

Old Harbor School's Plan

See below

Successful School Improvement Plan

School Name: Old Harbor School

Date of Plan: February 20, 2023

Empowered students, parents, and communities use collaborative cohesive communication, provide support, and deploy sound decision-making, resulting in resilient, healthy, and strong individuals and communities. Our rural and Alaska Native students are successful.

School's Vision: Ensure all learners are safe, seen, and supported

School's Mission: Engage and empower all students for growth and success.

Goal # 1. All Old Harbor School students will develop the skills and habits for reading and mastering grade-level text.					
Measures					
Indicator(s)	Data Source	Baseline	Target Yr. 1	Target Yr. 2	Target Yr. 3
1. The percentage of students who meet grade-level proficiency in Reading has increased (Sc- 3B.4)	FastBridge universal screening grade level assessments	37% proficient in Reading	51% proficient in Reading	65% proficient in Reading	80% proficient in Reading
	MAP Fall and Spring testing	AK STAR data 18% proficient or above Spring 2022 Add Fall data	30% proficient in Reading	50% proficient in Reading	70% proficient in Reading

Strategy # 1. If we implement with fidelity a structured literacy program and schedule throughout the school, then teachers will use evidence based instruction to plan and deliver instruction in word recognition and language comprehension and the students will meet their Reading growth targets.					
Measures					
Indicator(s)	Data Source	Baseline	Target Yr. 1	Target Yr. 2	Target Yr. 3

1. A structured literacy schedule is created and implemented with fidelity schoolwide (Sc-2C.2) to include these 5 components for Foundational skills: Phonemic Awareness, Phonics and Spelling, Vocabulary and Morphology, Sound-Symbol, Fluency, and Syntax.	Teacher Lesson Plans	<i>Baseline to be established during the 2023-2024 school year</i>	100% of plans	100% of plans	100% of plans
	Classroom Walkthroughs	<i>Baseline to be established during the 2023-2024 school year</i>	50% of walkthroughs will show teacher is honoring the schedule and implementing with fidelity	75% of walkthroughs will show teacher is honoring the schedule and implementing with fidelity	85% of walkthroughs will show teacher is honoring the schedule and implementing with fidelity

Year 1 Milestones and Actions

Milestone 1. Teachers and administrator created and implemented a structured literacy schedule					
Actions	Anticipated Outputs	Timeline	Resources/Budget	Person Responsible	Collaborators
1. Elementary Teachers complete Letrs training units 1-3 for Cohort 1 to 80% proficiency	Training Certificates	May 2024	Letrs training materials, trainer	Curriculum Director	Teachers Principal
2. Use Literacy PLC time for teachers to collaborate together and improve instructional practices	PLC notes, common assessments	Ongoing year-long	PLC templates	Principal	Teachers Staff
3. Create Structured Literacy Schedules (Sc.2C.2)	Schedule for regular day, early release day, and irregular day	Prior to start of school August 2023	Structured Literacy Template	Principal	Teachers
4. Teacher and staff training on Structured Literacy, including	Training Agendas, attendance sheets	First training during August Inservice.	Structured Literacy Trainer	Principal	Trainer Curriculum Department

Reading Step document (Sc-3B.3)		Ongoing Individualized as needed			
5. Training on Lesson planning that includes structured literacy components and implementing of Lesson Plans (Sc-3B.3)	Lesson plan template that includes Structured Literacy components, Lesson Plans	First training during August Inservice. Ongoing Individualized as needed	NA	Principal	Admin team
6. Walkthroughs to measure implementation of reading program schedule	Walkthrough data, feedback to teachers, support plans as needed	Beginning in September and at least monthly throughout the year	Walkthrough data form, feedback form \$ Travel for on-site visits	Literacy Specialist	Literacy Specialist Admin Team
7. Use core curriculum assessment in accordance with the program (Sc-3B.4)	IRLA (American Reading Company- ARC) data, Baseline Data, PAST - Heggerty, Really Great Reading	Beginning in September and continued throughout the year	School Pace, IRLA, ARC Reading Program Heggerty, Really Great Reading, PAST assessment	Teachers	Principal Literacy Specialist Interventionist Special Education Teacher

