

HB Woodlawn - School Action Plan - 2023-24 to 2025-26

Principal: Casey Robinson

Goal #1	Math - Opportunity Gaps - SOL		
Strategic Plan Goal Area	Student Success		
Strategic Plan Performance Objectives	PO-SS-1-By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments.		
Baseline Data	Spring 2023 - SOL Black - 67% Pass (opp. gap 17%) Hispanic 69% Pass (opp. gap 15%) EL 70% Pass (opp gap 14%) Econ. Disadv 75% Pass (opp gap 9%)	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
MATH SOL			
By 2026, opportunity gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal:			
Black - Increase pass rate from (Spr. 2023 pass rate) 67% to at least 76%, reducing the gap from 17% to 13% Hispanic - Increase pass rate from (Spr. 2023 pass rate) 69% to at least 78%, reducing the gap from 15% to 11% EL - Increase pass rate from (Spr. 2023 pass rate) 70% to at least 78%, reducing the gap from 14% to 10% Econ. Disadv. - Increase pass rate from (Spr. 2023 pass rate) 75% to at least 82%, reducing the gap from 9% to 6%			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, opportunity gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from 67% to at least 70%, reducing the gap from 17% to 16% Hispanic - Increase pass rate from 69% to at least 72%, reducing the gap from 15% to 13% EL - Increase pass rate from 70% to at least 73%, reducing the gap from 14% to 13% Econ. Disadv. - Increase pass rate from 75% to at least 78%, reducing the gap from 9% to 8%		
Annual Performance Goal Year 2 (2024-25)	By June 2025, opportunity gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from 70% to at least 73%, reducing the gap from 16% to 14% Hispanic - Increase pass rate from 72% to at least 75%, reducing the gap from 14% to 12% EL - Increase pass rate from 73% to at least 76%, reducing the gap from 13% to 11% Econ. Disadv. - Increase pass rate from 78% to at least 80%, reducing the gap from 8% to 7%		
Annual Performance Goal Year 3 (2025-26)	By June 2026, opportunity gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from 73% to at least a 76%, reducing the gap from 14% to 13% Hispanic - Increase pass rate from 75% to at least a 78%, reducing the gap from 12% to 11% EL - Increase pass rate from 76% to at least a 78%, reducing the gap from 11% to 10% Econ Disadv. - Increase pass rate from 80% to at least a 82%, reducing the gap from 7% to 6%		

HB Woodlawn - School Action Plan - 2023-24 to 2025-26

Principal: Casey Robinson

Strategic Plan Strategies

Strategic Plan Strategies- PRIMARY	S-SS-2-Deliver curriculum through innovative and relevant instruction that is differentiated to meet the diverse needs of each student.
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-SS-1-Embed the 5Cs (critical thinking, creative thinking, collaboration, communication, and citizenship skills) into curriculum and instruction.

Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Tier 1 * Implement Mathematics curriculum utilizing county provided curriculum and curricular resources. * Provide opportunities for EL and SpEd teachers to collaborate with Math Coach or grade-level CLT wherever they are supporting students. * Teacher will begin to use math workshop structures within each unit. * Every student will be required to meet regularly with the teacher in targeted small group. * Targeted groups are differentiated to meet each student's needs. * Provide just-in-time support to help students access grade level curriculum.	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers	Principal & AP will support with ATSS, Math, SPED & EL Office - will monitor by conducting walkthroughs and observations and attending CLTs.
Tier 2 * Collaborative planning including EL and SpEd teachers to target identified needs. * Identify target areas (power standards), to address students still scoring in Below Basic and Basic quantile ranges. * Ensure that students have access to environmental and visual scaffolds (such as manipulatives, anchor charts for key vocabulary and processes, manipulatives, etc.) to aid comprehensible input and recall. * Additional targeted small group weekly using best instructional strategies, progress monitoring, and document progress.	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach	
Tier 3 * Progress monitoring every 6-8 weeks and adjustment in time or group made as needed. Communication between classroom teacher and staff providing interventions to support station activities and guided-group activities. * Use very straight-forward, explicit Instruction by breaking down mathematical concepts into smaller, more manageable steps. Clearly explain each step, provide guided practice, and offer opportunities for students to practice independently.	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach	
Professional Learning: *Math Coach will meet regularly with all Math teachers to provide coaching and targeted support based on teacher needs.	Sept - June, ongoing	Administrators, Math Coach	

