FURNESS HORACE HS

1900 S 3rd St

CSI School Plan | 2020 - 2021

VISION FOR LEARNING

Our mission is to provide the social and academic tools, in a safe and nurturing environment, that empower students to use multicultural competency to become productive citizens in our global society.

STEERING COMMITTEE

Name	Position	Building/Group
Daniel Peou	Principal	Furness HS
Dr. Beverly Wallace	Assistant Principal	Furness HS
Sharon Burke	Assistant Principal	Furness HS
Barbara Keating	Literacy School Based Teacher Leader	Furness HS
Christopher Steveline	Math School Based Teacher Leader	Furness HS
Rachel Cammisa-Cantz	Science Specialist	Furness HS
Grace Grillo	Dean of Students	Furness HS
Melissa Keith	Community Member	Furness HS
Angelo Williams	Special Education Compliant Manager	Furness HS
Joe Taylor	Planning Support	School District of Philadelphia
Melanie Keiper	Professional Learning Specialist	School District of Philadelphia
Kendra Jenkins	Climate and Culture Coach	School District of Philadelphia
Korbin Reynolds	Prevention and Intervention Specialist	School District of Philadelphia
Shirley Carroll	Attendance Coach	School District of Philadelphia
Patricia Nelson	Grants Compliance Officer	School District of Philadelphia
Julie Skrocki	Talent Partner	School District of Philadelphia

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
We will foster a culture of high expectations for success for all students, by pushing them to take ownership of their credit attainment	Graduation rate Graduation rate Career Standards Benchmark
We will use systematic, collaborative planning processes to ensure instruction is coordinated, standards aligned, evidence-based, and on grade level	English Language Arts Mathematics STEM
We will implement an evidence-based system of schoolwide positive behavior interventions and supports with a focus on establishing uniform expectations and procedures	Regular Attendance School climate and culture Career Standards Benchmark

ACTION PLAN AND STEPS

Evidence-based Strategy
Early Warning Intervention and Monitoring System (Tier 2) Link: https://www.evidenceforpa.org/

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)

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95% Attendance Goal	At least 42% of students will attend school 95% of days or more.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Current staff will have refresher training while new staff will be trained in how to access and analyze attendance data (EWI reports). Trainings will include tardiness, cuttings, absence with understanding of expectations. Teachers will take attendance within the first 10 minutes of class with fidelity.	2020-08-24 - 2020-11-01	Grace Grillo, Dean of Students Valerie Rainey, SISL	Counselor Position Funded Through CSI Funds: $122,900 Rationale: The counselor will schedule and hold meetings where Student Attendance Improvement Plans will be written to identify and remove barriers to attendance. Case Manager Funded Through CSI Funds: $87,000 Rationale: The case manager will monitor Student Attendance Improvement Plans and will connect students who are facing barriers to attendance with external partners who can help remove those barriers.
Grade band meeting during the first week of school for 45 minutes during each period (12th = 1st, 11th = 2nd, 10th = 3rd, 9th = 4th) to address school-wide expectations including cellphone policy, attendance, dress code, academic expectation/goals and other school policies. (This will be revisited monthly until the end of the school year). Monthly Perfect Attendance celebrations will be held to reward students	2020-08-31 - 2021-06-11	Dan Peou/Rachel Cammisa-Cantz, 12th grade Barbara Keating 11th Grade Sharon Burke, 10th Grade Dr. Beverly Wallace, 9th grade	Support from Ms. Shirley Carroll, LN13 Attendance Designee

