

# SY 2021 - 2022 Academic Plan



## Ernest B. deSilva Elementary School

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[www.ebdesilva.org](http://www.ebdesilva.org)

Submitted by: Mr. Dennis O'Brien	Date
<i>Dennis O'Brien</i>	04/16/21

Approved by: Mrs. Esther Kanehailua	Date
<i>Esther Kanehailua</i>	4.23.21

# One-Year Academic Plan SY 2021-2022

Where are we now?	
<p>Prioritize school's needs as identified in one or more of the following needs assessments:</p> <ul style="list-style-type: none"> <li>• Comprehensive Needs Assessment (Title I Schools)</li> <li>• WASC Self Study <ul style="list-style-type: none"> <li>▪ WASC Category B: Standards Based Student Learning: Curriculum, instruction</li> <li>▪ WASC Category C: Standards Based Student Learning: Instruction</li> <li>▪ WASC Category D: Standards Based Student Learning: Assessment and Accountability</li> </ul> </li> <li>• Other</li> </ul>	<ol style="list-style-type: none"> <li>1. Develop and implement roles and responsibilities of schoolwide standards of practices. <ol style="list-style-type: none"> <li>a. The school needs to consider focusing and supporting vertical articulation to develop consistency in expectations across grade levels (WASC MC, A.1)</li> <li>b. Staff needs to continuously hone the existing system of student support to best support the changing needs of students. (WASC MC, B.2)</li> <li>c. Staff needs to establish a school wide understanding and criteria of the GLOs and common policies incorporating GLOs with PBIS strategies and recognitions (WASC MC, B.3)</li> <li>d. Through vertical articulation, the staff needs to focus on establishing a school wide writing rubric which will additionally strengthen student skills as they prepare for the SBA (WASC MC, B.4).</li> <li>e. School needs to increase vertical articulation of the entire instructional program (WASC MC, D.2)</li> <li>f. Staff needs to re-establish behavioral expectations and adjust instructional strategies to meet on-going academic needs of all students (WASC MC, E.2)</li> </ol> </li> <li>2. Need to develop and implement consistent schoolwide systems to guide decision making (at all levels). <ol style="list-style-type: none"> <li>a. The school needs to consider formalizing a decision-making process that is clear to all staff that includes total staff involvement and effective communication systems. (WASC MC, A.2)</li> </ol> </li> </ol>
	<h3>Addressing Equity: Sub Group Identification</h3>
	<p><b>In order to address equity, list the targeted sub group(s) and their identified needs. **Specific enabling activities listed in the academic plan should address identified sub group(s) and their needs.</b></p> <ol style="list-style-type: none"> <li>1. SWD</li> <li>2. EL</li> <li>3. Disadvantage</li> </ol>

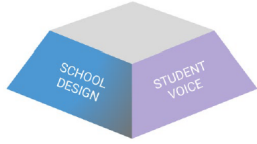
## One-Year Academic Plan SY 2021-2022

**ORGANIZE:** Identify your Executive Team (Leadership) Accountable Leads.

Name and Title of Executive Team (Leadership) Accountable Lead	Responsible for implementation of the school's strategies and initiatives
1. Mr. Dennis O'Brien	Principal
2. Mrs. Lindsay Miyashiro	Vice Principal
3. Mrs. Charity DeMattos	Curriculum Coordinator/Technology Coordinator; FOL A
4. Mr. Troy Fujii	SPED Department Head, FOL A
5. Mrs. Stacy Hondo	Kindergarten GLC, FOL C
6. Mrs. Traci Urasaki	Grade 1 GLC
7. Mr. Nolan Yamaki	Grade 2 GLC, WASC Home Group (Gr. 2-3)
8. Mrs. Kristen Doolittle	Grade 3 GLC
9. Mrs. Tracie Yamashita	Grade 4 GLC, WASC Home Group (Gr. 4-6)
10. Mrs. Coty Miguel	Grade 5 GLC
11. Mr. Phil Bisel	Grade 6 GLC, FOL C

# One-Year Academic Plan SY 2021-2022

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



**Goal 1: Student Success.** All students demonstrate they are on a path toward success in college, career and citizenship.