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SS-3- Math SOLs	Results of Progress (End of Year)	Math SOL
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HB Woodlawn - School Action Plan - 2023-24 to 2025-26

Principal: Casey Robinson

Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)
School level- NWEA - MAP Growth (Alg 1 only) Teacher/CLT/Grade -VGA -SOL Quick Checks	Teacher/CLT/Grade -SOL Quick Checks	School level NWEA - MAP Growth (Alg 1 Only) Teacher/CLT/Grade -VGA -SOL Quick Checks	School level- NWEA - MAP Growth (Alg 1 Only) Teacher/CLT/Grade -SOL Quick Checks

Goal #2	Reading - Opportunity Gaps - SOL		
Strategic Plan Goal Area	Student Success		
Strategic Plan Performance Objectives	PO-SS-1-By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments.		
Baseline Data	Spring 2023 - SOL EL 38% Pass (opp. gap 56%) Econ. Disadv 75% Pass (opp. gap 19%)	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
READING SOL			
By 2026, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal:			
EL - Increase pass rate from (Spr. 2023 pass rate) 38% to at least 65%, reducing the gap from 56% to 31% Econ. Disadv. - Increase pass rate from (Spr. 2023 pass rate) 75% to at least 82%, reducing the gap from 19% to 14%			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal: EL - Increase pass rate from 38% to at least 50%, reducing the gap from 56% to 45% Econ. Disadv. - Increase pass rate from 75% to at least 78%, reducing the gap from 19% to 17%		
Annual Performance Goal Year 2 (2024-25)	By June 2025, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal: EL - Increase pass rate from 50% to at least 59%, reducing the gap from 45% to 37% Econ. Disadv. - Increase pass rate from 78% to at least 80%, reducing the gap from 17% to 15%		

HB Woodlawn - School Action Plan - 2023-24 to 2025-26

Principal: Casey Robinson

Annual Performance Goal Year 3 (2025-26)	<p>By June 2026, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal:</p> <p>EL - Increase pass rate from 59% to at least 65%, reducing the gap from 36% to 31%</p> <p>Econ. Disadv. - Increase pass rate from 80% to at least 82%, reducing the gap from 15% to 14%</p>
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Strategic Plan Strategies

Strategic Plan Strategies- PRIMARY	S-SS-1-Embed the 5Cs (critical thinking, creative thinking, collaboration, communication, and citizenship skills) into curriculum and instruction.
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-SS-2-Deliver curriculum through innovative and relevant instruction that is differentiated to meet the diverse needs of each student.

Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Tier 1: * Utilize an explicit vocabulary routine to teach new words essential to the shared text-PACT strategy * Utilize strategies from Aspire Training and Staff Development in adolescent reading	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	Principal & APs will support with ATSS, ELA, SPED & EL Office - will monitor by conducting walkthroughs and observations and attending CLTs.
Tier 2: * Teach a routine to determine the gist of the texts-PACT * Utilize Lexia-Build students decoding skills to read complex multisyllabic words, grammar, comp.	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	
Tier 3: * multisyllabic word decoding routines * Immersive Reader, ed tech access for read aloud/translations	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	
Professional Learning: *Targeted PL for ELA and EL teachers on Lexia and Core phonics	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SS-1- Reading SOLs	Results of Progress (End of Year)	Reading SOL
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)

