

Last updated: 6/28/2018

2018-18

St. Pius X / St. Leo School

Improvement and Professional Development Plan



Goals

Goal I: Academic Excellence

By May of 2022 students will improve reading and math skills as measured by:

- a yearly increase of 3% in the NPR Terra Nova scores
- a yearly increase of 3% in the STARS mean NCE score

Goal II: Catholic Identity

By May of 2022 students' Catholic identity will improve as measured by an increase in the percent of students strongly agreeing to items on the Catholic Identify Program Effectiveness Survey.

Goal III: Marketing & Development

(Information on separate document/Questions contact Principal Cory Sepich)

Goal IV: Facilities

(Information on separate document/Questions contact Principal Cory Sepich)

Goal V: Financial Viability & Sustainability

(Information on separate document/Questions contact Principal Cory Sepich)

Goal I: Academic Excellence

By May of 2022 students will improve reading and math skills as measured by:

- a yearly increase of 3% in the NPR Terra Nova scores
- a yearly increase of 3% in the STARS mean scaled score

Strategies

Strategy A	Implement school wide vertical and horizontal curriculum mapping
Evidence of Strategy Implementation:	
There is an accessible, completed curriculum & scope/sequence for each grade level	

Strategy B	Define what instruction should look like at SPSL and implement SPSL Instructional Model based on that definition
Evidence of Strategy Implementation:	
Best practices “look for snapshot” produced that outline clear expectations for the use of GRR in all content areas	
Data has been collected to show evidence that GRR is present in all classrooms through admin observation plan	
Improvement in student achievement as identified by annual yearly progress in standardized testing scores	
Improved instruction through the implementation of the SPSL professional development plan	
Data from admin observation plans show that ELL instructional practices are present in all classrooms as provided through the SPSL professional development plan	

Strategy C	Implement a Positive Behavior Interventions and Support (PBIS) and restorative justice model of discipline for understanding why challenging behaviors occur, appropriately addressing challenging behaviors and providing positive support and encouragement for students to learn the desired behaviors
Evidence of Strategy Implementation:	
Clear expectations have been identified for the use of PBIS and is accessible to all constituents	
Professional development time and training plan with clear scope and sequence	

A published data collection tool and evaluation process
Progress in PBIS is observable through data collection in the classrooms from admin observation plan
Displays of evidence and schoolwide data

Strategy D	Deepen Science, Technology, Religion, Engineering, Art and Mathematics (STREAM) learning opportunities and integration into curriculum
Evidence of Strategy Implementation:	
STREAM is observable through data collection in the classrooms from admin observation plan	
A developed and accessible active learning space for all students that focuses on STREAM	
There is an accessible, completed curriculum & scope/sequence for each grade level	

Action Steps

Strategy A: Implement curriculum mapping

KEY: I = Initiate (date) P= Progressing, M= Met (date), C= Canceled (reason)

Action Steps #	Action Steps to Implement Strategy:	Person Responsible	I	P	M	C
1	Gather current curriculum, materials and resources by individual teachers in grade level content areas	SIP Teachers	Fall 2018			
1a	Math	Administration, Teachers	Sept 2018			
1b	Science	Administration, Teachers	Sept 2018			
1b.1	STREAM	Administration, Science Coordinators, Content Related Teachers	Sept 2019			
1c	Language Arts	Administration, Teachers	Feb 2019			
1d	Social Studies	Administration, Teachers	Feb 2019			
1e	Religion	Administration, Teachers	Sept 2019			
1f	Spanish (Grades 5-8)	Administration, Spanish Teacher	Sept 2018			
1f.1	Spanish (Grades K-4)	Administration, Spanish Teacher	TBD			

