



Hawaii Department of Education: 2020 Academic Plan School Year: 2020-2021

School Name: Wilson Elementary School - Farrington, Kaiser, Kalani Complex Area
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June 1, 2020 *6/1/2020*

Developing a collaborative Academic Plan framed by the HIDOE Learning Organization is the foundation for a forward-focused 3-Year Academic Plan. An effective Academic Plan utilizes existing school resources to improve and/or introduce new ideas that accelerate the school community's knowledge about ending achievement gaps and providing equitable services for all students. A forward-focused Academic Plan clearly describes a school's Theory of Action that incorporates the following: 1) analyzing data to explain achievement gaps; 2) incorporating measurable outcomes that inform a school how to close the achievement gap; and, 3) applying contextual and community measures and assessments.

Starting from a comprehensive needs assessment, a school examines organizational, instructional, and student support systems to design measurable outcomes. The measurable outcomes are implemented and improved through Plan, Do, Study, Act (PDSA) cycles, and systemized by leading indicators.

HIDOE Learning Organization

Teaching and Learning Core:

Focus: equity and excellence in core curriculum and supports.

Innovation in Support of the Core:

New strategies and systems for delivering teaching and learning. High-Impact strategies: School Design, Teacher Collaboration, and Student Voice.

Pipeline of Emerging Ideas:

To prepare for emerging trends, advancements, and changes that impact education, ideas are tried and vetted by our schools and teams; some will advance to support the core.



The 3-Year Academic Plan is structured by the HIDOE Learning Organization, and is founded on the Teaching & Learning Core (page 2)

The 3-Year Academic Plan incorporates School Design and Student Voice for Innovation in Support of the Core (pages 3-4).

The Pipeline of Emerging Ideas is linked to the HIDOE 2020-30 Strategic Plan (page 5).

Note: Page numbers provided above need to be adjusted in the final copy of the plan, as the page numbers provided here are those on the blank template.

A Foundation for Change

This section highlights the areas that the school/complex area identified as areas of need and presents a foundation for change, as reflected in and related to identified needs in the annual comprehensive needs assessment.

Evidence and Rationale for Change	Key Strategies to Address and Promote Change
<p>English Language Arts In the past three years, over 70% of all students met or exceeded proficiency in the English Language Arts Smarter Balanced Assessment. There is a slight decline in proficiency results as the students' transition from grades 3 through grade 5. Also, students who score at level 4 proficiency demonstrate a high average median growth percentile versus students who score at levels 2 and 1 ability show a low median growth percentile. There is a large GAP between non-high needs and high needs students. Only 43% of our high needs students met proficiency. Here is the breakdown of students proficient in the high needs group: Economically Disadvantaged - 48% English Language Learners - 11% Students with Disabilities - 5% In the writing strand, the Smarter Balanced Assessment data identified a challenging area with information writing. In the reading strand, text structures and features were the most challenging area for our students.</p>	<p>We will continue to focus on making learning visible by having students take ownership and provide a voice in their education by self-assessing their progress utilizing learning targets and success criteria. One key strategy is to continue the professional development with Anne Davies and Sandra Herbst on the "how" to promote visible learning in the classrooms. We will work on implementing small group instruction to allow teachers to confer with students during their Tier 1 instruction. Intervention blocks will continue to focus on providing differentiated support to all learners, so all students are challenged to make growth in their writing and reading comprehension.</p> <p>The system of support will continue through data team meetings, learning walks, vertical articulation, coaching feedback, and differentiated professional development.</p>

