




BHM Strategic Plan		District Academic Goals
1. Life Skills – Purposefully integrate life skills to prepare our students to become contributing members of the community.	2. Whole Child – Invest in the whole child to fully develop their social, emotional, mental and physical health.	1. Improve reading performance so that 69.6% of students attain proficiency on the MCA by the spring of 2022 (up from 65.6% in 2019)
3. Pathways – Provide a variety of educational pathways for all students to succeed in a college or career setting.	4. Engagement – We engage our community by fostering a positive relationship between key stakeholders and our schools.	2. Improve math performance so that 70.5% of students attain proficiency on the MCA by the spring of 2022 (up from 65.5% in 2019)
Site Mission and Vision: Our mission at Northwinds Elementary School is to provide an inclusive educational environment for our learners. We are committed to each child’s academic, social, and emotional growth. We prioritize and value relationships with our students, families, and our community.		
PPD goal: The percentage of all students enrolled in grades 3-5 at Northwinds Elementary School for at least half a school year who are proficient on the reading tests (MCA and MTAS) will increase from 68.3% in 2021 to 70% in 2022.		
Site Team Members		
Katie Deneen	Bernadette Bruzek	Desiree Tweten
Hannah Eller	Julie Johnson	Debi Volkenant
Danielle Collins	Carmen Tubbs	
AVID Smart Goal #1	AVID SMART Goal #2	AVID SMART Goal #3

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AVID SMART Goal #1: District Goal

By May 1, 2022, the average score of student perception of the connection between their learning and the grade assigned will improve by at least ½ point on the Likert scale as measured by a student survey.

specific, measurable, action-oriented, realistic, timely

Baseline data: <i>What data do we have to validate this goal?</i> <i>What is our established baseline?</i>	CCI domains/indicators aligned with the goal: Domain: Instruction Indicator(s): Domain: Systems Indicator(s):	Domain: Leadership Indicator(s): Domain: Culture Indicator(s):
	This goal supports: <input type="checkbox"/> Rigorous Academic Preparedness <input type="checkbox"/> Student Agency <input type="checkbox"/> Opportunity Knowledge	In what way?

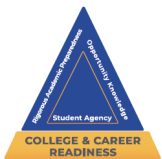
Action steps <i>What action steps will generate improvement?</i>	Evidence <i>What evidence will we use to measure progress?</i>	Timeline <i>What is an appropriate timeline for the action steps?</i>	Individual commitments <i>Who will be involved, and what will they do?</i>
Northwinds teachers will complete survey on grading for	Google Form Survey Responses	October 1, 2021	Principal will share and explain to teachers, teachers will

baseline data			complete
Northwinds teachers will learn and try one grading strategy taken from the Grading for Equity book by Joe Feldman	Staff meeting agendas and Monday Memos	Monthly until June 2022	Principal plan and facilitate grading for equity learning, discussion and reflection. Teachers commitment to learning and implementing.
Principal will participate in Grading for Equity book study	Small group discussion notes and meetings	Completed by Feb. 1, 2022	Principal will read, reflect and be an active participant in discussion
Four classroom teachers will participate in a Grading for Equity cohort	Attendance in cohort meetings	Completed by April 2, 2022	Four classroom teachers will attend and be active participants and will share knowledge with and give support to colleagues at NES.
<p>Resources (include links, if applicable) <i>What resources will we use to advance this goal? (consider resources available through MyAVID, including, but not limited to: Curriculum Resources, Professional Learning Opportunities, Core Strategies Webpages, and On Demand Modules)</i></p> <p>Grading for Equity Book Grading for Learning one page "One to Try" Joe Feldman</p>			

Goal 1 Review and Reflect:	
January 2022	Progress update or status:

	Adjustments or next steps:
May 2022	Actual Results: Future Steps:


AVID SMART Goal #2: Continually throughout the 2021-2022 school year Northwinds teachers and administration will learn, implement, reflect and embed in classroom instruction the AVID Elementary Writing Strategies. <i>specific, measurable, action-oriented, realistic, timely</i>		
Baseline data: <i>What data do we have to validate this goal?</i> <i>What is our established baseline?</i> Northwinds currently does not have a universal set of writing strategies or common language across classrooms or grade levels to support writing to learn. Northwinds AVID site team reported no knowledge of AVID specific writing strategies amongst their grade levels.	CCI domains/indicators aligned with the goal: Domain: Instruction Indicator(s): 1 Learning Through Writing Domain: Systems Indicator(s): 4 Grade level vertical and horizontal articulation	Domain: Leadership Indicator(s): Domain: Culture Indicator(s):

