



**Queen Anne's County
Public Schools**

Preparing World-Class Students Through Everyday Excellence

**Queen Anne's County Public Schools
School Improvement Plan**

School Year: 2020-2021

School Name: CHES

If you have any questions or concerns about this document please contact: Marjorie Hershberger, Teacher Specialist 410-556-6681 marjorie.hershberger@qacps.org

Goal 1: Learning Accountability and Results

Indicator #1: Kindergarten Readiness

By the end of the 2021 school year, 75% of students will demonstrate readiness for kindergarten.

Data							
Year	Baseline 18-19	19-20	20-21	21-22			
% of Students	69%	51%					

Explanation:

Action Steps Needed	Implementation Team(s)	Professional Development to Support Action Step	Resources Needed	Title 1 Component	Monitoring		
					Evidence	Schedule	Person(s) Responsible
Collect and analyze KRA, literacy assessment data Due to Covid19, we will use Exact Path for 2020-21	Leadership Team PreK/K Team	Training on Exact Path County based and school led	KRA data Exact Path	1, 2	Data	October	PreK/K Team Leadership Team



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Collaboratively plan lessons, centers, activities based upon needs assessment	PreK/K Team Judy Center	Data analysis	Materials for activities, centers	1, 2	Lesson plans	Ongoing	PreK/K Team Judy Center
Continue implementation of Full-day PreK program	Leadership Team District Supervisor Judy Center		Grant and/local funding	1, 2, 3, 4	Schedule	Ongoing	BOE
Invite local daycare providers to district PD on readiness	Leadership Team District Supervisor Judy Center	Activities for daycare providers	Materials for activities	1, 2, 3, 4	Agendas Sign-in sheets	Ongoing	District Team Judy Center Leadership Team
Provide families with opportunities to deepen their understanding of Kindergarten readiness and activities to support their students (Family Engagement Nights)	Leadership Team PreK/K Teachers Family Action Team	Survey to determine family needs Activities based on needs assessment	Planned Activities Family Resources	1, 2, 3, 4	Agendas Survey Results Evaluations Sign-in Sheets	Ongoing	Leadership Team Judy Center Teachers Family Action Team

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Indicator #2: Grade 2 Math Benchmark

95% of students in grade 2 will meet or exceed expectations on the end of year Mathematics Benchmark assessments.

Year	% of students Met or Exceeded			Target
	Met	Exceeded	Total	
Baseline 2015-2016	33.90%	33.90%	67.90%	75%
2016-2017	29%	41%	70%	78%
2017-2018	41%	37%	78%	81%
2018-2019	42.1%	47.4%	89.5%	84%
2019-2020	Due to COVID-19 school closure, no data from 19-20.			87%
2020-2021				95%

Explanation:

Action Steps Needed	Implementation Team(s)	Professional Development to Support Action Step	Resources Needed	Title 1 Component	Monitoring		
					Evidence	Schedule	Person(s) Responsible
Continue to utilize Title I tutor push in services to provide extra support to identified students	Leadership Team Classroom Teachers	Review identification process Monitoring of tutor	Math manipulatives	1, 2	Intervention schedules, list of identified students, monitoring	Ongoing monitoring, trimester student evals and	Math Specialist



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		services to provide feedback			feedback	regrouping	
Continue implementation of Number Talks and provide follow-up feedback and training	Leadership Team Classroom Teachers	District and school-based Number Talk modules Feedback from walk-throughs	Coaching of math specialists, district made modules, Feedback form	1, 2	Walk-through feedback forms Agendas from PD Lesson plans	Ongoing	Math Specialist Principal
Continue data analysis of unit assessments and county benchmarks. Continue utilization of Data Wise Process to determine LCP and POP Continue data analysis of student responses utilizing OGAP	Leadership Team Classroom Teachers	Unify platform OGAP tasks County assessments District and school-based OGAP modules	Coaching of math specialists, district made modules, OGAP assessment bank	1, 2	Agendas from PD OGAP analysis form	Ongoing	Math Specialist Principal
Continue professional development on the utilization of student discourse	Leadership Team Classroom Teachers	Professional development on student discourse strategies Collaborative	Student discourse stem starters Student discourse	1, 2	PD Agendas Walk-through feedback Surveys	Ongoing	Leadership Team



