

1: Proficiency

State your **Proficiency Goal**

Goal 1: By the end of the 2019-20 school year, our school will reach an average combined 43% Proficient/Distinguished combined in Reading/Math.

<p>Which Strategy will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i></p> <ul style="list-style-type: none"> • KCWP 1: Design and Deploy Standards • KCWP 2: Design and Deliver Instruction • KCWP 3: Design and Deliver Assessment Literacy • KCWP 4: Review, Analyze and Apply Data • KCWP 5: Design, Align and Deliver Support • KCWP 6: Establishing Learning Culture and Environment 		<p>Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.)</i></p> <ul style="list-style-type: none"> • KCWP1: Design and Deploy Standards - Continuous Improvement Activities • KCWP2: Design and Deliver Instruction - Continuous Improvement Activities • KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities • KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities • KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities • KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities 	<p>Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p>		
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: By the end of the 2017-18 school year, our school will reach an average combined 38% Proficient/Distinguished in combined Reading/Math.</p>	<p>Teachers will follow the Kentucky Common Core Standards in instruction.</p>	<p>Teachers will determine essential standards represented in the district curriculum map and collaborate, in PLCs, to design rigorous instruction.</p>	<p>Dept. Chairs, GCC, and Content Administrator</p>	<p>6/2018</p>	<p>General Fund/Title 1 Funds</p>
		<p>Teachers will unpack grade level standards to properly instruct students and ensure that instructional intentionality is evident.</p>	<p>Dept. Chairs, GCC, and Content Administrator</p>	<p>6/2018</p>	<p>General Fund/Title 1 Funds</p>
		<p>Social Studies and Science teachers will follow their literacy standards to incorporate both reading and writing within regular instruction. Social Studies and Science teachers will use MAP data, primarily lexile data, to choose appropriate informational reading/writing opportunities. Science and Social Studies will be provided with professional development to support implementation of research-based literacy strategies for Tier 1 instruction.</p>	<p>Dept. Chairs, GCC, Content Teachers, and Content Administrator</p>	<p>6/2018</p>	<p>General Fund/Title 1 Funds</p>

		Students will complete reflective writing assignments in ALL related arts classes, per the OAS writing plan.	Dept. Chairs, GCC, RA Teachers, and Content Administrator	6/2018	General Fund/Title 1 Funds
		In an effort to increase proficiency and distinguished scores, we will hire additional Language Arts and Math teachers to lower class sizes. Lower class sizes will ensure that the teachers are more readily available to meet the needs of individual students.	Principal, department chair, and language arts teachers	6/2018	Title 1 Funds \$225,000
	Teachers will use assessment data to determine interventions and extensions.	MAP assessment will be administered during the Fall, Winter, and Spring. Teachers will disaggregate MAP data to identify students for interventions and extensions.	Dept. Chairs, GCC, Data Specialist, and Content Administrator	6/2018	General Fund/Title 1 Funds \$15,000
		Teachers will collaborate in PLCs to create common formative and summative assessments to measure the students' proficiency levels and determine intervention/extension next steps.	Dept. Chairs, GCC, and Content Administrator	6/2018	General Fund/Title 1 Funds \$15,000
	Teachers will commonly assess students to determine next steps in instruction	Teachers will incorporate Project Based Learning and Project Based Assessments to provide relevant and rigorous instructional opportunities for students.	Dept. Chairs, GCC, and Content Administrator	6/2018	General Fund/Title 1 Funds
		Teachers will be trained on how to design and implement PBL and PBA opportunities.	Dept. Chairs, GCC, and Content Administrator	6/2018	General Fund/Title 1 Funds
		All math teachers will be trained and effectively implement MDC core principles, FALS, and Tasks.	Dept. Chairs, GCC, Math Teachers, and Content Administrator	6/2018	General Fund/Title 1 Funds

2: Gap

State your **Gap** Goal

Goal 2: By the end of the 2019-2020 school year, OAS will reach an average combined reading and math KPREP proficiency rate for students in the non-duplicated gap group to 40%.