HB Woodlawn - School Action Plan - 2023-24 to 2025-26

Principal: Casey Robinson

<p>School level- NWEA MAP Growth for ELA (BOY in 9th, only MOY & EOY if below proficient on BOY; Gr. 10-12 continue in upper grades if below proficient)</p> <p>Teacher/CLT/Grade- -End of Unit [Mastery Connect] -VGA for taught standards -Writing performance task embedded in curriculum</p>	<p>Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Writing performance task embedded in curriculum</p>	<p>School level- -NWEA MAP Growth for ELA (BOY in 9th, only MOY & EOY if below proficient on BOY; Gr. 10-12 continue in upper grades if below proficient) -Gr. 11 Benchmark Assessment</p> <p>Teacher/CLT/Grade- -End of Unit [Mastery Connect] -VGA for taught standards -Writing performance task embedded in curriculum</p>	<p>School level NWEA MAP Growth for ELA (BOY in 9th, only MOY & EOY if below proficient on BOY; Gr. 10-12 continue in upper grades if below proficient)</p> <p>Teacher/CLT/Grade- -End of Unit [Mastery Connect] -VGA for taught standards -Writing performance task embedded in curriculum</p>
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Goal #3	Student Well-Being		
Strategic Plan Goal Area	Student Well-Being		
Strategic Plan Performance Objectives	PO-SWB-3-Key findings on the Your Voice Matters survey will show improvements in student social, emotional, and mental Health.		
Baseline Data	By June 2026, % of students who answer “Yes” to the question, “During this school year, did your school give you strategies for coping with personal stress, anxiety, or feelings of sadness?” on YVM will increase from 80% to 90%.	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
By June 2025, % of students who answer “Yes” to the question, “During this school year, did your school give you strategies for coping with personal stress, anxiety, or feelings of sadness?” on YVM will increase from 70% to 80%.			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, % of students who answer “Yes” to the question, “During this school year, did your school give you strategies for coping with personal stress, anxiety, or feelings of sadness?” on YVM will increase from 54% to 70%.		
Annual Performance Goal Year 2 (2024-25)	By June 2025, % of students who answer “Yes” to the question, “During this school year, did your school give you strategies for coping with personal stress, anxiety, or feelings of sadness?” on YVM will increase from 70% to 80%.		
Annual Performance Goal Year 3 (2025-26)	By June 2026, % of students who answer “Yes” to the question, “During this school year, did your school give you strategies for coping with personal stress, anxiety, or feelings of sadness?” on YVM will increase from 80% to 90%.		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-SWB-2-Establish and promote a culture of physical, social, emotional, and mental health wellness.		

HB Woodlawn - School Action Plan - 2023-24 to 2025-26

Principal: Casey Robinson

Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -			
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Tier 1 * Implement SEL curricular resource (Second Step, Ruler, or RC) * Deliver 30 minutes twice a week of explicit SEL instruction * Establish a team to review data and determine student needs and interventions * Identify SEL Lead who will act as a liason between your school and central office * Facilitate ongoing Adult SEL for staff; implement 3 signature practices at all staff meetings and CLTs * Administer SEL survey in the fall and spring to all students grades 3-12	Sept-June, Ongoing	Admin, All Staff	Principal & APs will support with Student Services Office - will monitor by conducting walkthroughs and observations and attending CLTs.
Tier 2 * Establish a school-based mental and behavioral health team that meets at least twice monthly, reviews students of concern, and assigns interventions for which data is collected to determine effectiveness.	Sept-June, Ongoing	Admin, All Staff	
Tier 3 * Establish a school-based mental and behavioral health team that meets at least twice monthly, reviews students of concern, and assigns interventions for which data is collected to determine effectiveness.	Sept-June, Ongoing	Admin, All Staff	
Professional Learning Student Service staff will participate in training on the Tier 2 & 3 interventions (i.e. Coping Cat, Zones of Regulation, etc.)	Sept-June, Ongoing	Admin, School leadership team	
Progress Monitoring			
Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SWB-9- YVM Student: Social, Emotional, and Mental Health	Results of Progress (End of Year)	Spring 2024 & 2026 YVM
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)
SEL Survey	School Survey (based on YVM Question)	SEL Survey	YVM

<h3>Goal #4</h3>	<h2>Engaged Workforce</h2>
Strategic Plan Goal Area	Engaged Workforce
Strategic Plan Performance Objectives	PO-EW-1-By 2024, at least 70% of APS staff will respond favorably that opportunities for professional learning meet their needs, as indicated on the Your Voice Matters survey.