Year 2 Milestones and Actions

Milestone 2. Teachers implemented structured literacy programs with fidelity.					
Actions	Anticipated Outputs	Timeline	Resources/Budget	Person Responsible	Collaborators
1. Refresher training on Structured Literacy Schedule and components (Sc-3B.3)	Training Agenda and attendance sheet	August Inservice 2024	Structured Literacy schedule	Principal	Curriculum Department
2. Elementary Teachers complete Letrs training units 4-6 for	Training Certificates	May 2024	Letrs training materials, trainer	Curriculum Director	Teachers Principal

Cohort 1, and units 1-3 for Cohort 2 to 80% proficiency					
3. Use Literacy PLC time for teachers to collaborate together and improve instructional practices	PLC notes, common assessments	Ongoing year-long	PLC templates	Principal	Teachers Staff
4. Walkthroughs, formal observations, and evaluations to measure implementation of reading program schedule	Walkthrough data, feedback to teachers, support plans as needed, Observation Reports, Teacher Evaluations	Beginning in September and at least monthly throughout the year Formal observations in November to February Evaluations by May	Walkthrough data form, feedback form, \$ for travel for on-site visits	Principal	Literacy Specialist Admin Team
5. Implementation of Lesson Plans	Lesson Plans	Weekly	Lesson Plan Template	Principal	Teachers

Year 3 Milestones and Actions

Milestone 3. Teachers implemented structured literacy programs with fidelity					
Actions	Anticipated Outputs	Timeline	Resources/Budget	Person Responsible	Collaborators
1. Refresher training on Structured Literacy Schedule and programs (Sc-3B.3)	Training Agenda and attendance sheet	August Inservice 2025	Structured Literacy schedule	Principal	Curriculum Department
2. Elementary Teachers complete Letrs training	Training Certificates	May 2024	Letrs training materials, trainer	Curriculum Director	Teachers Principal

units 1-3 for Cohort 1 to 80% proficiency					
3. Use Literacy PLC time for teachers to collaborate together and improve instructional practices	PLC notes, common assessments	Ongoing year-long	PLC templates	Principal	Teachers Staff
4. Walkthroughs, formal observations, and evaluations to measure implementation of reading program schedule	Walkthrough data, feedback to teachers, support plans as needed, Observation Reports, Teacher Evaluations	Beginning in September and at least monthly throughout the year Formal observations in November to February Evaluations by May	Walkthrough data form, feedback form, \$ for travel for on-site visits	Principal	Literacy Specialist Admin Team
5. Implementation of Lesson Plans	Lesson Plans	Weekly	Lesson Plan Template	Principal	Teachers

Strategy # 2. If we design and systematically implement a schoolwide intervention plan using the Response To Intervention/Multi Tiered System of Supports (RTI/MTSS) model, then teachers will collaborate to plan and deliver interventions for students and students will meet their growth targets in reading.

Measures

Indicator(s)	Data Source	Baseline	Target Yr. 1	Target Yr. 2	Target Yr. 3
1. A schoolwide intervention plan is used to identify individual student needs and select an intervention to address the needs and monitor the effectiveness of the intervention (Sc-3A.1, Sc-3A.3, Sc-3C.3)	FastBridge and MAP benchmarks	35% of students proficient in Reading	45% of students proficient in Reading	65% of students proficient in Reading	80% of students proficient in Reading
	Progress Monitoring Data (FastBridge) and	Baseline to be determined during the RTI process.	# of students showing adequate growth	# of students showing adequate growth	# of student showing adequate growth

	Number of Students Requiring Intervention Plans	9 students require Intervention Plans	# of students requiring interventions decreases to 8	# of students requiring interventions decreases to 5	# of students requiring interventions decreases to 3 to 4
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Year 1 Milestones and Actions

