Differences
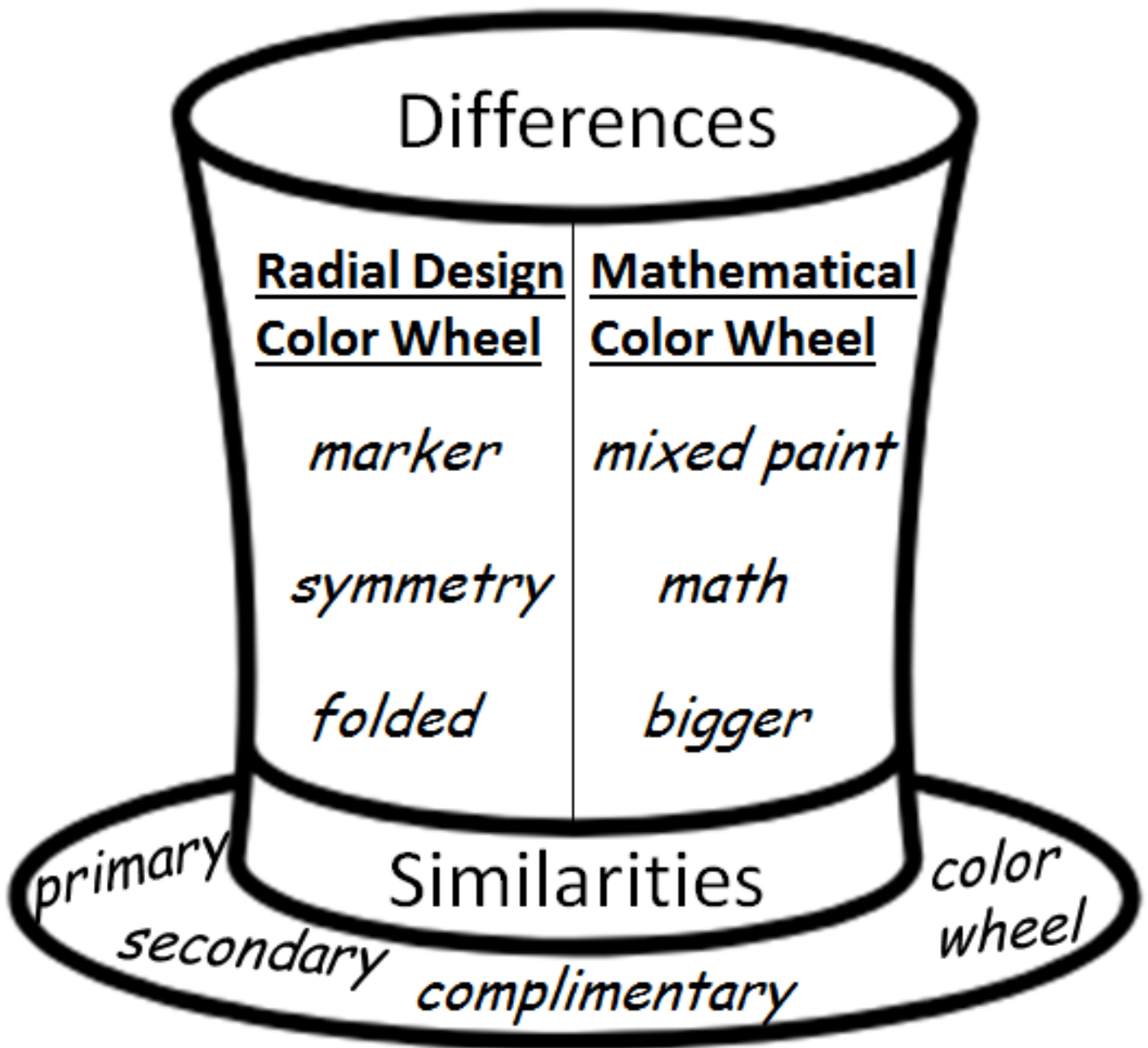
Similarities
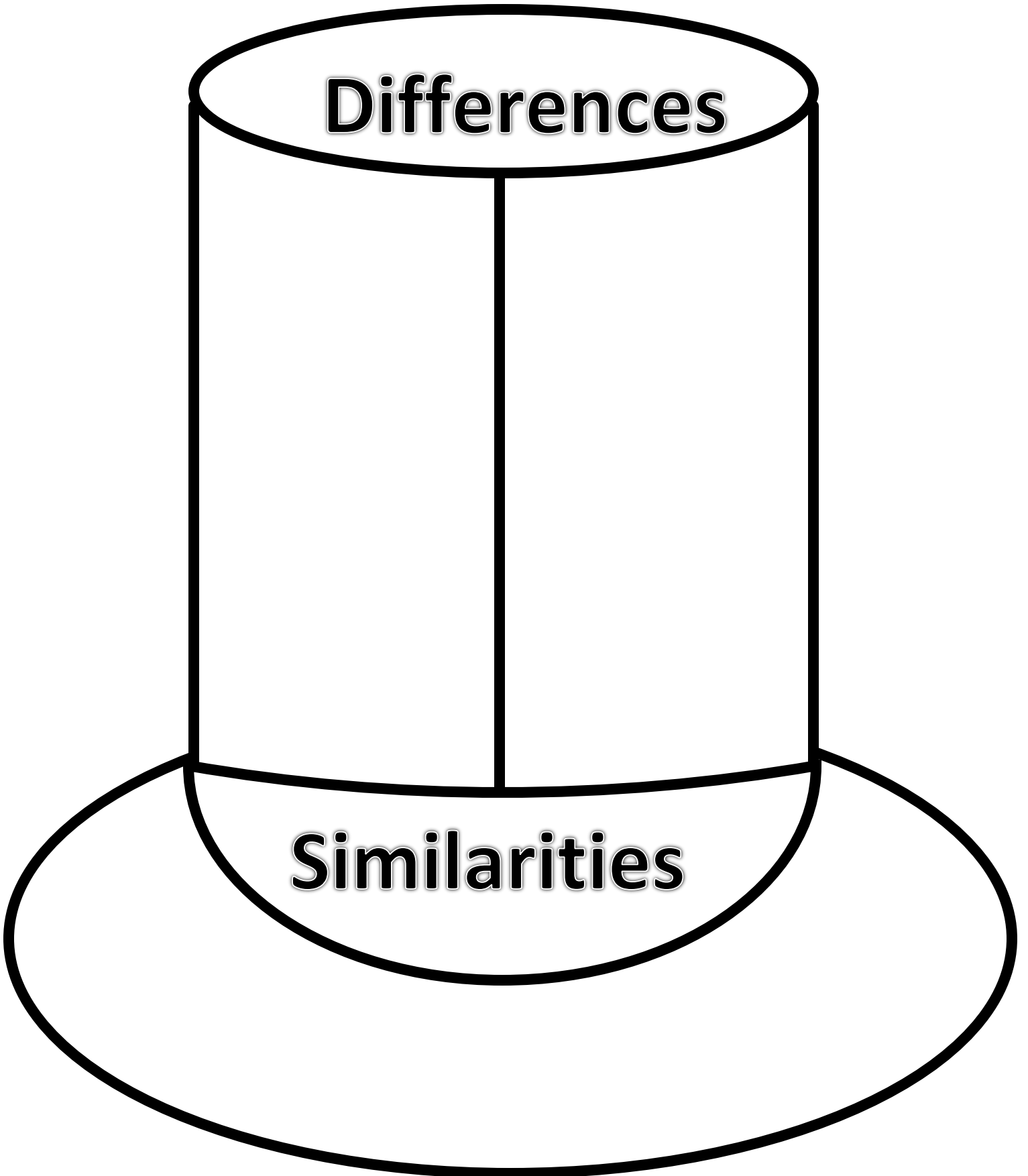
Top Hat