- ☐ **Objective 1: Empowered** - All students are empowered in their learning to set and achieve their aspirations for the future.
- ☐ **Objective 2: Whole Child** - All students are safe, healthy, and supported in school, so that they can engage fully in high-quality educational opportunities.
- ☐ **Objective 3: Well Rounded** - All students are offered and engage in rigorous, well rounded education so that students are prepared to be successful in their post-high school goals.
- ☐ **Objective 4: Prepared and Resilient** - All students transition successfully throughout their educational experiences.

Outcome: By the end of SY 2021-2022,	Rationale:
<p><b>Need: Establish schoolwide standards of practice to ensure consistent implementation, monitoring and support of student growth and achievement.</b></p> <p><b>SMART GOAL #1:</b> Grade level Achievement Teams to meet minimally twice per month with Curriculum Coordinator and administration to review student data.</p>	<p>In order to meet the individualized needs of all students, grade level and content specific Achievement Teams will continue to analyze student academic data to improve school wide inclusive practices. Students will also take a more active role in their academic and socio-emotional growth by embedding student-centered goals and objectives.</p> <p>Schoolwide Achievement Targets for the 2021-2022 school year:</p> <ul style="list-style-type: none"><li>• 95% of students will meet proficiency on STAR Math Spring screener</li><li>• 85% of students will meet proficiency on STAR ELA Spring screener</li><li>• Decrease in achievement gap by 5 points on ELA and Math SBA</li><li>• 80% of all students will meet proficiency on ELA SBA</li><li>• 70% of high-needs students will meet proficiency on ELA SBA</li><li>• 75% of all students will meet proficiency on Math SBA</li><li>• 60% of high-needs students will meet proficiency on Math SBA</li></ul>

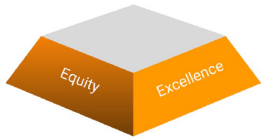
## One-Year Academic Plan SY 2021-2022

Planning					Funding	Interim Measures of Progress
Desired Outcome	LEARNING INTENTIONS <i>Enabling Activities</i> <i>(Indicate quarter(s) of implementation in next column)</i>	Quarter Implementing <i>Target Dates</i>	Indicate Alignment as applicable: -Promise Plan Theme -CNA Root Cause -WASC Critical Area(s)	Leadership Accountable Lead(s)	Source of Funds <i>(Check applicable boxes to indicate source of funds)</i>	SUCCESS CRITERIA <i>Define the relevant data used to regularly assess and monitor progress</i>
Implement schoolwide systems to support whole child growth and achieving student success.	<b>EA1</b> All teachers will consistently implement highly-effective instructional practices within and across grade levels to support academic growth. <ol style="list-style-type: none"> <li>Consistent implementation of highly-effective instructional practices across grade levels (Visible Learning, Inclusive Practices)               <ol style="list-style-type: none"> <li>Collective Teacher Efficacy</li> <li>Feedback</li> <li>OTR (Opportunities to Respond)</li> <li>Use of Visual Supports</li> <li>Behavior Self-Monitoring</li> </ol> </li> <li>Expand and improve schoolwide implementation of inclusive practices in all K-6 classrooms</li> <li>Monthly peer walkthroughs to ensure teacher collaboration and feedback of instructional practices</li> </ol>	May 27, 2022	CNA RC #1  School Design  Teacher Collaboration	Administration  Leadership  Achievement Teams	X WSF <input type="checkbox"/> Title I <input type="checkbox"/> Title II <input type="checkbox"/> Title III X SPPA <input type="checkbox"/> Homeless <input type="checkbox"/> CTE <input type="checkbox"/> Other <input type="checkbox"/> N/A	<b>EA1</b> <input type="checkbox"/> Monthly Walkthrough data <input type="checkbox"/> Monthly Achievement Teams agenda/minutes <input type="checkbox"/> Quarterly Teacher Clarity & Feedback data

## One-Year Academic Plan SY 2021-2022

	<p><b><u>EA2</u></b> All students will reflect on personal academic and socio-emotional development.</p> <ol style="list-style-type: none"> <li>Students will collaborate with their teachers for improvement on STAR and quarterly assessment data</li> <li>Students will self-reflect on formative and summative assessments and set academic growth goals</li> <li>Students will self-reflect and set socio-emotional growth goals</li> </ol>	May 27, 2022	<p>Equity and Excellence</p> <p>Student Voice</p>	<p>Achievement Teams</p> <p>Students</p>	<p>X WSF</p> <p><input type="checkbox"/> Title I</p> <p><input type="checkbox"/> Title II</p> <p><input type="checkbox"/> Title III</p> <p>X SPPA</p> <p><input type="checkbox"/> Homeless</p> <p><input type="checkbox"/> CTE</p> <p><input type="checkbox"/> Other</p> <p><input type="checkbox"/> N/A</p>	<p><b><u>EA2</u></b></p> <p><input type="checkbox"/> Walkthrough data</p> <p><input type="checkbox"/> Student academic goal sheets</p> <p><input type="checkbox"/> Student GLO reflection sheets</p> <p><input type="checkbox"/> Student Feedback Surveys</p> <p><input type="checkbox"/> STAR Data (SGP)</p> <p><input type="checkbox"/> SBA Interim Data</p>
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# One-Year Academic Plan SY 2021-2022