Which **Strategy** will the school/district use to address this goal? *(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)*

- [KCWP 1: Design and Deploy Standards](#)
- [KCWP 2: Design and Deliver Instruction](#)
- [KCWP 3: Design and Deliver Assessment Literacy](#)
- [KCWP 4: Review, Analyze and Apply Data](#)
- [KCWP 5: Design, Align and Deliver Support](#)
- [KCWP 6: Establishing Learning Culture and Environment](#)

Which **Activities** will the school/district deploy based on the strategy or strategies chosen? *(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.)*

- [KCWP1: Design and Deploy Standards - Continuous Improvement Activities](#)
- [KCWP2: Design and Deliver Instruction - Continuous Improvement Activities](#)
- [KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities](#)
- [KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities](#)
- [KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities](#)
- [KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities](#)

Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.

Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: By the end of the 2017-2018 school year, OAS will reach the KDE delivery target in the average combined reading and math KPREP proficiency rate for students in the non-duplicated gap group to 37%.	Teachers will follow the Kentucky Common Core Standards in instruction.	Teachers will determine essential standards represented in the district curriculum map and collaborate, in PLCs, to design instruction.	Dept. Chairs, GCC, Content Teachers, and Content Administrator	6/2018	General Fund/Title 1 Funds
		Teachers will use the <i>Learning Continuum</i> and <i>Class Breakdown</i> reports, via MAP, to differentiate Tier 1 instruction.	Dept. Chairs, GCC, ALL Teachers, and Content Administrator	6/2018	General Fund/Title 1 Funds
		Teachers will unpack grade level standards to properly instruct students and ensure that instructional intentionality is evident.	Dept. Chairs, GCC, Content Teachers, and Content Administrator	6/2018	General Fund/Title 1 Funds
		Social Studies and Science teachers will follow their literacy standards to incorporate both reading and writing within regular instruction. Social Studies and Science teachers will use MAP data, primarily lexile data, to choose appropriate informational reading/writing opportunities.	Dept. Chairs, GCC, Social Studies and Science Teachers, and Content Administrator	6/2018	General Fund/Title 1 Funds
		Students will complete reflective and other writing assignments in ALL related arts classes,	Dept. Chairs, GCC, RA Teachers, and Content Administrator	6/2018	General Fund/Title 1 Funds

		per the OAS writing plan.			
		All new teachers to the building or profession, will participate in Gallop to Greatness, new teacher induction program. Each new teacher will be assigned a veteran mentor teacher, have the opportunity for weekly professional development, and have primary access to the Behavior Support Coach and Goal Clarity Coach.	Dept. Chairs, GCC, New Teachers, G2G Administrator	6/2018	General Fund/Title 1 Funds
		Social Studies and Science teachers will follow their literacy standards to incorporate both reading and writing within regular instruction. Social Studies and Science teachers will use MAP data, primarily lexile data, to choose appropriate informational reading/writing opportunities.	Dept. Chairs, GCC, Social Studies and Science Teachers, and Content Administrator	6/2018	General Fund/Title 1 Funds
		Students will complete reflective writing assignments in ALL related arts classes.	Dept. Chairs, GCC, Related Arts Teachers, and Content Administrator	6/2018	General Fund/Title 1 Funds
	Teachers will use assessment data to determine interventions and extensions.	MAP assessment will be administered during the Fall, Winter, and Spring. Teachers will	Dept. Chairs, GCC, Math and Language Arts Teachers, Data Specialist, and Content Administrator	6/2018	General Fund/Title 1 Funds