Milestone 1. An RTI/MTSS team and process is established and implemented.					
Actions	Anticipated Outputs	Timeline	Resources/Budget	Person Responsible	Collaborators
1. Establish a schoolwide RTI/MTSS team and determine a decision making process, set norms, prioritize workload, and set operational norms (Sc-4A.1)	List of team members, Microsoft Teams Team for communication and organization, norms, operational norms, process documents	Early January 2024	Microsoft Teams	Principal	Teachers Head Teacher Staff Literacy Specialist Special Education School Psych
2. Select and train on RTI/MTSS Rubric Tool and Complete self pre-assessment rubric of RTI/MTSS implementation (Sc-3B.3)	Rubric and scores	Late January 2024	RTI/MTSS Implementation rubric	RTI Team/Principal	RTI Team
3. Create and follow RTI meeting schedule to discuss individual needs and set up intervention plans (Sc-2C.2)	RTI meeting schedule, notes and support plans	Early January 2024	Stipend of \$30 per hour not to exceed 540 per person Intervention Plan AK Reads forms	Head Teacher	Admin Team RTI Coach RTI Team
4. Create or choose data gathering form and gather fidelity data on core	Fidelity of Implementation Form, spreadsheet with data from each classroom	Late January 2024	Fidelity data gathering tools	Literacy Specialist	Principal RTI Team

curriculum and intervention programs					
5. Send members of team to the RTI/MTSS Conference	Notes from Conference, Report out to Leadership Team, suggestions to RTI Team	January/February 2024	Airfare, registration, lodging in Anchorage for Conference	Principal	RTI Team
6. Reflect on RTI effectiveness and make changes as needed (Sc-2B.2)	RTI Implementation Rubric scores, updated norms, operational norms, process documents	By May 2024 and ongoing as needed	RTI/MTSS Implementation rubric	Principal/Head Teacher	RTI team

Year 2 Milestones and Actions

Milestone 1. The RTI/MTSS processes are improved through the continuous improvement process.					
Actions	Anticipated Outputs	Timeline	Resources/Budget	Person Responsible	Collaborators
1. Set annual RTI meeting schedule (Sc-2C.2)	Schedule, notes, and intervention plans	August 2024	Menu of interventions for specific needs, Alaska Reads Forms	Head Teacher	RTI Team RTI Coach
2. Send members of the team to the RTI/MTSS Conference	Notes from Conference, Report out to Leadership Team, suggestions to RTI Team	January/February 2025	Airfare, registration, lodging in Anchorage for Conference	Principal	RTI Team
3. Reflect on RTI effectiveness and make changes as needed (Sc-2B.2)	RTI Implementation Rubric scores	By May 2025 and ongoing as needed	RTI/MTSS Implementation rubric	Principal/Head Teacher	RTI team

Year 3 Milestones and Actions

Milestone 3. The RTI/MTSS processes are improved through the continuous improvement process.					
Actions	Anticipated Outputs	Timeline	Resources/Budget	Person Responsible	Collaborators

1. Set annual RTI schedule (Sc-2C.2)	Schedule, notes, and intervention plans	August 2025	Menu of interventions for specific needs, Alaska Reads Forms	Head Teacher	RTI Team RTI Coach
2. Send members of the team to the RTI/MTSS Conference	Notes from Conference, Report out to Leadership Team, suggestions to RTI Team	January/February 2026	Airfare, registration, lodging in Anchorage for Conference	Principal	RTI Team
3. Reflect on RTI effectiveness and make changes as needed (Sc-2B.2)	RTI Implementation Rubric scores	By May 2026 and ongoing as needed	RTI/MTSS Implementation rubric	Principal/Head Teacher	RTI team

Strategy # 3. If we partner with our families and community in ways that families have identified, then teachers will engage families in students' learning and students will participate in reading at home and within the community.

Indicator(s)	Data Source	Baseline	Target Yr. 1	Target Yr. 2	Target Yr. 3
1. A communication plan is used to engage families and community partners and increase the participation of families with the school (Sc-4A.3)	Family involvement data- sign in sheets, participation tracking	Baseline to be set Spring of 2024	Have adequate baseline data.	50% of family and community partner participation at ___ school events	80% of family and community partner participation at ___ school events
2. Percentage of students who receive recognition for reading outside of school increases	Reading Step Tracking documents	Baseline to be set by October 2023	At least 9 students being recognized	At least 15 students being recognized	At least 24 students being recognized