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<p>Math In the past three years, over 72% of all students met or exceeded proficiency in the Math Smarter Balanced Assessment. The schoolwide median growth percentile was at 42%, which is slightly below average. Also, the GAP between the non-high needs and high needs students is 38 points. Here is the breakdown of students proficient in the high needs group: Economically Disadvantaged - 42% English Language Learners - 33% Students with Disabilities - 25%</p> <p>Perception Data The school quality survey results yielded a high positive perception from the teacher and parent group. The percent of teachers and parent satisfaction was over 92% for the past three years. For the students' surveys, there is a slight decline in students feeling safe in school for the past three years.</p>	<p>We will continue to focus on making learning visible by having students take ownership and provide a voice in their learning by self-assessing their progress utilizing learning targets and success criteria. One key strategy is to continue the professional development with Anne Davies and Sandra Herbst on the “how” to promote visible learning in the classrooms. We will also look at professional development opportunities to address the mathematical practices focused on claim #2 problem-solving.</p> <p>Intervention blocks will continue to focus on providing differentiated support to all learners, so all students are challenged to make growth in their writing and reading comprehension.</p> <p>The system of support will continue through data team meetings, learning walks, vertical articulation, coaching feedback, and differentiated professional development.</p> <p>As a result of our school quality survey results, we will consistently implement the SEL curriculum and the strategies from HMTSS to promote a sense of well being for all students. The professional development and support for the implementation of proactive management strategies will focus on decreasing the percentage of students who don't feel safe on campus.</p>
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HIDOE and School Initiatives

This additional table addresses key initiatives included in the plan and how the leadership team within the school is configured to support the development and implementation of the initiatives. Where appropriate the table also documents the collaborative nature of the leadership effort embedded in the plan.

Key HIDOE Initiatives Addressed in the Plan	Lead(s)
School Design	ART
Empowerment: Student Voice	ART
Teacher Collaboration	Academic Coaches
Key School Initiatives Addressed in the Plan	Leads(s)
ELA Achievement and GAP	ART
Math Achievement and GAP	ART
Social Emotional Learning	ART
Response to Intervention	ART
English Language Learners	EL Team
Students with Disabilities	SPED Department

Teaching and Learning Core: Equity and Excellence

In order to address equity, list the targeted subgroup(s) and their identified needs. Keep in mind that a Theory of Action statement or story is constantly being assessed, revised, and refined, as your understanding of problems of practice and learning deepens. The enabling activities in the academic plan should address the needs of the identified subgroups(s).

Targeted Subgroup(s) and Identified Needs	Identify and Describe the Achievement Gap	A Related Theory of Action	Enabling Activities to Address/Improve the Gap
<p><i>Identify the targeted subgroup and their identified needs</i></p>	<p><i>Identify and describe an achievement gap (not limited to any specific subgroup. Data must be provided from a CNA, WASC Self-Study, or International Baccalaureate, and may include additional local measures.</i></p>	<p><i>What is your Theory of Action (If-Then) to improve the achievement gap?</i></p>	<p><i>What are your enabling activities to improve the achievement gap?</i></p>
<p>Special Education English Language Learners Economically Disadvantaged Students</p> <ul style="list-style-type: none"> • Key instructional strategies to support learning and growth • Rigorous instruction and communicating high expectations for learning and criteria for success 	<p>Special Education Students</p> <ul style="list-style-type: none"> • In school year 2018-2019, the percent of students who met proficiency in ELA was 5% • In school year 2018-2019, the percent of students who met proficiency in Math was 25% <p>English Language Learners</p> <ul style="list-style-type: none"> • In school year 2018-2019, the percent of students who met proficiency in ELA was 11% • In school year 2018-2019, the percent of students who met proficiency in Math was 33% 	<p>If the principal provides access to quality professional development with coaching support, then teachers will build consistent instructional practices that will make learning visible for all students.</p> <p>If teachers provide quality differentiated instruction, then high needs students will be able to attain higher levels of learning, achievement, and growth.</p>	<p>Ongoing professional learning opportunities that will provide teachers with the skills and knowledge to differentiate their instruction using research-based strategies that promote growth for all students.</p> <p>Coaching from administrators, coaches, and peers will support the improvement of instructional practices and results for all students.</p> <p>Teachers provide rigorous instruction that meets the needs of all students. Success criteria are used by students to reach their high expectations.</p>