## Teaching & Learning Core: Equity and Excellence

**Goal 2: Staff Success.** Ernest B. deSilva Elementary School has a high-performing culture where employees have the training, support and professional development to contribute effectively to student success.

Outcome: By the end of SY 2021-2022,	Rationale:
<p><b>Need: Establish schoolwide standards of practice to ensure consistent implementation, monitoring and support of student growth and achievement.</b></p> <p><b>SMART GOAL #1:</b> By May 27, 2022 all teachers will utilize the Achievement Teams process to support student achievement and growth.</p> <p><b>Need: A system of providing ongoing professional development opportunities for teachers and staff.</b></p> <p><b>SMART GOAL #2:</b> By May 27, 2022 all faculty and staff will be provided with an array of professional development opportunities to support student performance and enhance instructional practices.</p>	<p>Although the Achievement Teams process is utilized schoolwide, we continue to need to improve on:</p> <ul style="list-style-type: none"><li>● Systematize the analysis of the variables and antecedents that influence student growth and proficiency data which are used to inform instructional practices.</li><li>● Extend implementation beyond compliance while exploring ways to broaden our instructional practices by:<ul style="list-style-type: none"><li>○ delving deeper into the analysis of student growth and achievement data</li><li>○ Incorporating evidence-based methods for effective implementation of instructional strategies</li></ul></li><li>● Move toward schoolwide quarterly data cycles in order to more comprehensively assess and address individual student needs to support teachers in successfully initiating an Achievement Teams process based on student needs and building a data-driven culture at the school.</li></ul> <p>All teachers need training and professional development to build and improve inclusive practices for effective instruction to meet the needs of all students in the general education classroom.</p>

## One-Year Academic Plan SY 2021-2022

Planning					Funding	Interim Measures of Progress
Desired Outcome	LEARNING INTENTIONS <i>Enabling Activities</i> <i>(Indicate quarter(s) of implementation in next column)</i>	Quarter Implementing <i>Target Dates</i>	Indicate Alignment as applicable: -Promise Plan Theme -CNA Root Cause -WASC Critical Area(s)	Leadership Accountable Lead(s)	Source of Funds <i>(Check applicable boxes to indicate source of funds)</i>	SUCCESS CRITERIA <i>Define the relevant data used to regularly assess and monitor progress</i>
By the end of the 21-22 SY, all teachers will utilize the Achievement Teams process to monitor and adjust their instructional practices in order to support student growth and achievement as measured by completed data cycle templates.	<b>EA1</b> All teachers will develop and implement a quarterly Math data cycle utilizing their learning intentions and success criteria: <ol style="list-style-type: none"> <li>Develop grade level Math curriculums maps aligned to learning intentions and success criteria</li> <li>Quarterly Achievement Teams vertical articulation to review student learning progressions               <ol style="list-style-type: none"> <li>K-2</li> <li>3-6</li> <li>ELA</li> <li>Math</li> </ol> </li> </ol>	May 27, 2022  a. August 2021  b. October 2021 December 2021 March 2022 May 2022	CNA RC WASC Mid-cycle  Equity & Excellence School Design Teacher Collaboration	Administration CC	X WSF <input type="checkbox"/> Title I <input type="checkbox"/> Title II <input type="checkbox"/> Title III X SPPA <input type="checkbox"/> Homeless <input type="checkbox"/> CTE <input type="checkbox"/> Other <input type="checkbox"/> N/A	<b>EA1</b> <input type="checkbox"/> STAR Data <input type="checkbox"/> SGP <input type="checkbox"/> Math Curriculum Maps posted in Google Drive <input type="checkbox"/> Quarterly Achievement Teams vertical articulation agenda/minutes



