

CYCLE 2 90-DAY OUTCOMES (December-February)

Essential Action: Pre-populates from the 'Foundations' tab.

Desired Annual Outcome: Pre-populates from the 'Foundations' tab.

For each Prioritized Focus Area, please complete the following sections:

Desired 90-Day Outcome: Describe the specific, measurable goal the campus plans to achieve by the end of this cycle for each prioritized focus area.

Barriers: For each prioritized focus area selected, list the barriers to implementation the campus may face during this cycle.

District Actions for this Cycle: List what the district will do to support the campus during this 90-day cycle to achieve the desired outcome.

District Commitment Theory of Action: Pre-populates from the 'Foundations' tab.

	Prioritized Focus Area #1	Prioritized Focus Area #2	Prioritized Focus Area #3
Essential Action	2.1	3.1	5.1
Desired Annual Outcome	85% Staff Retention	90% persistence: 90% of families and students stay with IDEA Rundberg at the end of the school year.	100% of teachers turn in lesson plans with applied feedback on a weekly basis so that we meet the 90/60/30 STAAR goal.
Desired 90-day Outcome	Staff retention will stay above 87%.	IDEA Rundberg will meet our internal benchmark of 96.6% student persistence.	100% of teachers will receive feedback on lesson plans weekly.
Barriers to Address During this Cycle	Barriers related to Covid. Work demands of teaching both students virtually and in person.	The virtual setting, students not engaging in instruction daily, not taking assessments.	Gap in what should be reflected in the lesson plan regarding virtual learning and engaging students in the virtual environment. Leaders will need to make additional adjustments to their calendars to spend more time in classrooms observing implementation of lesson plans especially in high need areas.
District Actions for this Cycle	District will facilitate administration of the Great Places to work survey and provide the campus with data and comments as well as help guide campus in creating their action plan on lowest areas.	District will monitor data using our student persistence dashboard as well as facilitate a quarterly strategy meeting to follow up on the campus persistence plan and determine next steps for the following quarter.	District will provide curriculum resources as well as coordinate content team collaboration time throughout the school year.
District Commitment Theory of Action	If we retain our teachers, then we will be able to create consistency for our students and provide a strong academic setting for our students.	If we retain our students and families, then we will be able to achieve our mission of college for all.	If we are able to provide high quality feedback on lesson plans, then teachers will be better prepared to provide a high quality rigorous lesson to students each day.

ACTION PLAN

In each row below, list the actions the campus is taking during this cycle to achieve its desired outcomes and address the identified barriers to implementation.

For each action step, indicate:

- the prioritized essential action it is aligned to,
- the start date/end date during this specific cycle,
- the resources needed to accomplish this task,
- the person(s) responsible for ensuring task is accomplished,
- the evidence that will be used to determine progress toward the action step, and
- the date evidence will be collected.

At the end of each cycle -

For each action step: (1) select the progress review status from the drop down menu, and (2) describe what next steps will be taken during the next cycle.

For each action that has not been MET, please update column J with necessary adjustments or next steps for this action step.

Action Step	Prioritized Focus Area	Start Date/End Date	Resources Needed	Person(s) Responsible	Evidence used to Determine Progress toward Action Step <i>(May be requested by Specialist)</i>	Evidence Collection Date	Progress toward Action Step	Necessary Adjustments / Next Steps
2.1	Schedule 15 Minutes of Fame: Staff Pulse Checks	Dec-20	Stay Conversations Notes	Principal + Talent Partner	Meeting Notes	26-Feb-21		
2.1	Administer Great Places to Work Survey	Jan-21	Teachers will receive individualized code from district	Elise Gilbert: Director of Talent Development	Survey Results & Action Plan	15-Feb-21		
2.1	Staff Development Cycle: Two by Twos	Feb-21	Cornerstone 2 by 2 forms, whole staff training.	Campus Lead Team	2x2 Report on Cornerstone	12-Feb-21		
2.1	DEI Coaching	Continual	DEI Training Schedule	Danielle Mullings (Talent Development)	Staff Retention Data based upon race	26-Feb-21		
3.1	Campus Re-evaluates student culture and resets systems going into January	December - January	Culture Systems Updates	Campus Lead Team	Updated culture rubric and professional development session	29-Jan-21		
3.1	Student Celebrations	January	Semester Exam Data	Grade Teams Leads	Social Media Posts, Project Plans	29-Jan-21		
3.1	Report Card Distribution Conversations	January	Semester One Data	Lead Team and Principal	Sign in Sheets	15-Jan-21		

3.1	Persistence Strategy Calls	Ongoing	Persistence Call Protocol and tracker	Christy Sadri/ LaNolia Omowanile: VPs of Schools	Persistence data, Persistence call tracker	29-Jan-21		
5.1	All teacher proficient at Lesson Planning and Delivery (GET 3 & 4)	January - March	Teachboost Ratings based upon the GET	Lead Team	Teachboost Reports	26-Feb-21		
5.1	Lesson Rehearsals for Priority Content Areas	January - March	Lesson Rehearsal Protocol	Lead Team	Lesson Rehearsal Protocol	26-Feb-21		
5.1	Data Conversations/ Student Work Analysis Meetings	January - March	Train lead team on student work conversations, Introduce protocols to assess student achievement to staff	Principal and Lead Team	Semester Exam Data Conversation Pre-work, Master Schedule of all data conversations	15-Jan-21		
2.1, 3.1, 5.1	Quarterly PTG	Quarterly	Progress Toward Goal Meetings and Presentation	Lead Team	Quarterly Progress to Goals	26-Feb-21		

At the end of this cycle, please reflect on the implementation of your Targeted Improvement Plan thus far by responding to the questions below. Be sure to explain whether your outcomes and student performance goals were met and why or why not. List any action steps you will carry-over to the next cycle and any new action steps you have discovered necessary for the next cycle. Be sure to add these action steps into the next cycle's action plan.

For each of the Prioritized Focus Areas, did you achieve your desired 90-day outcome? Why or why not?		
Did you achieve your student performance goals (see Student Data Tab)? Why or why not?		
Review the necessary adjustments/next steps column above. What Action Steps from this cycle will you continue working on in the next cycle? What new Action Steps do you need to add to the next cycle?	Carryover Action Steps	New Action Steps