

**2013-2014****MAGNET IMPROVEMENT PLAN****SCHOOL NAME: BONILLAS****MAGNET THEME: TRADITIONAL ACADEMIC**

Please write an abstract of your plan (what would someone expect to see during a visit to your site)?

Bonillas is in need of a deep look in regards to theme, curriculum, school culture, family engagement and professional development. A visitor would see little evidence of theme integration. Professional Development will focus on addressing these.

MAGNET LEADERSHIP TEAM MEMBERS	NAME
Principal	Richard Romero
Magnet Coordinator	Marlene Zappia
Family Liaison	Noemi Carlos-Armstrong
Classroom Teachers	Angela Temple, Nicole Keel, Leticia Miranda-Garcia
LSC	Phyllis Cowman
Magnet Director	Victoria Callison
Magnet Senior Program Coordinator	Laurie Westfall
Magnet Senior Program Coordinator	Adelle McNiece
Marketing Specialist	Sally Jacunski

MAGNET LEADERSHIP TEAM MEETINGS	
How many days a month does your Magnet Leadership Team meet?	1 x / week
Please provide dates/times when your Magnet Leadership Team meets? (ex: Tuesdays @ 1:00 pm)	Fridays, 1:00-2:00pm

**2013-2014****MAGNET IMPROVEMENT PLAN****Complete the Magnet Review Summary.**

With data and information available to you, analyze the needs of your school. The goal is for the school's magnet leadership team to carefully analyze and interpret all data in order to accurately and completely assess the needs of your school. The knowledge gained during this investigative and analytical phase will be the basis for identifying the greatest priorities on which to develop your school's magnet goals. Each goal must be addressed by identifying at least one strategy. **Areas from the Magnet Review Summary marked "NO" or "IP" (in progress) must be addressed in your Magnet Improvement Plan.**

**Magnet Review Summary**

Strategy #		YES	NO
1	Does your current enrollment meet the definition of integration?		N
1	Is your magnet program attracting students to support integration and diversity at your school?		N
1	Is your magnet program retaining students to support integration and diversity at your school?		N
2	Is the magnet curriculum at this school: documented?		IP
	paced?		IP
	assessed?		IP
	reflected?		IP
	adjusted?		N
2	Is the curriculum at this school unique?	Y	
2	Is the methodology (pedagogy) implemented at this school unique?		IP
2	Do students experience theme immersion for a minimum of three hours per day?		IP
2	Is there theme integration in the curriculum?		IP
2	Is there theme congruency in the curriculum?		IP
2	Does our professional development support the magnet content or a specialized delivery of instruction?		N
3	Does the magnet have key personnel to ensure that the magnet is implemented with fidelity?	Y	
3	Does your magnet have an organized leadership structure that involves all stakeholders so the magnet theme is held with absolute fidelity and is not diluted by supplemental programs?	Y	
1	Does your magnet have a recruitment plan that includes community partnerships?		IP
1	Does your magnet have a marketing plan that includes the collection and review of indicators for success?		IP
3	Has this school had a stable staff for the past four years?		N
3	Has staff been successful at delivering quality instruction?		N
1	Have students in all ethnic categories shown increases in student achievement?		N
1	Does your Title I Plan support or supplement your magnet theme?	Y	

**2013-2014****MAGNET IMPROVEMENT PLAN****Section 2: Developing your School's Magnet Improvement Plan***Guiding Question: How are we going to get to where we want to be?***MAGNET GOAL: INTEGRATION**

**USP Description:** The Magnet School Plan shall, at a minimum, set forth a process and schedule to... identify goals to further the integration of each magnet school which shall be used to assess the effectiveness of efforts to enhance integration at the school. **[III.E.3.xi]**

**Magnet Strategy 1: ENROLLMENT**

[See MAGNET REVIEW: ENROLLMENT (Section 1), RECRUITMENT AND MARKETING (Section 6)]

**USP Description:**

The District shall continue to implement magnet school/program as a strategy for assigning students to schools and to provide students w/opportunity to attend an integrated school. **[II.E.1]**

The District...shall recruit a racially and ethnically diverse student body ...to ensure that the schools are integrated to the greatest extent practicable. **[II.E.2]**

An integrated school is any school in which no racial or ethnic group varies from the district average for that grade level (Elementary School, Middle School, K-8, High School) by more than +/-15 percentage points, and in which no single racial or ethnic group exceeds 70% of the school's enrollment. **[II.B.2]**

**SMART Goal:** In order to meet the intent of integration, by the final lottery draw magnet 20% of kindergarten applications will be from white students.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Recruitment	Marlene Zappia, Noemi Carlos-Armstrong	1. Targeted preschool recruitment efforts 2. Participating in community outreach events such as Celebrate Schools, Tucson Meet Yourself, and the U of A Book Fair	8/1/13	3/30/14
Marketing	Site Magnet Team, Sally Jacunski	1. Update and maintain website focusing on theme (webmaster and training needed) 2. Create and distribute brochures to targeted populations	8/15/13	6/30/14

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		3. Develop and implement phone script		
Retention	Noemi Carlos-Armstrong	1. Make regular contact (phone/e-mail) with targeted parents to provide updates/recruit for events 2. Continue to increase participation in Cafecitos / academic family workshops 3. Investigate establishment of PTO for 14/15 SY	8/1/13	6/30/14

**Magnet Strategy 2: THEME DEVELOPMENT**

[SEE MAGNET REVIEW: CURRICULUM/ASSESSMENT (Section 2)]

**USP Description:**

In creating the Plan, the District shall... improve existing magnet schools and programs that are not promoting integration [III.E.3.ii]

**SMART Goal:**

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme Visibility Development	Marlene Zappia, Noemi Carlos-Armstrong, Sally Jacunski, Laurie Westfall	1. Make Character Counts visible in all high-traffic areas and classrooms 2. Continue to strict uniform policy, and decide on modifications for 2014/15 school year (such as white shirts) 3. Ensure that mission statement is prominently posted in high-traffic areas and all classrooms 4. Reinforce consistent expectations for behavior (for example, hallway and cafeteria)	8/1/13	6/30/14

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		manners)  5. Require signed parent contracts that state behavioral, homework, and dress requirements.		
Theme Integration with Common Core Curriculum (Planning Phase)		1. Update curriculum materials (Open Court)  2.  3.	8/1/13	5/30/14
Scope and Sequence (Planning Phase)		1.  2.  3.	Begin in 2014/15 SY	
Unit Development, Including Assessments (Planning Phase)		1.  2.  3.	Begin in 2014/15 SY	

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 3: KEY PERSONNEL**

[SEE MAGNET REVIEW: PROFESSIONAL DEVELOPMENT (Section 3), KEY PERSONNEL (Section 4), LEADERSHIP (Section 5), STABLE AND SUCCESSFUL STAFF (Section 7)]

**USP Description:**

In creating the Plan, the District shall...ensure that administrators and certificated staff in magnet schools and programs have the expertise and training necessary to ensure successful implementation of the magnet.[III.E.3.vi]

The Magnet School Plan shall, at a minimum, set forth a process and schedule to... provide necessary training and resources to magnet school and program administrators and certificated staff;[III.E.3.ix]

**SMART Goal:** As evidenced by sign-in sheets and agendas, classroom teachers will receive 45 hours of traditional academics theme development training in by the end of the 2013/14 SY.

<b>Methods</b> to support strategy	<b>Person (s)</b> Accountable	<b>Action Steps</b> to achieve SMART Goal (add more if needed)	<b>Begin</b> Date	<b>End</b> Date
Theme-Based Professional Development (Research)	Marlene Zappia	1. Vertical and horizontal teaming opportunities provided bi-weekly  2. Teachers participate in PLCs which focus on traditional academic theme (5 hours/year)	7/29/13	6/30/14

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 4: FAMILY ENGAGEMENT****USP Description:**

The Magnet School Plan shall, at a minimum, set forth a process and schedule to...include strategies to specifically engage African American and Latino families, including the families of English language learner (“ELL”) students; **[III.E.3.x]**

**SMART Goal:** By the end of the 2013/14 SY, develop and implement a method for tracking parent participation hours and be able to show evidence of at least two magnet related events.

<b>Methods</b> to support strategy	<b>Person (s)</b> Accountable	<b>Action Steps</b> to achieve SMART Goal (add more if needed)	<b>Begin</b> Date	<b>End</b> Date
Track Title 1 Activities	Noemi Carlos-Armstrong	1. Track all Title 1 activities, including RSVPs	8/1/13	6/30/14
Track Parent Volunteerism	Office Staff	1. Submit volunteer hours to district data bank monthly  2. Compare 2012/13 volunteer data to 2013/14 data and establish action plan for volunteerism	8/1/13	6/30/14

**2013-2014****MAGNET IMPROVEMENT PLAN****SCHOOL NAME:** Booth-Fickett K-8**MAGNET THEME:** Math, Science

**Please write an abstract of your plan (what would someone expect to see during a visit to your site)?**

Visitors to our school will see a mutual interaction between the students and faculty during hands-on problem- based learning opportunities. There is constant conversation and collaboration of all stakeholders about theme based instruction and lesson delivery. Students work is displayed in a variety of locations that shows evidence of the magnet theme.

<b>MAGNET LEADERSHIP TEAM MEMBERS</b>	<b>NAME</b>
Principal	Michael Konrad
Magnet Coordinator	Garrett Pierce
Community Rep	Rosa Lee Barbeau
Assistant Principal	Edward Goldberg
Assistant Principal	Larry Chilgreen
Learning Support Coordinator	Kellin Lovegren
Data Coach	Dr. Maya Eagleton
Counselor	Tonya Haley
Teacher	James Roberts
Teacher	Catherine McKay
Magnet Director	Victoria Callison
Magnet Senior Program Coordinator	Laurie Westfall
Magnet Senior Program Coordinator	Adelle McNiece
Marketing Specialist	Sally Jacunski

<b>MAGNET LEADERSHIP TEAM MEETINGS</b>	
<b>How many days a month does your Magnet Leadership Team meet?</b>	Once a month
<b>Please provide dates/times when your Magnet Leadership Team meets? (ex: Tuesdays @ 1:00 pm)</b>	Third Tuesday of each month from 4:00-5:00 p.m.



**2013-2014****MAGNET IMPROVEMENT PLAN****Complete the Magnet Review Summary.**

With data and information available to you, analyze the needs of your school. The goal is for the school's magnet leadership team to carefully analyze and interpret all data in order to accurately and completely assess the needs of your school. The knowledge gained during this investigative and analytical phase will be the basis for identifying the greatest priorities on which to develop your school's magnet goals. Each goal must be addressed by identifying at least one strategy. **Areas from the Magnet Review Summary marked "NO" or "IP" (in progress) must be addressed in your Magnet Improvement Plan.**

**Magnet Review Summary**

GOAL #		YES	NO
1	Does your current enrollment meet the definition of integration?	Y	
1	Is your magnet program attracting students to support integration and diversity at your school?	Y	
1	Is your magnet program retaining students to support integration and diversity at your school?	Y	
2	Is the curriculum at this school:		N
	documented?		N
	paced?		N
	assessed?		N
	reflected?		N
	adjusted?		N
2	Is the curriculum at this school unique?		IP
2	Is the methodology (pedagogy) implemented at this school unique?		IP
2	Do students experience theme immersion for a minimum of three hours per day?	Y	
2	Is there theme integration in the curriculum?	Y	
2	Is there theme congruency in the curriculum?	Y	
2	Does our professional development support the magnet content or a specialized delivery of instruction?	Y	
3	Does the magnet have key personnel to ensure that the magnet is implemented with fidelity?	Y	
3	Does your magnet have an organized leadership structure that involves all stakeholders so the magnet theme is held with absolute fidelity and is not diluted by supplemental programs?		N
1	Does your magnet have a recruitment plan that includes community partnerships?	Y	
1	Does your magnet have a marketing plan that includes the collection and review of indicators for success?		IP
3	Has this school had a stable staff for the past four years?	Y	
3	Have staff been successful at delivering quality instruction?	Y	
1	Have students in all ethnic categories shown increases in student achievement?	Y	
1	Does your Title I Plan support or supplement you magnet theme?	Y	

**2013-2014****MAGNET IMPROVEMENT PLAN****Section 2: Developing your School's Magnet Improvement Plan***Guiding Question: How are we going to get to where we want to be?***MAGNET GOAL: INTEGRATION**

**USP Description:** The Magnet School Plan shall, at a minimum, set forth a process and schedule to... identify goals to further the integration of each magnet school which shall be used to assess the effectiveness of efforts to enhance integration at the school. **[III.E.3.xi]**

**Magnet Strategy 1: INTEGRATION**

[See MAGNET REVIEW: ENROLLMENT (Section 1), RECRUITMENT AND MARKETING (Section 6)]

**USP Description:**

The District shall continue to implement magnet school/program as a strategy for assigning students to schools and to provide students w/opportunity to attend an integrated school. **[II.E.1]**

The District...shall recruit a racially and ethnically diverse student body ...to ensure that the schools are integrated to the greatest extent practicable. **[II.E.2]**

An integrated school is any school in which no racial or ethnic group varies from the district average for that grade level (Elementary School, Middle School, K-8, High School) by more than +/-15 percentage points, and in which no single racial or ethnic group exceeds 70% of the school's enrollment. **[II.B.2]**

**SMART Goal:** Booth-Fickett will maintain integration standards.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Recruitment	Garrett Pierce Michael Konrad Rosalee Barbeau Lee Speranza Tonya Haley	1. Targeted preschool recruitment 2. Targeted Fifth Grade Recruitment events 3. Community outreach events: Celebration of Schools, Magnet Madness	8/1/13	12/15/13
Marketing	Garrett Pierce Michael Konrad Rosalee Barbeau	1. Brochures 2. Phone Recording 3. Press Release/coverage 4. Websites / Youtube Video	8/1/13	6/30/14

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**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 2: THEME DEVELOPMENT**

[SEE MAGNET REVIEW: CURRICULUM/ASSESSMENT (Section 2)]

**USP Description:**

In creating the Plan, the District shall... improve existing magnet schools and programs that are not promoting integration [III.E.3.ii]

**SMART Goal:** By the end of the 2013/14 SY every grade level will produce and implement at least three Thematic Units that integrate Math and Science as evidenced by written unit plans, curriculum maps and developed student artifacts, including authentic assessments.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme Visibility Development	Garrett Pierce Teachers Rosalee Barbeau Representatives from grantors	1. Ensure that student work is displayed 2. Ensure that displays are labeled with theme 3. Theme focused display using trophy cabinets 4. Carry out United Way Grant Project 5. Carry out the Academy of Nutrition and Dietetics Foundation and the General Mills Foundation, 2013 Champions for Healthy Kids grant & Fuel Up to Play 60 grant projects	8/1/13	5/30/14
Theme Integration with Common Core Curriculum (Planning Phase)	Dr. Maya Eagleton Administrators Teachers	1. Weekly lesson plan checks 2. Teaching Staff attend Common Core Training as assigned by district throughout the year	8/1/13	5/30/14

**2013-2014****MAGNET IMPROVEMENT PLAN**

Scope and Sequence (Planning Phase)	Garrett Pierce  Grade level teams	1. Design and build curriculum maps that included integration of Magnet theme and common core  2. Reflect and adjust curriculum maps annually	10/14/13	6/30/14
Unit Development, Including Assessments (Planning Phase)	Garrett Pierce  Grade level teams	1. Teachers develop 4 completed unit plans with authentic performance based assessments (1 per quarter). Three units will have been taught, assessed, and reflected.	10/14/13	6/30/14

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 3: KEY PERSONNEL**

[SEE MAGNET REVIEW: PROFESSIONAL DEVELOPMENT (Section 3), KEY PERSONNEL (Section 4), LEADERSHIP (Section 5), STABLE AND SUCCESSFUL STAFF (Section 7)]

**USP Description:**

In creating the Plan, the District shall...ensure that administrators and certificated staff in magnet schools and programs have the expertise and training necessary to ensure successful implementation of the magnet.[III.E.3.vi]

The Magnet School Plan shall, at a minimum, set forth a process and schedule to... provide necessary training and resources to magnet school and program administrators and certificated staff;[III.E.3.ix]

**SMART Goal:** By June 30, 2014, 100% of the teachers will have participated in the required 75 hours of theme related professional development as evidenced by sign-in logs, agendas, PD calendars, reflections, and participant feedback.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme-Based Professional Development (Research)	Garrett Pierce	1. Investigate the possibility of using True North Logic to document web based PD credit  2. Follow up to make sure that all teachers have completed TNL CCSS training  3. Provide formal/informal training opportunities for teachers who are unable to physically attend theme based PD  4. Teachers that attend theme based PDs are required to develop a web based PD session to share with entire staff	8/1/13	6/30/14

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 4: FAMILY ENGAGEMENT****USP Description:**

The Magnet School Plan shall, at a minimum, set forth a process and schedule to...include strategies to specifically engage African American and Latino families, including the families of English language learner (“ELL”) students; [III.E.3.x]

**SMART Goal:** By the end of the 2013/14 SY, a minimum of four family engagement opportunities will be provided as measured by the school calendar of events and sign in sheets.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Maintain family volunteerism	Rosalee Barbeau James Roberts Michael Konrad	1. Establish e-mail/text messaging system  2. Volunteer sign in reports will be submitted to the District data system on a monthly basis	8/1/13	6/30/14
Host family engagement events	Rosalee Barbeau James Roberts Garrett Pierce Michael Konrad Tonya Haley	1. Quarterly school wide science challenge events 2. Monthly home Math Challenges 3. MEGA NIGHT 4. Quarterly habitat and school wide beautification days 5. Quarterly Family Fitness Weeks 6. E-mail/text messaging system/ Monthly Survey Monkey 7. Investigate possible transportation for magnet families to attend events 8. Investigate live interactive streaming of school events 9. Investigate develop of QR coded student interviews to be posted around school	8/1/13	6/30/14