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	<p><b><u>EA2</u></b></p> <p>Utilize the Achievement Team process to increase student academic performance and growth. All teachers will collaboratively work as an Achievement Team to analyze formative and summative data to:</p> <ol style="list-style-type: none"> <li>All students will be assessed 5x/year utilizing STAR</li> <li>Identify students who are proficient, approaching, or below proficiency based on the selected assessment and chart data in team spreadsheet</li> <li>Determine learning progressions for the targeted learning intention and success criteria (Math and ELA)</li> <li>Develop ELA learning intentions and success criteria</li> <li>Identify and implement highly effective instructional strategies to ensure increase in academic performance and growth</li> <li>Adjust and/or maintain interventions based on student performance on post-assessment</li> <li>Provide peer observation and feedback</li> <li>Provide small group instruction for all students during RTI</li> </ol>	<p>May 27, 2022</p>          <p>August 2021 October 2021 December 2021 March 2022 May 2022</p>	<p>CNA RC #1 WASC Mid-cycle</p>   <p>Equity &amp; Excellence School Design</p>  <p>Teacher Collaboration</p>	<p>Administration CC</p>	<p>X WSF  <input type="checkbox"/> Title I  <input type="checkbox"/> Title II  <input type="checkbox"/> Title III  X SPPA  <input type="checkbox"/> Homeless  <input type="checkbox"/> CTE  <input type="checkbox"/> Other  <input type="checkbox"/> N/A</p>	<p><b><u>EA2</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Monthly Achievement Teams minutes</li> <li><input type="checkbox"/> ELA and Math Learning Intentions and Success Criteria posted in classrooms</li> <li><input type="checkbox"/> Student Achievement/Growth Data Sheets</li> </ul>
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## One-Year Academic Plan SY 2021-2022

By the end of the 21-22 SY, establish Professional Development (PD) standards of practice to ensure all teachers and staff are provided an array of supports for differentiating instructional practices for all learner styles.	<b><u>EA3</u></b> Develop a working calendar of PD opportunities and share with faculty and staff to include highly-effective instructional practices: <ol style="list-style-type: none"> <li>Teacher Clarity and Feedback (walkthroughs)</li> <li>Inclusive Practices</li> <li>HMTSS</li> <li>SEL</li> <li>Visible Learning/Achievement Teams</li> </ol>	May 27, 2022	CNA RC #1 WASC Mid-cycle  Equity & Excellence  School Design	Administration CC	<input type="checkbox"/> WSF <input type="checkbox"/> Title I <input type="checkbox"/> Title II <input type="checkbox"/> Title III <input type="checkbox"/> IDEA <input type="checkbox"/> Homeless <input type="checkbox"/> CTE <input type="checkbox"/> Other <input type="checkbox"/> N/A	<b><u>EA3</u></b> <input type="checkbox"/> SQS survey results <input type="checkbox"/> Attendance records of PD <input type="checkbox"/> Second Step/SEL data <input type="checkbox"/> Teacher Feedback surveys <input type="checkbox"/> Google Calendar (deSilva Master) <input type="checkbox"/> bi-weekly walkthroughs
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## One-Year Academic Plan SY 2021-2022

**Goal 3: Successful Systems of Support.** The system and culture of Ernest B. deSilva Elementary School works to effectively organize financial, human, and community resources in support of student success.

Outcome: By the end of SY 2021-2022,	Rationale:
<p><b>Need: Develop and implement roles and responsibilities of schoolwide standards of practices.</b></p> <p><b>SMART GOAL #1:</b> By May 27, 2022 schoolwide standards of practice will be developed and provided to all school community members for implementation toward school improvement efforts.</p> <p><b>Need: Need consistent schoolwide systems to guide decision making (at all levels)</b></p> <p><b>SMART GOAL #2:</b> By May 27, 2022 a cohesive schoolwide decision making system will be developed and implemented by all stakeholders.</p>	<p>In order to reach our achievement goals, we need the support and involvement of all stakeholders within the school community.</p> <p>Through our Comprehensive Needs Assessment and WASC Mid-cycle recommendations, our Leadership Team (Executive Council) determined that we need to develop a schoolwide standards of practice to provide consistently amongst all school community members.</p>