Year 1 Milestones and Actions

Milestone 1. Information was gathered, baseline data determined, and a communication and engagement plan drafted					
Actions	Anticipated Outputs	Timeline	Resources/Budget	Person Responsible	Collaborators
1. Create and deploy survey tool for gathering input from families about aids and barriers to engagement with the school (Sc-4A.2)	Survey tool, survey data, communication plan	January 2024	Survey tool examples	ASB	Principal, Head Teacher, Teachers, Families
2. Draft Comprehensive Communication and Engagement Plan (Sc-4A.3)	Comprehensive Communication Plan draft	April 2024	Exemplar Communication Plans	Leadership Team	Families and community members
3. Provide Literacy training to parents on the components of structured literacy.	Agenda, sign in sheets, resources shared with parents	2x per year	Parent resources- books, sound symbol cards, etc.	Leadership Team	Families, Teachers, Principal
4. Track participation of families at school events	Sign-in sheets and tracking forms, data sets	Year Long at each event	Sign in sheet	Head Teacher	Principal Teachers
5. Create a Recognition Plan for student reading outside of school (Sc-4A.3)	Recognition Plan and documents	October 2023	ARC Reading Logs	Leadership Team	NA
6. Review and Revise the Recognition Plan (Sc-2B.2)	Recognition Plan	May 2024	Recognition Plan	Leadership Team	NA

Year 2 Milestones and Actions

Milestone 1. Implemented communication and engagement plan					
Actions	Anticipated Outputs	Timeline	Resources/Budget	Person Responsible	Collaborators

1. Review of Communication and Engagement Plan and Recognition Plan with staff (Sc-2B.2)	Agenda, attendance sheet	August of 2024	Communication and Engagement Plan	Head Teacher	Principal ASB
2. Implement Plans (fill in more after plan is created)	Sign in sheets, increased engagement	Ongoing throughout the year	\$1,000 to support events as outlined in the Recognition Plan	To Be Determined	Team
3. Provide Literacy training to parents on the components of structured literacy.	Agenda, sign in sheets, resources shared with parents	2x per year	Parent resources- books, sound symbol cards, etc.	Leadership Team	Families, Teachers, Principal
4. Review and revise the Recognition Plan (Sc-2B.2)	Recognition Plan	May 2025	Recognition Plan	Leadership Team	NA
5. Revise family survey to include questions about the Communication and Engagement Plan (Sc-2B.2)	Survey	March 2025	Survey	ASB	Principal Head Teacher Teachers
6. Review and revise current Communication and Engagement Plan (Sc-2B.2)	Recommended changes for next year's plan	May 2025	Communication and Engagement Plan	Leadership Team	Families and community members

Year 3 Milestones and Actions

Milestone 3. Revised and implemented communication and engagement plan					
Actions	Anticipated Outputs	Timeline	Resources/Budget	Person Responsible	Collaborators
1. Review of Communication and Engagement Plan and Recognition with staff (Sc-2B.2)	Agenda, attendance sheet	August of 2024	Communication and Engagement Plan	Head Teacher	Principal ASB

2. Implement Plans (fill in more after plan is created)	Sign in sheets, increased engagement	Ongoing throughout the year	\$1,000 to support recognition events as outlined in the Recognition Plan	To Be Determined	Team
3. Provide Literacy training to parents on the components of structured literacy.	Agenda, sign in sheets, resources shared with parents	2x per year	Parent resources- books, sound symbol cards, etc.	Leadership Team	Families, Teachers, Principal
4. Review and revise the Recognition Plan (Sc-2B.2)	Recognition Plan	May 2025	Recognition Plan	Leadership Team	NA
5. Revise family survey to include questions about the Communication and Engagement Plan (Sc.2B.2)	Survey	March 2025	Survey	ASB	Principal Head Teacher Teachers
6. Review and revise current Communication and Engagement Plan (Sc-2B.2)	Recommended changes for next year's plan	May 2025	Communication and Engagement Plan	Leadership Team	Families and community members