Use this like a venn diagram to compare and contrast works of art or concepts.

Differences

Radial Design Color Wheel	Mathematical Color Wheel
marker	mixed paint
symmetry	math
folded	bigger

Similarities

primary

secondary

complimentary

color wheel

Teacher Literacy Learning Progression   2017-18

Strategic Focal Area #1: Fostering Literacy Excellence
Description:

• Teacher not able to articulate how literacy strategy fits with content being taught • Teacher does not utilize strategy in the most appropriate part of the lesson • Teacher does not model the strategy and/or does not make connections to previous lessons (in which the strategy was modeled) • Teacher does not provide guided instruction to scaffold student learning • Teacher does not check for understanding • Teacher provides no feedback to students • Teacher does not provide opportunities for students to assess their learning	• Teacher is somewhat able to articulate how literacy strategy fits with content being taught • Teacher utilizes strategy in a somewhat appropriate part of the lesson • Teacher models the strategy and/or makes limited connections to previous lessons (in which the strategy was modeled) • Teacher inconsistently provides guided instruction to scaffold student learning • Teacher sometimes checks for understanding with a limited number of methods (formative/summative assessments) • Teacher provides limited feedback to students • Teacher provides some opportunities for students to assess their learning	• Teacher is able to articulate how literacy strategy fits with content being taught • Teacher utilizes strategy in the most appropriate part of the lesson • Teacher explicitly models the strategy and/or makes connections to previous lessons (in which the strategy was modeled) • Teacher provides guided instruction to scaffold student learning when necessary • Teacher frequently checks for understanding in a variety of methods (formative/summative assessments) • Teacher provides specific feedback to students • Teacher provides frequent opportunities for students to assess their learning

Strategic Focal Area #2: Fostering Student Engagement
Description:

• Classroom routines and procedures are not evident; students require multiple reminders about routines and procedures • Students do not demonstrate understanding of learning intention/target and have no observable interactions with teacher • Students do not utilize feedback provided directly by the teacher • Students do not use time to practice and demonstrate understanding of the learning intention/target • Students do not seek feedback from teacher • Students are not actively engaged and interacting in their learning	• Classrooms routines and procedures are somewhat evident; students need some reminders about routines and procedures • Students demonstrate some understanding of learning intention/target through limited interactions with teacher • Students utilize some feedback provided directly by the teacher • Students use some time to practice and demonstrate understanding of the learning intention/target • Students occasionally seek feedback from teacher • Students are somewhat engaged and interacting in their learning	• Classrooms routines and procedures are evident; students are able to demonstrate routines and procedures without multiple reminders • Students demonstrate understanding of learning intention/target through observable interactions with teacher • Students utilize feedback provided directly by the teacher • Students effectively utilize time to practice and demonstrate understanding of the learning intention/target • Students actively seek feedback from the teacher when needed. • Students are actively engaged and interacting in their learning

Names:_____

PE Frayer Model

Definition	Characteristics

Example	Non-example

Observation 4~Square

Name: _____   Date: _____

I See...

-
-
-
-
-
-

I Wonder...

-
-
-
-
-

I Think...

-
-
-
-

Caption or Title for Image

Observation 4-Square

1. Model for the students
2. Students complete independently
3. Discuss in small groups

I see…	**I wonder…**
• A ballerina • A circus • A magic dude • A horse • An audience	• Was this painted from a photo? • Is the audience amazed? • Why is she standing on the horse?
I think…	**Caption or Title**
• He is a doing a flip for entertainment • The audience is amazed • The guy in the black suit is a magician	• Great Show! • The Amazing Circus • The Fair • Dancing, Live! • The Contest

Music Literacy

Music reading
Students should be able to:
- Recognize the names of pitches and correlate that to a specific note on their instrument
- Read and play rhythms in the correct time signature
- Identify, explain, and demonstrate musical symbols that identify:
  - Articulations
  - Dynamics
  - Tempo
  - Key signature
  - Time signature/meter
  - "Road maps"-D.C./D.S. al fine/coda, repeat

Methods for reading music:
- Close Reading (can be annotated or aural)
  - Identify symbols
  - Name the notes
  - Count and clap/sizzle the rhythm
- Remember STARS!
  - S-Signatures (time and key)
  - T-Tempo (original, tempo changes)
  - A-Articulation (staccato, tenuto, slur)
  - R-Rhythms
  - S-Symbols (dynamics, fermatas, accidentals)

Frayer Model

Name:_____

Definition	Illustration
_____	

Definition

Illustration

Examples

Non Examples

Frayer Model

- Use to introduce new concepts or vocabulary (give term, blank otherwise)
- Use as a review (complete boxes, leave vocab term blank)

<u>**Definition**</u>

Value is how light or dark a color is.

Tints and Shades are different values of the same color.

<u>**Illustration**</u>

Value

<u>**Examples**</u>

light blue, blue, dark blue

red + white = pink

tints and shades

<u>**Non-Examples**</u>

How much is it worth?

money

yellow + blue = green

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Our Mission
Where education and opportunities unite

Our Vision
Transforming the path for student growth and achievement

Our Beliefs

➢ We believe students learn best when engaged, challenged, and respected.

➢ We believe that meeting and engaging the diverse needs of students
ultimately empowers them to find their true potential
and be productive in the life and career path of their choosing.

➢ We believe that students are the first priority.
Every decision and action must be based on their needs.

➢ We believe in collaboration and partnerships between students, parents, staff, and
community members to develop well-rounded and responsible citizens.

➢ We believe that students and educators share equal ownership of student learning.

➢ We believe co-curricular activities enhance school and community relationships.

➢ We believe in respecting the diversity of all.

➢ We believe in providing a safe learning environment.

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Core Strategic Plan: 2016-2021

Core Strategies

The following four core strategies organize our continuous improvement work at the district and at the school level over the long-term. Our core strategies are further defined and supported by our strategic objectives. We will focus on key performance objectives each year within these identified areas in order to meet our mission, vision, and belief statements for student learning.

- ✓ **Fostering Educational Excellence**
- ✓ **Developing Quality Leadership and Staff**
- ✓ **Connecting School and Community**
- ✓ **Aligning Resources with Needs**

Strategic Objectives

Fostering Educational Excellence
- Improve student achievement through a student-centered learning environment focused on literacy and critical thinking

Developing Quality Leadership and Staff
- Advance staff growth through collaboration and professional development

Connecting School and Community
- Enhance communication and relationships between the district and the community

Aligning Resources with Needs
- Allocate resources to meet the needs and promote growth of the district

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2017-18 Key Performance Objectives and Milestones