**2013-2014**

## **MAGNET IMPROVEMENT PLAN**

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**2013-2014****MAGNET IMPROVEMENT PLAN**

<b>SCHOOL NAME:</b> Borton Elementary Magnet	<b>MAGNET THEME:</b> Systems Thinking / Project Based Learning
Please write an abstract of your plan (what would someone expect to see during a visit to your site)? <ul style="list-style-type: none"> <li>• Systems thinking tools within the classroom, such as behavior over time graphs, causal loops, etc.</li> <li>• Systems thinking “Habits” cards (illustrating thought processes of a systems thinker)</li> <li>• Evidence of the project that classes are working on, whether physical or pedagogical</li> <li>• Outdoor learning opportunities, which include systems thinking / project based learning</li> </ul>	

MAGNET LEADERSHIP TEAM MEMBERS	NAME
Principal	Lisa McCorkle
Magnet Coordinator	Caryl Crowell
Classroom Teachers	Leticia Gill, Stephanie Hawley, Esther Witt, Becky Cavazos,
PBL Coach	Kathy Lohse
Exceptional Ed/Cross-Categorical	Kimberly Sherron-Wilson
Speech and Language Therapist	Laura Mosier
Magnet Director	Victoria Callison
Magnet Senior Program Coordinator	Laurie Westfall
Magnet Senior Program Coordinator	Adelle McNiece
Marketing Specialist	Sally Jacunski

MAGNET LEADERSHIP TEAM MEETINGS	
How many days a month does your Magnet Leadership Team meet?	Once each month
Please provide dates/times when your Magnet Leadership Team meets? (ex: Tuesdays @ 1:00 pm)	October 4, 8:30-9:30



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**Magnet Review Summary**

Strategy #		YES	NO
1	Does your current enrollment meet the definition of integration?	Y	
1	Is your magnet program attracting students to support integration and diversity at your school?	Y	
1	Is your magnet program retaining students to support integration and diversity at your school?	Y	
2	Is the curriculum at this school:		
	documented?		IP
	paced?		IP
	assessed?		IP
	reflected?		IP
	adjusted?		IP
2	Is the curriculum at this school unique?	Y	
2	Is the methodology (pedagogy) implemented at this school unique?	Y	
2	Do students experience theme immersion for a minimum of three hours per day?	Y	
2	Is there theme integration in the curriculum?	Y	
2	Is there theme congruency in the curriculum?	Y	
2	Does our professional development support the magnet content or a specialized delivery of instruction?	Y	
3	Does the magnet have key personnel to ensure that the magnet is implemented with fidelity?	Y	
3	Does your magnet have an organized leadership structure that involves all stakeholders so the magnet theme is held with absolute fidelity and is not diluted by supplemental programs?	Y	
1	Does your magnet have a recruitment plan that includes community partnerships?	Y	
1	Does your magnet have a marketing plan that includes the collection and review of indicators for success?		IP
3	Has this school had a stable staff for the past four years?	Y	
3	Have staff been successful at delivering quality instruction?	Y	
1	Have students in all ethnic categories shown increases in student achievement?		N
1	Does your Title I Plan support or supplement your magnet theme?	Y	

**2013-2014****MAGNET IMPROVEMENT PLAN****Section 2: Developing your School's Magnet Improvement Plan***Guiding Question: How are we going to get to where we want to be?***MAGNET GOAL: INTEGRATION**

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**Magnet Strategy 1: ENROLLMENT**

[See MAGNET REVIEW: ENROLLMENT (Section 1), RECRUITMENT AND MARKETING (Section 6)]

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The District...shall recruit a racially and ethnically diverse student body ...to ensure that the schools are integrated to the greatest extent practicable. **[II.E.2]**

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**SMART Goal:** As evidenced by magnet applications received for the 14/15 SY, Borton will maintain integration goals that mirror district averages.

<b>Methods to support strategy</b>	<b>Person (s) Accountable</b>	<b>Action Steps to achieve SMART Goal (add more if needed)</b>	<b>Begin Date</b>	<b>End Date</b>
Recruitment	Caryl Crowell/ TBD	1. Offer tours that highlight magnet theme 2. Visit targeted preschools 3. Participate in Celebration of Schools and at least one other community outreach opportunity 4. Encourage word-of-mouth recruitment by Borton parents, students, alumni, and staff	8/1/13	6/30/14 (majority completed by December)

**2013-2014****MAGNET IMPROVEMENT PLAN**

Marketing	Caryl Crowell/ Lisa McCorkle/ Sally Jacunski	1. Adjust and continually update website to reflect magnet theme and events 2. Update brochures/create school card 3. Provide media with press releases so that events are documented		
Retention	Caryl Crowell/ Tammy Rosen	1. Develop middle school connection/explore pipeline options 2. Continue to offer frequent communication with parents -Celebrations of Learning -Open-door classroom visits encouraged -Mid-quarter progress reports 3. Continue close relationship with PTA	8/1/13	6/63/14

**Magnet Strategy 2: THEME DEVELOPMENT**

[SEE MAGNET REVIEW: CURRICULUM/ASSESSMENT (Section 2)]

**USP Description:**

In creating the Plan, the District shall... improve existing magnet schools and programs that are not promoting integration [III.E.3.ii]

**SMART Goal:** By May 2014, evidence of systems thinking and project work will be displayed in all classrooms and high-traffic areas (library, hallways, office) as evidenced by theme visibility walkthroughs.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme Visibility Development	Classroom Teachers/ Kathy Lohse / Caryl Crowell	1. Create classroom/high-traffic area displays that evidence systems thinking/PBL 2. Distribute "Habits of a Systems Thinker" to all	8/1/13	6/30/14

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**2013-2014****MAGNET IMPROVEMENT PLAN**

		<p>instructors for display in classroom – contact Water’s Foundation to investigate posters</p> <p>3. Decided on placement for Magnet Museum and display theme based student work</p>		
Theme Integration with Common Core Curriculum (Planning Phase)	Caryl Crowell/ Kathy Lohse/ Classroom Teachers	<p>1. Fully develop curriculum connections (maps) for FOSS science kits and begin work on other content areas and submit to Magnet Office</p> <p>2. Pilot systems thinking rubric</p>	8/1/13	5/30/14
Scope and Sequence (Planning Phase)		1. Gather evidence of Systems Based Thinking/Problem Based Learning frameworks that are currently successfully implemented (for example, Behavior Over Time Graphs)	Begin 2013/14 SY	Continue 2014/15 SY
Unit Development, Including Assessments (Planning Phase)		<p>1.</p> <p>2.</p> <p>3.</p>	Begin 2013/14 SY	Continue 2014/15 SY

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 3: KEY PERSONNEL**

[SEE MAGNET REVIEW: PROFESSIONAL DEVELOPMENT (Section 3), KEY PERSONNEL (Section 4), LEADERSHIP (Section 5), STABLE AND SUCCESSFUL STAFF (Section 7)]

**USP Description:**

In creating the Plan, the District shall...ensure that administrators and certificated staff in magnet schools and programs have the expertise and training necessary to ensure successful implementation of the magnet.[III.E.3.vi]

The Magnet School Plan shall, at a minimum, set forth a process and schedule to... provide necessary training and resources to magnet school and program administrators and certificated staff;[III.E.3.ix]

**SMART Goal:** All instructors will receive 45 hours of theme based professional development and 30 hours of pedagogical professional development as evidenced by sign in sheets and agendas.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme-Based Professional Development (Research)	Caryl Crowell/ Kathy Lohse	1. Ensure that all new teachers receive mentoring on the use of Systems Based Thinking and PBL  2. Continue to offer Waters Foundation Training during summer  3. Collaborate with Southern Arizona Regional Center  4. Staff volunteers participate in Systems Thinking Collaboratives  5. Crowell to continue to attend "Training for Trainers" program	8/1/13	8/1/14

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 4: FAMILY ENGAGEMENT****USP Description:**

The Magnet School Plan shall, at a minimum, set forth a process and schedule to...include strategies to specifically engage African American and Latino families, including the families of English language learner (“ELL”) students; **[III.E.3.x]**

**SMART Goal:** By the end of the 2013/14 SY, a comparison of 2012/13 and 2013/14 data found in the district data bank will show evidence of maintained levels of family volunteerism. By the end of the 2013/14 SY, a system of tracking family participation will be developed.

<b>Methods to support strategy</b>	<b>Person (s) Accountable</b>	<b>Action Steps to achieve SMART Goal (add more if needed)</b>	<b>Begin Date</b>	<b>End Date</b>
Maintain high level of family volunteerism	Angie Cervantes, Classroom Teachers	1. Use parent volunteers in the library 2. Recruit family volunteers in classrooms 3. Submit volunteer data to district on a monthly basis	8/1/13	6/30/14
Maintain high level family participation	Principal, Caryl Crowell, Angie Cervantes, Classroom Teachers, Kathy Lohse	1. Provide Systems Thinking Workshop for families (on-site) 2. Provide quarterly Ben’s Bells / garden family workshops 3. Offer Title 1 night 4. Provide childcare for after school family events 5. Offer Celebrations of Learning at completion of Problem Based Learning units	8/1/13	6/30/14
Maintain high level of family communication	Principal, Angie Cervantes, Classroom Teachers, Nurse/ Health Assistant	1. Continue communication with African American/Latino families and families of ELL students (track using log) 2. Send home weekly classroom newsletters 3. Maintain translation button on website as	8/1/13	6/30/14

**2013-2014**

## **MAGNET IMPROVEMENT PLAN**

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		required by USP		
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**2013-2014****MAGNET IMPROVEMENT PLAN****SCHOOL NAME:****MAGNET THEME:**

Please write an abstract of your plan (what would someone expect to see during a visit to your site)?

MAGNET LEADERSHIP TEAM MEMBERS	NAME
Principal	
Magnet Coordinator	
Magnet Director	Victoria Callison
Magnet Senior Program Coordinator	Laurie Westfall
Magnet Senior Program Coordinator	Adelle McNiece
Marketing Specialist	Sally Jacunski

MAGNET LEADERSHIP TEAM MEETINGS	
How many days a month does your Magnet Leadership Team meet?	
Please provide dates/times when your Magnet Leadership Team meets? (ex: Tuesdays @ 1:00 pm)	



**2013-2014****MAGNET IMPROVEMENT PLAN****Complete the Magnet Review Summary.**

With data and information available to you, analyze the needs of your school. The goal is for the school's magnet leadership team to carefully analyze and interpret all data in order to accurately and completely assess the needs of your school. The knowledge gained during this investigative and analytical phase will be the basis for identifying the greatest priorities on which to develop your school's magnet goals. Each goal must be addressed by identifying at least one strategy. **Areas from the Magnet Review Summary marked "NO" or "IP" (in progress) must be addressed in your Magnet Improvement Plan.**

**Magnet Review Summary**

Strategy #		YES	NO
1	Does your current enrollment meet the definition of integration?		
1	Is your magnet program attracting students to support integration and diversity at your school?		
1	Is your magnet program retaining students to support integration and diversity at your school?		
2	Is the curriculum at this school:		
	documented?		
	paced?		
	assessed?		
	reflected?		
	adjusted?		
2	Is the curriculum at this school unique?		
2	Is the methodology (pedagogy) implemented at this school unique?		
2	Do students experience theme immersion for a minimum of three hours per day?		
2	Is there theme integration in the curriculum?		
2	Is there theme congruency in the curriculum?		
2	Does our professional development support the magnet content or a specialized delivery of instruction?		
3	Does the magnet have key personnel to ensure that the magnet is implemented with fidelity?		
3	Does your magnet have an organized leadership structure that involves all stakeholders so the magnet theme is held with absolute fidelity and is not diluted by supplemental programs?		
1	Does your magnet have a recruitment plan that includes community partnerships?		
1	Does your magnet have a marketing plan that includes the collection and review of indicators for success?		
3	Has this school had a stable staff for the past four years?		
3	Have staff been successful at delivering quality instruction?		
1	Have students in all ethnic categories shown increases in student achievement?		
1	Does your Title I Plan support or supplement you magnet theme?		

**2013-2014****MAGNET IMPROVEMENT PLAN****Section 2: Developing your School's Magnet Improvement Plan***Guiding Question: How are we going to get to where we want to be?***MAGNET GOAL: INTEGRATION**

**USP Description:** The Magnet School Plan shall, at a minimum, set forth a process and schedule to... identify goals to further the integration of each magnet school which shall be used to assess the effectiveness of efforts to enhance integration at the school. **[III.E.3.xi]**

**Magnet Strategy 1: ENROLLMENT**

[See MAGNET REVIEW: ENROLLMENT (Section 1), RECRUITMENT AND MARKETING (Section 6)]

**USP Description:**

The District shall continue to implement magnet school/program as a strategy for assigning students to schools and to provide students w/opportunity to attend an integrated school. **[II.E.1]**

The District...shall recruit a racially and ethnically diverse student body ...to ensure that the schools are integrated to the greatest extent practicable. **[II.E.2]**

An integrated school is any school in which no racial or ethnic group varies from the district average for that grade level (Elementary School, Middle School, K-8, High School) by more than +/-15 percentage points, and in which no single racial or ethnic group exceeds 70% of the school's enrollment. **[II.B.2]**

**SMART Goal:**

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Recruitment		1. 2. 3.		
Marketing		1. 2. 3.		
Retention		1. 2. 3.		

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 2: THEME DEVELOPMENT**

[SEE MAGNET REVIEW: CURRICULUM/ASSESSMENT (Section 2)]

**USP Description:**

In creating the Plan, the District shall... improve existing magnet schools and programs that are not promoting integration [III.E.3.ii]

**SMART Goal:**

<b>Methods</b> to support strategy	<b>Person (s)</b> Accountable	<b>Action Steps</b> to achieve SMART Goal (add more if needed)	<b>Begin</b> Date	<b>End</b> Date
Theme Visibility Development		1. 2. 3.		
Theme Integration with Common Core Curriculum (Planning Phase)		1. 2. 3.		
Scope and Sequence (Planning Phase)		1. 2. 3.		
Unit Development, Including Assessments (Planning Phase)		1. 2. 3.		

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 3: KEY PERSONNEL**

[SEE MAGNET REVIEW: PROFESSIONAL DEVELOPMENT (Section 3), KEY PERSONNEL (Section 4), LEADERSHIP (Section 5), STABLE AND SUCCESSFUL STAFF (Section 7)]

**USP Description:**

In creating the Plan, the District shall...ensure that administrators and certificated staff in magnet schools and programs have the expertise and training necessary to ensure successful implementation of the magnet.[III.E.3.vi]

The Magnet School Plan shall, at a minimum, set forth a process and schedule to... provide necessary training and resources to magnet school and program administrators and certificated staff;[III.E.3.ix]

**SMART Goal:**

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme-Based Professional Development (Research)		1. 2. 3.		
		1. 2. 3.		
		1. 2. 3.		
		1. 2. 3.		

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 4: FAMILY ENGAGEMENT****USP Description:**

The Magnet School Plan shall, at a minimum, set forth a process and schedule to...include strategies to specifically engage African American and Latino families, including the families of English language learner (“ELL”) students; **[III.E.3.x]**

**SMART Goal:**

<b>Methods to support strategy</b>	<b>Person (s) Accountable</b>	<b>Action Steps to achieve SMART Goal (add more if needed)</b>	<b>Begin Date</b>	<b>End Date</b>
Increase family volunteerism		1. 2. 3.		
Increase family participation		1. 2. 3.		
		1. 2. 3.		
		1. 2. 3.		

**2013-2014****MAGNET IMPROVEMENT PLAN**

<b>SCHOOL NAME:</b>	<b>MAGNET THEME:</b>
Please write an abstract of your plan (what would someone expect to see during a visit to your site)?	

MAGNET LEADERSHIP TEAM MEMBERS	NAME
Principal	
Magnet Coordinator	
Magnet Director	Victoria Callison
Magnet Senior Program Coordinator	Laurie Westfall
Magnet Senior Program Coordinator	Adelle McNiece
Marketing Specialist	Sally Jacunski

MAGNET LEADERSHIP TEAM MEETINGS	
How many days a month does your Magnet Leadership Team meet?	
Please provide dates/times when your Magnet Leadership Team meets? (ex: Tuesdays @ 1:00 pm)	

**2013-2014****MAGNET IMPROVEMENT PLAN****Complete the Magnet Review Summary.**

With data and information available to you, analyze the needs of your school. The goal is for the school's magnet leadership team to carefully analyze and interpret all data in order to accurately and completely assess the needs of your school. The knowledge gained during this investigative and analytical phase will be the basis for identifying the greatest priorities on which to develop your school's magnet goals. Each goal must be addressed by identifying at least one strategy. **Areas from the Magnet Review Summary marked "NO" or "IP" (in progress) must be addressed in your Magnet Improvement Plan.**

**Magnet Review Summary**

Strategy #		YES	NO
1	Does your current enrollment meet the definition of integration?		
1	Is your magnet program attracting students to support integration and diversity at your school?		
1	Is your magnet program retaining students to support integration and diversity at your school?		
2	Is the curriculum at this school:		
	documented?		
	paced?		
	assessed?		
	reflected?		
	adjusted?		
2	Is the curriculum at this school unique?		
2	Is the methodology (pedagogy) implemented at this school unique?		
2	Do students experience theme immersion for a minimum of three hours per day?		
2	Is there theme integration in the curriculum?		
2	Is there theme congruency in the curriculum?		
2	Does our professional development support the magnet content or a specialized delivery of instruction?		
3	Does the magnet have key personnel to ensure that the magnet is implemented with fidelity?		
3	Does your magnet have an organized leadership structure that involves all stakeholders so the magnet theme is held with absolute fidelity and is not diluted by supplemental programs?		
1	Does your magnet have a recruitment plan that includes community partnerships?		
1	Does your magnet have a marketing plan that includes the collection and review of indicators for success?		
3	Has this school had a stable staff for the past four years?		
3	Have staff been successful at delivering quality instruction?		
1	Have students in all ethnic categories shown increases in student achievement?		
1	Does your Title I Plan support or supplement you magnet theme?		