Goal # 2. All Old Harbor School students will develop the computation and problem solving skills to perform on grade level in Math.					
Measures					
Indicator(s)	Data Source	Baseline	Target Yr. 1	Target Yr. 2	Target Yr. 3
1. The percentage of students who meet grade-level proficiency in Math has increased (Sc-3B.4)	FastBridge universal screening grade level assessments	42% proficient in Math	51% proficient in Math	65% proficient in Math	80% proficient in Math
	MAP Fall and Spring testing	<i>AK STAR data</i> 6% proficient <i>Spring 2022</i>	10% proficient in Math	20% proficient in Math	50% proficient in Math

		<i>Add Fall data</i>			
	Core curriculum program assessments	<i>Baseline to be established during the 2023-2024 school year</i>	<i>To be determined</i>	<i>To be determined</i>	<i>To be determined</i>

Strategy # 1. If we identify and implement highly effective strategies for math instruction, then teachers will use evidence-based interventions aligned with student needs and students will meet their math growth targets.

Measures

Indicator(s)	Data Source	Baseline	Target Yr. 1	Target Yr. 2	Target Yr. 3
1. School teams (e.g., School Leadership teams, grade level teams, vertical teams, subject area teams, PLCs) use student learning data and instructional strategy data to design fluid intervention groups that respond to student needs (Sc-3A.3).	FastBridge universal screening grade level assessments	42% proficient in Math	51% proficient in Math	65% proficient in Math	80% proficient in Math
	MAP Fall and Spring testing	<i>AK STAR data 6% proficient Spring 2022 Add Fall data</i>	10% proficient in Math	20% proficient in Math	50% proficient in Math
	Core curriculum program assessments	<i>Baseline to be established during the 2023-2024 school year</i>	<i>To be determined</i>	<i>To be determined</i>	<i>To be determined</i>
	Progress Monitoring Data (FastBridge) and	Baseline to be determined during the RTI process.	# of students showing adequate growth	# of students showing adequate growth	# of student showing adequate growth
	Number of Students Requiring Intervention Plans	13 students require Intervention Plans	# of students requiring interventions decreases to 11	# of students requiring interventions decreases to 7	# of students requiring interventions decreases to 4
	Classroom Walkthroughs	<i>Baseline to be established</i>	NA	85% of walkthroughs will	85% of walkthroughs will

		during quarter 1 of 2024-2025 school year		show teacher is honoring the math intervention schedule and implementing with fidelity	show teacher is honoring the math intervention schedule and implementing with fidelity
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Year 1 Milestones and Actions

Milestone 1. Effective math strategies were identified					
Actions	Anticipated Outputs	Timeline	Resources/Budget	Person Responsible	Collaborators
1. Research effective math instructional strategies and resources (Sc-3B.4)	List of effective strategies and resources aligned to needs	May 2024	What Works Clearinghouse, other evidence-based repositories for effective strategies Purchase resources as needed \$4,000	Leadership Team	Curriculum Department District
2. Create a form for gathering information on strategies and resources (Sc-4A.3)	Form	August 2024	Example Forms	Principal	Leadership Team Curriculum Department
3. Create a schedule for meeting to share math strategies (Sc-2C.2)	Schedule	August 2024	District Calendars	Teachers and Principal	
4. Meet to collaborate on strategy research (Sc-2A.3)	updated list in Microsoft Teams	Monthly throughout the year	Shared Microsoft Team documents, TEA for \$30/hr not to exceed \$540 per person	Leadership Team	Curriculum Department District

5. Draft math intervention schedule (Sc-2C.2)	Draft math intervention schedule	May 2024	Student data	RTI Team	
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Year 2 Milestones and Actions

