

**OVERARCHING SPS DIVISION GOAL(S):**

- To ensure all students demonstrate academic growth & acquire skills to become productive citizens.
- To attract, develop, and retain high quality and diverse staff.

<i>STRAND I: TEACHING FOR LEARNING</i>			
<b>Domain 1</b>	<b>ENGLISH LANGUAGE ARTS (ELA)</b>	<b>Domain 2</b>	<b>MATHEMATICS</b>
	<p><b>SMART Goal(s):</b></p> <ul style="list-style-type: none"> <li>● Given 2020-2021 spring SOL data as the baseline, the pass rate for the Economically Disadvantaged subgroup will increase by 10% and continue each year thereafter.</li> <li>● Given 2020-2021 spring SOL data as the baseline, the pass rate for the African American subgroup will increase by 5% and continue each year thereafter.</li> <li>● Given 2020-2021 spring SOL data as the baseline, the pass rate for the Special Education subgroup will increase by 5% and continue each year thereafter.</li> </ul>		<p><b>SMART Goal(s):</b></p> <ul style="list-style-type: none"> <li>● Given 2020-2021 spring SOL data as the baseline, the pass rate for the Economically Disadvantaged subgroup will increase by 10% and continue each year thereafter.</li> <li>● Given 2020-2021 spring SOL data as the baseline, the pass rate for the Special Education subgroup will increase by 5% and continue each year thereafter.</li> </ul>
<b>Domain 3</b>	<b>SCIENCE</b>	<b>Domain 4</b>	<b>HISTORY/SOCIAL SCIENCE</b>
	<p><b>SMART Goal(s):</b></p> <ul style="list-style-type: none"> <li>● Given 2020-2021 spring SOL data as the baseline, the pass rate for the Economically Disadvantaged subgroup will increase by 10% and continue each year thereafter.</li> <li>● Given 2020-2021 spring SOL data as the baseline, the pass rate for the Special Education subgroup will increase by 5% and continue each year thereafter.</li> </ul>		<p><b>SMART Goal(s):</b></p> <ul style="list-style-type: none"> <li>● Given 2020-2021 spring SOL data as the baseline, the pass rate for the Economically Disadvantaged subgroup will increase by 10% and continue each year thereafter.</li> <li>● Given 2020-2021 spring SOL data as the baseline, the pass rate for the African American subgroup will increase by 5% and continue each year thereafter.</li> <li>● Given 2020-2021 spring SOL data as the baseline, the pass rate for the Special Education subgroup will increase by 5% and continue each year thereafter.</li> </ul>

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<b>Domain 5</b>	<b>COMMITMENT TO PROFESSIONAL LEARNING</b>
<b>Domain 6</b>	<b>SCHOOL SPECIFIC</b> <b>SMART Goal(s):</b> <ul style="list-style-type: none"><li>● During the 2020-2021 school year, the Administration will increase teacher collaboration by building structures for the collaborative planning model as measured by weekly professional learning community planning meetings.</li><li>● During the 2020-2021 school year, the Administration will increase the number of observations from 5 per week to 20 per week (per administrator).</li></ul>

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**STRAND I: TEACHING FOR LEARNING  
ACTION PLAN**

**1. Essential Action/Research-Based Strategy:** Establish and implement a system for monitoring the written curriculum to ensure alignment in content and cognition.