1g	Specialty (Music, P.E., Art, Technology, Library)	Administration, Specialty Teachers	Sept 2018			
2	Identify and align the Archdiocese of Omaha Catholic Schools standards with SPSL curriculum across all grades	Administration, faculty	Oct/ Nov 2018			
2a	Identify Power Standards	Faculty, PLCs	Fall 2018			
2b	Identify a common assessment process (e.g. summative, formative, benchmarking)	Administration, faculty, PLCs	Spring 2019			
3	Reintroduce Professional Learning Communities (PLC) at SP/SL and include specialty educators into PLC processes	Administration, Teachers	Aug 2018			
3a	Hire a third administrator	Principal	Apr 2018		X (7/1/18)	
3a1	Develop administrative and PLC roles and tasks for multiple grade level model (PK-2, 3-5, 6-8)	Administration	Aug 2018			
3b	Create a formalized curriculum map for each grade level with built in time for inservice work and professional development	Administration, faculty, content coordinators, PLCs	Jan 2019			
3b	Write a scope and sequence for each content area	Administration, faculty, PLCs	Sept 2019			
3b1	Reading:					
3b1.1	Review the major topics in conjunction with the STARS/Terra Nova reports and introduce Instructional reports for STARS/Terra Nova based on student and class for teacher use	Administration, faculty, PLCs	Spring 2019			
4b1	Math:					
4b1.1	Review the major topics in conjunction with the STARS/Terra Nova reports and introduce Instructional reports for STARS/Terra Nova based on student and class for teacher use	Administration, faculty, PLCs	Spring 2019			

Strategy B: Define what instruction should look like at SPSL and implement SPSL Instructional model based on that definition

KEY: I = Initiate, P= Progressing, M= Met, C= Canceled

Action Steps #	Action Steps to Implement Strategy:	Person Responsible	I	P	M	C
1	Identify instructional "Look Fors" and communicate "Look Fors" to staff for implementation or practice in classroom.	Administration and faculty	Aug 2018			
1a	Implement professional development opportunities based on observable areas of growth, including Gradual Release of Responsibility (GRR) and project based learning	Administration and faculty	Aug 2018			

2	Implement systematic classroom supervision plan based on Power Walkthroughs and mini-observations of all teachers	Administration	Aug 2018			
2a	Compile information from Power Walkthroughs and mini-observations to determine instructional methods already in place and areas for systematic school wide pedagogical growth	Administration	Winter 2018		x	
3	Implement systematic model for peer based observations within SPSL	Administration, PLCs	Aug 2019			
4	Professional development on best ELL instructional practices for all staff to support in our English language learner students' growth	Administration and select faculty	Aug 2018			

Strategy C: Implement a Positive Behavior Interventions and Support (PBIS) and restorative justice model of discipline for understanding why challenging behaviors occur, appropriately addressing challenging behaviors and providing positive support and encouragement for students to learn the desired behaviors

KEY: I = Initiate, P = Progressing, M = Met, C = Canceled

Action Steps #	Action Steps to Implement Strategy:	Person Responsible	I	P	M	C
1	Cultivate staff buy-in to increase compliance with PBIS and restorative justice implementations	Administration, Dean of Students	Aug 2018			
2	Provide professional development for staff to become efficient PBIS discipline educators and practiced in using restorative justice strategies	Administration, Dean of Students, and Counselors	Aug 2018			
3	Establish a PBIS committee with a PBIS chair/coordinator that helps the administration with Action Steps #1 & #2	Administration, Dean of Students, Sarah Stratman	Oct 2018			
4	Establish a systematic system of documenting, classifying and systematically analyzing discipline issues to have evidence based solutions to more efficiently correct behaviors	Administration, Dean of Students, PBIS Committee	Fall 2018			
6	Develop and publicize SPSL student behavior expectations for classroom, church, halls, dining room, recess, bathroom, gym/ PE, and office.	Administration, Dean of Students, PBIS Committee, Counselor	Fall 2018			
7	Creation, communication, and publicize of SPSL bullying statement.	Administration, Dean of Students, School Improvement Plan Committee, Counselors, PBIS Committee	Aug 2018			

8	Hire a Dean of Students.	Administration	Apr 2018		X (7/1/18)	
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Strategy D: Deepen Science, Technology, Religion, Engineering and Technology (STREAM) learning opportunities and curriculum integration

KEY: I = Initiate, P= Progressing, M= Met, C= Canceled

Action Steps #	Action Steps to Implement Strategy:	Person Responsible	I	P	M	C
1	Adoption and implementation of Next Generation Science Standards	Science Coordinators, Faculty, Administration	Fall 2018			
2	Creation and development of an accessible active learning space (lab) for all students that focuses on STREAM related content areas and cross curricular integration.	Science Coordinators, Faculty, Administration	Aug 2019			

Goal II: Catholic Identity

By May of 2022 students' Catholic identity will improve as measured by an increase in the percent of students strongly agreeing to items on the Catholic Identify Program Effectiveness Survey.

