Morgan Maxwell K-8 School
STUDENT ACHIEVEMENT ACTION PLAN SY2021-22
Principal: Cesar Miranda
Silverbell Region 1, Regional Superintendent: Brian Lambert

I. SCHOOL PROFILE

Vision and Mission: "The purpose of this school is to develop creative leaders for tomorrow, by educating the whole child today in a nurturing environment.

Core Values: "The core values that define our work and who we are as a school include the importance of building relationships with our students and their families in order to better understand how to teach every child. We want to make sure all Morgan Maxwell stakeholders feel a part of our community. By building on school community, we will be able to create a safe learning environment for all students.

Student Profile:

White	African American	Hispanic	Native American	Asian American	Multi-Racial	Total Number of Students
43	23	356	31	11	8	472

English Language Learners	Exceptional Education Students
51	92

3 Years of AzMERIT Percent Proficiency by Grade

3 Years of AzMERIT Math Percent Proficiency by Grade

	2017 Gr. 3	2017 Gr. 4	2017 Gr. 5	2017 Gr. 6	2017 Gr. 7	2017 Gr. 8	2018 Gr. 3	2018 Gr. 4	2018 Gr. 5	2018 Gr. 6	2018 Gr. 7	2018 Gr. 8	2019 Gr. 3	2019 Gr. 4	2019 Gr. 5	2019 Gr. 6	2019 Gr. 7	2019 Gr. 8
State Avg	47%	47%	47%	41%	34%	29%	53%	47%	47%	43%	36%	31%	51%	48%	46%	41%	38%	32%
District Avg	39%	36%	38%	21%	20%	13%	43%	36%	37%	24%	20%	21%	42%	36%	36%	23%	22%	18%
Morgan Maxwell	32%	35%	43%	18%	25%	34%	50%	38%	23%	32%	25%	16%	32%	20%	22%	6%	17%	9%

3 Years of AzMERIT ELA Percent Proficiency by Grade

	2017 Gr. 3	2017 Gr. 4	2017 Gr. 5	2017 Gr. 6	2017 Gr. 7	2017 Gr. 8	2018 Gr. 3	2018 Gr. 4	2018 Gr. 5	2018 Gr. 6	2018 Gr. 7	2018 Gr. 8	2019 Gr. 3	2019 Gr. 4	2019 Gr. 5	2019 Gr. 6	2019 Gr. 7	2019 Gr. 8
State Avg	43%	48%	44%	41%	44%	34%	44%	47%	48%	39%	45%	39%	46%	51%	52%	42%	41%	38%
District Avg	34%	37%	32%	26%	30%	21%	35%	38%	37%	23%	31%	24%	38%	40%	43%	27%	26%	24%
Morgan Maxwell	34%	49%	48%	33%	27%	27%	46%	33%	38%	41%	36%	23%	38%	36%	28%	26%	18%	24%

2018-19 AzMERIT Percent Proficiency Broken Out by USP Ethnicity

USP Ethnicity	Math	ELA
White	29%	36%
African Am.	32%	53%
Hispanic	14%	26%
Native Am.	25%	38%
Asian-PI	NA	NA
Multi-Racial	13%	11%
All	**17%**	**28%**

A. GAPS IN STUDENT OUTCOMES

Based on data analysis, Morgan Maxwell K-8 has identified the following gaps in areas of student outcomes. For each, Morgan Maxwell K-8 provides a description of the gaps, including the desired state, the current reality, and an explanation of the identified gaps.

1. Student ELA Pre and Post Tests

Data Source: ELA Pre and Post Test Scores 2021-2022 and AZMerit Scores

Current Reality:

- ELA benchmark average for all students is 22.5% proficent

AZ MERIT 2018-2019 ELA

	2019 Gr. 3	2019 Gr. 4	2019 Gr. 5	2019 Gr. 6	2019 Gr. 7	2019 Gr. 8
State	46%	51%	52%	42%	41%	38%
District	38%	40%	43%	27%	26%	24%
Morgan Maxwell	38%	36%	28%	26%	18%	24%

Desired State: Students will demonstrate a rate of proficiency of 72.5% in the next five years.
Morgan Maxwell wants to eliminate gaps between racial and ethnic groups within the next five years.

Gap:

- Gap between desired state and current state for ELA is 50%

- The gap between African American and White Students is -17% with African American students surpassing White students in ELA. In Math, African American students surpass whites by 3%.
- The gap between Hispanics and Whites in ELA is 15% and 10% in Math.

2. Student Math Pre and Post Tests

Data Source: Math Pre and Post Test Scores 2021-2022

Current Reality: *Math Average is 18.8%*

AZMERIT 2018-2019 MATH

	2019 Gr. 3	2019 Gr. 4	2019 Gr. 5	2019 Gr. 6	2019 Gr. 7	2019 Gr. 8
State	51%	48%	46%	41%	38%	32%
District	42%	36%	36%	23%	22%	18%
Morgan Maxwell	32%	20%	22%	6%	17%	9%

Desired State: Students will demonstrate an overall rate of proficiency of 69%
Gap: Gap between desired state and current state in Math 50%

- The gap between African American and White Students is -17% with African American students surpassing White students in ELA. In Math, African American students surpass whites by 3%.
- The gap between Hispanics and Whites in ELA is 15% and 10% in Math.

B. SMART Improvement Goals

Based on gaps identified in section A, above, Morgan Maxwell K-8 developed SMART improvement goals designed to move Morgan Maxwell K-8 students from the current reality to the desired state.

1. *Improvement Goal: Students will increase their ELA scores by 10% as reflected by the 2021-2022 AZMerit scores.*
2. *Improvement Goal: Students will increase their Math scores by 10% as reflected by the 2021-2022 AZMerit scores.*
3. *Reduce Gaps in proficiency among racial/ethnic groups by 3% in ELA and Math for Hispanic students.*

C. MOST EFFECTIVE AND FEASIBLE EVIDENCE-BASED STRATEGIES

After analyzing gaps and goals, Morgan Maxwell K-8 reviewed multiple evidence-based strategies and assessed each for potential for effectiveness and feasibility. Achievement of the goals from section B, above, will be supported by the most effective and feasible evidence-based strategies, below.

1. ***Improvement Goal:***

Strategy 1a:
- Highly qualified teachers will provide before or after school tutoring sessions through 21st century focused on
  - Academic vocabulary
  - Lexile level (Fluency, Comprehension)
- Using the program IXL that is focused on highly leveraged standards.
- Increased small group instruction with qualified ELD teacher
- Support for struggling students by reading interventionist

Strategy 1b:
- Math fluency focus
  - Daily IXL practice
  - Daily/Weekly fluency practice
- Math Pathways & Pitfalls
  - Teachers will utilize the math intervention Math Pathways & Pitfalls in the classroom specifically targeting students who are not at level.
- See strategies for Schoolwide Math Improvement, as these students will also be included in those targeted

strategies and interventions as well.

2. *Improvement Goal:*

Strategy 3a:
- Regularly checking for understanding so teaching can be adjusted and supplemented in real time.
    - Weekly common formative assessments will be administered to students to check for understanding
    - The reteach and enrich process will be embedded in the master schedule to allow daily time for reteach and enrich process based on CFA results

Strategy 3b:
- Teacher trainings on effective math instruction
    - Utilize professional development time to allow teachers to be trained on targeted math instruction based on student data
    - 1-1 CSP coaching and Lesson Plan review

Strategy 3c:
- Schoolwide Math fluency focus
    - Daily IXL practice
    - Daily/Weekly fluency practice

D. ACTION STEPS TO IMPLEMENT & MONITOR STRATEGIES

Below are detailed implementation and monitoring tasks for each evidence-based strategy, including persons responsible, timelines, and needed resources.

1. *Improvement Goal:*

Strategy 1a:

Tasks to Implement Strategy	Person(s) to Carry Out Tasks	Timeline/Target Dates	Resources Needed
Assign to 21st century program	21st century coordinator	Sept 20, 2021	
Begin daily ELD instruction	ELD teacher	Aug 5, 2021	
Complete diagnostic on IXL	Classroom teacher	Oct 7, 2021	
Assign daily IXL work	Classroom teacher	On-going	

Tasks to Monitor, Assess, and Adjust	Person(s) to Carry Out Tasks	Timeline/Target Dates	Resources Needed
Pre/Post Testing	Testing Coordintators	Sept 2021/May 2022	
Weekly diagnostic IXL test	Classroom Teacher	Ongoing	

Strategy 1b:

Tasks to Implement Strategy	Person(s) to Carry Out Tasks	Timeline/Target Dates	Resources Needed
Train Teachers on MPP and Fluency testing expectations	Principal/CSP/MTSS	Oct 2021	PD time
Teachers set up classroom routine and expectations for fluency sheets	Teachers	Oct 2021	Classroom set-up time

	Teachers	Throughout 2021-2022 school year	Fluency worksheets Grading system
Teachers use the strategy with fidelity			
CSP assists with implementation and assists teachers in getting started	CSP	Oct. 2021 and as needed	Collaboration time with CSP and Teachers

Tasks to Monitor, Assess, and Adjust	Person(s) to Carry Out Tasks	Timeline/Target Dates	Resources Needed
Implementation of fidelity across all classrooms	Teachers, administration	Beginning Aug 2021	Fluency worksheets or curriculum
Teacher Data binder upkeep	Teacher, Administration	Beginning Oct 2021	Student data sheets
Data digs	Teacher teams, PLCs, Administration	In line with short assessment schedule	Student data sheets and test results

2. Improvement Goal:

Strategy 3a:

Tasks to Implement Strategy	Person(s) to Carry Out Tasks	Timeline/Target Dates	Resources Needed
Schedule time schoolwide	Principal	Sept. 2021	
Train teachers on process	Principal/CSP/Admin Team	Aug 2021	PD time, guide

Train teachers on CFA	Principal/CSP	Sept 2021	PD time, How-to guide or video
Train teachers on expectations	Principal	Oct 2021	PD time

Tasks to Monitor, Assess, and Adjust	Person(s) to Carry Out Tasks	Timeline/Target Dates	Resources Needed
Data Digs and reports by grade-level	Teacher, CSP, MTSS	Sept 2021	CFAs, IXL, Apex, School City, SuccessMaker
Data Digs and reports by PLC	Teacher, CSP, MTSS	Sept 2021	Data dig report School City
Pre-test assessment, Benchmark assessments	Teacher, CSP,MTSS	October 2021	CFA, Pretest Benchmark
Teacher feedback	Teacher, Principal, CSP,MTSS	October 2021	Feedback survey
Student feedback	Teacher, Principal, CSP, MTSS	October 2021	Survey form

Strategy 3b:

Tasks to Implement Strategy	Person(s) to Carry Out Tasks	Timeline/Target Dates	Resources Needed
	CSP, Principal, Admin team, Teachers	Aug 2021	List of what to look for

Walk-through classrooms during math instruction			
Schedule meetings for 1-1 support	Teacher, CSP, Principal	Aug 2021	Open schedule for time
Check lesson plans weekly for targeted math instruction information	CSP	Aug 2021	Teacher lesson plans
Tasks to Monitor, Assess, and Adjust	**Person(s) to Carry Out Tasks**	**Timeline/Target Dates**	**Resources Needed**
Data Digs and reports by grade-level	Teacher, CSP, MTSS	Sept 2021	CFAs, IXL, Apex, School City, SuccessMaker
Data Digs and reports by PLC	Teacher, CSP, MTSS	Sept 2021	Data dig report School City
Pre-test assessment, Benchmark assessments	Teacher, CSP	October 2021	CFA, Pretest Benchmark
Teacher feedback	Teacher, Principal, CSP	October 2021	Feedback survey
Student feedback	Teacher, Principal	October 2021	Survey form

Strategy 3c:

Tasks to Implement Strategy	**Person(s) to Carry Out Tasks**	**Timeline/Target Dates**	**Resources Needed**
Train Teachers	Principal/CSP	Aug 2021	PD time
Teachers set up classroom routine and expectations for fluency sheets	Teachers	Aug 2021	
	Teachers	Throughout 2021-2022 school year	Fluency worksheets Grading system

Teachers use the strategy with fidelity			
CSP assists with implementation and assists teachers in getting started	CSP	Sept. 2021 and as needed	

Tasks to Monitor, Assess, and Adjust	**Person(s) to Carry Out Tasks**	**Timeline/Target Dates**	**Resources Needed**
Data Digs and reports by grade-level	Teacher, CSP, MTSS	Sept 2021	CFAs, IXL, Apex, School City, SuccessMaker
Data Digs and reports by PLC	Teacher, CSP, MTSS	Sept 2021	Data dig report School City
Pre-test assessment, Benchmark assessments	Teacher, CSP	October 2021	CFA, Pretest Benchmark
Teacher feedback	Teacher, Principal, CSP	October 2021	Feedback survey
Student feedback	Teacher, Principal	October 2021	Survey form