HB Woodlawn - School Action Plan - 2023-24 to 2025-26

Principal: Casey Robinson

Baseline Data	37% of staff answered “favorably” to the question, “Overall, how well does school-based professional learning meet your needs?”	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
By June 2026, % of staff who answer “favorably” to the question, “Overall, how well does school-based professional learning meet your needs?” on YVM will increase from 60% to 70%.			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, % of staff who answer “favorably” to the question, “Overall, how well does school-based professional learning meet your needs?” on YVM will increase from 37% to 50%.		
Annual Performance Goal Year 2 (2024-25)	By June 2025, % of staff who answer “favorably” to the question, “Overall, how well does school-based professional learning meet your needs?” on YVM will increase from 50% to 60%.		
Annual Performance Goal Year 3 (2025-26)	By June 2026, % of staff who answer “favorably” to the question, “Overall, how well does school-based professional learning meet your needs?” on YVM will increase from 60% to 70%.		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-EW-1-Recruit, retain, and advance high-quality employees.		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -			
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Prioritize peer collaboration as an improvement strategy	Sept-June, Ongoing	Admin, All Staff	Admin team will help schedule collaborative relationships; check-ins with coaches
Utilize coaching as a means to implement new strategies	Sept-June, Ongoing	Admin, All Staff	
Create opportunities for feedback and follow up meetings to address teacher needs around coaching	Sept-June, Ongoing	Admin, All Staff	
Identify resources (time, human, competing priorities) necessary to adequately implement professional learning	Sept-June, Ongoing	Admin, All Staff	
Progress Monitoring			
Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-EW-8- YVM Staff: PL results	Results of Progress (End of Year)	YVM
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)

HB Woodlawn - School Action Plan - 2023-24 to 2025-26

Principal: Casey Robinson

Check-ins during BOY meetings with staff	Check-ins during MOY meetings with staff		Check-ins during EOY meetings with staff YVM
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Goal #5	Partnerships			
Strategic Plan Goal Area	Partnerships			
Strategic Plan Performance Objectives	PO-P-1-By 2024, at least 90% of APS families will respond favorably on student and family engagement on the Your Voice Matters survey results.			
Baseline Data	53 % of families answered “favorably” to the question, “How well do your child's teachers partner with you to support your child's learning” on YVM	Identify if goal is required based on state or federal requirements, or other guidelines		
3 Year Performance Goal				
By June 2026, % of families who answer “favorably” to the question, “How well do your child's teachers partner with you to support your child's learning” on YVM will increase from 80% to 90%.				
Annual Performance Goals				
Annual Performance Goal Year 1 (2023-24)	By June 2024, % of families who answer “favorably” to the question, “How well do your child's teachers partner with you to support your child's learning” on YVM will increase from 53% to 70%.			
Annual Performance Goal Year 2 (2024-25)	By June 2025, % of families who answer “favorably” to the question, “How well do your child's teachers partner with you to support your child's learning” on YVM will increase from 70% to 80%.			
Annual Performance Goal Year 3 (2025-26)	By June 2026, % of families who answer “favorably” to the question, “How well do your child's teachers partner with you to support your child's learning” on YVM will increase from 80% to 90%.			
Strategic Plan Strategies				
Strategic Plan Strategies- PRIMARY	S-P-1-Provide training and resources for staff and families to create meaningful partnerships that support student success and well-being.			
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -				
Action Steps				
Action Steps		Timeline	Responsible & Accountable	Monitoring for Implementation

HB Woodlawn - School Action Plan - 2023-24 to 2025-26

Principal: Casey Robinson

-Utilize ParentSquare as a tool to support staff to engage in proactive, timely, and meaningful two-way communication so that all families can contribute to their child's education.	Sept- June, ongoing	All staff	Principal and AP's will monitor by periodically reviewing parent square usage by staff through the dashboard
Student-led conferences with portfolios of student work, followed by 1:1 conversations about learning and goal-setting.	Sept- June, ongoing	Admin, All Teachers	Team meetings to prepare for conferences
Provide professional learning to all staff on welcoming and inclusive school environment that is family-friendly, respectful, and see engaging all families as part of their responsibility.	Sept- June, ongoing	All Staff	Admin team will monitor participation in Implicit Bias training
Host at least four parent workshops/information/training sessions that directly support student success in literacy and math.	Sept- June, ongoing	Admin, Coaches, PAC	Admin team will review PAC meeting agendas

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-P-3- YVM Family: Engagement		Results of Progress (End of Year)	YVM
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)	
Parent attendance at Back to School Night		Parent attendance at Back to School Night		YVM