Fostering Educational Excellence

	Top Milestones	*Primary Responsibility*	*Deadline Check-In*
Increase interdisplinary literacy & learning strategies in grades K-12			
1	3 Day Workshop with 4K-12 teachers at UW-Eau Claire to review, improve, and discover deeper learning and engagement strategies that apply to increasing deeper levels of student thinking and learning	Nancy	9/1/17
2	ELA & Reading teachers will review and revise teacher learning progression	Nancy	9/22/17
3	All 4K-12 teachers will establish a personal goal for growth in partnership with their instructional coach	Instructional Coaches	10/1/17
4	Instructional coaches will calibrate to ensure accuracy of progression look-fors	Instructional Coaches	10/1/17
5	All 4K-12 teachers will incorporate a minimum of two new learning strategies into their classroom instruction	Instructional Coaches	1/1/18
6	All 4K-12 teachers will receive feedback from their instructional coach on the incorporation of their learning strategies 2x/month	Instructional Coaches	6/1/18
7	Monitor the increased student engagement and deeper levels of knowledge	Instructional Coaches	6/1/18
8	Review data for surveys and student assessments to determine future needs for further development around increasing student engagement and deeper levels of knowledge	Nancy	6/1/18
Focus classroom instruction on high leverage best practices that impact student learning: **-Standards-aligned instruction** **-Students' Depth of Knowledge** **-Staff & student collaboration (productive group work)** **-Teacher Clarity** **-Provide appropriate PK-12 academic interventions**			
1	SAIL team will develop 100-Day Plans aligned to Literacy Growth and Professional Learning Community Development	Ryan	8/1/17
2	CESA & UW-Eau Claire team will lead staff in professional development focusing on teacher clarity of learning objectives and increasing students' depth of knowledge	Ryan	9/1/17
3	All teachers will be provided information regarding the 3-Year Literacy Plans (Elem/MS/HS) that were developed based upon the 2016-17 SWOT & Needs Analysis Assessment	Nancy	9/1/17
4	Teachers and administration will begin to implement action steps identified in 3-Year Literacy Plans	Nancy	10/1/17
5	Organize and lead a book study with any teachers interested in learning more about quality learning objectives (Book: *Learning Targets* by Moss & Brookhart)	Ryan	10/1/17
6	CESA will provide professional development to elementary teachers on the development of essential standards for assessment	Nicole	11/1/17
7	CESA will provide professional development to middle & high school teachers on proficiency levels for assessing essential standards	Ken	11/1/17
8	Finalize 4K-12 RtI handbook	Angela/Cheri	12/1/17
9	Continued improvement and refining of current 4K-12 RtI framework	Ken & Nicole	12/1/17
10	All staff will be provided professional development based upon the work of Moss & Brookhart in *Learning Targets*	Ryan	1/1/18
11	Monitor the growth of teacher clarity of learning objectives and increasing students' depth of knowledge	Instructional Coaches	6/1/18
12	Review data for surveys and student assessments to determine future needs for further development around clarity of learning objectives and increasing students' depth of knowledge	Instructional Coaches	6/1/18
13	Monitor the implementation of the 3-Yearl Literacy Plans & provide report to admin cabinet	Nancy	6/1/18
Enhance the district-wide Professional Learning Community framework around improving student growth and achievement			
1	Send a team of 4K-12 teachers to PLC at Work Institute and obtain feedback from attendees	Ken & Nicole	9/1/17
2	Review AASD PLC Guide with all teachers	Ryan	9/1/17
3	Implement PLC timeline as identified in the AASD PLC Guide	Ryan	10/1/17
4	Meet w/ District PLC Coalition Team each semester to monitor progress of implementation and coherence	Ryan	10/1/17
5	Principals will meet regularly with Building Coalition Teams to monitor progress of building implementation	Ken & Nicole	11/1/17
6	Principals will provide monthly reports to Admin Cabinet regarding success and areas in need of further support	Ken & Nicole	11/1/17
7	Teachers will develop artifacts related to essential standards and proficiency levels for identified essential standards	Ken & Nicole	12/1/17
8	Conduct mid-year evaluation of PLC framework and practices and report to Admin Cabinet and Staff	Ryan	3/1/18
9	Review and revise plan of action from 2017-18 & prepare guidelines for 2018-19 actions steps w/ District Coalition Team	Ryan	6/1/18

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Enhance the systems-based approach to providing proper behavioral supports PK-12 (PBIS)		
1	PBIS internal coaches will receive appropriate training	Ken & Nicole	9/1/17
2	Establish a monthly schedule of Elem/MS/HS team meetings for Tier I & Tier II teams	Ken & Nicole	9/1/17
3	PBIS teams will implement the action plans developed as a result of the 2016-17 data	Ken & Nicole	10/1/17
4	All PBIS meetings will be agenda-driven & summary of data/meeting info is shared with all staff	Ken & Nicole	11/1/17
5	Monitor implementation of PBIS system with ODR data & tools from WI RtI Center that measure effectiveness	Ken & Nicole	11/1/17
6	ODR data will be shared with Admin Cabinet and School Board on a monthly basis	Ken & Nicole	11/1/17
7	Ongoing review of data to determine to areas of success and areas in need of further support	Ken & Nicole	1/1/18
8	Review progress made during school year and develop action plans for 2018-19 school year w/respective PBIS teams	Ken & Nicole	6/1/18

Implement the system for Academic & Career Plans		
1	Publish the District's Academic & Career Plans on website	Ken	9/1/17
2	Create communication material to distribute to parents regarding the District's Academic & Career Plans	Audrey	9/1/17
3	Implement the action steps as identified in the Academic & Career Plans	Ken	12/1/17
4	Research and explore feasibility of alternative, non-traditional learning opportunities for students	Ryan & Angela	4/1/18
5	Review the strengths and areas in need of further support related to the Academic & Career Plans	Ken	5/1/18
6	Counselors research and design protocol and details for Scholarship & Career teams for each high school student	Ken & Nicole	5/1/18

Enhance levels of student connectedness to the District for all students		
1	Research, design, and implement on-boarding process for all students new to the District	Ryan	9/1/17
2	Admin will increase listening sessions with student leadership groups	Ryan	10/1/17
3	Admin team and student leadership groups will develop action plan to increase student connectedness and involvement	Ryan	12/1/17
4	Seek feedback from all students regarding their sense of connectedness to the District	Ryan	5/1/18
5	Review progress made during school year and develop action plans for 2018-19 school year w/student leadership groups	Ryan	6/1/18

Research and design a system for implementation of Standards-Based Grading in grades K-5		
1	Develop an exploratory committee to evaluate current grading practices in the elementary	Nicole	10/1/17
2	Build knowledge of standards-based grading practices through the evaluation of practices used in other school districts	Nicole	12/1/17
3	Exploratory committee will draft recommendations for standards-based grading & share with staff to obtain feedback	Nicole	2/1/18
4	Exploratory committee will communicate draft of standards-based grading practices & share with parents to obtain feedback	Nicole	4/1/18
5	Exploratory committee will make final recommendations for standards-based grading practices to admin cabinet and Board of Education	Nicole	6/1/18

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2017-18 Key Performance Objectives and Milestones

Developing Quality Leadership and Staff

	Top Milestones	Primary Responsibility	Deadline Check-In
Build and develop further understanding and professional development in staff for effective collaboration practices			
1	Send a team of 4K-12 teachers to PLC at Work Institute and obtain feedback from attendees	Ken & Nicole	9/1/17
2	Review AASD PLC Guide with all teachers	Ryan	9/1/17
3	Implement PLC timeline as identified in the AASD PLC Guide	Ryan	10/1/17
4	Meet w/ District PLC Coalition Team each semester to monitor progress of implementation and coherence	Ryan	10/1/17
5	Principals will meet regularly with Building Coalition Teams to monitor progress of building implementation	Ken & Nicole	11/1/17
6	Principals will provide monthly reports to Admin Cabinet regarding success and areas in need of further support	Ken & Nicole	11/1/17
7	Teachers will develop artifacts related to essential standards and proficiency levels for identified essential standards	Ken & Nicole	12/1/17
8	Conduct mid-year evaluation of PLC framework and practices and report to Admin Cabinet and Staff	Ryan	3/1/18
9	Review and revise plan of action from 2017-18 & prepare guidelines for 2018-19 actions steps w/ District Coalition Team	Ryan	6/1/18
Enhance & grow instructional coaching practices in all content areas in grades PK-12			
1	Instructional coaches will engage in "Impactful Coaching Academy" training	Ryan	8/1/17
2	Review instructional coaching framework with all teachers	Ryan	9/1/17
3	All 4K-12 teachers will establish a personal goal for growth in partnership with their instructional coach	Instructional Coaches	10/1/17
4	Instructional coaches will calibrate their coaching practicing quarterly	Ryan	12/1/17
5	Teachers will provide feedback each semester regarding the instructional coaching framework	Ryan	2/1/18
Develop & implement a systematic approach to grow and enhance leadership capabilities & professional knowledge of administration, teachers, & support staff			
1	Develop and introduce systematic communication system to ensure ideas, suggestions, and concerns are consistently shared with all leadership teams	Ryan	9/1/17
2	Staff and administration will develop and share personal commitments to foster student growth and achievement	Ryan	10/1/17
3	Administration and support staff will research and develop a systematic framework for providing professional development and growth opportunities for support staff	Ryan & Kay	12/1/17
4	Research and develop a systematic framework for providing professional development and growth opportunities for teachers	Ryan	3/1/18
Design and implement leadership development training for students in grades 6-12			
1	Research student leadership frameworks	Ryan	9/1/17
2	Design a student leadership framework and the appropriate training to accompany the framework	Ryan	10/1/17
3	Establish partnerships with community leaders to serve as mentors for leadership training	Ryan	10/1/17
4	Begin implementation of student leadership framework and training	Ryan	11/1/17
5	Obtain feedback from partnerships and students to determine actions steps for 2018-19	Ryan	6/1/18

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Area School District

2017-18 Key Performance Objectives and Milestones		
Connecting School and Community		