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
who came to school every day in a given month. Quarterly Raffle will be held for students with 95% or greater attendance.			
Weekly attendance reports will be generated and referrals will be made for students with 3 or more unexcused absences. C-31 letters will be mailed home.	2020-09-04 - 2021-06-11	Valerie Rainey, SISL	EWI Report, C-31 Letter
Students who have reached 6 unexcused absences will be referred to the case manager who will connect students with services to help remove barriers to attendance.	2020-09-11 - 2021-06-11	Janine Bagley, STEP Case Manager	EWI Report, SAIP Template
The attendance team, including SISL, case manager, social worker and counselors will reach out to the families of students with 6 unexcused absences to set up a meeting. At this meeting they will create an SAIP with the student.	2020-09-11 - 2021-06-11	Leroy Williams, Counselor Jennifer Barbo, Counselor Noel Petrie, STEP Social Worker Janine Bagley, STEP Case Manager	SAIP Template, EWI Report
Students who have reached 10 unexcused absences will be referred to an outside agency for truancy court.	2020-09-11 - 2021-06-11	Leroy Williams, Counselor Jennifer Barbo, Counselor Noel Petrie, STEP Social Worker Janine	Truancy Paperwork, EWI Report

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
		Bagley, STEP Case Manager	
The leadership team will regularly review communication logs to ensure that teachers and staff are making phone calls home to parents of students who are frequently missing school.	2020-09-04 - 2021-06-11	Daniel Peou Beverly Wallace Sharon Burke Christopher Steveline Barbara Keating	Additional support from Ms. Shirley Carroll, LN13 attendance designee
Recognition bulletin boards for Attendance/Behavior/Credits will be kept up to date so students with high attendance can be displayed prominently	2020-09-30 - 2021-06-11	Daniel Peou Beverly Wallace Sharon Burke Christopher Steveline Barbara Keating	Bulletin Boards

Anticipated Outcome

Students will be provided with necessary supports to help them attend school with greater regularity as evidenced by SAIPs and attendance records. Students will arrive to class on time for first period as evidenced by a decrease in tardies. There will be fewer students failing courses during first period as evidenced by the Grades Monitoring Tool. Teachers will have fewer interruptions during instruction as evidenced by observations. Staff will refer students for SAIPs with greater frequency as evidenced by SAIPs.

Monitoring/Evaluation

Quarterly, the attendance team will review 95% attendance data to determine whether we are on-track to meet our EOY 95% attendance goal. SAIPs will be progress monitored every 30 days to determine whether interventions are having a positive impact on individual student attendance.

Evidence-based Strategy

PBIS (Tier I) Link: https://www.evidenceforpa.org/strategies/48

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Zero OSS Goal	At least 95% of 9-12th grade students will have zero out-of-school suspensions.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Train all staff on PBIS	2020-08-24 - 2020-08-28	John DiCicco/Teacher and Jennifer Barbo/Counselor	Social Worker Position Funded Through CSI Funds: $117,000 Rationale: The social worker will support with the Tier II and Tier III interventions connected to the PBIS process. Trauma-Informed Training Funded Through CSI Funds: $20,000 Rationale: By providing our staff with trauma-informed training we are increasing our staff's capacity to help students impacted by trauma move forward towards recovery, healing, and hope while also enabling them to be more successful in school and society. 4 Hour Climate Staff Position Funded Through CSI Funds: $17,400 x 2 = $34,800 Rationale: Climate support staff will aid in our schoolwide implementation of PBIS.
Make a calendar of PBIS related incentives	2020-08-03 - 2020-08-28	John DiCicco/Teacher and Jennifer Barbo/Counselor	PBIS Calendar
Train staff on behavior flowchart	2020-08-24 - 2020-08-28	John DiCicco/Teacher and Jennifer Barbo/Counselor	Behavior Flowchart, Support from PBIS coach Jason Harrigan
The PBIS team will create	2020-08-03 - 2020-08-28	John DiCicco/Teacher	Cameras, Scripts, Support from PBIS coach Jason Harrigan

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
vignettes to illustrate positive and less desirable behaviors for the various spaces around the school so that students understand the behaviors that are expected of them		and Jennifer Barbo/Counselor	
Vignettes, incentive calendar, and PBIS behavior flowchart will be shared with students during grade-band assemblies and will be reinforced during advisories	2020-08-31 - 2020-09-18	John DiCicco/Teacher and Jennifer Barbo/Counselor	Vignettes, incentive calendar, and PBIS behavior flowchart, projector, Support from PBIS coach Jason Harrigan
The PBIS team will hold monthly meetings to review implementation and outcome data around PBIS	2020-08-24 - 2021-06-11	John DiCicco/Teacher and Jennifer Barbo/Counselor	Behavior/PBIS data in SIS and Qlik
Students who consistently struggle to meet schoolwide norms and expectations will be identified and	2020-10-01 - 2021-06-11	Social Worker	PBIS Data in SIS