Teaching and Learning Core: Equity and Excellence

Targeted Subgroup(s) and Identified Needs	Identify and Describe the Achievement Gap	A Related Theory of Action	Enabling Activities to Address/Improve the Gap
<i>Identify the targeted subgroup and their identified need</i>	<i>Identify and describe an achievement gap (not limited to any specific subgroup. Data must be provided from a CNA, WASC Self-Study, or International Baccalaureate, and may include additional local measures.</i>	<i>What is your Theory of Action (If-Then) to improve the achievement gap?</i>	<i>What are your enabling activities to improve the achievement gap?</i>
	<p>Economically Disadvantaged</p> <ul style="list-style-type: none"> In school year 2018-2019, the percent of students who met proficiency in ELA was 48% In school year 2018-2019, the percent of students who met proficiency in Math was 42% 	If the principal provides access to quality professional development with coaching support, then teachers will build consistent instructional practices that will make learning visible for all students.	Ongoing professional learning opportunities that will provide teachers with the skills and knowledge to differentiate their instruction using research-based strategies that promote growth for all students.

Innovation in Support of the Core: School Design and Student Voice

Part I

Describe your complex/school contexts for School Design and Student Voice.	Describe your current and continuing initiative that will further advance your 2020-21 School Design and Student Voice	Describe your conditions for Success for School Design and Student Voice
<ul style="list-style-type: none"> ● The ART will continuously evaluate its efforts to ensure that all students have equitable access and are making appropriate growth in learning and social and emotional development. ● Professional development is connected and focused on building visible learners on campus. ● Students have opportunities to express their ideas and reflect on their learning at Wilson. 	<ul style="list-style-type: none"> ● For all students to make proper growth, school design will include formative assessment strategies and a tiered system of support that provides quality tier 1 instruction and Tier 2 and 3 interventions. ● Multi-Tiered System of Support strategies will be infused within instruction throughout the day through a tiered system approach. ● Teachers will continue to engage in professional development that will include knowledge building, vertical articulation, peer visits, and professional conversations. The focus of the professional development will be on writing and visible learners. ● Survey students throughout the year to get their insight on various school programs and initiatives. 	<ul style="list-style-type: none"> ● Ensuring equity, all teachers will evaluate their impact on student learning. Regular reflection on academic and behavioral practices and strategies is critical to ensure all students are making progress and growth. ● ART will review professional development outcomes through student work, learning walk data, student voice, and feedback from teachers. ● Teachers consciously create opportunities for students to express their thoughts and provide student choice in their learning. Students can self assess their progress demonstrated through conversations or

		their work captured through the Seesaw application.
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Innovation in Support of the Core: School Design and Student Voice

Part II (over three years)

SY 2020-2021 Measurable Outcomes	SY 2021-2022 Measurable Outcomes	SY 2022-2023 Measurable Outcomes
<p>What are your measurable outcomes around School Design and Student Voice</p> <ul style="list-style-type: none"> One hundred percent of teachers will utilize learning targets and success criteria to allow students to self-assess their progress in alignment to their learning target via learning walks. Eighty percent of students can explain their success criteria and where they are in their learning in relationship to the learning target. One hundred percent of teachers and counselors implement the Social Emotional Learning Curriculum. Eighty Five percent of students will achieve a Usually or Consistently rating on their quarterly GLO Report for Self Directed Learner. <p>Why are you implementing them?</p> <ul style="list-style-type: none"> Formative assessment yields a high effect size to enhance the learning for all students. 	<p>What are your measurable outcomes around School Design and Student Voice</p> <ul style="list-style-type: none"> One hundred percent of teachers will utilize learning targets and success criteria to allow students to self-assess their progress in alignment to their learning target via learning walks. Eighty-Five percent of students can explain their success criteria and where they are in their learning in relationship to the learning target via learning walks. One hundred percent of teachers and counselors implement the Social Emotional Learning Curriculum. Eighty Five percent of students will achieve a Usually or Consistently rating on their quarterly GLO Report for Self Directed Learner. <p>Why are you implementing them?</p> <ul style="list-style-type: none"> Formative assessment yields a high effect size to enhance the learning for all students. 	<p>What are your measurable outcomes around School Design and Student Voice</p> <p>Why are you implementing them?</p> <p>How will you know that there they are resulting in an improvement?</p>