Focus Area <i>[Domain(s)/Student Group(s)]</i>	Action Steps	Title I, Part A, Budget Implications <i>(if applicable)</i>	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Evaluation/Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Monitoring and Frequency
Domain 1 Domain 2 Domain 3 Domain 4 Domain 6	A weekly lesson plan check schedule is in place, effective October 2020, for the submission and monitoring of lesson plans in the core content areas.		Principal, Assistant Principal, Academic Coach, Math Coach,	October 2020 - June 2021	Lesson Plan Check Document Weekly Lesson Plans T & L Lesson Plan Observation Feedback	Principal Assistant Principal
Domain 1 Domain 2 Domain 6	Grade level planning meetings have been restructured to increase curriculum alignment, with a strong focus on Understanding by Design. Backwards design planning structures have been put in place.		Principal, Academic Coach, Math Coach,	August 2020- June 2021	Agenda Meeting Minutes T & L Observation Feedback	Principal Assistant Principal

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<p>Domain 1 Domain 2 Domain 5</p>	<p>Professional development is being provided to focus on Understanding by Design as an effort to build teacher capacity and understanding of the backwards design model when writing and developing lesson plans.</p>		<p>Principal Assistant Principal Dr. Kulp Academic Coach Math Coach</p>	<p>November 2020- June 2021</p>	<p>Monthly Book Study Leadership Team Minutes Staff PD Minutes Observation</p>	<p>Principal Assistant Principal</p>
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**Title 1 School-wide Component:**

- Component 2: Strategies that the school will be implementing to provide opportunities for all children, including each of the subgroups of students to meet the challenging state academic standards.
- Component 3 Methods and instructional Strategies that strengthen the academic program in the school, increase the amount and quality of learning time, and help provide an enriched and accelerated curriculum, which may include programs, activities, and courses necessary to provide a well-rounded education.

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- To ensure all students demonstrate academic growth & acquire skills to become productive citizens.
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<b>2. Essential Action/Research-Based Strategy:</b> Establish and implement a system for monitoring the taught curriculum to ensure alignment in content and cognition.						
<b>Focus Area</b> <i>[Domain(s)/Student Group(s)]</i>	<b>Action Steps</b>	<b>Title I, Part A, Budget Implications</b> <i>(if applicable)</i>	<b>Person(s) Responsible for Implementation</b>	<b>Timeframe</b> <i>(Beginning to End Dates)</i>	<b>Evaluation/Evidence of Progress/Completion</b> <i>(Artifacts required)</i>	<b>Person(s) Responsible for Monitoring and Frequency</b>
Domain 1 Domain 2 Domain 3 Domain 4 Domain 6	A weekly lesson plan check schedule is in place, effective October 2020, for the submission and monitoring of lesson plans in the core content areas.		Principal, Assistant Principal, Academic Coach, Math Coach,	October 2020 - June 2021	Lesson Plan Check Document Weekly Lesson Plans T & L Lesson Plan Observation Feedback	Principal Assistant Principal
Domain 1 Domain 2 Domain 6	Grade level planning meetings have been restructured to increase curriculum alignment, with a strong focus on Understanding by Design. Backwards design planning structures have been put in place.		Principal, Academic Coach, Math Coach,	August 2020- June 2021	Agenda Meeting Minutes T & L Observation Feedback	Principal Assistant Principal

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Domain 1 Domain 2 Domain 3 Domain 4 Domain 6	Beginning in October 2020, the Academic and Coach and Math Coach will implement coaching cycles determined by data and observations. Future cycles will be determined by teacher needs and the instructional team’s observations.		Academic Coach Math Coach	October 2020 - June 2021	Coaching Cycle Log Reflections Observations	Principal Assistant Principal
Domain 1 Domain 2 Domain 3 Domain 4 Domain 6	Administrators will conduct weekly observations and provide targeted feedback.		Principal Assistant Principal	September 2020- June 2021	Frontline Observation Feedback Forms	Principal Assistant Principal
Domain 1 Domain 2 Domain 5	Professional development is being provided to focus on Understanding by Design as an effort to build teacher capacity and understanding of the backwards design model when providing instruction.		Principal Assistant Principal Dr. Kulp Academic Coach Math Coach	November 2020- June 2021	Monthly Book Study Leadership Team Minutes Staff PD Minutes Observation	Principal Assistant Principal

**Title 1 School-wide Component:**

- Component 2: Strategies that the school will be implementing to provide opportunities for all children, including each of the subgroups of students to meet the challenging state academic standards.
- Component 3: Methods and instructional Strategies that strengthen the academic program in the school, increase the amount and quality of learning time, and help provide an enriched and accelerated curriculum, which may include programs, activities, and courses necessary to provide a well-rounded education.
- Component 4: Addresses the needs of all children in the school, but particularly the needs of those at risk of not meeting the challenging state academic standards, through a variety of activities.