		disaggregate MAP data to identify students for math and reading interventions and extensions. Tier 3 students will be identified in collaboration with the classroom teachers, intervention teachers, and school data specialist at the end of the school year for the following year, in the case of returning 7th and 8th grade students, and once spring data is received for incoming 6th graders.			
		All teachers will collaborate in PLCs to create common formative and summative assessments to measure the students' proficiency levels and determine intervention/extension next steps.	Dept. Chairs, GCC, Content Teachers, Data Specialist, and Content Administrator	6/2018	General Fund/Title 1 Funds
Objective 2: 30% of African American students will score proficient or distinguished in Reading on given assessments by December 2018.	Teachers will commonly assess students to determine next steps in instruction	Teachers will incorporate Project Based Learning and Project Based Assessments to provide relevant and rigorous instructional opportunities for students.	Dept. Chairs, GCC, All Teachers, and Content Administrator	6/2018	General Fund/Title 1 Funds
		Teachers will be trained on how to design and implement PBL and PBA opportunities.	Dept. Chairs, GCC, All Teachers, and Content Administrator	6/2018	General Fund/Title 1 Funds

		Teachers will determine essential standards represented in the district curriculum map and collaborate, in PLCs, to design instruction.	Dept. Chairs, GCC, Content Teachers, and Content Administrator	6/2018	General Fund/Title 1 Funds
		Apprentice girls of color will be selected for the Girls on the RISE literacy program geared towards teaching literacy strategies to girls of color. All girls are welcome, despite ethnicity, but girls of color will be marketed.	Girls on the RISE Program Coordinator, AD, and DEP Program Coordinator	6/2018	Diversity Equity Poverty

3: Growth

State your **Growth** Goal

Goal 3: By the end of the 2019-2020 school year, our school will increase the percentage of students meeting their expected growth by 5% in Reading and Math as measured by MAP. Baseline data is being collected in 2017-2018.		
<p>Which Strategy will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i></p> <ul style="list-style-type: none"> • KCWP 1: Design and Deploy Standards • KCWP 2: Design and Deliver Instruction • KCWP 3: Design and Deliver Assessment Literacy • KCWP 4: Review, Analyze and Apply Data • KCWP 5: Design, Align and Deliver Support • KCWP 6: Establishing Learning Culture and Environment 	<p>Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i></p> <ul style="list-style-type: none"> • KCWP1: Design and Deploy Standards - Continuous Improvement Activities • KCWP2: Design and Deliver Instruction - Continuous Improvement Activities • KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities • KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities • KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities 	<p>Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p>

		<ul style="list-style-type: none"> KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities 			
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: By the end of the 2017-2018 school year, 85% of students will meet their expected Fall to Spring growth in Reading and Math as measured by MAP	Our school will develop our capacity in utilizing MAP data for personalizing instruction strategies and interventions.	MAP professional development will be provided for all instructional staff.	Dept. Chairs, GCC, Content Teachers, Data Specialist, and Content Administrator	6/2018	No Funding Required
		PLCs will revise their protocols to examine MAP data in their assessment discussion in order to provide feedback on instruction and groupings.	Dept. Chairs, GCC, Content Teachers, Data Specialist, and Content Administrator	6/2018	No Funding Required
		PLCs will utilize MAP data to strengthen Tier 1 instruction by differentiating core instruction, per the tiered student academic levels evidenced via the Learning Continuum and Class Breakdown MAP reports.	Dept. Chairs, GCC, Content Teachers, Data Specialist, and Content Administrator	6/2018	No Funding Required
		The RTI Team and building data specialist will collaborate with classroom and intervention teachers to place students in Tier 3 interventions, per MAP data.	Principal, Data Specialist, Content and Intervention Teachers, and RTI Team	6/2018	No Funding Required

4: Transition readiness

State your **Transition readiness** Goal

Goal 5: By the end of the 2019-2020 school year, our school will increase the percentage of students scoring at the Proficient/Distinguished level to 44% in combined reading and math.		
Which Strategy will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another</i>	Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work</i>	Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the