**2013-2014****MAGNET IMPROVEMENT PLAN****Section 2: Developing your School's Magnet Improvement Plan***Guiding Question: How are we going to get to where we want to be?***MAGNET GOAL: INTEGRATION**

**USP Description:** The Magnet School Plan shall, at a minimum, set forth a process and schedule to... identify goals to further the integration of each magnet school which shall be used to assess the effectiveness of efforts to enhance integration at the school. **[III.E.3.xi]**

**Magnet Strategy 1: ENROLLMENT**

[See MAGNET REVIEW: ENROLLMENT (Section 1), RECRUITMENT AND MARKETING (Section 6)]

**USP Description:**

The District shall continue to implement magnet school/program as a strategy for assigning students to schools and to provide students w/opportunity to attend an integrated school. **[II.E.1]**

The District...shall recruit a racially and ethnically diverse student body ...to ensure that the schools are integrated to the greatest extent practicable. **[II.E.2]**

An integrated school is any school in which no racial or ethnic group varies from the district average for that grade level (Elementary School, Middle School, K-8, High School) by more than +/-15 percentage points, and in which no single racial or ethnic group exceeds 70% of the school's enrollment. **[II.B.2]**

**SMART Goal:**

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Recruitment		1. 2. 3.		
Marketing		1. 2. 3.		
Retention		1. 2. 3.		



**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 2: THEME DEVELOPMENT**

[SEE MAGNET REVIEW: CURRICULUM/ASSESSMENT (Section 2)]

**USP Description:**

In creating the Plan, the District shall... improve existing magnet schools and programs that are not promoting integration [III.E.3.ii]

**SMART Goal:**

<b>Methods to support strategy</b>	<b>Person (s) Accountable</b>	<b>Action Steps to achieve SMART Goal (add more if needed)</b>	<b>Begin Date</b>	<b>End Date</b>
Theme Visibility Development		1. 2. 3.		
Theme Integration with Common Core Curriculum (Planning Phase)		1. 2. 3.		
Scope and Sequence (Planning Phase)		1. 2. 3.		
Unit Development, Including Assessments (Planning Phase)		1. 2. 3.		

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 3: KEY PERSONNEL**

[SEE MAGNET REVIEW: PROFESSIONAL DEVELOPMENT (Section 3), KEY PERSONNEL (Section 4), LEADERSHIP (Section 5), STABLE AND SUCCESSFUL STAFF (Section 7)]

**USP Description:**

In creating the Plan, the District shall...ensure that administrators and certificated staff in magnet schools and programs have the expertise and training necessary to ensure successful implementation of the magnet.[III.E.3.vi]

The Magnet School Plan shall, at a minimum, set forth a process and schedule to... provide necessary training and resources to magnet school and program administrators and certificated staff;[III.E.3.ix]

**SMART Goal:**

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme-Based Professional Development (Research)		1. 2. 3.		
		1. 2. 3.		
		1. 2. 3.		
		1. 2. 3.		

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 4: FAMILY ENGAGEMENT****USP Description:**

The Magnet School Plan shall, at a minimum, set forth a process and schedule to...include strategies to specifically engage African American and Latino families, including the families of English language learner (“ELL”) students; **[III.E.3.x]**

**SMART Goal:**

<b>Methods to support strategy</b>	<b>Person (s) Accountable</b>	<b>Action Steps to achieve SMART Goal (add more if needed)</b>	<b>Begin Date</b>	<b>End Date</b>
Increase family volunteerism		1. 2. 3.		
Increase family participation		1. 2. 3.		
		1. 2. 3.		
		1. 2. 3.		

**2013-2014****MAGNET IMPROVEMENT PLAN**

<b>SCHOOL NAME: DAVIS BILINGUAL MAGNET</b>	<b>MAGNET THEME: DUAL LANGUAGE/SPANISH IMMERSION</b>
<p><b>Please write an abstract of your plan (what would someone expect to see during a visit to your site)?</b></p> <ul style="list-style-type: none"> <li>• Language and culture permeate the school environment – everything from posters being in both languages to murals and mariachi music</li> <li>• Within the classrooms, instruction in K/1 is 90/10% in Spanish/English, 2nd/3<sup>rd</sup> grade 85/15%, 4<sup>th</sup>/5<sup>th</sup> 70/30%</li> <li>• Students' use of language reflects high faculty commitment to the dual language model</li> <li>• High level of parent participation and commitment to the Spanish Immersion program</li> </ul>	

MAGNET LEADERSHIP TEAM MEMBERS	NAME
Principal/ Magnet Coordinator	Carmen Campuzano
Librarian	Cheryl Schrader-Gerken
Classroom Teacher	Ellen Murphy
Magnet Director	Victoria Callison
Magnet Senior Program Coordinator	Laurie Westfall
Magnet Senior Program Coordinator	Adelle McNiece
Marketing Specialist	Sally Jacunski

MAGNET LEADERSHIP TEAM MEETINGS	
How many days a month does your Magnet Leadership Team meet?	1 x / month
Please provide dates/times when your Magnet Leadership Team meets? (ex: Tuesdays @ 1:00 pm)	TBD – during PD Wednesdays (1:45-3:30)

**2013-2014****MAGNET IMPROVEMENT PLAN****Complete the Magnet Review Summary.**

With data and information available to you, analyze the needs of your school. The goal is for the school's magnet leadership team to carefully analyze and interpret all data in order to accurately and completely assess the needs of your school. The knowledge gained during this investigative and analytical phase will be the basis for identifying the greatest priorities on which to develop your school's magnet goals. Each goal must be addressed by identifying at least one strategy. **Areas from the Magnet Review Summary marked "NO" or "IP" (in progress) must be addressed in your Magnet Improvement Plan.**

**Magnet Review Summary**

Strategy #		YES	NO
1	Does your current enrollment meet the definition of integration?		N
1	Is your magnet program attracting students to support integration and diversity at your school?		N
1	Is your magnet program retaining students to support integration and diversity at your school? (LOSS REFLECTS 1 STUDENT FROM K TO 1, 1 STUDENT FROM 1 <sup>ST</sup> TO 2 <sup>ND</sup> , 1 FROM 3 <sup>RD</sup> TO 4 <sup>TH</sup> , AND 1 FROM 4 <sup>TH</sup> TO 5 <sup>TH</sup> )		IP
2	Is the curriculum at this school:		
	documented?	Y	
	paced?	Y	
	assessed?	Y	
	reflected?	Y	
	adjusted?	Y	
2	Is the curriculum at this school unique?	Y	
2	Is the methodology (pedagogy) implemented at this school unique?	Y	
2	Do students experience theme immersion for a minimum of three hours per day?	Y	
2	Is there theme integration in the curriculum?	Y	
2	Is there theme congruency in the curriculum?	Y	
2	Does our professional development support the magnet content or a specialized delivery of instruction?	Y	
3	Does the magnet have key personnel to ensure that the magnet is implemented with fidelity?	Y	
3	Does your magnet have an organized leadership structure that involves all stakeholders so the magnet theme is held with absolute fidelity and is not diluted by supplemental programs? (NOTE: THERE IS A MAGNET LEADERSHIP TEAM, BUT NO MAGNET COORDINATOR)		N
1	Does your magnet have a recruitment plan that includes community partnerships?		IP
1	Does your magnet have a marketing plan that includes the collection and review of indicators for success?		IP
3	Has this school had a stable staff for the past four years?	Y	
3	Has staff been successful at delivering quality instruction?	Y	
1	Have students in all ethnic categories shown increases in student achievement?		N
1	Does your Title I Plan support or supplement you magnet theme?	Y	

**2013-2014****MAGNET IMPROVEMENT PLAN****Section 2: Developing your School's Magnet Improvement Plan***Guiding Question: How are we going to get to where we want to be?***MAGNET GOAL: INTEGRATION**

**USP Description:** The Magnet School Plan shall, at a minimum, set forth a process and schedule to... identify goals to further the integration of each magnet school which shall be used to assess the effectiveness of efforts to enhance integration at the school. [III.E.3.xi]

**Magnet Strategy 1: ENROLLMENT**

[See MAGNET REVIEW: ENROLLMENT (Section 1), RECRUITMENT AND MARKETING (Section 6)]

**USP Description:**

The District shall continue to implement magnet school/program as a strategy for assigning students to schools and to provide students w/opportunity to attend an integrated school. [II.E.1]

The District...shall recruit a racially and ethnically diverse student body ...to ensure that the schools are integrated to the greatest extent practicable. [II.E.2]

An integrated school is any school in which no racial or ethnic group varies from the district average for that grade level (Elementary School, Middle School, K-8, High School) by more than +/-15 percentage points, and in which no single racial or ethnic group exceeds 70% of the school's enrollment.[II.B.2]

**SMART Goal:** By the second lottery draw, white applicants will increase to at least 18% of total Kinder magnet applications

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Recruitment	Carmen Campuzano and Magnet Leadership Team	1. Visit targeted preschools 2. Recruiting from targeted businesses 3. Participate in recruitment events such as Celebrate Schools	8/1/13	6/30/14
Marketing	Carmen Campuzano and Magnet Leadership Team, Sally Jacunski	1. Updated and maintain website highlighting theme 2. Create and publish brochures 3. Create and publish magnet informational card	8/1/13	6/30/14

Last Updated 6/25/2014 11:16:36 AM

Magnet Improvement Plan (Upload to ALEAT Page 3 of 8)

USP II.K.1.f

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**2013-2014****MAGNET IMPROVEMENT PLAN**

		4. Create and maintain phone script 5. Create and maintain building tour script 6. Create and use "5 Points" to highlight during phone inquiries		
Retention	Carmen Campuzano and Magnet Leadership Team, classroom teachers, Sophia Valencia	1. Focus on fine arts, music, ecology, and social justice – targeted population is very interested in these parts of the program 2. Maintain high participation in PTA 3. Maintain parent participation through traditional school and community events 4. Continue to focus on increasing student achievement in reading and mathematics for all students	8/1/13	5/23/14

**Magnet Strategy 2: THEME DEVELOPMENT**

[SEE MAGNET REVIEW: CURRICULUM/ASSESSMENT (Section 2)]

**USP Description:**

In creating the Plan, the District shall... improve existing magnet schools and programs that are not promoting integration [III.E.3.ii]

**SMART Goal:** Davis is currently successful with theme integration into the curriculum, development of scope and sequence, and unit/assessment development.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme Visibility Development		1. 2. 3.		MAINTAIN and IMPROVE
Theme Integration with Common Core Curriculum		1. Update curriculum with CCSS		MAINTAIN

Last Updated 6/25/2014 11:16:36 AM

Magnet Improvement Plan (Upload to ALEAT Page 4 of 8)

USP II.K.1.f

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**2013-2014****MAGNET IMPROVEMENT PLAN**

(Planning Phase)		2. 3.		
Scope and Sequence (Planning Phase)		1. 2. 3.		MAINTAIN
Unit Development, Including Assessments (Planning Phase)		1. 2. 3.		MAINTAIN



**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 3: KEY PERSONNEL**

[SEE MAGNET REVIEW: PROFESSIONAL DEVELOPMENT (Section 3), KEY PERSONNEL (Section 4), LEADERSHIP (Section 5), STABLE AND SUCCESSFUL STAFF (Section 7)]

**USP Description:**

In creating the Plan, the District shall...ensure that administrators and certificated staff in magnet schools and programs have the expertise and training necessary to ensure successful implementation of the magnet. [III.E.3.vi]

The Magnet School Plan shall, at a minimum, set forth a process and schedule to... provide necessary training and resources to magnet school and program administrators and certificated staff; [III.E.3.ix]

**SMART Goal:** Instructional staff will continue to meet the basic requirement of all magnet schools of 45 hours of theme development and 30 hours of pedagogy focused PD. Basic requirements for new staff will be maintained by hiring highly qualified bilingually endorsed instructors.

<b>Methods</b> to support strategy	<b>Person (s)</b> Accountable	<b>Action Steps</b> to achieve SMART Goal (add more if needed)	<b>Begin</b> Date	<b>End</b> Date
Theme-Based Professional Development (Research)		1. Continuous PD focus in the areas of biliteracy and second language learning.	7/29/13	5/23/14

NOTE: DAVIS DOES NOT CURRENTLY HAVE A MAGNET COORDINATOR. IN ORDER TO MAINTAIN A HIGH QUALITY PROGRAM WHERE ALL INSTRUCTORS ARE PROFICIENT IN THEME INTEGRATION, A MAGNET COORDINATOR IS IMPERATIVE.

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 4: FAMILY ENGAGEMENT****USP Description:**

The Magnet School Plan shall, at a minimum, set forth a process and schedule to...include strategies to specifically engage African American and Latino families, including the families of English language learner (“ELL”) students; **[III.E.3.x]**

**SMART Goal:** Increase “agree” and “strongly agree” responses to the Leadership/Communication questions #23 and #24 found on the School Quality Survey by 5%.

<b>Methods</b> to support strategy	<b>Person (s)</b> Accountable	<b>Action Steps</b> to achieve SMART Goal (add more if needed)	<b>Begin</b> Date	<b>End</b> Date
Continue to increase parent participation from targeted populations	Carmen Campuzano and Magnet Leadership Team, classroom teachers, Sophia Valencia	1. Latino Student Advocacy Team examines student achievement data in order to target students who need additional services including intervention for targeted populations  2. Focus on fine arts, music, ecology, and social justice – targeted population is very interested in these parts of the program  3. Maintain high participation in PTA through active recruitment  4. Maintain parent participation through traditional school and community events  5. Continue Cafecitos and Meet the Mark workshops.  6. Establish a method to measure parent participation and volunteerism	8/1/13	5/23/14

**2013-2014****MAGNET IMPROVEMENT PLAN**

<p>Increase “agree” and “strongly agree” responses to the below Leadership/Communication questions found on the School Quality Survey:</p> <ul style="list-style-type: none"> <li>• I am encouraged to be involved in my child's school.</li> <li>• I receive regular reports about my child's behavior and academic progress</li> </ul>		<ol style="list-style-type: none"> <li>1. Continue to send home newsletters</li> <li>2. Continue use of listserve</li> <li>3. Continue to send home Exito response with regular progress reports</li> <li>4. Parents will be sent home monthly progress reports for struggling students in the “Meet the Mark” population</li> <li>5. Continue “open door” policy with parent classroom volunteers</li> <li>6. Continue to honor the magnet focus by ensuring that all communication home are in both English and Spanish and that all meetings are held in both languages</li> </ol>		
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**2013-2014****MAGNET IMPROVEMENT PLAN**

**SCHOOL NAME:** Ida Flood Dodge Traditional Magnet Middle School

**MAGNET THEME:** Traditional Education

Please write an abstract of your plan (what would someone expect to see during a visit to your site)? At Dodge a typical visitor would see structured instruction with a focus on reading, writing, and math. Further, that the expectation of all parties is one of respect and responsibility with the triad of student, school, and family involvement in the school community and student learning. College representation is visible in every room of the building, and Capturing Kids Hearts in several classrooms. No Excuses University curriculum is available in all Home Base classrooms, which promotes higher education for all.