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
will receive Tier II/III interventions			
Students who are exhibiting positive behaviors in the school's common spaces will be shouted out and rewarded	2020-08-31 - 2021-06-11	6 Hour Climate Staff	Norms and Expectations Posters, PBIS Data Tracker, Incentives
Teachers and staff will receive Trauma-Informed Practices PD sessions from Lakeside	2020-10-01 - 2021-01-29	Dan Peou/Prinicpal	Lakeside (External Partner)
Select teachers and staff will receive individualized Trauma-Informed Practices coaching sessions from Lakeside	2020-11-02 - 2021-02-26	Dan Peou/Prinicpal	Lakeside (External Partner)

Anticipated Outcome

Major and minor infractions will be reduced throughout the school. There will be less cutting of class and increased daily attendance due to a more positive school environment.

Monitoring/Evaluation

The PBIS team will hold monthly meetings to review implementation and outcome data around PBIS On a quarterly basis, Zero OSS data will be reviewed to determine whether we are on-track to meet our end of year goal.

Evidence-based Strategy
Check and Connect (Tier 3) Link: https://www.evidenceforpa.org/strategies/6

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
9th On-Track Goal	At least 72% of first-time 9th grade students will be on-track for graduation.
12th On-Track Goal	At least 85% of 12th grade students will be on-track for graduation.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Teachers will be provided with training around how to use the Check and Reflect report and the Grades Monitoring Tool	2020-10-16 - 2020-12-18	Mr. Peou/Principal and Dr. Wallace and Ms. Burke/Assistant Principals	GMT, Check and Reflect
A check and reflect schedule will be developed for each grade-level	2020-08-24 - 2020-08-28	Mr. Peou/Principal and Dr. Wallace and Ms. Burke/Assistant Principals	Check and Reflect
The check and reflect will be administered by teachers at a minimum once a quarter, with some grades using the report more frequently (9th grade)	2020-10-01 - 2021-06-11	Teachers	Check and Reflect
Teachers and students will reflect on the goals they set for themselves and review their progress toward meeting those goals	2020-11-02 - 2021-06-11	Freshman Seminar Teachers	Check and Reflect

Anticipated Outcome

Students will be more aware of their data and will subsequently improve their attendance, behavior, and grades.

Monitoring/Evaluation

Teachers and counselors will keep track of all students who have completed a Check and Reflect form via a Google Doc. Quarterly, administration will review 9th and 12th grade on-track data to determine whether we are on-track to meet our EOY 9th and 12th grade on-track goal. 10th and 11th grade on-track data will also be reviewed during this time. Administration will review the grades monitoring tool monthly to determine whether students are in danger of failing courses and to ensure that proper interventions are in place for these students.

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Evidence-based Strategy

Grade Improvement/Credit Recovery

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
9th On-Track Goal	At least 72% of first-time 9th grade students will be on-track for graduation.
12th On-Track Goal	At least 85% of 12th grade students will be on-track for graduation.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Before the start of the year, all student transcripts will be audited to ensure that students are enrolled in the right courses	2020-08-03 - 2020-09-30	Val Nelsen/Roster Chair and Leroy Williams/Counselor	Student Transcripts
Teachers and counselors will review the credit requirements with each 9th grade	2020-08-31 - 2021-01-29	Leroy Williams/Counselor	Credit Requirements Document