<i>research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i> <ul style="list-style-type: none">● KCWP 1: Design and Deploy Standards● KCWP 2: Design and Deliver Instruction● KCWP 3: Design and Deliver Assessment Literacy● KCWP 4: Review, Analyze and Apply Data● KCWP 5: Design, Align and Deliver Support● KCWP 6: Establishing Learning Culture and Environment	<i>Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i> <ul style="list-style-type: none">● KCWP1: Design and Deploy Standards - Continuous Improvement Activities● KCWP2: Design and Deliver Instruction - Continuous Improvement Activities● KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities● KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities● KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities● KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities	activity or activities, and necessary funding to execute the activity or activities.			
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: By the end of the 2017-2018 school year, our school will increase the percentage of students scoring at the Proficient/Distinguished level to 39% in combined Reading/Math.	Teachers will follow the Kentucky Common Core Standards in instruction.	All teachers will determine essential standards represented in the district curriculum map and collaborate, in PLCs, to design instruction.	Dept. Chairs, GCC, Content Teachers, and Content Administrator	6/2018	General Fund/Title 1 Funds
		All teachers will unpack grade level standards to properly instruct students and ensure that instructional intentionality is evident.	Dept. Chairs, Content Teachers, GCC, and Content Administrator	6/2018	General Fund/Title 1 Funds
	Teachers will commonly assess students to determine next steps in instruction	All teachers will be trained on how to design and implement PBL and PBA opportunities.	Dept. Chairs, GCC, All Teachers, and Content Administrator	6/2018	General Fund/Title 1 Funds
		Teachers will create common formative and summative assessments in PLCs.			General Fund/Title 1 Funds
		All teachers will incorporate Project Based Learning and Project Based Assessments to provide relevant and rigorous assessment opportunities for students.	Dept. Chairs, GCC, All Teachers, and Content Administrator	6/2018	General Fund/Title 1 Funds

		Math teachers will be trained and effectively implement Math Design Collaborative core principles, Formative Assessment Lessons, and Tasks.	Dept. Chair, GCC, and Content Administrator	6/2018	General Fund/Title 1 Funds
	Our instructional staff will collaborate to determine a Graduate Profile for all students being promoted to high school.	All teachers will create performance based assessments that align with state standards and our school's <i>Graduate Profile</i> to ensure students are prepared to defend their transition readiness.	Dept. Chairs, GCC, All Teachers, and Content Administrator	6/2018	General Fund/Title 1 Funds
		All students will create <i>Passion Projects</i> to build critical thinking capacities and showcase their project during a spring exhibition night.	Dept. Chairs, GCC, and All teachers	6/2018	General Fund/Title 1 Funds
	Teachers will use assessment data to determine interventions and extensions.	MAP assessment will be administered during the Fall, Winter, and Spring. Teachers will disaggregate MAP data to identify students for math and reading interventions and extensions. Tier 3 students will be identified in collaboration with the classroom teachers, intervention teachers, and school data specialist at the end of the school year for the following year, in the case of returning 7th and 8th grade students, and once spring data is received for incoming 6th graders.	Dept. Chairs, GCC, Data Specialist, Math and LA Teachers, and Content Administrator	6/2018	General Fund/Title 1 Funds
		All teachers will collaborate in PLCs to create common formative and summative assessments to measure the students' proficiency levels and determine intervention/extension next steps.	Dept. Chairs, GCC, Content Teachers, and Content Administrator	6/2018	General Fund/Title 1 Funds

5: Parental Involvement

State your **Other Goal** (optional)

Goal 6: OAS will provide student support services to 100% of the student population and increase parental and community involvement by 50% during the 2018-2019 school year.