MAGNET LEADERSHIP TEAM MEMBERS	NAME
Principal	Dr. Daniel Schulter
Magnet Coordinator	Michelle Hutton
Counselor	Donna Sanders
Office Manager	Sherry Hubbard
LSC	Phyllis Cowman
Magnet Director	Victoria Callison
Magnet Senior Program Coordinator	Laurie Westfall
Magnet Senior Program Coordinator	Adelle McNiece
Marketing Specialist	Sally Jacunski

MAGNET LEADERSHIP TEAM MEETINGS	
How many days a month does your Magnet Leadership Team meet?	4 times per month
Please provide dates/times when your Magnet Leadership Team meets? (ex: Tuesdays @ 1:00 pm)	Mondays @ 9:00 am

**2013-2014****MAGNET IMPROVEMENT PLAN****Complete the Magnet Review Summary.**

With data and information available to you, analyze the needs of your school. The goal is for the school's magnet leadership team to carefully analyze and interpret all data in order to accurately and completely assess the needs of your school. The knowledge gained during this investigative and analytical phase will be the basis for identifying the greatest priorities on which to develop your school's magnet goals. Each goal must be addressed by identifying at least one strategy. **Areas from the Magnet Review Summary marked "NO" or "IP" (in progress) must be addressed in your Magnet Improvement Plan.**

**Magnet Review Summary**

Strategy #		YES	NO
1	Does your current enrollment meet the definition of integration?	X	
1	Is your magnet program attracting students to support integration and diversity at your school?	X	
1	Is your magnet program retaining students to support integration and diversity at your school?	X	
2	Is the curriculum at this school:	documented?	X
		paced?	X
		assessed?	X
		reflected?	X
		adjusted?	X
2	Is the curriculum at this school unique?	X	
2	Is the methodology (pedagogy) implemented at this school unique?	X	
2	Do students experience theme immersion for a minimum of three hours per day?	X	
2	Is there theme integration in the curriculum?	X	
2	Is there theme congruency in the curriculum?	X	
2	Does our professional development support the magnet content or a specialized delivery of instruction?	X	
3	Does the magnet have key personnel to ensure that the magnet is implemented with fidelity?	X	
3	Does your magnet have an organized leadership structure that involves all stakeholders so the magnet theme is held with absolute fidelity and is not diluted by supplemental programs?	X	
1	Does your magnet have a recruitment plan that includes community partnerships?		X
1	Does your magnet have a marketing plan that includes the collection and review of indicators for success?	X	
3	Has this school had a stable staff for the past four years?	X	
3	Have staff been successful at delivering quality instruction?	X	
1	Have students in all ethnic categories shown increases in student achievement?	X	
1	Does your Title I Plan support or supplement you magnet theme?	X	

**2013-2014****MAGNET IMPROVEMENT PLAN****Section 2: Developing your School's Magnet Improvement Plan***Guiding Question: How are we going to get to where we want to be?***MAGNET GOAL: INTEGRATION**

**USP Description:** The Magnet School Plan shall, at a minimum, set forth a process and schedule to... identify goals to further the integration of each magnet school which shall be used to assess the effectiveness of efforts to enhance integration at the school. **[III.E.3.xi]**

**Magnet Strategy 1: ENROLLMENT**

[See MAGNET REVIEW: ENROLLMENT (Section 1), RECRUITMENT AND MARKETING (Section 6)]

**USP Description:**

The District shall continue to implement magnet school/program as a strategy for assigning students to schools and to provide students w/opportunity to attend an integrated school. **[II.E.1]**

The District...shall recruit a racially and ethnically diverse student body ...to ensure that the schools are integrated to the greatest extent practicable. **[II.E.2]**

An integrated school is any school in which no racial or ethnic group varies from the district average for that grade level (Elementary School, Middle School, K-8, High School) by more than +/-15 percentage points, and in which no single racial or ethnic group exceeds 70% of the school's enrollment. **[II.B.2]**

**SMART Goal:** Dodge will maintain integration standards.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Recruitment	Michelle Hutton Lorie Emrich Donna Sanders Dan Schulter	1. Visit elementary Schools across the district	8/13	5/14
		2. Attend Elementary school evening events	8/13	5/14
		3. Attend District Sponsored Events	8/13	5/14
		4. Magnet Night at Dodge	10/13	12/13
		5. Orientation Evenings	3/14	4/14
Marketing	Michelle Hutton Donna Sanders	1. Communication – flyers, calls, tours 2. Website updates & Tracking 3. Dodge Dispatch (newsletter)	8/13 On-going As needed	5/14 Quarterly

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**2013-2014****MAGNET IMPROVEMENT PLAN**

	Dan Schuler	published every other week) 4. Survey Monkey to parents asking for best times to meet or family opinions on issues	Bi-monthly	
Retention	Donna Sanders  Phyllis Cowman Grade level teachers  Donna Sanders	1. Orientation with expectations 2. Communication w/ families for at-risk students 3. Facilitate conferences 4. Intervention – collaboration w/ staff 5. Grade Level Parent University Night 6. Counselor Coffees – 7. Summer Jump Start	Spring '14  On-going  On-going as-needed  Quarterly Summer	

**Magnet Strategy 2: THEME DEVELOPMENT**

[SEE MAGNET REVIEW: CURRICULUM/ASSESSMENT (Section 2)]

**USP Description:**

In creating the Plan, the District shall... improve existing magnet schools and programs that are not promoting integration [III.E.3.ii]

**SMART Goal:** Dodge will firm up the model of the triad (parent, teacher, and student) in the traditional theme – focused on involving all parties in the students' educational program. This will include 100% of families signing the school contract when they register.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme Visibility Development  Dodge's theme visibility is wrapped into its traditional culture. When you visit Dodge, you will see a positive climate where the instruction is focused and students are in compliance with uniform and behavior guidelines. Students are expected to be "Dodge Students" at all times – which comes with firm expectations.	Staff  Donna Sanders  Dan Schuler	1. Respect & Responsibility Card – method to track behavior and earn incentives  2. Counselor Coffee  3. College banners ( No Excuses University)  4. Strict uniform guidelines and student compliance.  5. Clarification letter will be sent home to all families with first quarter	8/13  Quarterly 8/13 On-Going  On-Going At Registration	5/14  5/14

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**2013-2014****MAGNET IMPROVEMENT PLAN**

		progress reports reiterating contract expectations.		
Theme Integration with Common Core Curriculum (Planning Phase)	Staff	1. Grade Level Meetings 2. PD in Common Core 3. PD in Subject Level	Monthly Monthly Monthly	
Scope and Sequence (Planning Phase)		1. 2. 3.		
Unit Development, Including Assessments (Planning Phase)		1. 2. 3.		



**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 3: KEY PERSONNEL**

[SEE MAGNET REVIEW: PROFESSIONAL DEVELOPMENT (Section 3), KEY PERSONNEL (Section 4), LEADERSHIP (Section 5), STABLE AND SUCCESSFUL STAFF (Section 7)]

**USP Description:**

In creating the Plan, the District shall...ensure that administrators and certificated staff in magnet schools and programs have the expertise and training necessary to ensure successful implementation of the magnet.[III.E.3.vi]

The Magnet School Plan shall, at a minimum, set forth a process and schedule to... provide necessary training and resources to magnet school and program administrators and certificated staff;[III.E.3.ix]

**SMART Goal:** By the end of the 2013/14 SY, Dodge classroom teachers will have received 45 hours of professional development related to the traditional theme, and 30 hours of PD focused on pedagogy as evidenced by agendas, sign in sheets, and grade level PLC documentation.

<b>Methods to support strategy</b>	<b>Person (s) Accountable</b>	<b>Action Steps to achieve SMART Goal (add more if needed)</b>	<b>Begin Date</b>	<b>End Date</b>
Theme-Based Professional Development (Research)	Dan Schulter	1. Grade Level PD each semester 2. Develop Traditional Model 3. Visit Traditional Middle School	Fall 8/13 1/14	Spring 5/14 5/14
Staff Qualifications	Dan Schulter	1. Insure 7 <sup>th</sup> Grade LA teacher obtains full GATE endorsement 2. Require 6 <sup>th</sup> Grade Reading teacher obtain Reading Endorsement 3. The administrator assures that all staff members are teaching with fidelity to the traditional program.	On-Going	
Retention	Dan Schulter	1. Provide teachers with comprehensive evaluations and support for further enhancement in their curricular fields 2. Provide quality professional development programs of magnet theme	On-Going On-Going	

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**2013-2014**

## **MAGNET IMPROVEMENT PLAN**

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		3. Budget outside trainings that apply to magnet theme	On-Going	
		4. Build collaboration with feeder schools.	On-Going	

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 4: FAMILY ENGAGEMENT****USP Description:**

The Magnet School Plan shall, at a minimum, set forth a process and schedule to...include strategies to specifically engage African American and Latino families, including the families of English language learner (“ELL”) students; [III.E.3.x]

**SMART Goal:** Dodge will increase family engagement in the areas of academic, social, and extra curricular domains as evidenced by sign-in sheets at PAC events and volunteer data submitted to the district database.

<b>Methods to support strategy</b>	<b>Person (s) Accountable</b>	<b>Action Steps to achieve SMART Goal (add more if needed)</b>	<b>Begin Date</b>	<b>End Date</b>
Increase family volunteerism	Staff	1. Build the homebase parent job description and support it (new 2013/14 SY). 2. Campus Beautification 3. Site Council & PAC	Fall  Monthly  Fall	Spring   Spring
Increase family participation	Staff	1. Carnival 2. Magnet Night & Orientations 3. At-Risk & Arena Conferences	Fall Fall Fall	Spring  As needed
Increase Academic Family Engagement (see targeted Title 1 Plan for additional info)	Staff/ student/ family	1. Parent University Grade Level Nights 2. Title 1 Evenings 3. High School Expo 4. ACT/Explore for families 5. Dodge Magnet Night 6. Orientations 7. Summer school for incoming 6 <sup>th</sup> 8. Open House/Curriculum Night	Quarterly  Bi-yearly  Fall Fall Fall Fall Summer Fall	  as-needed  Spring  Spring

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**2013-2014****MAGNET IMPROVEMENT PLAN**

		9. Awards Assemblies	Quarterly	
Continue to offer Social/Extra Curricular activities and add Drama/Choral presentations.	Staff/ student/ family	1. Talent Show		Spring
		2. Drama/Choral Presentations	Fall	Spring
		3. Band/Orchestra Presentations	Quarterly	
		4. Interscholastics	On-going	
		5. Builders' Club	8/13	5/14
		6. National Junior Honor Society	8/13	5/14
		7. Scholastic Book Fair	Fall	Spring

**2013-2014****MAGNET IMPROVEMENT PLAN****SCHOOL NAME:** Drachman Montessori Magnet**MAGNET THEME:** Montessori

Please write an abstract of your plan (what would someone expect to see during a visit to your site)?  
An observer would expect to see...

- A Montessori environment which is aesthetically pleasing and intentionally prepared where Montessori materials are readily available and being used.
- Classrooms where students receive small group and individualized instruction. Students are guided to work independently using their work plan. Each child knows his/her choices, and each choice is aligned with the Common Core.
- Authentic assessment of each child's individual work plan, showing proficiency in his/her individual plan. These assessments occur 1-on-one or in very small groups.

MAGNET LEADERSHIP TEAM MEMBERS	NAME
Principal	Jesus Celaya
Magnet Coordinator	Krystal Scheid
Teacher	Pat Donnelly
Community Representative	Kristin Bury
Magnet Director	Victoria Callison
Magnet Senior Program Coordinator	Laurie Westfall
Magnet Senior Program Coordinator	Adelle McNiece
Marketing Specialist	Sally Jacunski

MAGNET LEADERSHIP TEAM MEETINGS	
How many days a month does your Magnet Leadership Team meet?	Once each quarter
Please provide dates/times when your Magnet Leadership Team meets? (ex: Tuesdays @ 1:00 pm)	October 23, December 4 (2:15 pm)

***TUSD***

# Magnet Improvement Plan

## Complete the Magnet Review Summary.

With data and information available to you, analyze the needs of your school. The goal is for the school's magnet leadership team to carefully analyze and interpret all data in order to accurately and completely assess the needs of your school. The knowledge gained during this investigative and analytical phase will be the basis for identifying the greatest priorities on which to develop your school's magnet goals. **Areas from the Magnet Review Summary marked "NO" or "IP" (in progress) must be addressed in your Magnet Improvement Plan.**

### Magnet Review Summary

Strategy #		YES	NO
1	Does your current enrollment meet the definition of integration?		N
1	Is your magnet program attracting students to support integration and diversity at your school?	Y	
1	Is your magnet program retaining students to support integration and diversity at your school?	Y	
2	Is the curriculum at this school:		
	documented?	Y	
	paced?	Y	
	assessed?	Y	
	reflected?	Y	
	adjusted?	Y	
2	Is the curriculum at this school unique?	Y	
2	Is the methodology (pedagogy) implemented at this school unique?	Y	
2	Do students experience theme immersion for a minimum of three hours per day?	Y	
2	Is there theme integration in the curriculum?	Y	
2	Is there theme congruency in the curriculum?	Y	
3	Is there a certification or recognition for teachers who have completed magnet theme related training?	Y	
3	Does our professional development support the magnet content or a specialized delivery of instruction?	Y	
3	Does the magnet have key personnel to ensure that the magnet is implemented with fidelity?	Y	
3	Does your magnet have an organized leadership structure that involves all stakeholders so the magnet theme is held with absolute fidelity and is not diluted by supplemental programs?	Y	
1	Does your magnet have a recruitment plan that includes community partnerships?	Y	
1	Does your magnet have a marketing plan that includes the collection and review of indicators for success?		IP
3	Has this school had a stable staff for the past four years?	Y	
3	Have staff been successful at delivering quality instruction?	Y	
1	Have students in all ethnic categories shown increases in student achievement?		N
1	Does your Title I Plan support or supplement you magnet theme?	Y	

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## Magnet Improvement Plan

### Section 2: Developing your School's Magnet Improvement Plan

*Guiding Question: How are we going to get to where we want to be?*

#### MAGNET GOAL: INTEGRATION

**USP Description:** The Magnet School Plan shall, at a minimum, set forth a process and schedule to... identify goals to further the integration of each magnet school which shall be used to assess the effectiveness of efforts to enhance integration at the school. **[III.E.3.xi]**

#### Magnet Strategy 1: ENROLLMENT

[See MAGNET REVIEW: ENROLLMENT (Section 1), RECRUITMENT AND MARKETING (Section 6)]

##### USP Description:

The District shall continue to implement magnet school/program as a strategy for assigning students to schools and to provide students w/opportunity to attend an integrated school. **[II.E.1]**

The District...shall recruit a racially and ethnically diverse student body ...to ensure that the schools are integrated to the greatest extent practicable. **[II.E.2]**

An integrated school is any school in which no racial or ethnic group varies from the district average for that grade level (Elementary School, Middle School, K-8, High School) by more than +/-15 percentage points, and in which no single racial or ethnic group exceeds 70% of the school's enrollment. **[II.B.2]**

**SMART Goal:** By March of 2014, magnet status for incoming white Kindergarten students will increase by 6%, or 4 students.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Recruitment	Krystal Scheid / Victoria Callison	1. Weekend events (Celebrate Schools, Cyclovia, U of A Festival of Books, Children's Museum) 2. Targeted preschool recruitment efforts 3. Research faith-based organizations 4. Become a no-zone magnet during 2014/15 SY.	8/6/13	6/30/14
Marketing	Sally Jacunski and Krystal Scheid	1. Create and air television commercial (KOLD)	8/1/13	6/30/14

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## Magnet Improvement Plan

		2. Brochures/flyers 3. Updated website 4. Research billboard options/ targeted postcard mailers 5. Site level tracking of visits / tours / calls and follow-up		
Retention	School-wide Staff	1. Continue to grow / provide GATE cluster-model 2. Encourage parent involvement through PTO 3. Increase state achievement ranking through Tier 2/3 intervention. Goal – Move from a rating of “C” to a “B” or “A” 4. Add 7 <sup>th</sup> /8 <sup>th</sup> grade 5. Make sure all parents submit an application after “no-zone” status is approved	8/1/13	6/30/13

<b>Magnet Strategy 2: THEME DEVELOPMENT</b> [SEE MAGNET REVIEW: CURRICULUM/ASSESSMENT (Section 2)]
<b>USP Description:</b>  In creating the Plan, the District shall... improve existing magnet schools and programs that are not promoting integration [III.E.3.ii]
<b>SMART Goal:</b> By June 2014, the instructional staff will review Montessori Scope and Sequence to align with Common Core. As well, the current Montessori curriculum will be examined to identify areas needing improvement as aligned to Common Core.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme-Based Professional Development (Research)		1.  2.  3.		
Theme Visibility Development		1.		

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## Magnet Improvement Plan

		2. 3.		
Theme Integration with Common Core Curriculum (Planning Phase)		1. 2. 3.		
Scope and Sequence (Planning Phase)	Jesus Celaya	1. Age-level teams align Scope and Sequence to CCSS.  2. Modify work plans as needed  3. Require staff to submit copies of work plan and modifications to building principal  4. Create a building level crosswalk between work plans and Common Core  5. Share crosswalk with parents and District Magnet Office	11/6/13	6/30/14
Unit Development, Including Assessments (Planning Phase)	School-wide Staff/ Jesus Celaya	1. Submit examples of individual student work plans to District Magnet Office	Work in Progress	6/30/14

## Magnet Improvement Plan

<b>Magnet Strategy 3: KEY PERSONNEL</b> [SEE MAGNET REVIEW: PROFESSIONAL DEVELOPMENT (Section 3), KEY PERSONNEL (Section 4), LEADERSHIP (Section 5), STABLE AND SUCCESSFUL STAFF (Section 7)]
<b>USP Description:</b>  In creating the Plan, the District shall...ensure that administrators and certificated staff in magnet schools and programs have the expertise and training necessary to ensure successful implementation of the magnet. <b>[III.E.3.vi]</b>  The Magnet School Plan shall, at a minimum, set forth a process and schedule to... provide necessary training and resources to magnet school and program administrators and certificated staff; <b>[III.E.3.ix]</b>
<b>SMART Goal:</b> By the end of summer 2014, three additional staff members will begin training for Montessori certification (2 year process). Within the next five years, have all staff Montessori certified or working on certification requirements.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Work with District HR and bargaining units to offer incentives / contract protection for Montessori personnel (certified/parapros).	Magnet Director (Victoria Callison)	1. Contact HR Director 2. Work with Deseg Director 3. Draft policy 4. Governing Board approval	10/1/13	6/1/14
Provide summer training for three Montessori staff members	Jesus Celaya	1. Secure funding 2. Identify training location 3. Identify staff to receive training	9/1/13	4/15/14
Provide informal in-house training/mentoring	Jesus Celaya / Montessori resource staff members	1. Develop PD calendar 2. Provide staffing to support collaborative planning time 3. Gauge needs using Danielson model	7/29/13	ongoing

## Magnet Improvement Plan

### Magnet Strategy 4: FAMILY ENGAGEMENT

#### USP Description:

The Magnet School Plan shall, at a minimum, set forth a process and schedule to...include strategies to specifically engage African American and Latino families, including the families of English language learner (“ELL”) students; **[III.E.3.x]**

**SMART Goal:** Using the volunteer database, by 6/30/14 show evidence of Family Engagement of Latino and African American Families by 5% as compared to 12/13 SY.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Collaborate with Head Start and Family Literacy	Jesus Celaya	1. Annual presentation on magnet enrollment (Santa Rosa Family Literacy)  2. Provide Montessori materials and training to preschool staff		
Support Volunteer efforts	Yolanda Laturco/Kristin Bury	1. Title 1 contact person meets individually with volunteers  2. Recruit/provide opportunities for parents to engage in recruitment events		
Provide ESL courses once a week	Yolanda Laturco	1. Recruit parents  2. Work out logistics with Title 1  3. Recruit instructors	10/21/13	2/28/14
Provide Montessori education for parents	21 <sup>st</sup> CCLC Coordinator (Maricella Carranza) / Jesus Celaya	1. Annual presentation on Montessori education (Santa Rosa Family Literacy)  2. Provide Montessori education afterschool program course for parents focusing on math materials	9/3/13	5/5/14