Top Milestones	*Primary Responsibility*	*Deadline Check-In*
Expand the formalized system in which each student in grades K-12 engages in a minimum of one community service/outreach project during the school year		
1 Examine strengths and weaknesses of 2016-17 community service project	Ryan	10/1/17
2 Seek feedback from community businesses, organizations, and stakeholders to identify their needs	Ryan	11/1/17
3 Review calendars and establish expanded outreach projects to be completed	Ken & Nicole	12/1/17
4 Communicate plan for outreach projects will staff, businesses, organizations, and stakeholders	Ryan	2/1/18
5 Obtain and review feedback from staff and community stakeholders	Ryan	5/1/18
Increase and improve communication practices and relationships between the District and parents, community members, and all other stakeholders		
1 Using the feedback provided during 2016-17 create a systematic, coherent plan to maximize communication resources with parents and community members	Ryan	10/1/17
2 Develop and distribute to parents a monthly newsletter highlighting the events taking place in the MS/HS	Ken	10/1/17
3 Research & develop a strategic system to increase communications and relations with community volunteers, current parents, new families, and school visitors	Audrey	10/1/17
4 Develop a "Performance Dashboard" for the District to be added to the District's website which will communicate the current status of student achievement, student engagement, and other metrics related to school performance	Ryan	1/1/18
5 Develop monthly podcasts/webinars to be posted on the District's website to ensure informative communication is shared with stakeholders regarding new information, updates, and progress taking place within the District	Ryan	1/1/18
6 Obtain feedback from stakeholders regarding the plan to increase communications and relations	Ryan	5/1/18
Enhance the sportsmanship and positive support for student activities		
1 Administration, staff, and booster club representatives will meet with student leadership groups to develop actions steps to improve sportsmanship and positive support for student activities	Ken & Nicole	10/1/17
2 Communicate purpose for and draft of plan/action steps with parents and community members	Ken & Nicole	11/1/17
3 Implement action steps developed by administration, staff, booster club, and student leadership groups	Ken & Nicole	12/1/17
4 Obtain feedback related to actions steps and develop further action steps for 2018-19	Ken & Nicole	4/1/18
Increase the recognition of successes of alumni and current students		
1 Create action steps for the recognition of "Students of the Week" at the middle and high school levels	Ken	9/1/17
2 Communicate action steps for student recognition with staff	Ken	9/1/17
3 Implement action steps related to recognizing students at the middle and high school levels	Ken	10/1/17
Expand the District's working relationships with the City of Augusta and all other Townships located within the District		
1 Develop a schedule for school representatives to meet with local elected officials from the City Council & Town Boards	Ryan	9/1/17
2 Explore feasibility of partnering with City of Augusta to add a part-time School Resource Officer presence in the District	Ryan	9/1/17
3 Meet with local elected officials from the City Council & Town Boards to improve communication between the District & local municipalities	Ryan	11/1/17
4 Provide report to Admin Cabinet and Board of Education regarding meetings with local elected officials	Ryan	1/1/18
5 Develop recommendations to the Board for increased partnerships with local Town Boards & the City Council	Ryan	4/1/18
Expand outreach and adult education programs to parents and other community members		
1 Expand opportunities for parents of MS/HS students to engage in activities within the middle & high school with their children	Ken	10/1/17
2 Communicate expanded opportunities to parents of MS/HS students	Ken	10/1/17
3 Develop an "electronic library" on the District's website which will contain webinars related to parenting topics	Nicole	11/1/17
4 Using the feedback from 2016-17, create, provide , and promote adult education programs for all stakeholders in the community	Nicole	11/1/17
5 Obtain feedback from parents and stakeholders regarding future opportunities for adult education	Nicole	4/1/18
6 Develop actions steps for 2018-19 based upon parent and stakeholder feedback	Nicole	6/1/18

