizontal articulation	Teachers, Teacher Experts, Instructional Growth Teachers, Administrators	PLC Toolkit Materials	

ACTION PLAN

GOAL 4: Organize relationships for learning

Strategy	Measures of Success	Person Responsible	Resources	Timeline
#1 Collaboration Teacher/Student				
Action Steps				
AVID	AVID certification	AVID district and site coordinators	AVID	

Advisory/Career and college path	-Plan for career/college path - ECAP - e- Portfolio - Individual goal setting	Teachers, Regional High School Counselors, Administrators	Advisory Curriculum, The Advisory Guide, Tribes Learning Communities Communiversities, Presentations/ Speakers from business and local universities	
Strategies	-Decrease in Bullying -Decrease in office referrals	Teachers, Administrators, Elementary Counselors	Kagan, Tribes, AVID,Cambridge Academy	
Academic conversations	-Guiding Pupil Success -Goal setting	Teachers, Administration	AVID, Cambridge Academy	

Strategy	Measures of Success	Person Responsible	Resources	Timeline
#2 Collaboration Student/Student				
Action Steps				
Relationship building (local and global)	-Evidence of participation in collaborative relationships -Decrease in referrals and bullying	Teachers, Technology Training Team, E3 Lead Teachers	Blogs, Wikis, email, Skype, Social Networking, etc. , National Jr. Honor Society, Student Council, Key Club	
Character development	Evidence of a Character program	Counselors, Teachers	National Jr. Honor Society, Student Council, Key club	
Academic conversations	Guiding Pupil Success	Teachers, Instructional Growth Teachers, Administrators	iPal, Lesson plans with intentional questions that lead to academic conversation, Socratic seminars	

ACTION PLAN**GOAL 5: Provide safe and supportive environment conducive to learning**

Strategy	Results Indicator	Person Responsible	Resources	Timeline
#1 Creating Safe and Supportive Environments				2011-2013
Action Steps				
Classroom management programs	-Decrease in discipline referrals -Increase in positive feeling tone	Teachers, Teacher Experts, Instructional Growth Teachers, PD Committee Members, Administrators	Professional Development: Fred Jones, Harry Wong,	
Bullying	-Increased awareness of Bullying Hotline -Decrease in bullying	Teachers, Assistant Principals, Student Services Director, Campus Counselors, Social Workers, Prevention Counselors	Public Relations	
Expectations	Teacher evaluations reflect evidence of positive learning environments	Administrators	Teacher Evaluation Tool	
Digital Citizenship	-Increased scores on Digital Citizenship 21st Century Assessment for Student and Teachers -100% of 8th graders will be proficient in digital citizenship by 2013	Librarians, Classroom Teachers, Administrators	E3 Teachers, Technology Training Specialist, Instructional Growth Teachers, Technology Training Supervisor	2011-2013
Diversity	Establish work group to determine	Director of Curriculum	AHAA program is being	

	options		used at high schools	
Character Programs	-Increase in positive referrals/ communication -Modification of program for Middle Level learners	Administrators, Director of Curriculum	Ignite, Character Counts	

Strategy	Results Indicator	Person Responsible	Resources	Timeline
#2 Respect and rapport				2011-2013
Action Steps				
Positive Interactions	-Increase in positive referrals/ communication -Frequent observations of positive learning culture -Increased evidence as defined by Domain 2 of teacher evaluation	Classroom Teachers, Assistant Principal, Principal	Example: Positive referrals (Cimarron), Golden Hawk (Sonoran)	
Administrative Presence	-Increased documentation of classroom visits -Increased visibility and accessibility of administrators throughout the day	Administrators	Guiding Pupil Success, iObservation, <u>Building Teacher's Capacity for Success</u> , Pete Hall & Alisa Simeral	
Relationships (teacher with students and students with students)	Established program to build relationships	Teachers, Counselors	Mentors, AVID, Advisory, Kids at HOPE, Ignite, Peer Mediation, ECAPS	