## Magnet Improvement Plan

		3. Recruit instructors for Montessori course  4. Recruit parents for Montessori course  5. Provide 21 <sup>st</sup> CCLC showcase each quarter		
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**2013-2014****MAGNET IMPROVEMENT PLAN**

<b>SCHOOL NAME:</b> Holladay Magnet Elementary	<b>MAGNET THEME:</b> Fine Arts and Theater Sports
<p>Please write an abstract of your plan (what would someone expect to see during a visit to your site)? Students engaged in fine arts and theater sports theme in and out of the classroom. Displays of student work and achievements evident in hallways and all public areas.</p>	

MAGNET LEADERSHIP TEAM MEMBERS	NAME
Principal	Larry Haynes
Magnet Coordinator and Athletics Director	Walter Legan
Performing Arts Director	Jennifer Draper
Visual Arts Director	Georgina Badoni
Reading Specialist	Sharon Ogle
Magnet Director	Victoria Callison
Magnet Senior Program Coordinator	Laurie Westfall
Magnet Senior Program Coordinator	Adelle McNiece
Marketing Specialist	Sally Jacunski

MAGNET LEADERSHIP TEAM MEETINGS	
How many days a month does your Magnet Leadership Team meet?	weekly
Please provide dates/times when your Magnet Leadership Team meets? (ex: Tuesdays @ 1:00 pm)	Thursdays at 8:30 am

**2013-2014****MAGNET IMPROVEMENT PLAN****Complete the Magnet Review Summary.**

With data and information available to you, analyze the needs of your school. The goal is for the school's magnet leadership team to carefully analyze and interpret all data in order to accurately and completely assess the needs of your school. The knowledge gained during this investigative and analytical phase will be the basis for identifying the greatest priorities on which to develop your school's magnet goals. Each goal must be addressed by identifying at least one strategy. **Areas from the Magnet Review Summary marked "NO" or "IP" (in progress) must be addressed in your Magnet Improvement Plan.**

**Magnet Review Summary**

Strategy #		YES	NO
1	Does your current enrollment meet the definition of integration?		N
1	Is your magnet program attracting students to support integration and diversity at your school?		N
1	Is your magnet program retaining students to support integration and diversity at your school?		N
2	Is the curriculum at this school:		IP
	documented?		IP
	paced?		IP
	assessed?		IP
	reflected?		IP
	adjusted?		IP
2	Is the curriculum at this school unique?	Y	
2	Is the methodology (pedagogy) implemented at this school unique?	Y	
2	Do students experience theme immersion for a minimum of three hours per day?		IP
2	Is there theme integration in the curriculum?		IP
2	Is there theme congruency in the curriculum?		IP
2	Does our professional development support the magnet content or a specialized delivery of instruction?	Y	
3	Does the magnet have key personnel to ensure that the magnet is implemented with fidelity?	Y	
3	Does your magnet have an organized leadership structure that involves all stakeholders so the magnet theme is held with absolute fidelity and is not diluted by supplemental programs?	Y	
1	Does your magnet have a recruitment plan that includes community partnerships?		IP
1	Does your magnet have a marketing plan that includes the collection and review of indicators for success?		IP
3	Has this school had a stable staff for the past four years?		N
3	Have staff been successful at delivering quality instruction?	Y	
1	Have students in all ethnic categories shown increases in student achievement?		N
1	Does your Title I Plan support or supplement you magnet theme?	Y	

**2013-2014****MAGNET IMPROVEMENT PLAN****Section 2: Developing your School's Magnet Improvement Plan***Guiding Question: How are we going to get to where we want to be?***MAGNET GOAL: INTEGRATION**

**USP Description:** The Magnet School Plan shall, at a minimum, set forth a process and schedule to... identify goals to further the integration of each magnet school which shall be used to assess the effectiveness of efforts to enhance integration at the school. **[III.E.3.xi]**

**Magnet Strategy 1: ENROLLMENT**

[See MAGNET REVIEW: ENROLLMENT (Section 1), RECRUITMENT AND MARKETING (Section 6)]

**USP Description:**

The District shall continue to implement magnet school/program as a strategy for assigning students to schools and to provide students w/opportunity to attend an integrated school. **[II.E.1]**

The District...shall recruit a racially and ethnically diverse student body ...to ensure that the schools are integrated to the greatest extent practicable. **[II.E.2]**

An integrated school is any school in which no racial or ethnic group varies from the district average for that grade level (Elementary School, Middle School, K-8, High School) by more than +/-15 percentage points, and in which no single racial or ethnic group exceeds 70% of the school's enrollment. **[II.B.2]**

**SMART Goal:** By the second lottery draw, the number of white magnet applicants will increase from 14% (12 students) to 20% (17 students) as evidenced by application data.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Recruitment	Magnet Team	1. Targeted preschool visits 2. Community events—Halloween, open house, Celebration of Schools 3. FAQs, phone script, tour script	8/1/13	2/28/14
Marketing	Magnet Team	1. Brochures 2. YouTube videos 3. Radio 4. Press releases	8/1/13	5/30/14



**2013-2014****MAGNET IMPROVEMENT PLAN**

Retention	Magnet Team	1. Exit interviews of parents 2. Parent Communications 3. Explore possibility of building a facebook page 4. Interventions: small group tutoring, Tier 2 and 3 interventions as a combo of push in and pull out, Successmaker, after school tutoring 5. 21 <sup>st</sup> century grant programs 6. After school clubs and tutoring	9/20/13	5/30/14
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**Magnet Strategy 2: THEME DEVELOPMENT**

[SEE MAGNET REVIEW: CURRICULUM/ASSESSMENT (Section 2)]

**USP Description:**

In creating the Plan, the District shall... improve existing magnet schools and programs that are not promoting integration [III.E.3.ii]

**SMART Goal:** By 6/30/14, each grade level will develop, implement, assess, reflect upon and adjust one thematic unit as evidenced by unit and lesson plans, student work and assessments, agendas, and notes from grade level meetings.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme Visibility Development	Magnet Team	1. Pathway to fine arts and sports studies 2. Develop front entryway 3. Paint hallways and turn into gallery	9/20/13	5/30/14
Theme Integration with Common Core Curriculum (Planning Phase)	Magnet Team, teachers	1. Danielson training 2. Common Core training 3. Explore how theme can be infused into best practices	8/1/13	4/15/14

**2013-2014****MAGNET IMPROVEMENT PLAN**

Scope and Sequence (Planning Phase)	Magnet Team, teachers	1. Review current content being taught in CORE classes 2. Create lists of major content through enduring understandings 3. Establish a theme for each quarter	9/20/13	5/30/14
Unit Development, Including Assessments (Planning Phase)	Magnet Team, teachers	1. Grade level teams will select a science or ss concept for unit 2. Complete template for unit 3. teach unit 4. assess unit 5. reflection 6. modify	12/1/13	6/30/14

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 3: KEY PERSONNEL**

[SEE MAGNET REVIEW: PROFESSIONAL DEVELOPMENT (Section 3), KEY PERSONNEL (Section 4), LEADERSHIP (Section 5), STABLE AND SUCCESSFUL STAFF (Section 7)]

**USP Description:**

In creating the Plan, the District shall...ensure that administrators and certificated staff in magnet schools and programs have the expertise and training necessary to ensure successful implementation of the magnet.[III.E.3.vi]

The Magnet School Plan shall, at a minimum, set forth a process and schedule to... provide necessary training and resources to magnet school and program administrators and certificated staff;[III.E.3.ix]

**SMART Goal:** 100% of the teaching staff will complete the required 45 hours of theme content training and 30 hours of delivery as evidenced by sign in sheets and agendas.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme-Based Professional Development (Research)	Magnet Team, Laurie Westfall, Adelle McNiece	1. Review PD calendar  2. Apply current topics to theme related hours  3. Schedule magnet specific PD with the magnet office	8/1/13	6/30/14

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 4: FAMILY ENGAGEMENT****USP Description:**

The Magnet School Plan shall, at a minimum, set forth a process and schedule to...include strategies to specifically engage African American and Latino families, including the families of English language learner ("ELL") students; **[III.E.3.x]**

**SMART Goal:** Holladay will maintain this standard as evidenced by sign in sheets, volunteer logs, and data entered into Grant Tracker and other sources

<b>Methods</b> to support strategy	<b>Person (s)</b> Accountable	<b>Action Steps</b> to achieve SMART Goal (add more if needed)	<b>Begin</b> Date	<b>End</b> Date
Establish sustainable engagement activities and recordkeeping beyond the end of the 21 <sup>st</sup> century grant period	Magnet Team	1. Establish partnerships to sponsor activities 2. Establish recording keeping protocols and documents to track family engagement opportunities	8/1/13	5/30/14

**2013-2014****MAGNET IMPROVEMENT PLAN**

<b>SCHOOL NAME:</b>	<b>MAGNET THEME:</b>
Please write an abstract of your plan (what would someone expect to see during a visit to your site)?	

MAGNET LEADERSHIP TEAM MEMBERS	NAME
Principal	
Magnet Coordinator	
Magnet Director	Victoria Callison
Magnet Senior Program Coordinator	Laurie Westfall
Magnet Senior Program Coordinator	Adelle McNiece
Marketing Specialist	Sally Jacunski

MAGNET LEADERSHIP TEAM MEETINGS	
How many days a month does your Magnet Leadership Team meet?	
Please provide dates/times when your Magnet Leadership Team meets? (ex: Tuesdays @ 1:00 pm)	

**2013-2014****MAGNET IMPROVEMENT PLAN****Complete the Magnet Review Summary.**

With data and information available to you, analyze the needs of your school. The goal is for the school's magnet leadership team to carefully analyze and interpret all data in order to accurately and completely assess the needs of your school. The knowledge gained during this investigative and analytical phase will be the basis for identifying the greatest priorities on which to develop your school's magnet goals. Each goal must be addressed by identifying at least one strategy. **Areas from the Magnet Review Summary marked "NO" or "IP" (in progress) must be addressed in your Magnet Improvement Plan.**

**Magnet Review Summary**

Strategy #		YES	NO
1	Does your current enrollment meet the definition of integration?		
1	Is your magnet program attracting students to support integration and diversity at your school?		
1	Is your magnet program retaining students to support integration and diversity at your school?		
2	Is the curriculum at this school:		
	documented?		
	paced?		
	assessed?		
	reflected?		
	adjusted?		
2	Is the curriculum at this school unique?		
2	Is the methodology (pedagogy) implemented at this school unique?		
2	Do students experience theme immersion for a minimum of three hours per day?		
2	Is there theme integration in the curriculum?		
2	Is there theme congruency in the curriculum?		
2	Does our professional development support the magnet content or a specialized delivery of instruction?		
3	Does the magnet have key personnel to ensure that the magnet is implemented with fidelity?		
3	Does your magnet have an organized leadership structure that involves all stakeholders so the magnet theme is held with absolute fidelity and is not diluted by supplemental programs?		
1	Does your magnet have a recruitment plan that includes community partnerships?		
1	Does your magnet have a marketing plan that includes the collection and review of indicators for success?		
3	Has this school had a stable staff for the past four years?		
3	Have staff been successful at delivering quality instruction?		
1	Have students in all ethnic categories shown increases in student achievement?		
1	Does your Title I Plan support or supplement you magnet theme?		

**2013-2014****MAGNET IMPROVEMENT PLAN****Section 2: Developing your School's Magnet Improvement Plan***Guiding Question: How are we going to get to where we want to be?***MAGNET GOAL: INTEGRATION**

**USP Description:** The Magnet School Plan shall, at a minimum, set forth a process and schedule to... identify goals to further the integration of each magnet school which shall be used to assess the effectiveness of efforts to enhance integration at the school. **[III.E.3.xi]**

**Magnet Strategy 1: ENROLLMENT**

[See MAGNET REVIEW: ENROLLMENT (Section 1), RECRUITMENT AND MARKETING (Section 6)]

**USP Description:**

The District shall continue to implement magnet school/program as a strategy for assigning students to schools and to provide students w/opportunity to attend an integrated school. **[II.E.1]**

The District...shall recruit a racially and ethnically diverse student body ...to ensure that the schools are integrated to the greatest extent practicable. **[II.E.2]**

An integrated school is any school in which no racial or ethnic group varies from the district average for that grade level (Elementary School, Middle School, K-8, High School) by more than +/-15 percentage points, and in which no single racial or ethnic group exceeds 70% of the school's enrollment. **[II.B.2]**

**SMART Goal:**

<b>Methods to support strategy</b>	<b>Person (s) Accountable</b>	<b>Action Steps to achieve SMART Goal (add more if needed)</b>	<b>Begin Date</b>	<b>End Date</b>
Recruitment		1. 2. 3.		
Marketing		1. 2. 3.		
Retention		1. 2. 3.		

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**2013-2014****MAGNET IMPROVEMENT PLAN**

<b>Magnet Strategy 2: THEME DEVELOPMENT</b> [SEE MAGNET REVIEW: CURRICULUM/ASSESSMENT (Section 2)]
<b>USP Description:</b>  In creating the Plan, the District shall... improve existing magnet schools and programs that are not promoting integration [III.E.3.ii]
<b>SMART Goal:</b>

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme Visibility Development		1. 2. 3.		
Theme Integration with Common Core Curriculum (Planning Phase)		1. 2. 3.		
Scope and Sequence (Planning Phase)		1. 2. 3.		
Unit Development, Including Assessments (Planning Phase)		1. 2. 3.		



**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 3: KEY PERSONNEL**

[SEE MAGNET REVIEW: PROFESSIONAL DEVELOPMENT (Section 3), KEY PERSONNEL (Section 4), LEADERSHIP (Section 5), STABLE AND SUCCESSFUL STAFF (Section 7)]

**USP Description:**

In creating the Plan, the District shall...ensure that administrators and certificated staff in magnet schools and programs have the expertise and training necessary to ensure successful implementation of the magnet.[III.E.3.vi]

The Magnet School Plan shall, at a minimum, set forth a process and schedule to... provide necessary training and resources to magnet school and program administrators and certificated staff;[III.E.3.ix]

**SMART Goal:**

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme-Based Professional Development (Research)		1. 2. 3.		
		1. 2. 3.		
		1. 2. 3.		
		1. 2. 3.		

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 4: FAMILY ENGAGEMENT****USP Description:**

The Magnet School Plan shall, at a minimum, set forth a process and schedule to...include strategies to specifically engage African American and Latino families, including the families of English language learner ("ELL") students; **[III.E.3.x]**

**SMART Goal:**

<b>Methods to support strategy</b>	<b>Person (s) Accountable</b>	<b>Action Steps to achieve SMART Goal (add more if needed)</b>	<b>Begin Date</b>	<b>End Date</b>
Increase family volunteerism		1. 2. 3.		
Increase family participation		1. 2. 3.		
		1. 2. 3.		
		1. 2. 3.		

**2013-2014****MAGNET IMPROVEMENT PLAN****SCHOOL NAME:** Ochoa**MAGNET THEME:** Reggio Inspired

Please write an abstract of your plan (what would someone expect to see during a visit to your site)? Reggio Emilia educational philosophy honors all children and respects them for their potential and capabilities. It values the participation of families, collaboration of all staff, a carefully designed educational environment. Curriculum is contextual and is shaped by the needs and interests of children, family and teachers. The learning is based on a social constructivist philosophy. Learning environments that are carefully constructed with attention to identity and organization, comfort and safety, interest and beauty. Believing that the environment is the third teacher, classrooms should have many small areas for study and research, a mini-studio with ample recycled, and a clear identity that is reflected in many ways.