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<ul style="list-style-type: none">● Student voice promotes the power of self and peer assessment. <p>How will you know that there they are resulting in an improvement?</p> <ul style="list-style-type: none">● Students can explain why, what, and how they are learning. They know where they are going, how they are going, and where to next.● Teachers share their success with their peers and seek more opportunities to display distinguished practices in teaching.● Students understand the critical components of the MINDSET.● It appears that the measurable outcomes will also serve as a quantifiable measure of improvement.	<ul style="list-style-type: none">● Student voice promotes the power of self and peer assessment. <p>How will you know that there they are resulting in an improvement?</p> <ul style="list-style-type: none">● Students are able to explain why, what, and how they are learning. They know where they are going, how they are going, and where to next.● Teachers share their success with their peers and seek more opportunities to display distinguished practices in teaching.● It appears that the measurable outcomes will also serve as a quantifiable measure of improvement.	
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Innovation in Support of the Core: School Design and Student Voice

Part III (over one school year)

SY 2020-2021 Formative Measures (beginning of the year)	SY 2020-2021 Formative Measures (throughout the year)	SY 2020-2021 Summative Measures (end of the year)
<p>Learning Walks</p> <ul style="list-style-type: none"> • The percentage of teachers utilizing learning targets and success criteria to allow students to self-assess their progress in alignment to their learning target. • The percentage of students that can explain their success criteria and where they are in their learning in relationship to the learning target. • The percentage of teachers and counselors implementing the Social Emotional Learning Curriculum. <p>Student Data</p> <ul style="list-style-type: none"> • The percentage of students meeting or exceeding on the school/grade level selected ELA and Math Strands on their quarterly assessment. • The percentage of students who achieve a Usually or Consistently rating on their quarterly GLO Report for Self Directed Learner. 	<p>Learning Walks</p> <ul style="list-style-type: none"> • The percentage of teachers utilizing learning targets and success criteria to allow students to self-assess their progress in alignment to their learning target. • The percentage of students that can explain their success criteria and where they are in their learning in relationship to the learning target. • The percentage of teachers and counselors implementing the Social Emotional Learning Curriculum. <p>Student Data</p> <ul style="list-style-type: none"> • The percentage of students meeting or exceeding on the school/grade level selected ELA and Math Strands on their quarterly assessment. • The percentage of students who achieve a Usually or Consistently rating on their quarterly GLO Report for Self Directed Learner. 	<p>Learning Walks</p> <ul style="list-style-type: none"> • The percentage of teachers utilizing learning targets and success criteria to allow students to self-assess their progress in alignment to their learning target. • The percentage of students that can explain their success criteria and where they are in their learning in relationship to the learning target. • The percentage of teachers and counselors implementing the Social Emotional Learning Curriculum. <p>Student Data</p> <ul style="list-style-type: none"> • The percentage of students meeting or exceeding on the school/grade level selected ELA and Math Strands on their quarterly assessment. • The percentage of students who achieve a Usually or Consistently rating on their quarterly GLO Report for Self Directed Learner. • The percentage of students who achieved proficiency or higher on the ELA and Math Smarter Balanced Assessment and NGSS Assessment.

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Innovation in Support of the Core: School Design and Student Voice

Part IV

Student Outcomes (2020-2021 Measurable Outcomes)	Staff Outcomes (2020-2021 Measurable Outcomes)	Lead
<ul style="list-style-type: none"> ● Student Voice on sharing their learning and outcomes of their lessons. ● Student report card data on identified strands in ELA, Math, and Science. ● Student on-demand writing results ● General Learner Outcomes - Self directed learner ● Seesaw activities that are posted online for teachers and parents. 	<ul style="list-style-type: none"> ● Utilization of learning targets and success criteria to promote visible learning for students. ● Professional dialogue and intervention plans documented during data teams. ● Teachers embed the social emotional learning into their daily lessons. ● Teachers utilize Seesaw to promote student voice 	