ACTION PLAN

GOAL 6: Engage families and communities as partners in students' education

Strategy	Measures of Success	Person Responsible	Resources	Timeline
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#1 Communication				
Action Steps				
Websites	<ul style="list-style-type: none"> -Increase in parent portal visits -Increase in visits to school and teacher pages -Increased subscription to teacher, school and district webpages -Increase in comments from community on teacher websites -Increase in stories focused on Middle level learners in the Around Dysart updates. 	E3 Lead Teachers, Technology Training Team, Programmers, Counselors (parent portal)	Website rubric, Online tutorials for teacher website creation, website subscription, hits, gradebook access and comment reports	
Email	Increased communication between teachers, students, and parents.	Technology Training Team, Programmers	Ed Tech Page, Reports on email the teacher page	
Visits to feeder schools	<ul style="list-style-type: none"> - Increase in community Bus Tour participation -Special area teacher visits -Counselor pre-registration visits 	Ed Services, Fine Arts Coordinator, Counselors	Money for Bus/driver	
Visits to High Schools Events	Attendance of 7th and 8th graders at high school events	Special Area Teachers, Sports coaches, Fine Arts Coordinator, Instructional Growth Teachers,	Event Calendar, School Websites	

College and Career Readiness	-All students have ECAPS that are shared with parents -Increase in parental awareness and attendance: CTE, College fair	Teachers, Administration, Counselors and Director of CTE	CTE Career fair, College fair, AzCIS, ECAP	
Social networking	Increased participation in Twitter and Facebook from Dysart.org page	Administrators	Technology Training Team, Facebook, Twitter, Groups	
Telephone Communication	Increase in auto dialer communication with parents	Office Manager	Autodialer	
Parent-teacher Conferences	-Hybrid model with some student led and traditional -Include at 9th grade as well	Teachers, Instructional Growth Teachers, Teacher Leaders, Professional Development Team, Administrators	Student-led conference materials and PD	

ACTION PLAN

GOAL 7: Staff middle level classrooms with caring teachers who have a thorough understanding of their subject(s) and the students whom they teach

Strategy	Measures of Success	Person Responsible	Resources	Timeline
#1 Creating opportunities to become highly qualified in hard to fill positions	Kathy Hill and Jim Dean Review			2011 -2014
Action Steps				

Identify people from within Dysart	-Establish cohorts -Create Cohort -Provide tutoring -Financial support	Teachers, Administrators, Instructional Growth Teachers, Ed Services	Principal recommendations, IGT recommendations, Teacher interest Reimbursement for assessment, Percentage of tuition reimbursement Rio Salado College	
Identify Processes to become highly qualified	?	Ed Services, Director of Federal Projects	ADE certification requirements, HQ Certification Flow Chart	
Advertising or promoting	-Scheduled peer observations with targeted classrooms -PR campaign	Administration, Ed Services, Internal Public Relation, Instructional Growth Teachers	Public Relations	

Strategy	Measures of Success	Person Responsible	Resources	Timeline
#2 Recruiting: All positions filled with highly qualified staff				
Action Steps				
Video	-Increased exposure of recruitment video -Post video on HR site where openings are listed	Public Relations	Human Resources, Public Relations	

College connections	<ul style="list-style-type: none"> -Visits to college classrooms -Establishing a network for new teachers -Networking between colleges and district -Establish a college connections team 	Ed Services, Public Relations, Human Resources, Campus Administration	Human Resources, College Connections Team	
Student teachers	<ul style="list-style-type: none"> -Increased placement of student teachers in 6-10th grade classrooms -Increased communication between college placement liaison -Build stronger relationship with Teach for America 	Public Relations, Ed Services	Human Resources, Administration, Instructional Growth Teacher, College Connections Team	
Build positive perceptions	Schools solutions media coverage	Public Relations, Human Resources	College Connections Team, Public Relations	