



90-DAY ACTION PLAN 2nd Semester 2020-2021

District: Richmond County Schools
School: Hornsby Middle School
Principal: Carletha Doyle

The 90-Day Plan serves as a road map that provides clarity to specific priorities and actions that are most important during the next 90 days. The plan will help ensure the focus of all stakeholders toward an aligned understanding of the implementation and progress of our school's transformation initiative.

PURPOSE OF THE TRANSFORMATION INITIATIVE: Articulate in a few sentences what you hope to achieve by participating in the transformation initiative.

The purpose of this transformation initiative is to ensure that teachers are mindful of the data and capable of data analysis with efficiency in order to plan targeted lessons that meet the individualized needs of all students.

GOAL SETTING: Along with Language Arts and Math proficiency rates, identify up to three additional goals for the school year (i.e. graduation rate, promotion rate, attendance, discipline, growth/value-added, targeted sub-group, college readiness, etc.)

	Targeted Area	2018-19 RESULTS	2020-21 GOALS	GOAL INDICATORS (METRIC TO INDICATE PROGRESS)
1	Literacy Proficiency		45% of students will perform at or above grade level	IReady progress monitoring and baseline data, Georgia Milestones Results, Reading Plus results, formative and summative assessments
2	Math Proficiency		45% of students will perform at or above grade level	IReady progress monitoring and baseline data, Georgia Milestones Results, Reading Plus results, formative and summative assessments
3	Other Goal; Improve overall safety			Evacuation times, Drill and evacuation calendars
4				

Principal Commitment: My signature indicates that this plan provides focus and urgency to move the transformation initiative forward – and that the school's leadership team participated in the development of the plan and support its direction. My signature also indicates a commitment to ambitiously pursue the articulated goals, addressing priorities, and monitoring progress. Finally, my signature confirms that this plan is a living document and that adjustments will likely be needed based on ongoing data and lessons learned.

Principal Signature

Date

Principal Supervisor Commitment: My signature indicates that this plan has been reviewed and the content of the plan is aligned with the needs of the school. My signature confirms a commitment to support the school in the implementation of this plan, while also holding the school's leader accountable for its implementation.

Principal Area Superintendent Signature _____

Date _____

90-Day Action Plan: Literacy Priority

Which District Strategic Goal Area is Being Addressed: Student Achievement and Success			
School's Priority: <i>(Given the goals identified, what problem needs to be addressed to achieve these goals?)</i> Students are reading at least 2 grade levels below established benchmarks.			School Leader Responsible: Sheri Calhoun
Desired Outcome: <i>(What will be different if you are successful in addressing this priority?)</i> To improve the reading proficiency of all students by 20% as evidenced by baseline assessments.			
Root Cause(s) to Address Hypothesis of Priority: <i>(What do you believe is at the heart of this problem? What evidence do you have to support this hypothesis?)</i> Students lack the fundamental skillset needed to read and comprehend text.			
ACTIONS			
Critical Action to Address Root Cause & Achieve Desired Outcome	Person Completing Action	Timeline	Resources Needed / Source
Consistently incorporate student conferences	Classroom teachers, guidance department	February 2021-May 2021	Data Conferencing Sheets, Weekly Student Check-Ins Schedule, Student Data Binders
Students will engage in rigorous instruction at the appropriate grade level based on current data.	Classroom Teachers	February 2021-May 2021	Anchor Charts, Word Walls, Incentive Charts, Recognition Walls, iReady Response Worksheet, Student Grouping Sheets

PROGRESS INDICATORS

Indicator Date	Evidence to Determine Progress Toward Achieving Desired Outcome	Potential Adjustments
March 1, 2021-May 2021	Increased proficiency on iReady and Reading Plus Lessons	More pervasive implementation of resources to support targeted instruction grounded in the diverse needs of the students.
March 2020- May 2021	Provide professional development to support teacher understanding of the effective use of data.	Small group lessons will be characteristic of targeted student needs.

90-Day Action Plan: Math Priority

Which District Strategic Goal Area is Being Addressed: Student Achievement And Success	
<p>School's Priority: <i>(Given the goals identified, what problem needs to be addressed to achieve these goals?)</i></p> <p>Students need to be able to access grade level content with efficiency.</p>	<p>School Leader Responsible:</p> <p>Donella Deberry-Bull</p>
<p>Desired Outcome: <i>(What will be different if you are successful in addressing this priority?)</i></p> <p>Students will experience an overall improvement in foundational skills and numeracy skills in order to understand grade level content.</p>	
<p>Root Cause(s) to Address Hypothesis of Priority: <i>(What do you believe is at the heart of this problem? What evidence do you have to support this hypothesis?)</i></p> <p>The implementation of rigorous instruction is not consistent.</p>	

ACTIONS

Critical Action to Address Root Cause & Achieve Desired Outcome	Person Completing Action	Timeline	Resources Needed / Source
Consistently incorporate student conferences	Classroom teachers, guidance department	February 2021-May 2021	Data Conferencing Sheets, Weekly Student Check-Ins Schedule, Student Data Binders
Teachers will use instructional prompts that encourage students to pose and answer deep level questions on course material to improve higher levels of thinking and learning.	Classroom teachers	February 2021-May 2021	Post-It Tablets, Anchor charts, Math manipulatives, Digital Manipulatives, iReady Response Worksheet, Student Grouping Sheets

PROGRESS INDICATORS		
Indicator Date	Evidence to Determine Progress Toward Achieving Desired Outcome	Potential Adjustments
March 1, 2021-May 2021	Lessons plans will include highlighted questions that have been drafted with the intention of pushing student thinking.	Teachers will engage in think alouds and modeling will increase.
March 2021- May 2021	Student use of manipulatives to problem solve.	Daily integration of number talks.

90-Day Action Plan: Non-Academic/Climate & Culture Priority

Which District Strategic Goal Area is Being Addressed: Operational and Organizational Effectiveness			
School's Priority: <i>(Given the goals identified, what problem needs to be addressed to achieve these goals?)</i> Ensure overall safety of school community.		School Leader Responsible: Arthor Mitchell	
Desired Outcome: <i>(What will be different if you are successful in addressing this priority?)</i> Students can reassemble to designated areas in the event of an emergency.			
Root Cause(s) to Address Hypothesis of Priority: <i>(What do you believe is at the heart of this problem? What evidence do you have to support this hypothesis?)</i> Site safety procedures should be systemically reviewed with students and staff.			
ACTIONS			
Critical Action to Address Root Cause & Achieve Desired Outcome	Person Completing Action	Timeline	Resources Needed / Source
Staff and students understand safety procedures.	Officer Meyers	March 2021-May 2021	Site safety plan, student contact logs, staff phone trees

PROGRESS INDICATORS

Indicator Date	Evidence to Determine Progress Toward Achieving Desired Outcome	Potential Adjustments
March 2021-May 2021	Students can safely engage in the reunification process and lock down drills	Students can report to designated areas in a timely manner
March 2021- May 2021	Site safety team can effectively execute expectations	Students can report to designated areas in a timely manner