



## Detail Report

### Mission

Preparing today's learners to become tomorrow's leaders through technology, inquiry, common core standards and global citizenship.

### Vision

TL2  
Today's Learners, Tomorrow's Leaders

### Benchmark

### Team Members

Name	Title/Relationship
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### Goals

#### Priority Area 1.1.1

Priority	Component	Objective
Excellence in Student Learning	College and Career Ready Program of Study	Deploy a guaranteed and viable curriculum in every classroom.

#### Goal Description

K-3  
By May 2017, 100% of K-3 students will demonstrate measurable growth with grade level phonics skills as evidenced by 6% overall growth (61% to 67%) on WWR (K) and ORF (1-3) on the DIBELS

4-6  
By May 2017, 100% of 4-6 grade students will demonstrate measurable growth in the areas of ELA and Math as evidenced by 6% overall growth (ELA- 60% to 66%, Math 59% to 65%) on the AzMerit State Assessment.

#### End of Year Summary

#### Key Measures

- Key Measure (Summative) - % of students moving to Core on DIBELS assessments
- Key Measure (Summative) - Change in AZMERIT (or State assessment) performance

#### Priority Area 2.2.3

Priority	Component	Objective
Excellence in Workforce Performance	Workforce Development to Meet Organizational Needs	Support all employees in the deployment of continuous improvement practices.

#### Goal Description

By May 2017, 100% of HLS certified staff will participate in PLCs focused on students assessment data, as evidenced by.....



End of Year Summary		
Key Measures		
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Priority Area 3.1.1		
Priority	Component	Objective
Excellence in Stakeholder Relationships	Effective Communication	Deploy successful communication strategies to exceed the key needs of all stakeholder groups.
Goal Description		
By May 2017, 100% of HLS CLT members will attend and actively engage in Monthly PLC meetings as evidenced by.....		
End of Year Summary		
Key Measures		
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Priority Area 4.4.2		
Priority	Component	Objective
Excellence in Organizational Improvement and Accountability	Individual and Collective Responsibility to Ensure Compliance and Quality Improvement	Monitor results and benchmark against industry standards.
Goal Description		
By May 2017, 100% of teachers will participate in monthly PLC meetings as evidenced by.....		
End of Year Summary		
Key Measures		
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## Action Plans



Goal 1.1.1	<p>K-3 By May 2017, 100% of K-3 students will demonstrate measurable growth with grade level phonics skills as evidenced by 6% overall growth (61% to 67%) on WWR (K) and ORF (1-3) on the DIBELS</p> <p>4-6 By May 2017, 100% of 4-6 grade students will demonstrate measurable growth in the areas of ELA and Math as evidenced by 6% overall growth (ELA- 60% to 66%, Math 59% to 65%) on the AzMerit State Assessment.</p>		
Action Step	<p>To improve these proficiency scores all teachers will use the district adopted curriculum with fidelity. This includes the administration of all common assessments. Teachers in grades 4-6 have also been invited to participate in a regional PLC to discuss growth trends and improve instructional strategies. All K-6 teachers now participate in monthly data meetings to target specific instructional needs for any students not mastering standards within the classroom. K-6 teachers will continue to structure their RTI time to meet the academic needs at all levels for all students.</p>		
Responsible Party	HLS 4-6 Teachers, Reading Specialists, CLT, Admin., and 4-6 students		
Professional Development	Professional Development ½ Days, PLC, PLC Meetings as grade levels as well as PLC meeting with Administration		
Quarterly Summary			
Date Initiated	August 10, 2016	Date Completed	
Status	In-Process	Last Modified	9/8/2016 3:26 PM

Goal 1.1.1			
Action Step	<p>Students need to receive explicit and systematic phonics instruction in order to successfully master the phonics skills for their grade level. This year we will be implementing the 95% Group phonics lessons and materials for all students in grades K-3. Tier 2-3 students will be progress monitored on a monthly basis to identify phonetic skill deficits and to determine the needs for support.</p>		
Responsible Party	HLS K-3 Teachers, Reading Specialist, CLT, Administration, HL K-3 Students		
Professional Development	Professional Development ½ Days, PLC, PLC Meetings as grade levels as well as PLC meeting with Administration		
Quarterly Summary			
Date Initiated	August 10, 2016	Date Completed	
Status	In-Process	Last Modified	9/8/2016 3:24 PM

Goal 3.1.1	By May 2017, 100% of HLS CLT members will attend and actively engage in Monthly PLC meetings as evidenced by.....		
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Action Step	Effective communication will be achieved through monthly PLC meetings with every teacher as well as monthly CLT meetings. Monthly PLC meeting will be focused on effective teaching strategies and utilizing data to drive instruction. CLT meeting are focused on the campus as a whole with representatives from each stakeholder group involved. 100% of teachers will attend and actively engage in PLC meetings and 100% of the CLT team will attend and actively participate in monthly CLT meetings.		
Responsible Party	Teachers, Admin, CLT		
Professional Development			
Quarterly Summary			
Date Initiated	August 10, 2016	Date Completed	
Status	Pending	Last Modified	9/6/2016 12:07 PM