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		development of lessons Feedback through walk-throughs	charts		Lesson Plans		
Continue to implement quarterly Student Achievement Monitoring Meetings	Leadership Team Classroom Teachers	Collaboration on successful strategies	SAM protocol ILPs	1, 2	SAM Agendas ILPs	Quarterly	Leadership Team Classroom Teachers
Provide families with opportunities to deepen their understanding of the math curriculum and ways to support their students (Family Engagement Nights)	Leadership Team Classroom Teachers Family Action Team	Survey to determine family needs Activities based on needs assessment	Planned Activities Family Resources	1, 2, 3	Agendas Survey Results Evaluations Sign-in Sheets	Ongoing	Leadership Team Teachers Family Action Team
Ensure all IEPs are aligned to MCCRS and monitor progress of special education students	Math specialist, special educators, principal	Monthly SAM meetings, IEP team representation/participation	IEP Snapshots Quarterly Reports	1,2, 4	IEP reviews	Ongoing	Leadership Team IEP Chair



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Indicator #2: Grade 2 Reading Benchmark

90% of students in grade 2 will meet or exceed expectations on the end of year Reading Benchmark assessments.

Year	% of students Met or Exceeded			Target
	Met	Exceeded	Total	
Baseline 2016-2017	57%	19%	76%	50%
2017-2018	35%	45%	80%	60%
2018-2019	46.4%	37.5%	83.9%	70%
2019-2020	Due to COVID-19 school closure, no data from 19-20.			80%
2020-2021				90%

Explanation:

Action Steps Needed	Implementation Team(s)	Professional Development to Support	Resources Needed	Title 1 Component	Monitoring
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		Action Step			Evidence	Schedule	Person(s) Responsible
Continue to utilize and monitor evidence based interventions provided by Title I tutors to provide extra support to identified students	Leadership Team Classroom Teachers	Review identification process Monitoring of tutor services to provide feedback	Foundations Leveled Literacy Intervention Programs	1, 2	Intervention schedules, list of identified students, monitoring feedback	Ongoing monitoring, trimester student evals and regrouping	Reading Specialist
Continue implementation of guided reading and provide follow-up feedback and training <i>Continue implementation of literacy strategies and Wonder Mapping and provide follow-up feedback and training</i>	Leadership Team Classroom Teachers	District and school-based PD modules Feedback from walk-throughs	Coaching of reading specialists, district made modules, Feedback form	1, 2	Walk-through feedback forms Agendas from PD Lesson plans	Ongoing	Reading Specialist Principal
Continue data analysis of unit assessments and county benchmarks. Continue utilization of Data Wise Process to determine LCP and POP	Leadership Team Classroom Teachers	Unify platform County assessments	Coaching of reading specialists, district made modules,	1, 2	Agendas from PD Data Analysis form	Ongoing	Reading Specialist Principal



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Continue professional development on the utilization of student discourse	Leadership Team Classroom Teachers	Professional development on student discourse strategies Collaborative development of lessons Feedback through walk-throughs	Student discourse stem starters Student discourse charts	1, 2	PD Agendas Walk-through feedback Surveys Lesson Plans	Ongoing	Leadership Team
Continue to implement quarterly Student Achievement Monitoring Meetings	Leadership Team Classroom Teachers	Collaboration on successful strategies	SAM protocol ILPs	1, 2	SAM Agendas ILPs	Quarterly	Leadership Team Classroom Teachers
Provide families with opportunities to deepen their understanding of the reading curriculum and ways to support their students (Family Engagement Nights)	Leadership Team Classroom Teachers Family Action Team	Survey to determine family needs Activities based on needs assessment	Planned Activities Family Resources	1, 2, 3	Agendas Survey Results Evaluations Sign-in Sheets	Ongoing	Leadership Team Teachers Family Action Team
Ensure all IEPs are aligned to MCCRS and monitor progress of special education students	Reading specialist, special	Monthly SAM meetings, IEP team representation/participati	IEP Snapshots Quarterly Reports	1,2, 4	IEP reviews	Ongoing	Leadership Team IEP Chair



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educators,
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Every Queen Anne's County Public Schools student will experience high academic achievement and continuous progress by participating in an equitable rigorous world class instructional program designed so that every student will become globally competitive and prepared to become a caring, productive citizen of the 21st Century.