MAGNET LEADERSHIP TEAM MEMBERS	NAME
Principal	Heidi Aranda
Magnet Coordinator	Mary Jane Gray
LSC	Kira Moore-Rendon
Magnet Director	Victoria Callison
Magnet Senior Program Coordinator	Laurie Westfall
Magnet Senior Program Coordinator	Adelle McNiece
Marketing Specialist	Sally Jacunski

MAGNET LEADERSHIP TEAM MEETINGS	
How many days a month does your Magnet Leadership Team meet?	Weekly
Please provide dates/times when your Magnet Leadership Team meets? (ex: Tuesdays @ 1:00 pm)	

**2013-2014****MAGNET IMPROVEMENT PLAN****Complete the Magnet Review Summary.**

With data and information available to you, analyze the needs of your school. The goal is for the school's magnet leadership team to carefully analyze and interpret all data in order to accurately and completely assess the needs of your school. The knowledge gained during this investigative and analytical phase will be the basis for identifying the greatest priorities on which to develop your school's magnet goals. Each goal must be addressed by identifying at least one strategy. **Areas from the Magnet Review Summary marked "NO" or "IP" (in progress) must be addressed in your Magnet Improvement Plan.**

**Magnet Review Summary**

Strategy #		YES	NO
1	Does your current enrollment meet the definition of integration?		N
1	Is your magnet program attracting students to support integration and diversity at your school?	Y	
1	Is your magnet program retaining students to support integration and diversity at your school?		N
2	Is the curriculum at this school:		N
	documented?		
	paced?	Y	
	assessed?		IP
	reflected?	Y	
	adjusted?		N
2	Is the curriculum at this school unique?	Y	
2	Is the methodology (pedagogy) implemented at this school unique?	Y	
2	Do students experience theme immersion for a minimum of three hours per day?	Y	
2	Is there theme integration in the curriculum?	Y	
2	Is there theme congruency in the curriculum?		IP
2	Does our professional development support the magnet content or a specialized delivery of instruction?	Y	
3	Does the magnet have key personnel to ensure that the magnet is implemented with fidelity?	Y	
3	Does your magnet have an organized leadership structure that involves all stakeholders so the magnet theme is held with absolute fidelity and is not diluted by supplemental programs?	Y	
1	Does your magnet have a recruitment plan that includes community partnerships?	Y	
1	Does your magnet have a marketing plan that includes the collection and review of indicators for success?	Y	
3	Has this school had a stable staff for the past four years?		N
3	Have staff been successful at delivering quality instruction?	Y	
1	Have students in all ethnic categories shown increases in student achievement?	Y	
1	Does your Title I Plan support or supplement you magnet theme?	Y	

**2013-2014****MAGNET IMPROVEMENT PLAN****Section 2: Developing your School's Magnet Improvement Plan***Guiding Question: How are we going to get to where we want to be?***MAGNET GOAL: INTEGRATION**

**USP Description:** The Magnet School Plan shall, at a minimum, set forth a process and schedule to... identify goals to further the integration of each magnet school which shall be used to assess the effectiveness of efforts to enhance integration at the school. **[III.E.3.xi]**

**Magnet Strategy 1: ENROLLMENT**

[See MAGNET REVIEW: ENROLLMENT (Section 1), RECRUITMENT AND MARKETING (Section 6)]

**USP Description:**

The District shall continue to implement magnet school/program as a strategy for assigning students to schools and to provide students w/opportunity to attend an integrated school. **[II.E.1]**

The District...shall recruit a racially and ethnically diverse student body ...to ensure that the schools are integrated to the greatest extent practicable. **[II.E.2]**

An integrated school is any school in which no racial or ethnic group varies from the district average for that grade level (Elementary School, Middle School, K-8, High School) by more than +/-15 percentage points, and in which no single racial or ethnic group exceeds 70% of the school's enrollment. **[II.B.2]**

**SMART Goal:** By the end of the magnet lottery application process, the number of white applications will increase from 10% of total applications (8) to 15% (12) of the total applications received as evidenced by School and Community Services data.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Recruitment	Magnet Coordinator, Heidi Aranda, District Magnet Office	1. continue to strengthen K-1 Reggio approach for incoming kinders 2. Outreach and events in community	8/1/13	5/30/14
Marketing	Site Magnet Team and district magnet office	1. Website 2. Brochures 3. Marquee	8/1/13	5/30/14

**2013-2014****MAGNET IMPROVEMENT PLAN**

		4. Cyclovia 5. Press Releases 6. Television Commercials 7. Radio NPR		
Retention	Entire School	1. Check in meetings with magnet families 2. Increase visibility in grades 2-3 3. Increasing accessibility of studios 4. Establish fluid communication between school and home 5. Use social media and technology to communicate with families	8/1/13	5/30/14

**Magnet Strategy 2: THEME DEVELOPMENT**

[SEE MAGNET REVIEW: CURRICULUM/ASSESSMENT (Section 2)]

**USP Description:**

In creating the Plan, the District shall... improve existing magnet schools and programs that are not promoting integration [III.E.3.ii]

**SMART Goal:** By 6/30/14 all grade levels will create and using a framework for planning that reflects curricular goals within the context of the learner as evidenced by one completed framework and project.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme Visibility Development	Magnet team, Sally Jacunski	1. Physical Environment – Work with Kinder teachers to improve theme visibility and classroom management 2. Revise and enhance the Teaching and Learning Framework to include all areas of the school 3. All areas will reflect the RE approach and intention of the	8/1/13	5/30/14

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**2013-2014****MAGNET IMPROVEMENT PLAN**

		school		
Theme Integration with Common Core Curriculum (Planning Phase)		1. 2. 3.		
Scope and Sequence (Planning Phase)		1. 2. 3.		
Unit Development, Including Assessments (Planning Phase)	Mimi Gray, Principal, teachers	1. Create shared framework  2. Work collaboratively to complete and use the framework for the unit	9/25/13	6/30/14

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 3: KEY PERSONNEL**

[SEE MAGNET REVIEW: PROFESSIONAL DEVELOPMENT (Section 3), KEY PERSONNEL (Section 4), LEADERSHIP (Section 5), STABLE AND SUCCESSFUL STAFF (Section 7)]

**USP Description:**

In creating the Plan, the District shall...ensure that administrators and certificated staff in magnet schools and programs have the expertise and training necessary to ensure successful implementation of the magnet.[III.E.3.vi]

The Magnet School Plan shall, at a minimum, set forth a process and schedule to... provide necessary training and resources to magnet school and program administrators and certificated staff;[III.E.3.ix]

**SMART Goal:** By 6/30/14, 100% of the teaching staff will participate in 45 hours of theme development training and 30 hours of delivery training as evidenced by sign in sheets, PD calendar, agendas, and reflections.

<b>Methods</b> to support strategy	<b>Person (s)</b> Accountable	<b>Action Steps</b> to achieve SMART Goal (add more if needed)	<b>Begin</b> Date	<b>End</b> Date
Theme-Based Professional Development (Research)	Magnet Team, District Magnet Office	1. PD calendar  2. Teachers will have the teaching learning framework in a PD notebook which they will have at each PD  3. Every other Wednesday the Reggio Emilia approach will be addressed in the context of the language arts, cultural competence and social-emotional development and planners  4. At the conclusion of each PD, teachers will identify expectation in the teaching and learning framework  5. Principal will provide feedback to teachers on the implementation of expectations.	8/1/13	6/30/14

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**2013-2014****MAGNET IMPROVEMENT PLAN**

		6. Consultants will be scheduled in the winter		
		1. 2. 3.		
		1. 2. 3.		
		1. 2. 3.		

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 4: FAMILY ENGAGEMENT****USP Description:**

The Magnet School Plan shall, at a minimum, set forth a process and schedule to...include strategies to specifically engage African American and Latino families, including the families of English language learner ("ELL") students; [III.E.3.x]

**SMART Goal:** By 5/30/14, families will be provided with the opportunity to participate in at least 10 family events as evidenced by sign in sheets, agendas, flyers, and grant tracker data.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Increase family volunteerism		1. 2. 3.		
Increase family participation	Magnet coordinator, principal, site council, PTA, JVYC	1. clothes closet 2. Parent nights 3. fifth grade end of year trip 4. Family Math Nights 5. Community Food Bank has meetings with the parents re: garden		
		1. 2. 3.		
		1. 2. 3.		

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**2013-2014**

## **MAGNET IMPROVEMENT PLAN**

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**2013-2014****MAGNET IMPROVEMENT PLAN****SCHOOL NAME:** Palo Verde**MAGNET THEME:** TECHNOLOGY AND ENGINEERING (STEAM)

Please write an abstract of your plan (what would someone expect to see during a visit to your site)? Students will be preparing for college and/or career in the 21<sup>st</sup> century. They will be engaged in creative problem solving, collaborating with other students and teachers, creating unique products and developing advanced communication skills.

MAGNET LEADERSHIP TEAM MEMBERS	NAME
Principal	Janna Acevedo
Magnet Coordinator	Maria Abalos
Magnet Director	Victoria Callison
Magnet Senior Program Coordinator	Laurie Westfall
Magnet Senior Program Coordinator	Adelle McNiece
Marketing Specialist	Sally Jacunski

MAGNET LEADERSHIP TEAM MEETINGS	
How many days a month does your Magnet Leadership Team meet?	Once per month
Please provide dates/times when your Magnet Leadership Team meets? (ex: Tuesdays @ 1:00 pm)	TBD

**2013-2014****MAGNET IMPROVEMENT PLAN****Complete the Magnet Review Summary.**

With data and information available to you, analyze the needs of your school. The goal is for the school's magnet leadership team to carefully analyze and interpret all data in order to accurately and completely assess the needs of your school. The knowledge gained during this investigative and analytical phase will be the basis for identifying the greatest priorities on which to develop your school's magnet goals. Each goal must be addressed by identifying at least one strategy. **Areas from the Magnet Review Summary marked "NO" or "IP" (in progress) must be addressed in your Magnet Improvement Plan.**

**Magnet Review Summary**

Strategy #		YES	NO
1	Does your current enrollment meet the definition of integration?	Y	
1	Is your magnet program attracting students to support integration and diversity at your school?	Y	
1	Is your magnet program retaining students to support integration and diversity at your school?	Y	
2	Is the curriculum at this school:		
	documented?		N
	paced?		N
	assessed?		N
	reflected?		N
	adjusted?		N
2	Is the curriculum at this school unique?		N
2	Is the methodology (pedagogy) implemented at this school unique?		N
2	Do students experience theme immersion for a minimum of three hours per day?		N
2	Is there theme integration in the curriculum?		N
2	Is there theme congruency in the curriculum?		N
2	Does our professional development support the magnet content or a specialized delivery of instruction?		N
3	Does the magnet have key personnel to ensure that the magnet is implemented with fidelity?	Y	
3	Does your magnet have an organized leadership structure that involves all stakeholders so the magnet theme is held with absolute fidelity and is not diluted by supplemental programs?		N
1	Does your magnet have a recruitment plan that includes community partnerships?		IP
1	Does your magnet have a marketing plan that includes the collection and review of indicators for success?		IP
3	Has this school had a stable staff for the past four years?		N
3	Has staff been successful at delivering quality instruction?	Y	
1	Have students in all ethnic categories shown increases in student achievement?		N
1	Does your Title I Plan support or supplement you magnet theme?	Y	

**2013-2014****MAGNET IMPROVEMENT PLAN****Section 2: Developing your School's Magnet Improvement Plan***Guiding Question: How are we going to get to where we want to be?***MAGNET GOAL: INTEGRATION**

**USP Description:** The Magnet School Plan shall, at a minimum, set forth a process and schedule to... identify goals to further the integration of each magnet school which shall be used to assess the effectiveness of efforts to enhance integration at the school. **[III.E.3.xi]**

**Magnet Strategy 1: ENROLLMENT**

[See MAGNET REVIEW: ENROLLMENT (Section 1), RECRUITMENT AND MARKETING (Section 6)]

**USP Description:**

The District shall continue to implement magnet school/program as a strategy for assigning students to schools and to provide students w/opportunity to attend an integrated school. **[II.E.1]**

The District...shall recruit a racially and ethnically diverse student body ...to ensure that the schools are integrated to the greatest extent practicable. **[II.E.2]**

An integrated school is any school in which no racial or ethnic group varies from the district average for that grade level (Elementary School, Middle School, K-8, High School) by more than +/-15 percentage points, and in which no single racial or ethnic group exceeds 70% of the school's enrollment. **[II.B.2]**

**SMART Goal:** Maintain current level of integration through the 2013-2014 SY.

By 12/15/13, the number of magnet applications will increase by 20%, as evidenced by Welcome Center data.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Recruitment	Maria Abalos	1. Visits to middle schools with magnet programs 2. Celebration of schools 3. Costco school support event 4. Homecoming events 5. Middle School nights 6. STEM workshops for middle schools 7. Cyber Expo	10/1/13	4/30/14

**2013-2014****MAGNET IMPROVEMENT PLAN**

		8. Magnet Madness high school visits		
Marketing	Maria Abalos, Sally Jacunski	1. Brochures 2. Video 3. School newspaper handed out to public and partners 4. Website is in compliance	8/1/13  8/1/13	5/30/14  10/31/13
Retention	Maria Abalos	1. Before and after school tutoring 2. Saturday school 3. After school clubs 4. Successful sports program 5. Academic intervention for magnet students 6. AVID 7. Dual Enrollment courses with UA	8/1/13	5/30/14

**Magnet Strategy 2: THEME DEVELOPMENT**

[SEE MAGNET REVIEW: CURRICULUM/ASSESSMENT (Section 2)]

**USP Description:**

In creating the Plan, the District shall... improve existing magnet schools and programs that are not promoting integration [III.E.3.ii]

**SMART Goal:** By 6/30/14, staff will have developed clear and defined magnet theme strands and coursework as evidenced by a 4 year plan for each strand and updated units for magnet teachers.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme Visibility Development	Maria Abalos, Sally Jacunski	1. Bulletin Boards for theme visibility 2. Posters in key areas 3. Classroom student work displayed	8/1/13	5/30/14

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**2013-2014****MAGNET IMPROVEMENT PLAN**

		4. Display student work in designated cabinets  5. Mission statement posted in key areas  6. Explore grant opportunities for flat screen TV for cafeteria		
Theme Integration with Common Core Curriculum (Planning Phase)	Leadership Team, Maria Abalos, teachers	1. Designated PD times for theme integration (at least 2 per quarter beginning January, 2014)  2. Collaborative planning for theme integration (at least 2 per quarter beginning January, 2014)	1/1/14	6/30/14
Scope and Sequence (Planning Phase)	Leadership Team, Maria Abalos, teachers	1. Focus on science, math, magnet classes for integrating 3 hours of theme  2. Develop courses of study for incoming 9 <sup>th</sup> grade magnet students	1/1/14	6/30/14
Unit Development, Including Assessments (Planning Phase)	Leadership Team, Maria Abalos, teachers	1. 9 <sup>th</sup> grade will develop, implement, assess one thematic unit per quarter beginning Fall, 2014  2. Collaborative planning time for grade level teams (at least one per quarter beginning January, 2014)	1/1/14	6/30/14
Create collaborative planning calendar for 2014	Leadership Team, Maria Abalos	1. Assign teacher teams for each PLC horizontally  2. Assign vertical teacher teams for PLC	3/1/14	6/30/14



**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 3: KEY PERSONNEL**

[SEE MAGNET REVIEW: PROFESSIONAL DEVELOPMENT (Section 3), KEY PERSONNEL (Section 4), LEADERSHIP (Section 5), STABLE AND SUCCESSFUL STAFF (Section 7)]

**USP Description:**

In creating the Plan, the District shall...ensure that administrators and certificated staff in magnet schools and programs have the expertise and training necessary to ensure successful implementation of the magnet.[III.E.3.vi]

The Magnet School Plan shall, at a minimum, set forth a process and schedule to... provide necessary training and resources to magnet school and program administrators and certificated staff;[III.E.3.ix]

**SMART Goal:** By 6/30/14, all designated magnet staff will receive 45 hours of theme PD/training and 30 hours of delivery PD/training as evidenced by sign in sheets, reflections from attending staff, and agendas.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme-Based Professional Development (Research)	Maria Abalos, leadership team, Laurie Westfall, Adelle McNiece	1. Research possible trainings for magnet teachers 2. Schedule 2 theme based PD sessions by 5/30/14 3. Collaborate with other schools for STEAM training days 4. Develop PD calendar for 2014 that incorporates theme integration and delivery	8/1/13	6/30/14

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 4: FAMILY ENGAGEMENT****USP Description:**

The Magnet School Plan shall, at a minimum, set forth a process and schedule to...include strategies to specifically engage African American and Latino families, including the families of English language learner (“ELL”) students; **[III.E.3.x]**

**SMART Goal:** By 5/30/14, parents will have the opportunity to participate in at least 2 events as evidenced by sign in sheets, contact logs, attendance counts.

<b>Methods to support strategy</b>	<b>Person (s) Accountable</b>	<b>Action Steps to achieve SMART Goal (add more if needed)</b>	<b>Begin Date</b>	<b>End Date</b>
Increase family volunteerism	Leadership Team	1. Wetlands volunteers 2. Explore PTA, Booster Club possibilities	10/1/13	5/30/14
Increase family participation	Maria Abalos, leadership team	1. Home Visits to magnet families 2. Magnet Parent Conferences 3. School Events	8/1/13	5/30/14
Parent Communique	Janna Acevedo	1. Include magnet theme in monthly newsletter 2. Include Spanish translation for any communication through translation services	8/1/13	10/31/13

**2013-2014****MAGNET IMPROVEMENT PLAN****SCHOOL NAME:** Pueblo Magnet High School**MAGNET THEME:** Communication Arts and Technology

Please write an abstract of your plan (what would someone expect to see during a visit to your site)? Visitors to Pueblo will see theme evident throughout the school through the use of video, radio, photography as student work is shared as well as school and community news from all departments and programs through these media. Magnet students will be actively engaged in applying skills learned in magnet classes to complete projects for core classes.