Strategies

Strategy A	Implement a Catholic Identity Committee .
Institution of multidisciplinary, multi-grade level and two parish participatory committee focused on promoting the school mission through a deepening of our Catholic Identity.	

Strategy B	Implement grade level service projects to deepen the schools Catholic identity through a focus on more actively living out SPSL's Catholic mission
Evidence of Strategy Implementation:	
Grade level service projects are integrated in curriculum and align with grade level content	
Public displays showcasing what each grade levels' service project will be and photos of the students in action engaging in living out the school's Catholic mission	
Student and faculty surveys to provide feedback on service projects and the projects effectiveness in deeping the Catholic identity through a focus on the school's mission.	
Collected data from student's reflective surveys assessing the student awareness and understanding between service projects and SPSL's religious curriculum.	

Strategy C	Implement a school wide celebration event/tradition based on SPSL's Catholic mission
Evidence of Strategy Implementation:	
Scheduled annual event with active communication and invitations to the school's community.	

Action Steps

Strategy A: Implement a Catholic Identity Committee.

KEY: I = Initiate, P= Progressing, M= Met, C= Canceled

Action Steps #	Action Steps to Implement Strategy:	Person Responsible	I	P	M	C
1	Survey potential committee participants at school and parishes and set meeting times and norms for voluntary participation.	Administration,	Fall 2018			
2	Examine baseline data from the surveys taken by students and staff from the National Catholic School Benchmark and Standards.	Administration, Catholic Identity Committee	Fall 2018			
3	Create action plan for improvement in areas identified through analyzing survey data.	Administration, Catholic Identity Committee	Spring 2019			

Strategy B: Implement grade level service projects to deepen the schools Catholic identity through a focus on more actively living out SPSL's Catholic mission

KEY: I = Initiate, P= Progressing, M= Met, C= Canceled

Action Steps #	Action Steps to Implement Strategy:	Person Responsible	I	P	M	C
1	Survey students, faculty and school community stakeholders on potential service project ideas and their connections to charitable causes to increase buy-in and create an authentic service project experience.	Administration, Catholic Identity Committee	Fall 2018			
2	Utilize PLC meetings to brainstorm and identify potential service projects that align and integrate with the school's grade level curricula	Administration, Catholic Identity Committee	Fall 2018			
3	Create a rubric for systematically analyzing the expectations and experiences of grade level service projects and a reflective survey to use data for continual service project improvement year- to- year	Administration, Catholic Identity Committee	Apr 2019			
4	Create public displays showcasing what each grade levels' completed service project was and photos of the students in action engaging in living out the school's Catholic mission	Administration, Catholic Identity Committee	Spring 2019			

Strategy C: Implement a school wide celebration event/tradition based on SPSL's Catholic mission

KEY: I = Initiate, P= Progressing, M= Met, C= Canceled

Action Steps #	Action Steps to Implement Strategy:	Person Responsible	I	P	M	C
1	Determine annual date for the event and set schedule for event for 2018/19 school year	Administration, Catholic Identity Committee	Fall 2018			
2	Analyze the school's Catholic mission statement for more evidence of integration of the mission statement in the school wide celebration	Administration, Catholic Identity Committee, Faculty and Students	Dec 2018			
3	Identify chair/co-chairs to organize and communicate to stakeholders about the celebration and research local, national and global examples of charitable causes.	Administration, Catholic Identity Committee	Dec 2018			
4	Determine a plan for market the event that includes promotional materials and utilizes our social media footprint	Administration, Development Team	Spring 2019			
5	Celebration of school community event in spring.	Administration, Catholic Identity Committee, Faculty and Students	Spring 2019			
6	Create an assessment plan for systematically analyzing the expectations and experiences for the school wide celebration and a reflective survey to use data for continual event improvement year-to- year	Administration, Catholic Identity Committee	May 2019			