Indicator #4: Grades 5 and 8 Maryland Integrated Science Assessment (MISA)

By the end of the 2021 school year, 75% of students in grade 8 will be meet or exceed grade level expectations on the MISA assessments.

School MISA 6-8 Data

Year	% of students scoring PL 4 or 5			Target
	Level 4	Level 5	Total	
Baseline 2017-2018				
2018-2019				
2019-2020	Due to COVID-19 school closure, no data from 19-20.			
2020-2021				

Action Steps Needed	Implementation Team(s)	Professional Development to Support Action Step	Resources Needed	Monitoring		
				Evidence	Schedule	Person(s) Responsible



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Indicator #16: EL Proficiency



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By the end of the 2021 school year, 56% of EL students will meet their Growth to Target (GTT) measure in English Language Acquisition.

Data

Year	Baseline 18-19	19-20	20-21	21-22			
% of Students	50%	33.33%					

Action Steps Needed	Implementation Team(s)	Professional Development to Support Action Step	Resources Needed	Title 1 Component	Monitoring		
					Evidence	Schedule	Person(s) Responsible
Utilize EL tutor to provide push-in support to EL students in classroom	Leadership Team	PD		1, 2	Support Schedules	Ongoing	Leadership EL Tutors
Provide professional development to teachers on strategies to support EL students	Leadership Team EL Teachers	EL Resources/Strategies		1, 2	Agendas Sign in Sheets	Ongoing	Leadership EL Tutors
Provide teachers with Individual Learning Plans	EL Teacher Specialist Classroom Teachers EL tutors	Data Results WIDA Standards		1, 2	Plans	Ongoing	EL Teacher Specialist, Teachers, Tutors



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Indicator #__ : Increase student engagement and participation

Increase student engagement and participation (coming soon)

School Data

Year	Baseline 2020-2021	2021-2022	2022-2023	2023-2024	2024-2025		
Engagement and participation							

Action Steps Needed	Implementation Team(s)	Professional Development to Support Action Step	Resources Needed	Title 1 Component	Monitoring		
					Evidence	Schedule	Person(s) Responsible
PBIS Virtual/Classroom Expectations	Leadership Team Classroom Teachers	PBIS Team To determine needs, surveys	PBIS.org website and materials	1, 2	Attendance logs, Data Collection, Surveys	Ongoing	Leadership Team Classroom Teachers Parents



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Professional Development for Virtual Learning Strategies	All Staff	Distance Learning Playbook	Distance Learning Playbook, Virtual sessions	1, 2	Attendance Logs, Virtual Classrooms	On-going	All Staff
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Goal 1: Learning Accountability and Results

Indicator #___: Exact Path Reading and Math (coming soon)

Exact Path (coming soon)

School Data

Year	Baseline 2020-2021	2021-2022	2022-2023	2023-2024	2024-2025		
% of students							



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Action Steps Needed	Implementation Team(s)	Professional Development to Support Action Step	Resources Needed	Title 1 Component	Monitoring		
					Evidence	Schedule	Person(s) Responsible
Professional Development-Exact Path Training	County Level Leader, Leadership Team, Grade Level Chairs	Virtual PD form Company Follow up with County Leader	Edmentum	1, 2	Data 3x/year	BOY MOY EOY	Leadership Team Classroom Teachers
PD for Teachers	Specialists	PD for assessments, learning paths, data collection	Edmentum	1,2	SLO Agendas	BOY MOY EOY	Leadership Team Classroom Teachers

Goal 2: Safety and Security

Indicator #1: By the end of the 2021 school year, 100% of schools and office complexes will have emergency plans that are complete.



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Data

Year	2018-2019	2019-2020	2020-2021				
% of schools and office	100%	100%					

Action Steps Needed	Implementation Team(s)	Professional Development to Support Action Step	Resources Needed	Title 1 Component	Monitoring		
					Evidence	Schedule	Person(s) Responsible
Continue to revise current emergency plans as directed by the district.	Leadership Team Crisis Management Team	District Level PD on requirements of emergency plans	Template for plans	1, 2, 4	Emergency Plan	Ongoing	Principal

Goal 2: Safety and Security



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Goal 2: Safety and Security

Indicator #4: By the end of the 2021 school year, 100% of health and safety violations per site will be corrected. (Fire Marshall)

Data

Year	2018-2019	2019-2020	2020-2021				
% of health and safety violations corrected	100%	100%					

Action Steps Needed	Implementation Team(s)	Professional Development to Support Action Step	Resources Needed	Title 1 Component	Monitoring		
					Evidence	Schedule	Person(s) Responsible
Share safety report with appropriate staff members	Principal	Reminders of fire codes and safety protocols	Fire codes	1, 2, 3, 4	Reports	Ongoing	Principal
Correct all reported violations	Principal		Violations	1, 2, 3, 4	Correcte	Ongoing	Principal



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Continue implementing PBIS model	PBIS team	Updates through county training for PBIS program, Check In/Check Out mentoring training, Mindfulness training	Cub paw supplies, monthly assemblies	1; 2; 3	Monthly assemblies, cub paw recipients, yearly evaluation (Gold)	monthly	PBIS chair, principal
Continue to implement mindfulness and calming strategies within the classroom.							
Continue classroom guidance lessons about positive peer interactions and conflict resolution	Guidance Counselor, Classroom teachers	counselor training	Cub paw supplies, monthly assemblies	1; 2	Guidance schedule	monthly review	Guidance Counselor
Continue to review SWIS data and provide intervention strategies for Tier 2 and 3 students.	Leadership Team, Classroom teachers	Training on interpreting monthly data with PBIS team	training and behavior plans, county behavior specialist consultation	1; 2; 3	SWISS data and behavior plans	monthly review	Principal, Guidance Counselor
Continue site based mental health counseling services	Guidance Counselor, County Mental Health professionals		Mental health providers	1; 2; 3; 4	Appointment schedule	ongoing	Guidance Counselor
Continue to provide social skills support groups (anger management, friendship, etc) in school	Guidance Counselor		Group schedules	1; 2; 3	Guidance schedule	monthly review	Guidance Counselor
Continue with Character Counts Coaching to encourage students to use the 6 pillars of character	Character Counts Coaches, Guidance Counselor		Character Counts Coaches and resources	1, 2, 3, 4	Coaches Schedules, Lesson Plans	Ongoing	Guidance, Leadership Team



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Goal 2: Safe Schools

Indicator #6: By the end of the 2021 school year, 98% of elementary, middle and high school students will adhere to school policies involving tobacco, alcohol and drugs while in school.

Data

Year	Baseline 2014-15	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
% of Students	100%	100%	100%	100%	100%	100%	

Action Steps Needed	Implementation Team(s)	Professional Development to Support Action Step	Resources Needed	Title 1 Component	Monitoring		
					Evidence	Schedule	Person(s) Responsible
Continue school based presentations to provide information to students to make safe choices by community resource people (Officer Phil, Student	Community Resource Officers, Principal			1, 2, 3,4	Agendas, schedules of presentations	ongoing	Leadership Team, PBIS, Wellness Team



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Resource Officer, Fire Co)							
Provide integrated health education opportunities for students to encourage healthy lifestyle choices (Pouncing Cubs, Boys' Running Club, Girls' Running Club, schoolwide Mindfulness activities)	Nurse, PE teacher, Coaches for clubs, classroom teachers	District Health PD		1,2, 3	Lesson plans, presentations, club rosters and meeting dates	ongoing	Wellness Team, PBIS team
Continue to hold monthly SST meetings to discuss at-risk students soliciting teacher input monthly	Leadership Team, classroom teacher, PPW			1, 2, 3,4	Monthly meeting minutes	ongoing	Leadership Team, PPW

Goal 2: Safe Schools

Indicator #7: By the end of the 2021 school year, 97% of all students will avoid committing a discipline infraction that leads to an out of school suspension.

Data

Year	Baseline 2014-15	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
% of Students	99%	99%	98%	99%	99%	99%	



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Action Steps Needed	Implementation Team(s)	Professional Development to Support Action Step	Resources Needed	Title 1 Component	Monitoring		
					Evidence	Schedule	Person(s) Responsible
Continue implementing PBIS program to encourage good behavior Teach school wide expectations Monitoring discipline data Utilizing mindfulness and calming Strategies Monthly awards Monthly Cub Paw Power Point	School personnel	Review of Incentives at the beginning of the year Professional development on mindfulness strategies, calming strategies, and positive behavior approaches	PBIS Handbook	1, 2, 3	Agenda Power Point Handbook	Ongoing	PBIS team, Principal
Analyze referral data to determine hot spots; locations, times of day, etc	PBIS team, Leadership Team		SWIS program, minor referral form, office referral form	1; 2; 4	SWIS data, Meeting Agendas	Ongoing	Principal, Leadership, PBIS
Implement individualized behavior plans as needed.	Leadership Team Classroom Teachers			1, 2, 3, 4	Behavior Plans	Ongoing	
Administer threat assessments administered by school counselor and psychologist as warranted	Guidance Counselor, psychologist			1, 2, 3, 4	Assessments	Ongoing	Guidance Counselor
Continue with Character Counts Coaching to encourage students to	Character Counts		Character Counts Coaches and	1, 2, 3, 4	Coaches Schedules, Lesson Plans	Ongoing	Guidance, Leadership Team



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use the 6 pillars of character	Coaches, Guidance Counselor		resources				
Provide group guidance and individual sessions focused on anger management, social skills, and conflict resolution	Guidance Counselor		lesson plans, trainings	1; 2	Guidance schedule	monthly review	Guidance Counselor
Explore ways to provide in school or out of school mentors for at-risk students	Leadership Team Classroom Teachers		Mentors	1, 2, 3, 4	Mentor List	Ongoing	Guidance Counselor Leadership Team

Goal 2: Safety and Security

Indicator #8: # of Bullying, Harassment, and Intimidation incidents reported.

Data

Year	2018-2019 Baseline	2019-2020	2020-2021				
# of Bullying, Harassment, and Intimidation Reports	0	0					



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Action Steps Needed	Implementation Team(s)	Professional Development to Support Action Step	Resources Needed	Title 1 Component	Monitoring		
					Evidence	Schedule	Person(s) Responsible
Educate families on the definition of bullying/harassment/intimidation Inform families of the reporting procedures	Leadership Team Counselor		QACPS Handbook Online Resources	1,2, 3	Back to School Power Point Newsletters	Sept Ongoing	Leadership Team Counselor
Educate staff of their responsibility for reporting bullying/harassment/ and intimidation	Leadership Team Counselor		Policies	1, 2, 3	Power Point Agendas	Sept Ongoing	Leadership Team Counselor
Continue to implement Character Counts and School Counselor classroom lessons	Counselor		Classroom lessons	1, 2, 3, 4		Ongoing	Counselor



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Goal 2: Safety and Security

Every Queen Anne's County Public School and office will be safe and secure while promoting individual health and wellbeing by providing a positive, respectful, and caring environments for teaching, learning, and working.

Indicator #9: By the end of the 2021 school year, 97% of students in grades 5-11 and 98% of classroom teachers will participate on the Maryland School Climate Survey.

School Data

Year	Baseline 2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
% of Students		No data due to COVID-19 school closure.					
% of Classroom Teachers	100%						

Action Steps Needed	Implementation Team(s)	Professional Development to Support Action Step	Resources Needed	Monitoring		
				Evidence	Schedule	Person(s) Responsible
Clear Understanding of Survey Indicators	SIP/PBIS	Analyze school needs based on survey data	Data	Data	Spring	Leadership Team



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Goal 2: Safety and Security

Indicator #10: By the end of the 2021 school year, 100% of elementary schools will maintain a 95% or higher attendance rate.

Note: Due to the COVID-19 school closures, attendance is reported through March 13, 2020.

Data							
Year	2018-2019 Baseline	2019-2020	2020-2021				
% of attendance	94%						

Action Steps Needed	Implementation Team(s)	Professional Development to Support Action Step	Resources Needed	Title 1 Component	Monitoring		
					Evidence	Schedule	Person(s) Responsible
Communicate the importance of good attendance to families and clearly explain attendance policies	Leadership Team Front Office Staff	Attendance Policy	Power Point Agendas Home/School Communications	1, 2, 3, 4	Power Point Communications	August Ongoing	Leadership Team
Continue incentives for good attendance Recognition in PBIS Power Point	Leadership Team PBIS Team Counselor		Monthly recognition of perfect attendance, trimester incentives for student	1, 2, 3, 4	Monthly data, attendance awards	Monthly	Guidance Counselor, Leadership Team, PBIS



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Monthly bike raffle Monthly Attendance Award Visual Display of Class Attendance EOY Attendance Awards Monthly Recognition			attendance, monthly school wide incentive Graph of class attendance				
Monthly attendance review with PPW to address repeat absences	SST team		Form for teacher input	1; 2, 4	SST Meeting Minutes	Monthly	Principal, Guidance, PPW
Contact parents when children are absent two or more days Keep an accessible phone log that can be checked by staff	Parent Coordinator, School Secretary, School Nurse, Leadership Team		Daily attendance reports, phone calls automatic call from school	1; 2, 3; 4	Phone Log	On going	Parent Coordinator, Leadership Team
Notification of repeated absences are sent home.	Principal, Guidance		Automatic calls from school --parents are notified	1; 3; 4	Parent letters	On going	Principal, Guidance, PPW

Goal 2: Safety and Security

Indicator #12: By the end of the 2021 school year, less than 4% of students will be identified as Chronically Absent.

Baseline: 10.47%



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Note: Due to the COVID-19 school closures, attendance is reported through March 13, 2020.

Data							
Year	2018-2019 Baseline	2019-2020	2020-2021				
% Chronically Absent	NA	NA					

Action Steps Needed	Implementation Team(s)	Professional Development to Support Action Step	Resources Needed	Title 1 Component	Monitoring		
					Evidence	Schedule	Person(s) Responsible
Continue daily attendance phone calls to families	Attendance Secretary	Work with BOE Power School liaison to ensure calls are occurring.	PowerSchool/School Messenger Programs	1,2,3	Daily call logs	Ongoing	Principal
Identify students and families at risk for chronic absences Monitor these families and provide supports to remove possible barriers. Contact early if attendance becomes an issue. Reinforce good attendance.	Leadership Team Counselor PPW SST Team	Data Analysis - Power School Dashboard	Power School Dashboard	1,2,3	Identified students	Ongoing	Counselor



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Action Steps Needed	Implementation Team(s)	Professional Development to Support Action Step	Resources Needed	Title 1 Component	Monitoring		
					Evidence	Schedule	Person(s) Responsible
Self Management and Self Discipline	Leadership, Guidance Counselor	PD from Student Services, Guidance Counselor	Materials provided by guidance counselor	1, 2, 3	Agendas, Data Collection	On-going	Leadership county and school level
Relationships	Leadership, Guidance Counselor	PD from Student Services, Guidance Counselor	Materials provided by guidance counselor	1, 2, 3	Agendas, Data Collection	On-going	Leadership county and school level
Self Expression	Leadership, Guidance Counselor	PD from Student Services, Guidance Counselor	Materials provided by guidance counselor	1, 2, 3	Agendas, Data Collection	On-going	Leadership county and school level

Goal 3: Operation Effectiveness

Indicator #9 :% of students who receive either a Tier 1 and or a Tier 2 bus referrals.



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Data							
Year	2018-2019 Baseline	2019-2020	2020-2021				
% Tier 1 And/or Tier 2 Bus Referrals	<1%	<1%					

Action Steps Needed	Implementation Team(s)	Professional Development to Support Action Step	Resources Needed	Title 1 Component	Monitoring		
					Evidence	Schedule	Person(s) Responsible
Continue to reinforce school expectations for the bus Provide bus drivers with bus expectations to display on buses	Leadership Team PBIS Team Bus Drivers	Review Bus Expectations with Bus Drivers	Bus Expectation Signs	1,2,3,4	Power Points Signs	Sept Ongoing	Leadership Team
Continue to implement bus incentives Incentives for good behavior Bus of the month program	Leadership Team PBIS Team Bus Drivers	Review incentives with bus drivers	Cub Paws for Bus Drivers Bus of Month Lion Cubs/ Certificates	1,2,3,4	Bus of Month List Referral Data	Sept Ongoing	Leadership Team PBIS Team Bus Drivers
Continue to work collaboratively	Leadership Team	Sept Meeting with Bus		1,2,3,4	Referral	Ongoing	Leadership



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with bus drivers to determine their needs and provide support	PBIS Team Bus Drivers	Drivers Monthly Opportunities to Touch Base			Data		p Team PBIS Team Bus Drivers
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Goal 4: Human Capital

The Queen Anne's County Public Schools will strategically recruit, select, develop, support, evaluate and retain an effective highly qualified diverse staff at all levels of the organization.



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Goal 5: Community Partnerships and Engagement

Indicator #1 : 100% of schools will involve and engage local partnerships to provide educational equity and a sustainable system of support for every student.

Data

Year	2018-2019 Baseline	2019-2020	2020-2021				
# of partnerships		5					

2019-2020 Partnerships:

Action Steps Needed	Implementation Team(s)	Professional Development to Support	Resources Needed	Title 1 Component	Monitoring
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		Action Step		t	Evidence	Schedule	Person(s) Responsible
Continue to work with Kent County Lions Club	Leadership Team PTA			1, 2, 3, 4	Thank you letters Event Agendas	Ongoing	Principal
Recruit volunteers as Character Counts Coaches!	Counselor			1, 2, 3, 4	Coaches list and schedule	Ongoing	Counselor
Continue book give aways with Symphony Sneakers and PTA	Reading Specialist Leadership Team			1, 2, 3, 4	Event dates	Ongoing	Reading Specialist
Continue dictionary give away in 3rd grade with Rotary Club	3rd Grade Team			1, 2, 3, 4	Thank you notes	Spring	3rd grade team leader
Continue financial literacy activities with Shore United Bank	3rd & 4th Grade Teams			1, 2, 3, 4	Event dates, Lesson plans	Spring	Team Leaders
Continue the Guys Read program with the Queen Anne's County Public Library	Reading Specialist Leadership Team			1, 2, 3, 4	Event dates	Ongoing	Reading Specialist



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Continue to encourage a variety of organizations to participate in read alouds with our students	Reading Specialist Leadership Team			1, 2, 3, 4	Event dates	Ongoing	Reading Specialist
Continue agricultural lessons through the University of MD Office of Extensions	3rd grade team			1, 2, 3, 4	Event dates	Ongoing	Team Leaders
Continue to participate in essay, poster, etc. competitions provided by community organizations.	Leadership Team Classroom Teachers			1, 2, 3, 4	Event dates Award recipients	Ongoing	Leadership Team

Goal 5: Community Partnerships and Engagement

Indicator #2: 100 % of parents will complete InFoSnap before September 1st of each academic year.

Data

Year	2018-2019 Baseline	2019-2020	2020-2021				
% of InfoSnap completion by September 1	98.65%	97.170%	92.627%				



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Action Steps Needed	Implementation Team(s)	Professional Development to Support Action Step	Resources Needed	Title 1 Component	Monitoring		
					Evidence	Schedule	Person(s) Responsible
Reminder emails to all families in June and beginning of July	Principal Admin Secretary		InfoSnap codes	1,2,3	Emails Call Report	June - July 15th	Principal Admin Sec
Reminder emails and phone to targeted families in July and August	Principal Admin Secretary		List of families who have not completed InfoSnap	1,2,3	Emails Call Report	July 15th - August 30th	Principal Admin Sec
Provide times when parents can come to school to complete InfoSnap with assistance if needed During Summer Back to School Night Use teacher assignment as an incentive for completing Info Snap Consider an end-of-year event that parents can attend and complete before school is out. (EOY party)	Principal Admin Secretary Counselor		Computer Lab	1,2,3	Sign In Sheets	August	Principal Admin Sec



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Drawing for a prize for 1st
100 parents or if we reach a
milestone.

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