Which Strategy will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key</i>	Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work</i>	Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the
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<p><i>Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i></p> <ul style="list-style-type: none"> • KCWP 1: Design and Deploy Standards • KCWP 2: Design and Deliver Instruction • KCWP 3: Design and Deliver Assessment Literacy • KCWP 4: Review, Analyze and Apply Data • KCWP 5: Design, Align and Deliver Support • KCWP 6: Establishing Learning Culture and Environment 		<p><i>Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i></p> <ul style="list-style-type: none"> • KCWP1: Design and Deploy Standards - Continuous Improvement Activities • KCWP2: Design and Deliver Instruction - Continuous Improvement Activities • KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities • KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities • KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities • KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities 	<p>activity or activities, and necessary funding to execute the activity or activities.</p>		
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: Student support services will collaborate to involve parents and families in the entire school program by 12/5/2018 as measured by increased parental involvement and participation in school wide events.</p>	<p>The administrative staff of OAS, the Youth Service Center, and the Counseling office will provide numerous opportunities for parents and families to participate in school wide events that will allow parents the opportunity to ask questions about instructional programs, assessment expectations, testing concerns, and student achievement.</p>	<p>The Youth Service Center will help remove barriers to student learning through supportive services and programs. Families will be referred to health and social services, family crisis and mental health counseling, substance abuse education and counseling, career exploration and development, and academic support services. The YSC helps to improve attendance, behavior, increase parental involvement, increase conflict resolution skills, increase community collaborations, and create a successful transition to middle and high school through proactive and prevention programs.</p>	Youth Service Center Coordinator	12/2018	State Funds
		<p>Parents will be provided with the opportunity to be actively involved in school programs throughout the school year. OAS will hold Family Night meetings during the year in which parents can participate in hands on learning activities and receive information about school programs, testing, and instruction; and, STEAM/ Project Exhibition Nights. Parents will also have the opportunity to participate in Conference Days, PTSA events, Open House and student performances. Parents will be informed of KPREP results and Title 1 status. Parents will be provided with the school's improvement plan and the Parent Compact. OAS will host an 8th grade transition meeting to assist students and parents with the high school application process. Parents also are encouraged to provide feedback and input to the school</p>	Principal and Administrative Staff	12/2018	Title 1

		through SBDM, PTSA Board membership, and evaluation forms provided during school events, and AdvancEd Comprehensive School Survey. A school newsletter is available weekly on the OAS Website and through email distribution.			
		Students who struggle with academics, behavior, or attendance will be identified to receive support from an AmeriCorp member who will provide high quality interventions to students within the regular education program to prevent the need for placement in special education. Services will include work with AmeriCorps staff.	Youth Service Center Coordinator and the AmeriCorp Representative	12/2018	Title 1
		Any students who indicate a need for counseling will be provided time with a school counselor to develop a plan of action that will allow them to return to the classroom with emotional support. Parental consent will be required for any students identified as possibly needing extended counseling services through the school based Seven Counties therapist. Counselors provide support through classroom guidance programs designed to meet individual class needs.	School Counselor and Seven Counties	12/2018	No Funding Required
		OAS will utilize Student Response Team to protect the instructional time of all classrooms. The SRT will assist students by addressing any behavioral issues and/or barriers to learning and helping students to remain in or return to the classroom with minimal loss of instructional time. The Positive Action Center (PAC) will be used to assist students with behavior issues that cannot be resolved in the classroom. The SRT Coach will provide peer mediation, behavior modification, and one-on-one conferencing. The PAC Room provides students with an area to cool down in a structured and controlled environment.	Behavior Coach, Security, Assistant Principal, and Security Personnel	12/2018	No Funding Required
		The Attendance Committee meets monthly to review attendance data and determine a strategic plan to ensure that lines of communication are open between home and the school to support increased student attendance. Students with significant attendance concerns are referred to the AmeriCorps representative or pupil	Attendance Committee and Administrative Staff	12/2018	No Funding Required