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
student and will review transcripts and credit requirements with all 10th-12th grade students			
Released teachers will be assigned to support with reviews of credit requirements and transcripts	2020-09-01 - 2020-10-30	Leroy Williams/Counselor	Credit Requirements Document
Students who have failed courses in prior years will be re-enrolled in those courses	2020-08-03 - 2020-08-31	Val Nelsen/Roster Chair	Student Rosters
Students who cannot be re-enrolled in courses that they have previously failed will be enrolled in credit recovery through Edgenuity	2020-08-31 - 2020-10-01	Val Nelsen/Roster Chair	Student Rosters, Edgenuity
A certified content teacher will oversee each credit recovery course and will support students as needed and monitor their progress	2020-08-31 - 2021-06-11	Val Nelsen/Roster Chair	Student Rosters, Edgenuity
Teachers will create a path for grade improvement using either packets or Edgenuity	2020-11-16 - 2021-06-11	Content Teachers	Packets, Edgenuity
Teachers will review student report cards and will conference	2020-11-16 - 2021-06-11	Content Teachers	Packets, Edgenuity

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
with those who failed the previous quarter and provide details around grade improvement opportunities			

Anticipated Outcome

Students will have multiple opportunities to get themselves on-track for graduation. Students will increase their understanding of requirements for graduating on time.

Monitoring/Evaluation

The GMT will be reviewed twice a month to monitor individual and group trends in academics and attendance. Teachers overseeing credit recovery will monitor student progress monthly. Quarterly, administration will review 9th and 12th grade on-track data to determine whether we are on-track to meet our EOY 9th and 12th grade on-track goal. 10th and 11th grade on-track data will also be reviewed during this time.

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Evidence-based Strategy

Naviance (Tier 4) Link: https://www.evidenceforpa.org/strategies/228

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
9th On-Track Goal	At least 72% of first-time 9th grade students will be on-track for graduation.
12th On-Track Goal	At least 85% of 12th grade students will be on-track for graduation.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
A lead for overseeing the implementation of Naviance will be identified	2020-08-24 - 2020-09-11	Mr. Peou/Principal	Support from Korbin Reynolds

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Select faculty and staff will receive training on how to implement Naviance	2020-08-24 - 2020-10-16	Mr. Peou/Principal	Support from Korbin Reynolds
A calendar for administering Naviance tasks in classrooms will be created	2020-09-01 - 2020-09-30	Mr. Peou/Principal	Naviance Scope and Sequence, Calendar
A make-up day will be built into the Naviance calendar during which students with incomplete tasks will be pulled out to complete that work	2020-10-12 - 2021-06-11	Mr. Peou/Principal	Naviance, Calendar

Anticipated Outcome

Students will complete key college readiness documents (college applications, college scholarship forms, FAFSA). Students will think deeply about the college and career path(s) they wish to pursue.

Monitoring/Evaluation

Quarterly, administration will review Naviance completion rates to determine whether we are on-track to meet our EOY Naviance task completion rate goal. Counselors will review completion rates monthly to ensure that teachers are giving students opportunities to complete Naviance tasks and to identify students who need to be pulled out for make-ups.

Evidence-based Strategy

Using Student Achievement Data to Support Instructional Decision Making (Tier 3) Link: https://ies.ed.gov/ncee/wwc/Docs/PracticeGuide/dddm_pg_092909.pdf

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
ELA Goal	At least 23% of students will score at Proficient or Advanced on the Literature Keystone exam by the end of their 10th grade year. (use STAR to monitor).

Goal Nickname	Measurable Goal Statement (Smart Goal)
Math Goal	At least 25% of students will score at Proficient or Advanced on the Algebra I Keystone exam by the end of their 9th grade year. (use STAR to monitor).
Biology Goal	At least 20% of students will score at Proficient or Advanced on the Biology Keystone exam by the end of their 10th grade year. (use Benchmarks to monitor).

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Common planning time will be built into all teachers schedules (as much as possible) to allow for planning to take place	2020-08-03 - 2020-08-28	Barbara Keating and Christopher Steveline/SBTLs and Dr. Wallace/Assistant Principal	School Based Teacher Leader Position Funded Through CSI Funds: $122,900 x 2 = $245,800 Rationale: The School Based Teacher Leader will lead departmental efforts to analyze student data through the use of data analysis protocols and plan for re-teaching (when needed). Math Teacher Position Funded Through CSI Funds: $122,900 Rationale: The math teacher purchase will allow for reduced class sizes and will enable teachers to take part in departmental Common Planning Time meetings, during which they will analyze student data through the use of data analysis protocols and plan for re-teaching (when needed). ESOL Specialist Position Funded Through CSI Funds: $122,900 Rationale: The ESOL specialist will support efforts across all departments to analyze ESOL student data through the use of data analysis protocols and support lesson planning for ESOL students. Extra-Curricular Money for Credit

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
			Recovery Purchased Through CSI Funds: $11,146 Rationale: Setting aside EC money will allow teachers to stay during afterschool hours to provide tutoring, enrichment, grade improvement, and credit recovery opportunities for students.
Common Planning Time Activity 1: Common Assessments/Data Analysis - teachers will work in collaboration to design and grade common assessments. They will also review data using SDP Data Analysis Protocols and the SDP Student Work Protocol to discuss how results can inform future lessons.	2020-08-24 - 2021-06-11	Barbara Keating and Christopher Steveline/SBTLs and Dr. Wallace/Assistant Principal	SDP Data Analysis Protocols, SDP Student Work Protocol, Student Data, Rolling Agenda
Common Planning Time Activity 2: MTSS Interventions - Teachers teams will work to ID students with academic, attendance, or behavioral needs and assign tiered interventions.	2020-08-24 - 2021-06-11	Barbara Keating and Christopher Steveline/SBTLs and Dr. Wallace/Assistant Principal	SIS MTSS Data, Student evaluation checklist, intervention logs, Rolling Agenda

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Teams will also complete the FHS student evaluation checklist, documenting their reasons for concern. Teams will review intervention logs as well.			
Common Planning Time Activity 3: Lesson Planning/Sharing Best Practices - Teachers will work on planning vertically and cross-curricularly. Teachers will also take turns sharing best practices for planning, instruction, feedback, etc.	2020-08-24 - 2021-06-11	Barbara Keating and Christopher Steveline/SBTLs and Dr. Wallace/Assistant Principal	Lesson Plans, Content Curricula, Rolling Agenda
Common Planning Time Activity 4: Parent Contact/Call Log - Teacher teams will facilitate parent contact during this time. Contact and notes will be logged in SIS.	2020-08-31 - 2021-06-11	Barbara Keating and Christopher Steveline/SBTLs and Dr. Wallace/Assistant Principal	SIS, Rolling Agenda
Instructional leadership team	2020-08-31 - 2021-06-11	Mr. Peou/Principal	Meeting Schedule

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
meetings will be held during which time planning for CPT will take place			
Google Surveys will be created and distributed for certain Common Planning Time groups so that participants can provide feedback	2020-11-16 - 2021-06-11	Dr. Wallace/Assistant Principal	Survey
The ESOL Specialist will attend Common Planning Time sessions to support with analyzing ESOL students' data and subsequently differentiating lessons for ESOL students.	2020-08-31 - 2021-06-11	ESOL Specialist	Lesson Plans
Students who are struggling academically will be identified and contacted about tutoring, enrichment, grade improvement, and credit recovery opportunities afterschool.	2020-10-01 - 2021-05-31	Sharon Burke/Assistant Principal	Grades Monitoring Tool

Anticipated Outcome

Teachers will use insights from data analysis to inform their instructional practices as evidenced by observations. Teachers will have consistent opportunities to work collaboratively in identifying student needs and developing interventions/solutions as a team.

Monitoring/Evaluation

The CPT leads will develop and update rolling agendas during every CPT meeting, which will be reviewed by the instructional leadership team. Quarterly, administration will review STAR/Benchmark data to determine whether we are on-track to meet our EOY proficiency goals. Administration will review participation rates during STAR/Benchmark testing windows to ensure that all students are completing the assessment.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 42% of students will attend school 95% of days or more. (95% Attendance Goal)	Early Warning Intervention and Monitoring System (Tier 2) Link: https://www.evidenceforpa.org/	Current staff will have refresher training while new staff will be trained in how to access and analyze attendance data (EWI reports). Trainings will include tardiness, cuttings, absence with understanding of expectations. Teachers will take attendance within the first 10 minutes of class with fidelity.	08/24/2020 - 11/01/2020

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 42% of students will attend school 95% of days or more. (95% Attendance Goal)	Early Warning Intervention and Monitoring System (Tier 2) Link: https://www.evidenceforpa.org/	Grade band meeting during the first week of school for 45 minutes during each period (12th = 1st, 11th = 2nd, 10th = 3rd, 9th = 4th) to address school-wide expectations including cellphone policy, attendance, dress code, academic expectation/goals and other school policies. (This will be revisited monthly until the end of the school year). Monthly Perfect Attendance celebrations will be held to reward students who came to school every day in a given month. Quarterly Raffle will be held for students with 95% or greater attendance.	08/31/2020 - 06/11/2021

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 42% of students will attend school 95% of days or more. (95% Attendance Goal)	Early Warning Intervention and Monitoring System (Tier 2) Link: https://www.evidenceforpa.org/	Students who have reached 6 unexcused absences will be referred to the case manager who will connect students with services to help remove barriers to attendance.	09/11/2020 - 06/11/2021

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 42% of students will attend school 95% of days or more. (95% Attendance Goal)	Early Warning Intervention and Monitoring System (Tier 2) Link: https://www.evidenceforpa.org/	The attendance team, including SISL, case manager, social worker and counselors will reach out to the families of students with 6 unexcused absences to set up a meeting. At this meeting they will create an SAIP with the student.	09/11/2020 - 06/11/2021

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 42% of students will attend school 95% of days or more. (95% Attendance Goal)	Early Warning Intervention and Monitoring System (Tier 2) Link: https://www.evidenceforpa.org/	Students who have reached 10 unexcused absences will be referred to an outside agency for truancy court.	09/11/2020 - 06/11/2021

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 42% of students will attend school 95% of days or more. (95% Attendance Goal)	Early Warning Intervention and Monitoring System (Tier 2) Link: https://www.evidenceforpa.org/	Recognition bulletin boards for Attendance/Behavior/Credits will be kept up to date so students with high attendance can be displayed prominently	09/30/2020 - 06/11/2021

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 95% of 9-12th grade students will have zero out-of-school suspensions. (Zero OSS Goal)	PBIS (Tier I) Link: https://www.evidenceforpa.org/strategies/48	Train all staff on PBIS	08/24/2020 - 08/28/2020

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 95% of 9-12th grade students will have zero out-of-school suspensions. (Zero OSS Goal)	PBIS (Tier I) Link: https://www.evidenceforpa.org/strategies/48	Train staff on behavior flowchart	08/24/2020 - 08/28/2020

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 95% of 9-12th grade students will have zero out-of-school suspensions. (Zero OSS Goal)	PBIS (Tier I) Link: https://www.evidenceforpa.org/strategies/48	Teachers and staff will receive Trauma-Informed Practices PD sessions from Lakeside	10/01/2020 - 01/29/2021

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 95% of 9-12th grade students will have zero out-of-school suspensions. (Zero OSS Goal)	PBIS (Tier I) Link: https://www.evidenceforpa.org/strategies/48	Select teachers and staff will receive individualized Trauma-Informed Practices coaching sessions from Lakeside	11/02/2020 - 02/26/2021

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 72% of first-time 9th grade students will be on-track for graduation. (9th On-Track Goal) At least 85% of 12th grade students will be on-track for graduation. (12th On-Track Goal)	Check and Connect (Tier 3) Link: https://www.evidenceforpa.org/strategies/6	Teachers will be provided with training around how to use the Check and Reflect report and the Grades Monitoring Tool	10/16/2020 - 12/18/2020

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
At least 72% of first-time 9th grade students will be on-track for graduation. (9th On-Track Goal) At least 85% of 12th grade students will be on-track for graduation. (12th On-Track Goal)	Naviance (Tier 4) Link: https://www.evidenceforpa.org/strategies/228	Select faculty and staff will receive training on how to implement Naviance	08/24/2020 - 10/16/2020