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2017-18 Key Performance Objectives and Milestones		
Aligning Resources with Needs		
Top Milestones	*Primary Responsibility*	*Deadline Check-In*
Ensure transparent, efficient, and effective use of District resources to support the District's goals		
1 Research additional organizational methods of providing financial transparency to stakeholders	Ryan	11/1/17
2 Develop and present findings of additional methods to the Board of Education	Ryan	12/1/17
3 Determine feasibility of implementing additional organizational methods of transparency	Ryan	1/1/18
Develop increased resources to support students with mental health needs		
1 Develop increased partnership with local community resources to discuss possibility of additional school-based mental health resources	Nicole	9/1/17
2 Create list of student & parent requests for mental health support to determine need	Ken & Nicole	9/1/17
3 Work with local community resources to add additional school-based mental health supports	Nicole	10/1/17
4 Create schedule for students to receive school-based mental health supports	Ken & Nicole	10/1/17
5 Obtain feedback from parents and students on the school-based mental health supports that were offered	Ken & Nicole	5/1/18
6 Determine action steps for 2018-19 based upon student and parent feedback	Ken & Nicole	6/1/18
Ensure District grounds and facilities protocols are implemented and monitored for improvement		
1 Create common template for monitoring of current grounds and facilities protocols and method of communicating suggestions for improvements	Ryan	9/1/17
2 Implement a regular monthly meeting with ground and facilities staff to review progress, long-term capital planning, resources, and areas in need of improvement	Ryan	10/1/17
3 Determine action steps for 2018-19 based upon staff feedback and conclusions	Ryan	5/1/18
Ensure technology long-range plans are implemented and reviewed		
1 Communicate and share long-range technology plan with staff for review and feedback	Ryan/Collin	10/1/17
2 Revise long-range technology plan based upon review and feedback	Ryan/Collin	11/1/17
3 Monitor current technologies and infrastructure to ensure coherence with long-range plan	Collin	4/1/18
4 Determine action steps for 2018-19 based upon monitoring data and staff feedback	Ryan/Collin	5/1/18
Ensure competitive wages/benefits for all staff, including substitute teachers and support staff		
1 Configure a study of pay from area school districts for substitute teachers and substitute support staff	Ryan	11/1/17
2 Present findings of study to admin cabinet and Board of Education	Ryan	1/1/18
3 Develop recommendations for adjustments to compensation structure for substitute teachers and substitute support staff	Ryan	2/1/18
4 Present recommendations to admin cabinet and Board of Education	Ryan	3/1/18
Implement long-range plan for possible opportunities to increase resident student enrollment, open-enrollment, and enrollment at our charter school		
1 Implement action steps from 2016-17 to highlight District to include staff qualifications, service of employees, achievements, student opportunities, etc.	Ryan/Audrey	10/1/17
2 Expand partnership with Beaver Creek Reserve to assist with support for new physical space for Wildlands MS/HS	Ryan	11/1/17
3 Research possible opportunities for increased marketing and promotion of students and the District	Ryan	1/1/18
4 Present findings to admin cabinet and Board of Education	Ryan	2/1/18
5 Develop action steps to implement opportunities to increase marketing and promotion of students and the District	Ryan	3/1/18
6 Present action steps to admin cabinet and Board of Education	Ryan	4/1/18
Ensure student environments are safe, effective, and conducive to multiple & diverse learners		
1 Continue research and study on student collaborative learning spaces and environments	Ryan	9/1/17
2 Seek feedback from staff on the advantages and disadvantages of current collaborative learning spaces and environments	Ryan	11/1/17
3 Review opportunities to improve exterior facilities with local business partners and community members	Ryan	12/1/17
4 Discuss findings and reviews from local conversations with business/community members to admin cabinet and Board of Ed.	Ryan	1/1/18
5 Share staff feedback regarding collaborative learning spaces and environments with all staff and create action steps for 2018-19	Ryan	3/1/18

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2nd 100-Day Plan for Literacy

2017-2018

Milestone #	Milestone	Evidence/ Artifacts	Intended Impact	Deadline	Lead	Status
1	Coaching data will be reviewed to determine next steps and areas of growth	Data Tracking System	SAIL team will be able to create the next 100 day plan	Dec. 22, 2017	SAIL Team	(yellow)
2	Analyze SMART goal with teachers and coach	Self-Reflection & Likert Scale	Teachers will be able to reflect on their goal and make adjustments for continued growth	Dec. 22, 2017	Coaches	(yellow)
3	Analyze a chosen learning target with a focus on the depth of knowledge via peer discussion	Written and/or verbal feedback	Teachers will have a better understanding of developing analytical vs. procedural learning targets	Dec, 22, 2017	Coaches	(green)
4	Book study participants will lead a discussion and share takeaways from the Learning Targets book study	Exit ticket on take-aways	Teachers will self-reflect to determine how they can continue to improve their learning targets	Dec. 22, 2017	Book Study Leaders	(green)
5	Staff will share their needs and wants for learning as preparation for February mini EdCamp	Staff Wants and Needs	Professional development will be guided by teacher input	Dec. 22, 2017	Coaches	(green)
6	Coaches will share 100 Day Cycles of Continuous Improvement		All staff will be aware of the next 100 day plan	Dec. 22, 2017	Coaches	(green)

7	Coaches will calibrate using the teaching progression	Teacher Learning Progression	Coaches will continue to ensure validity and reliability	Jan. 18, 2018	Coaches	
8	Staff will be surveyed regarding celebration ideas	Staff Survey		Jan. 18, 2018	Ryan	
9	Mini EdCamp will be held to provide teachers learning opportunities related to their needs of growth from the Learning Progression	Attendance at Sessions	Teachers will be able to analyze new instructional approaches to determine how they can be implemented into their own classrooms	Feb. 8, 2018	Coaches, Teacher Leaders	
10	Celebrate growth of students and staff	Satisfied Patrons	Staff will celebrate the work being done	Feb. 8, 2018	Coaches	
11	Staff will be surveyed on effectiveness of mini Edcamp sessions	Staff Survey	SAIL team will obtain data to allow for future planning for PD needs	Feb. 16, 2018	Staff	
12	Teachers will have completed at least 11 total observations/feedback sessions (2 of the 11 will be a peer observation)	Feedback	Teachers will be able to practice and grow from feedback relevant to the teacher progressions	March 8, 2018	Audrey, Lori & Darcy	
13	All teachers will complete one peer observation (coaches assist in assigning partners, schedule observations, observe with coach & follow-up)	Feedback from Peers	Teachers will be able to practice and grow from feedback relevant to the teacher progressions and build community and trust amongst peers	March 8, 2018	Teachers	
14	Coaching data will be reviewed to determine next steps and areas of growth	Data Tracking System	SAIL team will be able to create the next 100 day plan	March 8, 2018	SAIL Team	