## One-Year Academic Plan SY 2021-2022

Planning					Funding	Interim Measures of Progress
Desired Outcome	TARGETED ACTIONS <i>Enabling Activities</i> <i>(Indicate quarter(s) of implementation in next column)</i>	Quarter Implementing	Indicate Alignment as applicable: -Promise Plan Theme -CNA Root Cause -WASC Critical Area(s)	Leadership Accountable Lead(s)	Source of Funds <i>(Check applicable boxes to indicate source of funds)</i>	SUCCESS CRITERIA Define the relevant data used to regularly assess and monitor progress
Establish clear roles and responsibilities to ensure schoolwide standards of practice are implemented by all stakeholders.	<b>EA1</b> Create a cadre to develop and monitor implementation of schoolwide standards of practice. <ol style="list-style-type: none"> <li>Identify areas requiring school wide standardization</li> <li>Identify and connect the various roles on campus and their assigned responsibilities</li> <li>Create guidance to explain the various responsibilities and expectations to the appropriate role groups</li> <li>Develop a roll out plan for the implementation of this schoolwide standards of practice</li> <li>Identify success criteria for each of the major milestones of this project</li> <li>Create a timeline to complete the above</li> </ol>	July 30, 2021  August 2021	CNA RC #1  WASC Mid-cycle  School Design  Equity & Excellence	EC (Leadership)	X WSF <input type="checkbox"/> Title I <input type="checkbox"/> Title II <input type="checkbox"/> Title III X SPPA <input type="checkbox"/> Homeless <input type="checkbox"/> CTE <input type="checkbox"/> Other <input type="checkbox"/> N/A	Cadre formed by July 2021 Artifacts <ul style="list-style-type: none"> <li><input type="checkbox"/> Monthly Grade Level progress monitoring data</li> <li><input type="checkbox"/> Quarterly Cadre progress monitoring data</li> <li><input type="checkbox"/> Cadre meeting dates</li> <li><input type="checkbox"/> Cadre meeting agenda &amp; minutes</li> <li><input type="checkbox"/> Identified areas requiring schoolwide standardization</li> <li><input type="checkbox"/> Key roles identified with corresponding responsibilities</li> <li><input type="checkbox"/> Guidance document explaining the responsibilities and expectations</li> <li><input type="checkbox"/> Roll out plan including timelines</li> <li><input type="checkbox"/> Faculty meeting sign in</li> <li><input type="checkbox"/> Faculty meeting agenda &amp; minutes</li> </ul>

## One-Year Academic Plan SY 2021-2022

Schoolwide decision making process will be redesigned and implemented by all stakeholders.	<b>EA2</b> Review and revise schoolwide decision making protocol to ensure transparency and accountability by all stakeholders a. Identify roles and responsibilities of school level "teams" b. Develop guidance for school level implementation of protocol c. Develop a roll out plan for the redesigned systems	July 30, 2021  July 30, 2021	CNA RC #2  School Design	EC (Leadership)	X WSF <input type="checkbox"/> Title I <input type="checkbox"/> Title II <input type="checkbox"/> Title III X SPPA <input type="checkbox"/> Homeless <input type="checkbox"/> CTE <input type="checkbox"/> Other <input type="checkbox"/> N/A	<input type="checkbox"/> Documentation of school-level decisions <input type="checkbox"/> EC agenda & minutes
Refine current schoolwide systems to support whole child growth and achieving student success.	<b>EA3</b> Review and refine schoolwide systems which support all students. a. All students will participate in Second Step SEL program b. All teachers will utilize SEL strategies to address whole child c. Monthly SEL lessons done by School Counselor d. Expand learning opportunities to support student connection and engagement in our community and school e. Redesign guidance of Attendance Policy f. Quarterly Hale events (Core Values) g. Redesign quarterly Superbee Awards h. Identify success criteria for each system i. Create a timeline to complete the above	May 27, 2022  May 27, 2022  August 2021  May 27, 2022	CNA RC #1 & #2  School Design	Counselor EC Hale Hui	X WSF <input type="checkbox"/> Title I <input type="checkbox"/> Title II <input type="checkbox"/> Title III <input type="checkbox"/> SPPA <input type="checkbox"/> Homeless <input type="checkbox"/> CTE X Other <input type="checkbox"/> N/A	<input type="checkbox"/> SEL Map <input type="checkbox"/> Hale participation rates <input type="checkbox"/> Student feedback surveys <input type="checkbox"/> Teacher feedback surveys <input type="checkbox"/> Systems timeline with success criteria <input type="checkbox"/> Superbee Awards (core values) success criteria <input type="checkbox"/> 'Ohana Handbook