	<p>This goal supports:</p> <ul style="list-style-type: none"> ✓ Rigorous Academic Preparedness ☐ Student Agency ☐ Opportunity Knowledge 	<p>In what way?</p> <p>Students need the academic skills of writing to learn to successfully prepare for college and career readiness.</p>
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<p>Action steps</p> <p><i>What action steps will generate improvement?</i></p>	<p>Evidence</p> <p><i>What evidence will we use to measure progress?</i></p>	<p>Timeline</p> <p><i>What is an appropriate timeline for the action steps?</i></p>	<p>Individual commitments</p> <p><i>Who will be involved, and what will they do?</i></p>
<p>Develop easy to use/access AVID Writing Strategies Resource for teachers</p>	<p>Completed Document</p>	<p>September 15th, 2021</p>	<p>Principal will work with office staff to create the document, Avid Site Team will provide feedback</p>
<p>AVID Site team will collaborate and determine process for sharing with all teachers and implementing strategies</p>	<p>AVID Site Team Meeting Notes- and plan carried out</p>	<p>September 15th, 2021</p>	<p>AVID Site Team will collaborate and takes notes on how to utilize document and share strategies, Principal will support how to carry out the determined plan</p>
<p>Plan for time during professional development and staff meetings to facilitate learning of the strategies and reflection</p>	<p>Professional Development Year Plan and Agendas</p>	<p>Throughout the school year</p>	<p>Principal will plan ahead and schedule in time for collaboration and reflection of writing strategies</p>
<p>PLCs will reflect and share feedback on specific AVID Writing Strategies</p>	<p>AVID Site Team Meeting Notes and PLC Team Notes</p>	<p>Throughout the school year during PLCs</p>	<p>PLC members will commit to implementing strategies and sharing feedback, PLC Leaders will report feedback to AVID Site Team</p>
<p>Articulation plan developed for</p>	<p>Completed Plan</p>	<p>June 10th, 2021</p>	<p>AVID Site Team will take</p>

writing strategies			feedback from PLCs and develop articulation plan. AVID Site Team will communicate plan with PLCs
Resources (include links, if applicable) <i>What resources will we use to advance this goal? (consider resources available through MyAVID, including, but not limited to: Curriculum Resources, Professional Learning Opportunities, Core Strategies Webpages, and On Demand Modules)</i> AVID Elementary Foundations Book WICOR Overview			

Goal 2 Review and Reflect:	
January 2022	Progress update or status: Adjustments or next steps:
May 2022	Actual Results: Future Steps:

AVID SMART Goal #3: _____ <i>specific, measurable, action-oriented, realistic, timely</i>		
Baseline data: <i>What data do we have to validate this goal?</i> <i>What is our established baseline?</i>	CCI domains/indicators aligned with the goal: <div>Domain: Instruction</div> Indicator(s): <div>Domain: Systems</div> Indicator(s):	<div>Domain: Leadership</div> Indicator(s): <div>Domain: Culture</div> Indicator(s):
	This goal supports: <input type="checkbox"/> Rigorous Academic Preparedness <input type="checkbox"/> Student Agency <input type="checkbox"/> Opportunity Knowledge	In what way?

Action steps <i>What action steps will generate improvement?</i>	Evidence <i>What evidence will we use to measure progress?</i>	Timeline <i>What is an appropriate timeline for the action steps?</i>	Individual commitments <i>Who will be involved, and what will they do?</i>

Resources (include links, if applicable)

What resources will we use to advance this goal? (consider resources available through MyAVID, including, but not limited to: Curriculum Resources, Professional Learning Opportunities, Core Strategies Webpages, and On Demand Modules)

Goal 3 Review and Reflect:

January 2022

Progress update or status:

Adjustments or next steps:

May 2022

Actual Results:

Future Steps: