

Swanson - School Action Plan - 2023-24 to 2025-26
Principal: Bridget Loft

Goal #1	Math - Opportunity Gaps - SOL		
Strategic Plan Goal Area	Student Success		
Strategic Plan Performance Objectives	PO-SS-1-By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments.		
Baseline Data	Spring 2023 Math SOL pass rates Pass % (opp. gap%): Black - 45% (32%) Hispanic - 43% (34%) EL - 22% (55%) SWD - 41% (36%) Econ. Disadv - 41% (36%)	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
MATH SOL By 2026, opportunity gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from (Spr. 2023 pass rate) 45% to at least 66%, reducing the gap from 24% to 17% Hispanic - Increase pass rate from (Spr. 2023 pass rate) 43% to at least 66%, reducing the gap from 25% to 17% EL - Increase pass rate from (Spr. 2023 pass rate) 22% to at least 61%, reducing the gap from 38% to 22% SWD - Increase pass rate from (Spr. 2023 pass rate) 41% to at least 66%, reducing the gap from 31% to 18% Econ. Disadv. - Increase pass rate from (Spr. 2023 pass rate) 41% to at least 66%, reducing the gap from 27% to 19%			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, opportunity gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from 45% to at least 55%, reducing the gap from 32% to 24% Hispanic - Increase pass rate from 43% to at least 54%, reducing the gap from 34% to 25% EL - Increase pass rate from 22% to at least 41%, reducing the gap from 55% to 38% SWD - Increase pass rate from 47% to at least 57%, reducing the gap from 31% to 24% Econ. Disadv. - Increase pass rate from 41% to at least 52%, reducing the gap from 36% to 27%		
Annual Performance Goal Year 2 (2024-25)	By June 2025, opportunity gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal:		

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Professional Learning: Ensure that all Math teachers are trained to implement number sense routines and games and short, targeted practice in						

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READING SOL

By 2026, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal:

- Black - Increase pass rate from (Spr. 2023 pass rate) 56% to at least 70%, reducing the gap from 26% to 18%
- Hispanic - Increase pass rate from (Spr. 2023 pass rate) 56% to at least 70%, reducing the gap from 26% to 18%
- EL - Increase pass rate from (Spr. 2023 pass rate) 20% to at least 60%, reducing the gap from 62% to 26%
- SWD - Increase pass rate from (Spr. 2023 pass rate) 44% to at least 66%, reducing the gap from 38% to 21%
- Econ. Disadv. - Increase pass rate from (Spr. 2023 pass rate) 54% to at least 69%, reducing the gap from 28% to 17%

Annual Performance Goals

Annual Performance Goal Year 1 (2023-24)	<p>By June 2024, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal:</p> <ul style="list-style-type: none"> Black - Increase pass rate from 56% to at least 63%, reducing the gap from 26% to 21% Hispanic - Increase pass rate from 56% to at least 63%, reducing the gap from 26% to 20% EL - Increase pass rate from 20% to at least 40%, reducing the gap from 62% to 43% SWD - Increase pass rate from 44% to at least 55%, reducing the gap from 38% to 29% Econ. Disadv. - Increase pass rate from 54% to at least 62%, reducing the gap from 28% to 22%
Annual Performance Goal Year 2 (2024-25)	<p>By June 2025, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal:</p> <ul style="list-style-type: none"> Black - Increase pass rate from 63% to at least one 67%, reducing the gap from 20% to 18% Hispanic - Increase pass rate from 63% to at least 67%, reducing the gap from 20% to 18% EL - Increase pass rate from 40% to at least 52%, reducing the gap from 43% to 33% SWD - Increase pass rate from 55% to at least 62%, reducing the gap from 28% to 23% Econ. Disadv. - Increase pass rate from 62% to at least 66%, reducing the gap from 21% to 19%
Annual Performance Goal Year 3 (2025-26)	<p>By June 2026, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal:</p> <ul style="list-style-type: none"> Black - Increase pass rate from 67% to at least 70%, reducing the gap from 18% to 16% Hispanic - Increase pass rate from 67% to at least 70%, reducing the gap from 18% to 16% EL - Increase pass rate from 52% to at least 60%, reducing the gap from 33% to 26% SWD - Increase pass rate from 62% to at least 66%, reducing the gap from 23% to 21% Econ. Disadv. - Increase pass rate from 66% to at least 69%, reducing the gap from 19% to 17%

Strategic Plan Strategies

Strategic Plan Strategies- PRIMARY	S-SS-2-Deliver curriculum through innovative and relevant instruction that is differentiated to meet the diverse needs of each student.
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	

Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
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Tier 1: * Explicit vocabulary Instruction-all content areas * Utilize strategies from Aspire Training and Staff Development in adolescent reading * Access strategies- partner reading, choral reading, turn and talk, get the gist routine, culminating questions	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,, ELA and Reading teachers, EL and special ed teachers	Principal & APs will support with ATSS, ELA, SPED & EL Office - will monitor by conducting walkthroughs and observations and attending CLTs.
Tier 2: * Core phonics in Reading Strategies Class			

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Goal #4	Engaged Workforce		
Strategic Plan Goal Area	Engaged Workforce		
Strategic Plan Performance Objectives	PO-SWB-3-Key findings on the Your Voice Matters survey will show improvements in student social, emotional, and mental Health.		
Baseline Data	52% of staff responded "extremely well", "quite well", or "somewhat well" to		

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Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	
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Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Action 1 - Prioritize practice-supportive materials over principles and precepts	Sept- June, ongoing	Instructional Lead Team, administrators, T- and A-scale staff	Principal will monitor by reviewing Exit tickets after professional learning offerings, observation of RA meetings and instruction with RA and RC look-fors
Action 2 - Identify resources (time, human, competing priorities) necessary to adequately implement professional learning	Sept- June, ongoing	Instructional Lead Team, administrators, T- and A-scale staff	

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-EW-9- Staff feedback on PL activities	Results of Progress (End of Year)	YVM
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)
Exit tickets after professional learning offerings, observation of RA meetings and instruction with RA and RC look-fors	Exit tickets after professional learning offerings, observation of RA meetings and instruction with RA and RC look-fors	Exit tickets after professional learning offerings, observation of RA meetings and instruction with RA and RC look-fors	YVM

Goal #5			

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