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<b>3. Essential Action/Research-Based Strategy:</b> Establish and implement a system for monitoring the assessed curriculum to ensure alignment in content and cognition.						
<b>Focus Area</b> <i>[Domain(s)/Student Group(s)]</i>	<b>Action Steps</b>	<b>Title I, Part A, Budget Implications</b> <i>(if applicable)</i>	<b>Person(s) Responsible for Implementation</b>	<b>Timeframe</b> <i>(Beginning to End Dates)</i>	<b>Evaluation/Evidence of Progress/Completion</b> <i>(Artifacts required)</i>	<b>Person(s) Responsible for Monitoring and Frequency</b>
Domain 1 Domain 2 Domain 3 Domain 4 Domain 6	A weekly lesson plan check schedule is in place, effective October 2020, for the submission and monitoring of lesson plans in the core content areas.		Principal, Assistant Principal, Academic Coach, Math Coach,	October 2020 - June 2021	Lesson Plan Check Document Weekly Lesson Plans T & L Lesson Plan Observation Feedback	Principal Assistant Principal
Domain 1 Domain 2 Domain 6	Grade level planning meetings have been restructured to increase curriculum alignment, with a strong focus on Understanding by Design. Backwards design planning structures have been put in place to begin with creating common assessments that are aligned to the VDOE rubric amongst grade level teams.		Principal, Academic Coach, Math Coach,	August 2020- June 2021	Agenda Meeting Minutes T & L Observation Feedback	Principal Assistant Principal

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Domain 1 Domain 2 Domain 3 Domain 4 Domain 6	Administrators will conduct weekly observations and provide targeted feedback.		Principal Assistant Principal	September 2020- June 2021	Frontline Observation Feedback Forms	Principal
Domain 1 Domain 2 Domain 5	Professional development is being provided to focus on Understanding by Design as an effort to build teacher capacity and understanding of the backwards design model when creating common assessments and planning for student mastery.		Principal Assistant Principal Dr. Kulp Academic Coach Math Coach	November 2020- June 2021	Monthly Book Study Leadership Team Minutes Staff PD Minutes Observation	Principal Assistant Principal

**Title 1 School-wide Component:**

- Component 2: Strategies that the school will be implementing to provide opportunities for all children, including each of the subgroups of students to meet the challenging state academic standards.
- Component 3: Methods and instructional Strategies that strengthen the academic program in the school, increase the amount and quality of learning time, and help provide an enriched and accelerated curriculum, which may include programs, activities, and courses necessary to provide a well-rounded education.
- Component 4: Addresses the needs of all children in the school, but particularly the needs of those at risk of not meeting the challenging state academic standards, through a variety of activities.

**Strand I Title 1 Budget Implications:**

- Summer Committee Compensation (3, 168.00)- Domains 1,2,3,4
- Summer Committee Compensation FICA (242.36)- Domains 1,2,3,4
- Leadership/Data Team Compensation (1,689.60)- Domains 1,2,3,4



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- Leadership/Data Team Compensation FICA (129.25)- Domains 1,2,3,4
- Purchase of Learning A-Z RAZ Plus Grades K-5 ( 6,651.00)- Domain 1
- Purchase of Scholastic Story Works Online Grades 4-5 ( 1,222.08)- Domains 1,2,3,4
- Purchase of Equipped For Reading Success (2,422.50)- Domain 5
- Purchase of T4R Box Tools 4 Reading Kid Lips for K-1 & Title 1 Teachers (2,250.00)- Domain 1
- Purchase of Lakeshore Math Instructional Materials (7,731.88)- Domain 2
- Purchase of Supper Kids for Grades K-2 (30, 068.33)- Domain 2

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- To ensure all students learn in a supportive, safe, and nurturing environment.
- To strengthen family and community investment.

<b>STRAND II: SCHOOL ENVIRONMENT &amp; STUDENT BEHAVIOR</b>			
<b>Domain 7</b>	<b>SAFE AND NURTURING ENVIRONMENT</b>	<b>Domain 8</b>	<b>FAMILY AND COMMUNITY ENGAGEMENT</b>
	<b>SMART Goal(s):</b> <ul style="list-style-type: none"> <li>● To reduce the number of referrals categorized as Assault by 15% from 58 in 2019-2020 to 49 or less in 2020-2021.</li> </ul>		<b>SMART Goal(s):</b> <ul style="list-style-type: none"> <li>● During the 2020-2021 school year, HES will increase the average participation at family engagement and community events by 10% from 181 in 2019-2020 to 199 in 2020-2021.</li> </ul>
<b>Domain 9</b>	<b>DISCIPLINE</b>		
	<b>SMART Goal(s):</b> <ul style="list-style-type: none"> <li>● To reduce the number of referrals for all students (624) by 10% (562).</li> <li>● To reduce the number of out of school suspensions for all students (145) by 10% (130).</li> </ul>		
<b>Domain 10</b>	<b>SCHOOL SPECIFIC</b>		
	<b>SMART Goal(s):</b> <b>Based on the School Climate Data Summary, Hillpoint will focus on the following goals:</b> <ul style="list-style-type: none"> <li>● During the 2020-2021 school year, teachers will be provided the tools and support to effectively implement Social Emotional Learning in order to support the needs of all students.               <ul style="list-style-type: none"> <li>○ Discipline policies at my school are effective in addressing unwanted student behavior 34%</li> <li>○ Materials and resources are provided to meet student needs 65%</li> </ul> </li> <li>● During the 2020-2021 school year, opportunities will be provided to foster relationship building amongst the HES staff.               <ul style="list-style-type: none"> <li>○ Morale is high at my school 28%, we would like to increase it to 35% or higher.</li> </ul> </li> </ul>		

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**STRAND II: SCHOOL ENVIRONMENT & STUDENT BEHAVIOR  
ACTION PLAN**

**1. Essential Action/Research-Based Strategy:** Review data to determine appropriateness of interventions to address student behavioral needs. Systematically evaluate the degree to which strategies are positively affecting student behaviors.

Focus Area <i>[Domain(s)/Student Group(s)]</i>	Action Steps	Title I, Part A, Budget Implications (if applicable)	Person(s) Responsible for Implementation	Timeframe (Beginning to End Dates)	Evaluation/Evidence of Progress/Completion (Artifacts required)	Person(s) Responsible for Monitoring and Frequency
Domain 7 Domain 9	<p>Continue with the implementation of Morning Meetings school-wide.</p> <p>Continue the implementation of PBIS Tier 1 and Tier 2 supports.</p> <p>Provide incentives for students to encourage the desired behaviors.</p> <p>Monitor the behavioral data of the school/ provide feedback to staff in an effort to continue to grow and support behaviorally at risk students.</p>		Dean of Students, School Counselor, PBIS Team Principal Assistant Principal		PBIS Team Agendas Leadership/Data Team Meeting Agendas Discipline Data	Dean of Students School Counselor Principal Assistant Principal

**Title 1 School-wide Component:**

- Component 1: Comprehensive Needs Assessment
- Component 4: Addresses the needs of all children in the school, but particularly the needs of those at risk of not meeting the challenging state academic standards, through a variety of activities.

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<b>2. Essential Action/Research-Based Strategy:</b> Provide opportunities for staff, students, families, and the community to engage with each other around educational practices that support the school’s goals related to student learning and the learning environment.						
<b>Focus Area</b> <i>[Domain(s)/Student Group(s)]</i>	<b>Action Steps</b>	<b>Title I, Part A, Budget Implications</b> <i>(if applicable)</i>	<b>Person(s) Responsible for Implementation</b>	<b>Timeframe</b> <i>(Beginning to End Dates)</i>	<b>Evaluation/Evidence of Progress/Completion</b> <i>(Artifacts required)</i>	<b>Person(s) Responsible for Monitoring and Frequency</b>
Domain 8	Promote family-school partnerships by providing more opportunities for parent involvement, education, and input. Parent Advisory Council, School Staff, and PTA work together to implement Hillpoints family engagement events.		Principal, Assistant Principal Title1 Teachers	Ongoing	Sign-in Sheets Parent Surveys Minutes from Parent Advisory Council	Principal Assistant Principal
Domain 8	A diverse group of stakeholders will participate in developing the School Performance Plan and the school’s Parent and Family Engagement Plan; Principal, Assistant Principal, Academic Coach, Math Coach, Summer Committee and the Leadership/Data Team.		Principal Assistant Principal Title 1 Teachers	August 2020- June 2021	Sign-in Sheets	Principal Assistant Principal
<b>Title 1 School-wide Component:</b>						
<ul style="list-style-type: none"> <li>● Component 1: Comprehensive Needs Assessment</li> <li>● Component 4: Addresses the needs of all children in the school, but particularly the needs of those at risk of not meeting the challenging state academic standards, through a variety of activities.</li> </ul>						

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<b>3. Essential Action/Research-Based Strategy:</b> To foster and promote positive relationships amongst staff in an effort to boost morale.						
<b>Focus Area</b> <i>[Domain(s)/Student Group(s)]</i>	<b>Action Steps</b>	<b>Title I, Part A, Budget Implications</b> <i>(if applicable)</i>	<b>Person(s) Responsible for Implementation</b>	<b>Timeframe</b> <i>(Beginning to End Dates)</i>	<b>Evaluation/Evidence of Progress/Completion</b> <i>(Artifacts required)</i>	<b>Person(s) Responsible for Monitoring and Frequency</b>
Domain 10	Provide team building activities.		Leadership Team Principal Assistant Principal	November 2020- June 2021	Sign-in Sheets Staff Surveys	Principal Assistant Principal
Domain 10	Provide opportunities for staff members to fill each other's buckets and promote relationship building amongst colleagues.		Leadership Team Principal Assistant Principal	November 2020- June 2021	Sign-in Sheets Staff Surveys	Principal Assistant Principal
<p><b><u>Title 1 School-wide Component:</u></b></p> <ul style="list-style-type: none"> <li>● Component 1: Comprehensive Needs Assessment</li> </ul>						

**3. Essential Action/Research-Based Strategy:** To provide staff with the tools and support to effectively implement SEL in order to support the needs of all learners.

Focus Area <i>[Domain(s)/Student Group(s)]</i>	Action Steps	Title I, Part A, Budget Implications <i>(if applicable)</i>	Person(s) Responsible for Implementation	Timeframe <i>(Beginning to End Dates)</i>	Evaluation/Evidence of Progress/Completion <i>(Artifacts required)</i>	Person(s) Responsible for Monitoring and Frequency
Domain 7 Domain 9 Domain 10	Provide support for teachers during the implementation process of the new SEL Caring School Community Social Emotional Learning curriculum.		Teachers, Counselors, Academic Coach, Math Coach, Dean of Students, Principal, Assistant Principal	December 2020-June 2021	Teacher Feedback Observation	Principal, Assistant Principal, Dean of Students

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**Strand II Title 1 Budget Implications:**

- Purchase of Materials to Support Family Engagement Activities (4, 841.00)- Domains 7, 8

## 2020-2021 Professional Learning Plan

### Major Initiatives: Understanding by Design and Collaborative Planning

<u>Date</u>	<u>Professional Learning Activity</u>	<u>Description</u>
8/27/2020	PBIS Refresher	Facilitated by Barbosa <ul style="list-style-type: none"> <li>● Review of PBIS and purpose</li> <li>● Shared Virtual Matrix</li> <li>● Provide incentive options for virtual learning</li> </ul>
8/28/2020	Culturally Responsive Teaching	Facilitated by Taylor <ul style="list-style-type: none"> <li>● Webinar follow-up discussion</li> <li>● Staff reflected and set individual goals</li> <li>● Teachers collaborated to create a school-wide goal</li> </ul>
8/31/2020	Virtual Instruction Best Practices	Facilitated by Pisani <ul style="list-style-type: none"> <li>● Overview of virtual instruction</li> <li>● Planning for instruction in the virtual setting</li> </ul>
8/31/2020	Introduction to Collaborative Planning (K & 3)	Facilitated by Taylor, Pisani, and Lapoint <ul style="list-style-type: none"> <li>● Overview and purpose of collaborative planning</li> <li>● Established norms of agreement by grade level</li> <li>● Outlined structure of planning</li> </ul>
9/1/2020	Introduction to Collaborative Planning (1 & 4)	Facilitated by Taylor, Pisani, and Lapoint <ul style="list-style-type: none"> <li>● Overview and purpose of collaborative planning</li> <li>● Established norms of agreement by grade level</li> <li>● Outlined structure of planning</li> </ul>
9/2/2020	Introduction to Collaborative Planning (2 & 5)	Facilitated by Taylor, Pisani, and Lapoint <ul style="list-style-type: none"> <li>● Overview and purpose of collaborative planning</li> <li>● Established norms of agreement by grade level</li> </ul>

		<ul style="list-style-type: none"> <li>● Outlined structure of planning</li> </ul>
9/3/2020	Big Blue Button-Canvas	Facilitated by SPS Technology Department <ul style="list-style-type: none"> <li>● Teachers learned how to implement live conferences via Canvas</li> </ul>
9/3/2020	Introduction to Collaborative Planning (Resource)	Facilitated by Taylor, Pisani, and Lapoint <ul style="list-style-type: none"> <li>● Overview and purpose of collaborative planning</li> <li>● Established norms of agreement by grade level</li> <li>● Outlined structure of planning</li> </ul>
10/2/2020	Virtual Small Group Instruction	Facilitated by Twisdale <ul style="list-style-type: none"> <li>● How to effectively provide small group instruction virtually</li> </ul>
10/28/2020	SOS Training	Facilitated by Boynton and Duck <ul style="list-style-type: none"> <li>● Background of SOS</li> <li>● HES and SPS structures and procedures</li> </ul>
10/30/2020	Introduction to Mastery Connect	Facilitated by Riley <ul style="list-style-type: none"> <li>● Overview of Mastery Connect</li> <li>● Setting up classes and trackers within Mastery Connect</li> </ul>
11/19/2020	Understanding by Design Book Study (Leadership Team)	Facilitated by Dr. Kulp <ul style="list-style-type: none"> <li>● Overview and Introduction of Understanding By Design</li> <li>● Review and reflection of Chapter 1</li> </ul>
12/4/2020 12/11/2020 1/11/2020 1/15/2021	Social Emotional Learning	Facilitated by District Personnel <ul style="list-style-type: none"> <li>● SEL Caring School Community Trainings</li> </ul>
12/17/20	Understanding by Design	Facilitated by Dr. Kulp <ul style="list-style-type: none"> <li>● The leadership team continued it's book talk on UBD focusing on Chapters 2-3.</li> </ul>
12/18/20	Understanding by Design	Facilitated by Dr. Kulp <ul style="list-style-type: none"> <li>● All instructional staff began the UBD training with an overview and purpose of the UBD process.</li> </ul>