MAGNET LEADERSHIP TEAM MEMBERS	NAME
Principal	Vivi Watt
Magnet Coordinator	Laura Gallego
Assistant Principal	Joel Bacalia
Assistant Principal	Kathi Shaw
Teacher	Pam Shapiro
Teacher	Sarah Wilson
CTE Department Chair	Maria Bicknell
Teacher	Yolanda Sotelo
Teacher	Steve Lopez
Learning Support Coordinator	Veronica Vironet
Magnet Director	Victoria Callison
Magnet Senior Program Coordinator	Laurie Westfall
Magnet Senior Program Coordinator	Adelle McNiece
Marketing Specialist	Sally Jacunski

MAGNET LEADERSHIP TEAM MEETINGS	
How many days a month does your Magnet Leadership Team meet?	1 x per month
Please provide dates/times when your Magnet Leadership Team meets? (ex: Tuesdays @ 1:00 pm)	Tuesdays 7 <sup>th</sup> period 2:25-3:15

**2013-2014****MAGNET IMPROVEMENT PLAN****Complete the Magnet Review Summary.**

With data and information available to you, analyze the needs of your school. The goal is for the school's magnet leadership team to carefully analyze and interpret all data in order to accurately and completely assess the needs of your school. The knowledge gained during this investigative and analytical phase will be the basis for identifying the greatest priorities on which to develop your school's magnet goals. Each goal must be addressed by identifying at least one strategy. **Areas from the Magnet Review Summary marked "NO" or "IP" (in progress) must be addressed in your Magnet Improvement Plan.**

**Magnet Review Summary**

Strategy #		YES	NO
1	Does your current enrollment meet the definition of integration?		N
1	Is your magnet program attracting students to support integration and diversity at your school?		N
1	Is your magnet program retaining students to support integration and diversity at your school?		N
2	Is the curriculum at this school:		IP
	documented?		IP
	paced?		IP
	assessed?		IP
	reflected?		IP
	adjusted?		IP
2	Is the curriculum at this school unique?	Y	
2	Is the methodology (pedagogy) implemented at this school unique?	Y	
2	Do students experience theme immersion for a minimum of three hours per day?		IP
2	Is there theme integration in the curriculum?		IP
2	Is there theme congruency in the curriculum?		IP
2	Does our professional development support the magnet content or a specialized delivery of instruction?		IP
3	Does the magnet have key personnel to ensure that the magnet is implemented with fidelity?	Y	
3	Does your magnet have an organized leadership structure that involves all stakeholders so the magnet theme is held with absolute fidelity and is not diluted by supplemental programs?	Y	
1	Does your magnet have a recruitment plan that includes community partnerships?		IP
1	Does your magnet have a marketing plan that includes the collection and review of indicators for success?		IP
3	Has this school had a stable staff for the past four years?		N
3	Have staff been successful at delivering quality instruction?		IP
1	Have students in all ethnic categories shown increases in student achievement?		N
1	Does your Title I Plan support or supplement you magnet theme?	Y	

**2013-2014****MAGNET IMPROVEMENT PLAN****Section 2: Developing your School's Magnet Improvement Plan***Guiding Question: How are we going to get to where we want to be?***MAGNET GOAL: INTEGRATION**

**USP Description:** The Magnet School Plan shall, at a minimum, set forth a process and schedule to... identify goals to further the integration of each magnet school which shall be used to assess the effectiveness of efforts to enhance integration at the school. **[III.E.3.xi]**

**Magnet Strategy 1: ENROLLMENT**

[See MAGNET REVIEW: ENROLLMENT (Section 1), RECRUITMENT AND MARKETING (Section 6)]

**USP Description:**

The District shall continue to implement magnet school/program as a strategy for assigning students to schools and to provide students w/opportunity to attend an integrated school. **[II.E.1]**

The District...shall recruit a racially and ethnically diverse student body ...to ensure that the schools are integrated to the greatest extent practicable. **[II.E.2]**

An integrated school is any school in which no racial or ethnic group varies from the district average for that grade level (Elementary School, Middle School, K-8, High School) by more than +/-15 percentage points, and in which no single racial or ethnic group exceeds 70% of the school's enrollment. **[II.B.2]**

**SMART Goal:** By December 15, 2013, the number of white magnet applications will increase from 5% percent to 20% as evidenced by Welcome Center data.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Recruitment	Laura Gallego Veronica Vironet, Maria, Bicknell	1. targeted school visits including PCC and UA 2. marketing class visits 3. training for magnet staff, students and parents to speak at recruitment events	8/1/13	12/15/13
Marketing	Laura, Gallego, Veronica Vironet, Sally Jacunski, Pam Shapiro, Sarah	1. brochures 2. radio spots, tv spots to bring to events 3. explore local tv and radio spots	8/1/13	1/15/13  5/30/13

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Magnet Improvement Plan (Upload to ALEAT Page 3 of 8)

**USP II.K.1.f**

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**2013-2014****MAGNET IMPROVEMENT PLAN**

	Wilson	4. Celebration of Schools, Magnet Madness		
Retention	Kathi Shaw, Veronica Vironet, Teresa Toro, Jean Mulvany, Saul Ostroff, Laura Gallego	1. SIIS plan and 301 plans for intervention that targets magnet students 2. AVID classes targeting magnet students 3. After school club through CCLC: tutoring, STEM, MESA, Science Club 4. Forming new Virtual Reality club 5. RTI support classes for Honors and AP 6. 21 <sup>st</sup> Century Grant credit recovery	8/1/13	5/30/14

**Magnet Strategy 2: THEME DEVELOPMENT**

[SEE MAGNET REVIEW: CURRICULUM/ASSESSMENT (Section 2)]

**USP Description:**

In creating the Plan, the District shall... improve existing magnet schools and programs that are not promoting integration [III.E.3.ii]

**SMART Goal:** By 6/30/14, the 9<sup>th</sup> grade magnet students will have participated in at least 3 thematically integrated units of study as evidenced by documented units written by teams of teachers from magnet and core, student work displayed or presented that reflects the theme, teacher reflections and assessment of the units and suggestions of modifications for the 2014-2015 SY.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme Visibility Development	Sally Jacunski, Laura Gallego, Pam Shapiro, Sarah Wilson, Kathi Shaw	1. Create videos and radio spots with brought to you by magnet class... 2. Bulletin boards in front office, cafeteria, hallways, highlighting a different program each month sponsored by the magnet class	8/1/13	5/30/13

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**2013-2014****MAGNET IMPROVEMENT PLAN**

Theme Integration with Common Core Curriculum (Planning Phase)	Laura Gallego, Kathi Shaw, 9 <sup>th</sup> grade teams, Sarah Wilson, Pam Shapiro	1. Review work completed from summer  2.. Warrior Write program related to Radio program description and documentation	9/16/13	12/15/13
Scope and Sequence (Planning Phase)	Laura Gallego, Kathi Shaw, KI teachers, Pam Shapiro, Sarah Wilson, Joel Bacalia	1. 9 <sup>th</sup> grade thematic units for each quarter  2. meet with 9 <sup>th</sup> and 10 <sup>th</sup> grade teachers to review unit and plan for vertical articulation for 2014- 15 SY	8/16/13	6/30/13
Unit Development, Including Assessments (Planning Phase)	Laura Gallego, Kathi Shaw, Joel Bacalia, grade level teams	1. One unit developed for second quarter 9 <sup>th</sup> grade  2. 2 more units developed and implemented by end of year  3. Assess, reflect, adjust units for following year.	8/1/13	6/30/14

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 3: KEY PERSONNEL**

[SEE MAGNET REVIEW: PROFESSIONAL DEVELOPMENT (Section 3), KEY PERSONNEL (Section 4), LEADERSHIP (Section 5), STABLE AND SUCCESSFUL STAFF (Section 7)]

**USP Description:**

In creating the Plan, the District shall...ensure that administrators and certificated staff in magnet schools and programs have the expertise and training necessary to ensure successful implementation of the magnet.[III.E.3.vi]

The Magnet School Plan shall, at a minimum, set forth a process and schedule to... provide necessary training and resources to magnet school and program administrators and certificated staff;[III.E.3.ix]

**SMART Goal:** by 6/30/14, all magnet educators will have received 45 hours of theme and 30 hours of delivery PD as evidenced by agendas, sign in sheets, reflections.

<b>Methods</b> to support strategy	<b>Person (s)</b> Accountable	<b>Action Steps</b> to achieve SMART Goal (add more if needed)	<b>Begin</b> Date	<b>End</b> Date
Theme-Based Professional Development (Research)	Kathi Shaw, Laura Gallego, Joel Bacalia	1. PD calendar indicating hours for magnet theme and delivery 2. sign in sheets, agendas	8/1/13	5/30/14



**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 4: FAMILY ENGAGEMENT****USP Description:**

The Magnet School Plan shall, at a minimum, set forth a process and schedule to...include strategies to specifically engage African American and Latino families, including the families of English language learner (“ELL”) students; **[III.E.3.x]**

**SMART Goal:** By 5/30/14, Pueblo will offer at least 2 family oriented events per month as evidenced by sign in sheets, agendas, data from Grant Tracker.

<b>Methods to support strategy</b>	<b>Person (s) Accountable</b>	<b>Action Steps to achieve SMART Goal (add more if needed)</b>	<b>Begin Date</b>	<b>End Date</b>
Increase family volunteerism	Evelia Lopez, Bonnie Stull	1. PPA set up parent room to allow for volunteers to work in room on projects for teachers  2. Make parent room more child friendly so volunteers may bring young children  2. Explore for Early Childhood Community and program Facility connections	9/16/13	12/15/13
Increase family participation	Joel Bacalia, Laura Gallego, Kathi Shaw	1. Cafecitos offered once a month for families  2. Parent University  3. Community Speaks Archive project  4. Honors nights once per semester  5. Math/Science night once per year  6. Open House	8/1/13	5/30/14

**2013-2014**

## **MAGNET IMPROVEMENT PLAN**

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		7. Warrior Experience for incoming freshmen and families		
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**2013-2014****MAGNET IMPROVEMENT PLAN**

<b>SCHOOL NAME:</b> Robison	<b>MAGNET THEME:</b> International Baccalaureate
Please write an abstract of your plan (what would someone expect to see during a visit to your site)?	

MAGNET LEADERSHIP TEAM MEMBERS	NAME
Principal	Julie Laird
Magnet Coordinator	Erin Leis
Community Rep	Melissa Flores Trujillo
Site Council Facilitator	Therese McDonald
Magnet Director	Victoria Callison
Magnet Senior Program Coordinator	Laurie Westfall
Magnet Senior Program Coordinator	Adelle McNiece
Marketing Specialist	Sally Jacunski

MAGNET LEADERSHIP TEAM MEETINGS	
How many days a month does your Magnet Leadership Team meet?	Once a month, plus Site Council meetings
Please provide dates/times when your Magnet Leadership Team meets? (ex: Tuesdays @ 1:00 pm)	TBD

**2013-2014****MAGNET IMPROVEMENT PLAN****Complete the Magnet Review Summary.**

With data and information available to you, analyze the needs of your school. The goal is for the school's magnet leadership team to carefully analyze and interpret all data in order to accurately and completely assess the needs of your school. The knowledge gained during this investigative and analytical phase will be the basis for identifying the greatest priorities on which to develop your school's magnet goals. Each goal must be addressed by identifying at least one strategy. **Areas from the Magnet Review Summary marked "NO" or "IP" (in progress) must be addressed in your Magnet Improvement Plan.**

**Magnet Review Summary**

GOAL #		YES	NO
1	Does your current enrollment meet the definition of integration?		N
1	Is your magnet program attracting students to support integration and diversity at your school?		N
1	Is your magnet program retaining students to support integration and diversity at your school?		N
2	Is the curriculum at this school:		
	documented?	Y	
	paced?	Y	
	assessed?	Y	
	reflected?	Y	
	adjusted?	Y	
2	Is the curriculum at this school unique?	Y	
2	Is the methodology (pedagogy) implemented at this school unique?	Y	
2	Do students experience theme immersion for a minimum of three hours per day?		IP
2	Is there theme integration in the curriculum?	Y	
2	Is there theme congruency in the curriculum?	Y	
2	Does our professional development support the magnet content or a specialized delivery of instruction?	Y	
3	Does the magnet have key personnel to ensure that the magnet is implemented with fidelity?	Y	
3	Does your magnet have an organized leadership structure that involves all stakeholders so the magnet theme is held with absolute fidelity and is not diluted by supplemental programs?	n/a	
1	Does your magnet have a recruitment plan that includes community partnerships?		IP
1	Does your magnet have a marketing plan that includes the collection and review of indicators for success?		IP
3	Has this school had a stable staff for the past four years?		N
3	Have staff been successful at delivering quality instruction?	Y	
1	Have students in all ethnic categories shown increases in student achievement?	Y	
1	Does your Title I Plan support or supplement you magnet theme?	Y	

**2013-2014****MAGNET IMPROVEMENT PLAN****Section 2: Developing your School's Magnet Improvement Plan***Guiding Question: How are we going to get to where we want to be?***MAGNET GOAL: INTEGRATION**

**USP Description:** The Magnet School Plan shall, at a minimum, set forth a process and schedule to... identify goals to further the integration of each magnet school which shall be used to assess the effectiveness of efforts to enhance integration at the school. **[III.E.3.xi]**

**Magnet Strategy 1: INTEGRATION**

[See MAGNET REVIEW: ENROLLMENT (Section 1), RECRUITMENT AND MARKETING (Section 6)]

**USP Description:**

The District shall continue to implement magnet school/program as a strategy for assigning students to schools and to provide students w/opportunity to attend an integrated school. **[II.E.1]**

The District...shall recruit a racially and ethnically diverse student body ...to ensure that the schools are integrated to the greatest extent practicable. **[II.E.2]**

An integrated school is any school in which no racial or ethnic group varies from the district average for that grade level (Elementary School, Middle School, K-8, High School) by more than +/-15 percentage points, and in which no single racial or ethnic group exceeds 70% of the school's enrollment. **[II.B.2]**

**SMART Goal:** By June 30, incoming Anglo Kindergarten registration for magnet, open enrollment and neighborhood students will reflect an increase from 9% (current enrollment of 6 students) to 14% (9 students).

<b>Methods</b> to support strategy	<b>Person (s)</b> Accountable	<b>Action Steps</b> to achieve SMART Goal (add more if needed)	<b>Begin</b> Date	<b>End</b> Date
Recruitment	Julie Laird, Erin Leis Melissa Trujillo	1. Targeted preschool recruitment 2. Community outreach/events	8/1/13	6/30/14
Marketing	Julie Laird, Erin Leis	1. Brochures 2. Booklets 3. Radio and T.V. commercials 4. Bus bench ads	8/1/13	6/30/14
Retention	Julie Laird, Erin Leis, Melissa	1. Analyze exit interviews for reasons for leaving school	8/1/13	6/30/14

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Magnet Improvement Plan (Upload to ALEAT Page 3 of 7)

**USP II.K.1.f**

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**2013-2014****MAGNET IMPROVEMENT PLAN**

	Trujillo	2. Continue to offer family engagement opportunities that attract all families.		
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**Magnet Strategy 2: THEME DEVELOPMENT**

[SEE MAGNET REVIEW: CURRICULUM/ASSESSMENT (Section 2)]

**USP Description:**

In creating the Plan, the District shall... improve existing magnet schools and programs that are not promoting integration [III.E.3.ii]

**SMART Goal:** By the end of the 2013/14 SY, IB theme integration will be evident in every classroom as measured by lesson plans, walkthroughs, and formal observations.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme Visibility Development	Erin Leis	1. Ensure that IB Profiles and Attitudes are clearly identified (labeled) and posted in each classroom  2. Ensure that displays are labeled with IB theme  3. Continually rotate themes through display boards  4. Create IB focused display using trophy cabinet  5. Investigate funding for Language B teacher	8/1/13	Ongoing
Theme Integration with Common Core Curriculum (Planning Phase)	Erin Leis	1. Bi-weekly planning with Magnet Coordinator (individual)  2. Meet with new 5 <sup>th</sup> grade teachers, Teacher Mentor, and Magnet Coordinator to improve integration of IB themes into	8/1/13	6/30/14

**2013-2014****MAGNET IMPROVEMENT PLAN**

		curriculum		
Scope and Sequence (Planning Phase)	Currently successful			
Unit Development, Including Assessments (Planning Phase)	Currently successful			

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 3: KEY PERSONNEL**

[SEE MAGNET REVIEW: PROFESSIONAL DEVELOPMENT (Section 3), KEY PERSONNEL (Section 4), LEADERSHIP (Section 5), STABLE AND SUCCESSFUL STAFF (Section 7)]

**USP Description:**

In creating the Plan, the District shall...ensure that administrators and certificated staff in magnet schools and programs have the expertise and training necessary to ensure successful implementation of the magnet.[III.E.3.vi]

The Magnet School Plan shall, at a minimum, set forth a process and schedule to... provide necessary training and resources to magnet school and program administrators and certificated staff;[III.E.3.ix]

**SMART Goal:** By the end of the 2013/14 SY, 100% of Robison's staff will have participated in either formal IB training or informal IB training opportunities.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme-Based Professional Development (Research)	Julie Laird, Erin Leis	1. Investigate AZIB CCSS training opportunity for instructors  2. Follow up to make sure that all teachers have completed TNL CCSS training  3. Provide formal/informal training opportunities (ex: Making the PYP Happen)	8/1/13	6/30/14



**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 4: FAMILY ENGAGEMENT****USP Description:**

The Magnet School Plan shall, at a minimum, set forth a process and schedule to...include strategies to specifically engage African American and Latino families, including the families of English language learner (“ELL”) students; **[III.E.3.x]**

**SMART Goal:** By the end of the 2013/14 SY, a minimum of four family engagement opportunities will be provided as measured by the school calendar of events and sign in sheets.