		personnel. In addition, OAS administrative staff will review discipline data to determine strategies to limit barriers to learning for students who have numerous disciplinary incidents and celebrate positive outcomes for academic and behavior improvements every six weeks.			
		The YSC will collaborate with community partners to support the diverse OAS student population. Programming to include events hosted by Kentucky Science Center, Women Influencing Louisville, Latino and African community partners, Junior Achievement of Kentuckiana, Youth Performing Arts School, 4-H Cooperative Extension, Center for Women and Families, Miss Kentucky, Louisville Arts Council, Child Connection, Blue Apple Players, Girl Scouts of Kentuckiana, Louisville Metro Government, Volunteer Talent Center, Metro United Way, Kiwanis Club of Dixie Highway, Walden Theatre, The Louisville Ballet, Parkhill Algonquin California community involvement Program and others.	YSC, Administrative Staff, and Community Partners	12/2018	General Fund
		All OAS students will participate in Best Foot Forward, and advisor/advisee based program, purposed to teach life skills and college and career readiness strategies.	Counselors and Content Teachers	12/2018	No Funding Required
		The OAS nurse provides health services that support a positive learning environment. The nurse works with school staff and parents to address health related, non-academic barriers to student learning.	Nurse	12/2018	Other

6: Culture and Climate

State your **Other Goal** (optional)

Goal 6: By the end of the 2018-2019 school year, at least 90% of Olmsted Academy South, will classify the building administrators as creating an “atmosphere of mutual trust and respect” measured by the 2019 Comprehensive School Survey.

Which Strategy will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another</i>	Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work</i>	Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the
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<i>research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i>	<ul style="list-style-type: none">• KCWP 1: Design and Deploy Standards• KCWP 2: Design and Deliver Instruction• KCWP 3: Design and Deliver Assessment Literacy• KCWP 4: Review, Analyze and Apply Data• KCWP 5: Design, Align and Deliver Support• KCWP 6: Establishing Learning Culture and Environment	<i>Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i> <ul style="list-style-type: none">• KCWP1: Design and Deploy Standards - Continuous Improvement Activities• KCWP2: Design and Deliver Instruction - Continuous Improvement Activities• KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities• KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities• KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities• KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities	activity or activities, and necessary funding to execute the activity or activities.		
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: By the end of the 2017-2018 school year, at least 60% of the OAS staff will regard the administrative staff as being intentional with building “an atmosphere of mutual trust and respect”.	Designated staff members will develop systems purposed to create a celebratory and positive collegial environment.	Behavior Supports Team will provide a positive culture and climate in which students can learn. Targeted students will be provided with formal structures to ensure personal mentorships through weekly conferencing with Behavior Coach. Students will set academic and social goals that will be monitored for growth. Students will be provided with feedback and strategies to maintain appropriate behavior with peers. A school wide reward system will be in place to recognize and encourage positive behaviors.	Principal and Culture and Climate Committee	6/2018	No Funding Required
		All staff will be invited to participate in ongoing team building activities to engender a collaborative and supportive culture.	Principal and Culture and Climate Committee	6/2018	No Funding Required
		Staff will be given the opportunity to provide input both in the planning of activities and in the success of activities implemented via anonymous surveys and evaluations .	Principal and Culture and Climate Committee	6/2018	No Funding Required
		Staff will be recognized for their efforts in establishing a supportive culture, bolstering the pride in our school and professional outcomes.	Principal and Culture and Climate Committee	6/2018	No Funding Required

	The administrative staff will develop systems to create an atmosphere of mutual trust and respect.	Semi-Annual Culture and Climate surveys will be administered to gauge progress concerning administrators building “an atmosphere of mutual trust and respect”.	Principal and Administrative Staff	12/2018	No Funding Required
		The principal will perform an annual “Pulse Check” will all staff members, in an effort to build a more positive, mutually respectful culture.	Principal	12/2018	No Funding Required
		Staff will be able to address their culture and climate concerns, via a “Solutions Box.” A designated Culture and Climate Committee member will retrieve the feedback and forward them to the principal to address, individually, in small groups, or as a staff, at her discretion, and in a timely manner.	Principal and Culture Committee	12/2018	No Funding Required