

Targeted Improvement Plan 2024-25 for Goodwater Montessori

Objective: Enhance campus operations and instructional practices to ensure retention of high-performing staff, optimize school-wide routines, and implement high-quality, research-based instructional strategies for Reading, Language Arts (RLA and Math).

1. District Systems and Policies to Retain High-Performing Staff

Goal: Ensure that district systems and policies enable campus leaders to create an environment that attracts, retains, and develops high-performing staff.

Action Steps:

1. Provide Leadership Opportunities:

- Create pathways for teachers to take on leadership roles such as department heads, mentor teachers, or lead facilitators in specific instructional areas.
- Encourage teachers to design and lead professional development sessions on best practices and new instructional strategies, fostering a sense of ownership and professional growth.

2. Implement Structured Recognition Programs:

- Establish a formal staff recognition program that highlights exceptional performance both inside and outside of the classroom, such as "Teacher of the Month," peer-to-peer recognition systems, or celebration of milestones.
- Highlight outstanding efforts in newsletters, social media, and at staff meetings.

3. Offer Financial Rewards and Incentives:

- Introduce targeted retention bonuses for teachers who stay beyond a certain number of years or demonstrate exceptional performance.
- Offer stipends for extra duties or responsibilities such as leading after-school programs, mentoring new teachers, or coaching other staff members.

4. Provide Professional Development:

- Ensure that professional development opportunities are relevant to the needs and interests of high-performing staff, including advanced workshops on leadership development, specialized teaching techniques, or strategies for increasing student engagement.

5. Create a Supportive Environment for Growth:

- Facilitate frequent check-ins with teachers regarding their professional goals, providing feedback and resources to help them grow in their practice.

- Offer wellness programs to support teacher work-life balance, reducing burnout and promoting long-term retention.
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2. School-Wide Routines for Students

Goal: Establish school-wide routines that are clear, action-oriented, and easy to remember, ensuring consistency across classrooms and promoting student success.

Action Steps:

1. Develop Clear and Consistent Routines:

- Collaborate with teachers to create a set of shared school-wide routines (e.g., how students transition between activities, behavior expectations, classroom procedures) that are simple, predictable, and easy to follow.
- Design visuals, posters, or reminders throughout the school that outline these routines, making it easy for students to internalize.

2. Reinforce Positive Behavior and Academic Routines:

- Use positive reinforcement strategies to acknowledge students who follow routines, fostering an environment of accountability and encouragement.
- Integrate student-led activities that help reinforce and model routines, such as peer mentoring or "routine champions" in each class.

3. Incorporate Actionable Steps in Classroom Management:

- Develop a school-wide behavioral framework that includes clear steps for students to take when they need to address challenges, such as a behavior redirection protocol or strategies for conflict resolution.
- Establish regular time for teachers to share best practices and adjustments to routines that help students stay engaged and organized.

4. Develop and Monitor Routines for Academic Success:

- Embed consistent academic routines, such as "do-now" activities at the start of each lesson, daily check-ins, and exit tickets, that focus on key skills.
 - Use formative assessment data to adjust and strengthen routines, ensuring they are aligned with student needs and progress.
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3. Instructional Materials and Research-Based Strategies for RLA

Goal: Strengthen reading and language arts instruction by utilizing explicit, systematic, and research-based strategies that support foundational literacy, grade-level texts, text-based responses, and vocabulary development.

Action Steps:

1. Implement Explicit and Systematic Literacy Instruction:

- Adopt a comprehensive literacy program that includes explicit instruction in phonics, phonemic awareness, fluency, vocabulary, and comprehension, ensuring that all students are building the foundational skills needed for reading success.
- Use small group instruction and differentiated materials to provide targeted support for students at different levels of literacy development.

2. Focus on Grade-Level Complex Texts:

- Ensure that instructional materials and reading selections are appropriately challenging, including grade-level texts that expose students to complex vocabulary, sentence structures, and themes.
- Incorporate a variety of genres, including fiction, nonfiction, and informational texts, to build students' reading stamina and comprehension skills.

3. Promote Text-Based Responses:

- Design classroom activities that require students to engage with texts critically, such as writing responses to text-dependent questions, participating in discussions that encourage evidence-based reasoning, and creating graphic organizers to help students dissect key ideas from readings.
- Use rubrics and models for writing to guide students toward producing high-quality, evidence-supported responses.

4. Integrate Vocabulary Building Across Content Areas:

- Embed vocabulary instruction into daily lessons, emphasizing both general academic vocabulary and domain-specific terms related to content areas.
- Use strategies like word walls, interactive vocabulary games, and “word of the day” exercises to expose students to new words and deepen their understanding.

5. Leverage Technology and Digital Resources:

- Incorporate digital tools (e.g., reading apps, e-books, and interactive platforms) to offer students personalized, engaging opportunities to practice literacy skills.
- Utilize technology for formative assessments to monitor student progress, adjust instruction, and identify any gaps in foundational skills.

Monitoring and Evaluation

1. Data-Driven Decision Making:

- Regularly assess the progress of instructional strategies through formative assessments, teacher observations, and student performance on benchmarks.
- Analyze teacher retention rates, feedback, and performance reviews to adjust leadership development and staff support systems.

2. Ongoing Professional Development:

- Provide continuous opportunities for staff to deepen their understanding of best practices in literacy instruction, data analysis, and instructional leadership.
- Implement regular reflection cycles, allowing teachers and leaders to assess the effectiveness of implemented strategies and make necessary adjustments.

3. Stakeholder Engagement:

- Involve parents, community members, and students in the process by offering family literacy workshops, community reading nights, and opportunities for feedback on instructional materials and routines.

By strategically implementing these targeted improvements, the campus will strengthen its systems, enhance student learning outcomes, and foster a professional environment that attracts and retains high-performing staff.