Innovation in Support of the Core: School Design and Student Voice

Part V

Enabling Activities	Budget (include funding source)	School Monitoring Measurable Outcomes	School Monitoring Activity (includes frequency)	Complex Monitoring Measurable Outcomes	Complex Monitoring Activity (includes frequency)
<p>Fall Semester</p> <p>Professional development on how to teach students to set learning goals, make action plans, reflect using evidence-based feedback.</p> <ul style="list-style-type: none"> - Reflect on strengths and weakness - Develop Goals - Make an action plan - Reflect and revise <p>Teachers will..</p> <ul style="list-style-type: none"> ● Engage in professional development ● Model setting learning goals based on strengths and weaknesses ● Model how to develop an action plan and implement ● Model how to reflect on their goals and revise their action plan 	<p>Title IIA Funds \$6,220</p>	<p>One hundred percent of teachers utilize instructional practice as evidenced by learning walks and data team meeting minutes.</p>	<p>Learning Walks - Monthly</p>		

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<p>Spring Semester/Year-Long</p> <p>Teachers model how to make an action plan and implement the plan.</p> <p>Teachers model how to reflect and revise their learning goals using feedback.</p>		<p>One hundred percent of teachers model how to make an action plan and implement the plan.</p> <p>One hundred percent of teachers model how to reflect and revise their learning goals using feedback.</p>	<p>Quarterly PLC discussions - student work samples- teacher self reflection</p> <p>Bi-Monthly Learning Walks</p>		
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Note: Provided for pages of the table, as this is the only place in the AcPlan that you summarize your enabling activities. In some cases, enabling activities might occur only in a semester; however, when an enabling activity spans a school year, just note in at the top of the row, as indicated above.

Innovation in Support of the Core: School Design and Student Voice

Part V

Enabling Activities	Budget (include funding source)	School Monitoring Measurable Outcomes	School Monitoring Activity (includes frequency)	Complex Monitoring Measurable Outcomes	Complex Monitoring Activity (includes frequency)
Fall Semester Small Group Instruction - Provide professional development on the foundation of small group instruction. Focus on the basic concepts of the why, what, and the how.		One hundred percent of teachers utilize small group instruction strategies to meet the needs of diverse learners.	Quarterly Learning walks to facilitate ongoing growth and development in the implementation of small group instruction		
Spring Semester/Year-Long Small Group Instruction - Provide professional development on the foundation of small group instruction. Focus on the basic concepts of the why, what, and the how.					

Innovation in Support of the Core: School Design and Student Voice

Part V

Enabling Activities	Budget (include funding source)	School Monitoring Measurable Outcomes	School Monitoring Activity (includes frequency)	Complex Monitoring Measurable Outcomes	Complex Monitoring Activity (includes frequency)
<p>Fall Semester</p> <p>Implement Multi-Tiered proactive management strategies that include evidence based/scientifically validated interventions to promote student engagement in class.</p> <p>Provide professional development on Multi Tiered Support System interventions.</p> <p>Create and administer a safety survey for all grade levels (differentiate for each level). Use data to find students who do not feel safe and have conversations with them.</p>		<p>Ninety-two percent of students reporting a positive school climate</p> <p>One hundred percent of students will complete a safety survey.</p> <p>Staff will have conversations with one hundred percent of the students who do not feel safe at school.</p>	<p>Measured by the Panorama Survey</p> <p>Student Survey-administered twice a year</p>		

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Spring Semester/Year-Long					

Innovation in Support of the Core: School Design and Student Voice

Part V

Enabling Activities	Budget (include funding source)	School Monitoring Measurable Outcomes	School Monitoring Activity (includes frequency)	Complex Monitoring Measurable Outcomes	Complex Monitoring Activity (includes frequency)
Fall Semester <ul style="list-style-type: none"> - Share the "Connecting with Your Child" communication letter for the scope being covered - R.A.C.E. and C.E.R. crosswalk...All teachers will post and reinforce the relationships between R.A.C.E. and C.E.R. 		70% of students will demonstrate growth and/or meet proficiency or higher on report card 100% of all teachers will post/reinforce the relationships between R.A.C.E. and C.E.R.	Report Cards - Quarterly		
Spring Semester/Year-Long					