Milestone 2. Effective math interventions were implemented					
Actions	Anticipated Outputs	Timeline	Resources/Budget	Person Responsible	Collaborators
1. Implement math intervention schedule in classrooms (Sc-2C.2)	Math intervention schedule Walkthrough data	September 2024 Baseline to end of October 2024	Interventions list and schedule Walkthrough form for data collection	Principal	Teachers
2. Progress monitor students receiving classroom interventions (Sc-3A.3)	Progress Monitoring (PM) schedule, PM data	September 2024	Fastbridge PM scheduler Fidelity data (attendance and participation)	Principal/Teachers	Staff
3. Teacher and staff training on math strategies, interventions and Progress Monitoring tools (Sc-3B.3)	Training Agendas, attendance sheets	First training during August Inservice. Ongoing Individualized as needed	Potential \$ for training?	Principal	Trainer Curriculum Department Teachers Staff
4. Training on Lesson planning that includes classroom math intervention information and implementing of Lesson Plans (Sc-3B.3)	Lesson plan template that includes classroom math intervention components, Lesson Plans	First training during August Inservice. Ongoing Individualized as needed	NA	Principal	Admin team
5. Walkthroughs to measure implementation of	Walkthrough data, feedback to teachers, support plans as needed	Beginning in September and at least monthly	Walkthrough data form, feedback form	Principal	Teachers Admin Team Staff

math intervention schedules		throughout the year			
6. Review and revise math intervention schedules (Sc-2B.2)	Math intervention schedule	Quarterly review	Progress monitoring data	Principal	Teachers Staff

Year 3 Milestones and Actions

Milestone 3. Effective math interventions were implemented.					
Actions	Anticipated Outputs	Timeline	Resources/Budget	Person Responsible	Collaborators
1. Implement math intervention schedule in classrooms (Sc-2C.2)	Math intervention schedule Walkthrough data	September 2024 Baseline to end of October 2024	Interventions list and schedule Walkthrough form for data collection	Principal	Teachers
2. Progress monitor students receiving classroom interventions (Sc-3A.3)	Progress Monitoring (PM) schedule, PM data	September 2024	Fastbridge PM scheduler Fidelity data (attendance and participation)	Principal/ Teachers	Staff
3. Refresher teacher and staff training on math strategies, interventions and Progress Monitoring tools (Sc-3B.3)	Training Agendas, attendance sheets	First training during August Inservice. Ongoing Individualized as needed	Potential \$ for training?	Principal	Trainer Curriculum Department Teachers Staff
4. Training on Lesson planning that includes classroom math intervention information and implementing of Lesson Plans (Sc-3B.3)	Lesson plan template that includes classroom math intervention components, Lesson Plans	First training during August Inservice. Ongoing Individualized as needed	NA	Principal	Admin team

5. Walkthroughs to measure implementation of math intervention schedules	Walkthrough data, feedback to teachers, support plans as needed	Beginning in September and at least monthly throughout the year	Walkthrough data form, feedback form \$ for travel for on-site visits	Principal	Teachers Admin Team
6. Review and revise math intervention schedules (Sc-2B.2)	Math intervention schedule	Quarterly review	Progress monitoring data	Principal	Teachers Staff
7. Use core curriculum assessment in accordance with the program (Sc-3B.4)		Beginning in September and continued throughout the year	Reveal assessments	Teachers	Principal Literacy Specialist Interventionist Special Education Teacher

Progress and Annual Reporting

Year 1 Progress Reporting (To be completed at end of school year)

Goal 1.

:

Indicator: # _____ Actual Results: _____ Comments: _____

Indicator: # _____ Actual Results: _____ Comments: _____

Strategy: 1.

Indicator: # _____ Actual Results: _____ Comments: _____

Indicator: # _____ Actual Results: _____ Comments: _____

Milestones and Actions

% Milestones Completed
% Actions Completed

Causes & Adjustments for Year 2: _____

Goal 2.

:

Indicator: # _____ Actual Results: _____ Comments: _____

Indicator: # _____ Actual Results: _____ Comments: _____

Strategy: 1.

Indicator: # _____ Actual Results: _____ Comments: _____

Indicator: # _____ Actual Results: _____ Comments: _____

Milestones and Actions

% Milestones Completed
% Actions Completed

Causes & Adjustments for Year 2: _____

Goal 3.

:

Indicator: # _____ Actual Results: _____ Comments: _____

Indicator: # _____ Actual Results: _____ Comments: _____

Strategy: 1.

Indicator: # _____ Actual Results: _____ Comments: _____

Indicator: # _____ Actual Results: _____ Comments: _____

Milestones and Actions

% Milestones

% Actions Completed

Completed

Causes & Adjustments for Year 2: _____

2.

1.