Goal 2.2.3	By May 2017, 100% of HLS certified staff will participate in PLCs focused on students assessment data, as evidenced by.....		
Action Step	To support teachers in the deployment of continuous improvement practices, HL will meet our organizational needs through PLC work focused on student assessment data. The teachers will create, analyze and utilize student data to guide their instruction.		
Responsible Party	Teachers, Administration		
Professional Development	Monthly meetings to support PLC as well as campus wide staff development focussed on utilizing data to drive instruction.		
Quarterly Summary			
Date Initiated	August 10, 2016	Date Completed	
Status	Pending	Last Modified	9/6/2016 12:03 PM

Goal 4.4.2	By May 2017, 100% of teachers will participate in monthly PLC meetings as evidenced by.....		
Action Step	HLS staff will participate in PLC's with administration monthly. Teachers will be responsible for breaking down assessment data to present to PLC and administration. The PLC groups will meet monthly with administration to collaborate on current student data and come up with actions plans for all levels of students. 100% of teachers will participate in monthly PLC meetings.		
Responsible Party	Administration, Teachers, CLT members		
Professional Development	Professional development will be focused on data analysis and academic strategies to address needs based the the data.		
Quarterly Summary			
Date Initiated	August 10, 2016	Date Completed	
Status	Pending	Last Modified	9/7/2016 1:56 PM

**AdvancED**



## Feedback

<b>Goal</b>	1.1.1 K-3 By May 2017, 100% of K-3 students will demonstrate measurable growth with grade level phonics skills as evidenced by 6% overall growth (61% to 67%) on WWR (K) and ORF (1-3) on the DIBELS  4-6 By May 2017, 100% of 4-6 grade students will demonstrate measurable growth in the areas of ELA and Math as evidenced by 6% overall growth (ELA- 60% to 66%, Math 59% to 65%) on the AzMerit State Assessment.
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<b>Feedback</b>	9/9/2016 10:00 AM
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Questions to Ponder: What information/data was utilized to identify 6% growth was necessary and sufficient? How will students that have met the required benchmarks be enriched? What How might a tiered goal support the movement of all student subpopulations? Bear in mind that both DIBELS and SRI are screeners, thus “mastery” should not be taking place. Screeners are used to indicate potential problems and gauge appropriate growth. The scoring band “At Benchmark” AKA Core is a large range. A possible next step may be to evaluate where in that range students are falling, and then remediating or enhancing appropriately. This may present the opportunity to identify the “bubble” kids (ones that are on the cusp of falling below the stated benchmark). Often, this data gives great insight into how to differentiate instruction beyond grouping based on meeting the benchmark

<b>Goal</b>	3.1.1 By May 2017, 100% of HLS CLT members will attend and actively engage in Monthly PLC meetings as evidenced by.....
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<b>Feedback</b>	9/9/2016 10:00 AM
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Questions to Ponder: How does this goal differ from the work in 2.2.3? Is this an additional PLC experience for CLT members? The goal in its current form does not appear to support the KSO 3.1.1, “Deploy successful communication skills to exceed the needs of all stakeholder groups.” How can the goal be reworded to reflect that Highland Lakes is “effectively communicating” through PLCs in order to align with strategic goal 3.1.1? If the goal aligns with 3.1.1 and reflects effective communication, what evidence/artifacts will be collected to support the goal?

<b>Goal</b>	2.2.3 By May 2017, 100% of HLS certified staff will participate in PLCs focused on students assessment data, as evidenced by.....
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<b>Feedback</b>	9/9/2016 10:00 AM
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Strength: The use of PLCs as a way to deploy continuous improvement may be impactful. It has the potential to increase teacher effectiveness and therefor increase student academic achievement.

Questions to Ponder: What is the evidence as to the attainment of this goal? Additionally, how will this goal be measured? The desired outcome of PLC work, most often, is teacher growth and as a result increased student achievement. A tool like attendance merely measures if teachers were present. Perhaps a measurement tethered to SLOs might be more powerful.

<b>Goal</b>	4.4.2 By May 2017, 100% of teachers will participate in monthly PLC meetings as evidenced by.....
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<b>Feedback</b>	9/9/2016 10:00 AM
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Strength: Teachers are developing action plans for students based on data results during monthly PLCs.  
Questions to Ponder: How does this goal differ from the work within 2.2.3 and 4.4.2? Is it intended that all 3 goals are attained through the work of the PLCs? How can the goal be reworded to reflect Highland Lakes is “monitoring results” through PLC in order to align with strategic goal 4.4.2? If the goal aligns with 4.4.2 and reflects monitoring of results, what evidence/artifacts will be collected to support the goal?