Innovation in Support of the Core: School Design and Student Voice

Part V

Enabling Activities	Budget (include funding source)	School Monitoring Measurable Outcomes	School Monitoring Activities (include frequency)	Complex Monitoring Measurable Outcomes	Complex Monitoring Activities (include frequency)
Fall Semester					
Spring Semester/Year-Long <ul style="list-style-type: none"> • PLC meetings to share research-based instructional strategies to come to a common understanding of best practices • Professional Development on Differentiation 		70% of students will demonstrate proficiency OR growth as measured on the Data Team Quarterly Data Sheets and/or Growth Quadrants 50% of teachers will engage in grade-level peer Lesson Study planning followed by	Student Work - Quarterly Report cards- Quarterly Learning Walks- Monthly PLC Share-outs- Monthly		

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		<p>a Peer Visitation as noted on the schedule and feedback</p> <p>100% of teachers will engage in Quarterly Vertical articulation with at least the grade above and the grade below to address gaps/overlaps in concepts and skills that will be captured in the group notes</p> <p>75% of students in the High Needs population will meet proficiency on selected ELA and Math Strands on the 2020-2021 quarterly report card.</p>	<p>Vertical Articulation notes-Quarterly</p>		
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Pipeline of Emerging Ideas: Pilot Projects and Design Thinking

	<p>Teaching and Learning Core: Focus: equity and excellence in core curriculum and supports.</p> <p>Innovation in Support of the Core: New Strategies and systems for delivering teaching and learning. High-impact strategies: School Design, Teacher Collaboration, Student Voice.</p> <p>Pipeline of Emerging Ideas: To prepare for emerging trends, advancement, and changes that impact education, ideas are tried and vetted by schools and their teams; some ideas will advance to support the core.</p>
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When HDOE references innovation and emerging ideas, the Department is responding to important mindsets that embrace new ideas, replace dated practices, and strive for better solutions. Therefore, the Learning Organization must be prepared to uphold innovative learning environments that elevate a school's collective work, expand the capacity to improve, and continuously advance student learning.

As the HDOE 2020-2030 Strategic Plan is finalized, a "Forward Focus" Plan will be drafted to help school communities open conversations around the *Pipeline of Emerging Ideas*.

<p>While referencing the "Forward Future Plan," please describe your school's ideas around innovation and pilot projects. Your draft will be a valuable tool to collect feedback and solicit support for the Complex Area Superintendent, parents, students, and community members, as key stakeholders.</p>	<p>Rationale for Emerging Ideas</p>	<p>Conditions for Success</p>
<p>Creating Global Learning Opportunities Global learning enables students to have a voice and take purposeful action to improve their own lives and to positively influence the world around them. When students are provided opportunities to investigate issues they deem important, unpack why these issues exist, and come up with solutions to make them better, they become empowered to be the catalysts of the changes they wish to see.</p>	<p>Global learning is about facilitating educational experiences that allow students to appreciate diverse perspectives, understand the connections they have to the wider world, respectfully and effectively communicate and collaborate across cultures and countries, and use</p>	<p>We will need to look at providing time and professional development for teachers to create global learning opportunities for students.</p>

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	<p>disciplinary and interdisciplinary knowledge to investigate and take action on issues that matter to them and the wider world.</p> <p>Relevancy is an important aspect to teaching and learning. Parent feedback supports the idea of global learning.</p>	
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Pipeline of Emerging Ideas: Pilot Projects and Design Thinking

<p>While referencing the "Forward Future Plan," please describe your school's ideas around innovation and pilot projects. Your draft will be a valuable tool to collect feedback and solicit support for the Complex Area Superintendent, parents, students, and community members, as key stakeholders. <i>(continued from previous page)</i></p>	<p align="center">Rationale for Emerging Ideas</p>	<p align="center">Conditions for Success</p>