1st 100-Day Plan for Literacy

2017-2018

Milestone #	Milestone	Evidence/ Artifacts	Learning Outcome	Deadline	Lead	Status
1	Coaches will attend professional development on Impactful Coaching with Tammy Gibbons	Completion of Training with increased capacity	Coaches will grow in their confidence and competence as instructional leaders	July 25, 2017	Coaches	🟩
2	New teachers will be trained on the instructional coaching framework	Teacher Progression & Feedback (KWL)	New teachers will gain an understanding of instructional coaching framework and be able to use the progression to guide their practices	August 10, 2017	Ryan, Ken, Nicole	🟩
3	Teaching staff will receive professional development on learning targets by UWEC/CESA 10	Completion of Training	Teachers will be able to develop worthy learning targets	August 17, 2017	Ryan	🟩
4	SAIL team will explicitly discuss and model the learning progression with teachers and support staff	Teacher Feedback	Teachers and support staff will demonstrate clarity of the components of the progression	August 17, 2017	SAIL Team	🟩
5	Identify areas of focus for October In-service (Based on Progression) and provide clarity for teacher SMART goal with Coaching Cohorts	Teacher Survey	SAIL team will be able to identify focal areas for PD	August 31, 2017	Coaches	🟩
6	Teachers and support staff not present at UWEC/CESA 10 In-service will receive professional development on learning targets in addition to review of the learning progression	Training Completion	Teachers will be able to develop worthy learning targets	Sept. 1, 2017	Coaches	🟩

7	Review and seek input on the Strategic Plan, KPO's, 100 Day Literacy Plan, 100 Day PLC Plan, & overview of October in-service (activity based)	Exit Ticket	Staff will demonstrate an understanding and ownership of the SP, KPO's and 100 day plans	Sept. 1, 2017	Ryan	
8	Staff will be given a literacy portfolio to be used as a guide/resource	Portfolio	Teachers will able to self reflect and track their own progress	Sept. 1, 2017	Ryan	
9	Get feedback from students regarding the teaching progression	Student Survey	SAIL team will be able to obtain student data & provide deeper understanding of the progression	Sept. 15, 2017	Ryan	
10	Teachers and coaches meet to discuss a SMART goal with regard to the learning progression	Teacher SMART goal	Teachers will be able to self-monitor their own growth	Sept. 29, 2017	Coaches	
11	Development of coaching data structure/progress monitoring (teacher self-reflection, learning target evidence & levels of student engagement)	Data Tracking System	SAIL team will be able to to monitor growth of teachers, levels of student engagement, and evidence of worthy learning targets	Sept. 29, 2017	SAIL Team	
12	Seek out teacher leaders to model/lead topics from the progression	Teacher Leaders	Teachers will be leaders for peers and colleagues & will build ownership in PD	Oct. 6, 2017	Coaches	
13	Coaches will calibrate using the teaching progression	Teacher Learning Progression	Coaches will continue to ensure validity and reliability	Oct. 6, 2017	Coaches	
14	Mini-EdCamp held to offer professional development around collaboration & literacy progressions	Teacher Feedback	Teachers will gain a deeper understanding of components of progressions	Oct. 23, 2017	Coaches	

15	Celebrate the risk-taking (make breakfast and/or coach teaches lesson)	Satisfied Patrons	Staff will feel satisfaction with the work being accomplished	Oct. 27, 2017	Coaches	
16	Admin. assistants schedule observations/feedback sessions (Start in early October)	Google Calendar	Coaches will be able to engage in coaching sessions	Nov. 21, 2017	Audrey, Lori & Darcy	
17	Teachers will have completed at least 3 observations/feedback sessions (1 of the 3 will be a peer observation)	Portfolio & Feedback	Teachers will be able to practice and grow from feedback relevant to the teacher progressions	Nov. 21, 2017	Teachers	
18	All teachers will complete one peer observation (coaches assign partners, schedule observations, observe with coach & follow-up)	Portfolio & Feedback from Peers	Teachers will be able to practice and grow from feedback relevant to the teacher progressions and build community and trust amongst peers	Nov. 21, 2017	Teachers	
19	Coaching data will be reviewed to determine next steps and areas of growth	Data Tracking System	SAIL team will be able to create the next 100 day plan	Nov. 27, 2017	SAIL Team	