<b>Methods</b> to support strategy	<b>Person (s)</b> Accountable	<b>Action Steps</b> to achieve SMART Goal (add more if needed)	<b>Begin</b> Date	<b>End</b> Date
Maintain family volunteerism	Julie Laird, Erin Leis, Melissa Trujillo, Kathy Schroeder	1. Establish e-mail/text messaging system  2. Volunteer sign in reports will be submitted to the District data system on a monthly basis	8/1/13	6/30/14
Host family engagement events	Julie Laird, Erin Leis, Melissa Trujillo	1. IB Showcases 2. 5 <sup>th</sup> Grade Exhibition 3. Fiesta de las Flores 4. Community Clean-up day with U of A 5. Health Fair w/ U of A in conjunction with Fall Festival 6. Establish e-mail/text messaging system 7. Parent University <ul style="list-style-type: none"> <li>• Nutrition</li> <li>• Intro to IB</li> <li>• Parenting class</li> <li>• Curriculum/Homework Support</li> <li>• Others TBD</li> </ul>		

**2013-2014****MAGNET IMPROVEMENT PLAN**

<b>SCHOOL NAME:</b> Roskruge	<b>MAGNET THEME:</b> Dual Language
<p><b>Please write an abstract of your plan (what would someone expect to see during a visit to your site)?</b></p> <p>Visitors would see high quality instruction in Spanish and in English. Students will be working at different levels in second language abilities. English dominant students will be learning Spanish language. All students have 2 teachers. Language objectives posted and implemented in every classroom.</p>	

MAGNET LEADERSHIP TEAM MEMBERS	NAME
Principal	Jose Olivas
Magnet Coordinator	Marcela Zepp
Assistant Principal	Steve Laturco
Magnet Director	Victoria Callison
Magnet Senior Program Coordinator	Laurie Westfall
Magnet Senior Program Coordinator	Adelle McNiece
Marketing Specialist	Sally Jacunski

MAGNET LEADERSHIP TEAM MEETINGS	
How many days a month does your Magnet Leadership Team meet?	weekly
Please provide dates/times when your Magnet Leadership Team meets? (ex: Tuesdays @ 1:00 pm)	Tuesdays at 10:00 am

**2013-2014****MAGNET IMPROVEMENT PLAN****Complete the Magnet Review Summary.**

With data and information available to you, analyze the needs of your school. The goal is for the school's magnet leadership team to carefully analyze and interpret all data in order to accurately and completely assess the needs of your school. The knowledge gained during this investigative and analytical phase will be the basis for identifying the greatest priorities on which to develop your school's magnet goals. Each goal must be addressed by identifying at least one strategy. **Areas from the Magnet Review Summary marked "NO" or "IP" (in progress) must be addressed in your Magnet Improvement Plan.**

**Magnet Review Summary**

Strategy #		YES	NO
1	Does your current enrollment meet the definition of integration?		N
1	Is your magnet program attracting students to support integration and diversity at your school?		N
1	Is your magnet program retaining students to support integration and diversity at your school?	Y	
2	Is the curriculum at this school:		
	documented?	Y	
	paced?	Y	
	assessed?	Y	
	reflected?	Y	
	adjusted?	Y	
2	Is the curriculum at this school unique?	Y	
2	Is the methodology (pedagogy) implemented at this school unique?	Y	
2	Do students experience theme immersion for a minimum of three hours per day?	Y	
2	Is there theme integration in the curriculum?	Y	
2	Is there theme congruency in the curriculum?	Y	
2	Does our professional development support the magnet content or a specialized delivery of instruction?		IP
3	Does the magnet have key personnel to ensure that the magnet is implemented with fidelity?	Y	
3	Does your magnet have an organized leadership structure that involves all stakeholders so the magnet theme is held with absolute fidelity and is not diluted by supplemental programs?	Y	
1	Does your magnet have a recruitment plan that includes community partnerships?		IP
1	Does your magnet have a marketing plan that includes the collection and review of indicators for success?		IP
3	Has this school had a stable staff for the past four years?	Y	
3	Have staff been successful at delivering quality instruction?	Y	
1	Have students in all ethnic categories shown increases in student achievement?	Y	
1	Does your Title I Plan support or supplement you magnet theme?	Y	

**2013-2014****MAGNET IMPROVEMENT PLAN****Section 2: Developing your School's Magnet Improvement Plan***Guiding Question: How are we going to get to where we want to be?***MAGNET GOAL: INTEGRATION**

**USP Description:** The Magnet School Plan shall, at a minimum, set forth a process and schedule to... identify goals to further the integration of each magnet school which shall be used to assess the effectiveness of efforts to enhance integration at the school. **[III.E.3.xi]**

**Magnet Strategy 1: ENROLLMENT**

[See MAGNET REVIEW: ENROLLMENT (Section 1), RECRUITMENT AND MARKETING (Section 6)]

**USP Description:**

The District shall continue to implement magnet school/program as a strategy for assigning students to schools and to provide students w/opportunity to attend an integrated school. **[II.E.1]**

The District...shall recruit a racially and ethnically diverse student body ...to ensure that the schools are integrated to the greatest extent practicable. **[II.E.2]**

An integrated school is any school in which no racial or ethnic group varies from the district average for that grade level (Elementary School, Middle School, K-8, High School) by more than +/-15 percentage points, and in which no single racial or ethnic group exceeds 70% of the school's enrollment. **[II.B.2]**

**SMART Goal:** By December 15, 2013, the number of white kindergarten and 6<sup>th</sup> grade applications will increase by 30 students total (17%).

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Recruitment	Marcela Zepp Jose Olivas Steve Laturco	1. Celebration of Schools 2. Preschool visits 3. Faith based organization work	9/13/13	12/15/13
Marketing	Marcela Zepp Jose Olivas Steve Laturco	1. Brochures 2. Phone FAQs 3. 4 <sup>th</sup> Ave Street Fair 4. Dia de los muertos participation	8/1/13	6/30/13

**2013-2014****MAGNET IMPROVEMENT PLAN**

Retention	Marcela Zepp Jose Olivas Steve Laturco	1. Review current enrollment forms in 5 <sup>th</sup> grade for accuracy 2. After tutoring for language acquisition and content through 21 <sup>st</sup> Century 3. After school clubs through 21 <sup>st</sup> Century	8/1/13	6/30/14
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**Magnet Strategy 2: THEME DEVELOPMENT**

[SEE MAGNET REVIEW: CURRICULUM/ASSESSMENT (Section 2)]

**USP Description:**

In creating the Plan, the District shall... improve existing magnet schools and programs that are not promoting integration [III.E.3.ii]

**SMART Goal:** Continue to adjust and modify theme integration with curriculum as the needs of the students change.

<b>Methods</b> to support strategy	<b>Person (s)</b> Accountable	<b>Action Steps</b> to achieve SMART Goal (add more if needed)	<b>Begin</b> Date	<b>End</b> Date
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**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 3: KEY PERSONNEL**

[SEE MAGNET REVIEW: PROFESSIONAL DEVELOPMENT (Section 3), KEY PERSONNEL (Section 4), LEADERSHIP (Section 5), STABLE AND SUCCESSFUL STAFF (Section 7)]

**USP Description:**

In creating the Plan, the District shall...ensure that administrators and certificated staff in magnet schools and programs have the expertise and training necessary to ensure successful implementation of the magnet.[III.E.3.vi]

The Magnet School Plan shall, at a minimum, set forth a process and schedule to... provide necessary training and resources to magnet school and program administrators and certificated staff;[III.E.3.ix]

**SMART Goal:** 100% of the staff will have completed all required magnet professional development sessions required by 6/30/14.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme-Based Professional Development (Research)		1. Review PD calendar and identify hours that will count toward goal from Danielson training.  2. Complete PD calendar  3. Research online PD opportunities  4. Research PD opportunities to collaborate with other dual language programs	9/13/13	6/30/14

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 4: FAMILY ENGAGEMENT****USP Description:**

The Magnet School Plan shall, at a minimum, set forth a process and schedule to...include strategies to specifically engage African American and Latino families, including the families of English language learner ("ELL") students; **[III.E.3.x]**

**SMART Goal:** By 6/30/14, Roskrue will host at least 4 family events.

<b>Methods</b> to support strategy	<b>Person (s)</b> Accountable	<b>Action Steps</b> to achieve SMART Goal (add more if needed)	<b>Begin</b> Date	<b>End</b> Date
Increase family volunteerism	Marcela Zepp Denia Lopez Maria Gallego	1. Plan training on Grant Tracker with Adelle McNiece  2. Develop a more streamlined way to track volunteer hours  3. Community Rep will recruit room and grade level lead parents	8/1/13	6/30/14
Increase family participation	Marcela Zepp Kathy Osollo	1. Parent workshops monthly  2. 2 Open Houses per year  3. Three Family Strengthening workshops per year  4. 8 <sup>th</sup> grade parent transition workshop  5. Parent University  6. La Frontera provides parent training once a week  7. Spring Carnival	8/1/13	6/30/14

**2013-2014**

## **MAGNET IMPROVEMENT PLAN**

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**2013-2014****MAGNET IMPROVEMENT PLAN****SCHOOL NAME:****MAGNET THEME:**

Please write an abstract of your plan (what would someone expect to see during a visit to your site)?

MAGNET LEADERSHIP TEAM MEMBERS	NAME
Principal	
Magnet Coordinator	
Magnet Director	Victoria Callison
Magnet Senior Program Coordinator	Laurie Westfall
Magnet Senior Program Coordinator	Adelle McNiece
Marketing Specialist	Sally Jacunski

MAGNET LEADERSHIP TEAM MEETINGS	
How many days a month does your Magnet Leadership Team meet?	
Please provide dates/times when your Magnet Leadership Team meets? (ex: Tuesdays @ 1:00 pm)	

**2013-2014****MAGNET IMPROVEMENT PLAN****Complete the Magnet Review Summary.**

With data and information available to you, analyze the needs of your school. The goal is for the school's magnet leadership team to carefully analyze and interpret all data in order to accurately and completely assess the needs of your school. The knowledge gained during this investigative and analytical phase will be the basis for identifying the greatest priorities on which to develop your school's magnet goals. Each goal must be addressed by identifying at least one strategy. **Areas from the Magnet Review Summary marked "NO" or "IP" (in progress) must be addressed in your Magnet Improvement Plan.**

**Magnet Review Summary**

Strategy #		YES	NO
1	Does your current enrollment meet the definition of integration?		
1	Is your magnet program attracting students to support integration and diversity at your school?		
1	Is your magnet program retaining students to support integration and diversity at your school?		
2	Is the curriculum at this school:		
	documented?		
	paced?		
	assessed?		
	reflected?		
	adjusted?		
2	Is the curriculum at this school unique?		
2	Is the methodology (pedagogy) implemented at this school unique?		
2	Do students experience theme immersion for a minimum of three hours per day?		
2	Is there theme integration in the curriculum?		
2	Is there theme congruency in the curriculum?		
2	Does our professional development support the magnet content or a specialized delivery of instruction?		
3	Does the magnet have key personnel to ensure that the magnet is implemented with fidelity?		
3	Does your magnet have an organized leadership structure that involves all stakeholders so the magnet theme is held with absolute fidelity and is not diluted by supplemental programs?		
1	Does your magnet have a recruitment plan that includes community partnerships?		
1	Does your magnet have a marketing plan that includes the collection and review of indicators for success?		
3	Has this school had a stable staff for the past four years?		
3	Have staff been successful at delivering quality instruction?		
1	Have students in all ethnic categories shown increases in student achievement?		
1	Does your Title I Plan support or supplement you magnet theme?		

**2013-2014****MAGNET IMPROVEMENT PLAN****Section 2: Developing your School's Magnet Improvement Plan***Guiding Question: How are we going to get to where we want to be?***MAGNET GOAL: INTEGRATION**

**USP Description:** The Magnet School Plan shall, at a minimum, set forth a process and schedule to... identify goals to further the integration of each magnet school which shall be used to assess the effectiveness of efforts to enhance integration at the school. **[III.E.3.xi]**

**Magnet Strategy 1: ENROLLMENT**

[See MAGNET REVIEW: ENROLLMENT (Section 1), RECRUITMENT AND MARKETING (Section 6)]

**USP Description:**

The District shall continue to implement magnet school/program as a strategy for assigning students to schools and to provide students w/opportunity to attend an integrated school. **[II.E.1]**

The District...shall recruit a racially and ethnically diverse student body ...to ensure that the schools are integrated to the greatest extent practicable. **[II.E.2]**

An integrated school is any school in which no racial or ethnic group varies from the district average for that grade level (Elementary School, Middle School, K-8, High School) by more than +/-15 percentage points, and in which no single racial or ethnic group exceeds 70% of the school's enrollment. **[II.B.2]**

**SMART Goal:**

<b>Methods</b> to support strategy	<b>Person (s)</b> Accountable	<b>Action Steps</b> to achieve SMART Goal (add more if needed)	<b>Begin</b> Date	<b>End</b> Date
Recruitment		1. 2. 3.		
Marketing		1. 2. 3.		
Retention		1. 2. 3.		

Last Updated 6/25/2014 11:19:39 AM

Magnet Improvement Plan (Upload to ALEAT Page 3 of 6)

**USP II.K.1.f**

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**2013-2014****MAGNET IMPROVEMENT PLAN**

<b>Magnet Strategy 2: THEME DEVELOPMENT</b> [SEE MAGNET REVIEW: CURRICULUM/ASSESSMENT (Section 2)]
<b>USP Description:</b>  In creating the Plan, the District shall... improve existing magnet schools and programs that are not promoting integration [III.E.3.ii]
<b>SMART Goal:</b>

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme Visibility Development		1. 2. 3.		
Theme Integration with Common Core Curriculum (Planning Phase)		1. 2. 3.		
Scope and Sequence (Planning Phase)		1. 2. 3.		
Unit Development, Including Assessments (Planning Phase)		1. 2. 3.		

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 3: KEY PERSONNEL**

[SEE MAGNET REVIEW: PROFESSIONAL DEVELOPMENT (Section 3), KEY PERSONNEL (Section 4), LEADERSHIP (Section 5), STABLE AND SUCCESSFUL STAFF (Section 7)]

**USP Description:**

In creating the Plan, the District shall...ensure that administrators and certificated staff in magnet schools and programs have the expertise and training necessary to ensure successful implementation of the magnet.[III.E.3.vi]

The Magnet School Plan shall, at a minimum, set forth a process and schedule to... provide necessary training and resources to magnet school and program administrators and certificated staff;[III.E.3.ix]

**SMART Goal:**

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme-Based Professional Development (Research)		1. 2. 3.		
		1. 2. 3.		
		1. 2. 3.		
		1. 2. 3.		

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 4: FAMILY ENGAGEMENT****USP Description:**

The Magnet School Plan shall, at a minimum, set forth a process and schedule to...include strategies to specifically engage African American and Latino families, including the families of English language learner (“ELL”) students; **[III.E.3.x]**

**SMART Goal:**

<b>Methods to support strategy</b>	<b>Person (s) Accountable</b>	<b>Action Steps to achieve SMART Goal (add more if needed)</b>	<b>Begin Date</b>	<b>End Date</b>
Increase family volunteerism		1. 2. 3.		
Increase family participation		1. 2. 3.		
		1. 2. 3.		
		1. 2. 3.		

**2013-2014****MAGNET IMPROVEMENT PLAN**

<b>SCHOOL NAME:</b> Tucson High Magnet School	<b>MAGNET THEME:</b> Fine and Performing Arts and Life Sciences
<p>Please write an abstract of your plan (what would someone expect to see during a visit to your site)?</p> <p>Four year scope and sequence classes are offered.</p> <p>Fine and Performing Arts Strand: Theme-based classes include music, dance, theater, and visual arts. Students would be engaged in hands-on activities and creation.</p> <p>Life Science: Theme-based curricula is currently being developed and includes Health Sciences, Biological Sciences, and Agricultural Sciences. CTE extensions are also available, including a DNA lab.</p>	

MAGNET LEADERSHIP TEAM MEMBERS	NAME
Principal	Clarice Clash
Magnet Coordinator	Sharon Ingram
Magnet Coordinator	Kathleen Erickson
Fine and Performing Arts Department Chair	Martha Reed
Science Department Chair	James Sinex
Magnet Administrator	TBD
Magnet Director	Victoria Callison
Magnet Senior Program Coordinator	Laurie Westfall
Magnet Senior Program Coordinator	Adelle McNiece
Marketing Specialist	Sally Jacunski

MAGNET LEADERSHIP TEAM MEETINGS	
How many days a month does your Magnet Leadership Team meet?	2x month (minimum)
Please provide dates/times when your Magnet Leadership Team meets? (ex: Tuesdays @ 1:00 pm)	Wednesday PDs (2:30-3:30) or Monday (3:00-3:30) Also Business Leadership Team meetings also discuss magnet issues (usually meet on Mondays)

## Magnet Improvement Plan

### Complete the Magnet Review Summary.

With data and information available to you, analyze the needs of your school. The goal is for the school's magnet leadership team to carefully analyze and interpret all data in order to accurately and completely assess the needs of your school. The knowledge gained during this investigative and analytical phase will be the basis for identifying the greatest priorities on which to develop your school's magnet goals.

**Only areas marked "NO" need to be addressed in your Magnet Improvement Plan.**

### Magnet Review Summary

Strategy #		YES	NO
1	Does your current enrollment meet the definition of integration?		N
1	Is your magnet program attracting students to support integration and diversity at your school?	Y	
1	Is your magnet program retaining students to support integration and diversity at your school?	Y	
2	Is the curriculum at this school:		IP
	documented?		IP
	paced?		IP
	assessed?		IP
	reflected?		IP
	adjusted?		IP
2	Is the curriculum at this school unique?	Y	
2	Is the methodology (pedagogy) implemented at this school unique?	Y	
2	Do students experience theme immersion for a minimum of three hours per day?		IP
2	Is there theme integration in the curriculum?		IP
2	Is there theme congruency in the curriculum?		IP
3	Is there a certification or recognition for teachers who have completed magnet theme related training?		N
2	Does our professional development support the magnet content or a specialized delivery of instruction?		IP
3	Does the magnet have key personnel to ensure that the magnet is implemented with fidelity?	Y	
3	Does your magnet have an organized leadership structure that involves all stakeholders so the magnet theme is held with absolute fidelity and is not diluted by supplemental programs?	Y	
1	Does your magnet have a recruitment plan that includes community partnerships?	Y	
1	Does your magnet have a marketing plan that includes the collection and review of indicators for success?		N
3	Has this school had a stable staff for the past four years?	Y	
3	Have staff been successful at delivering quality instruction?	Y	
1	Have students in all ethnic categories shown increases in student achievement?		N
3	Does your Title I Plan support or supplement you magnet theme?		IP



## Magnet Improvement Plan

### Section 2: Developing your School's Magnet Improvement Plan

*Guiding Question: How are we going to get to where we want to be?*

#### MAGNET GOAL: INTEGRATION

**USP Description:** The Magnet School Plan shall, at a minimum, set forth a process and schedule to... identify goals to further the integration of each magnet school which shall be used to assess the effectiveness of efforts to enhance integration at the school. **[III.E.3.xi]**

#### Magnet Strategy 1: ENROLLMENT

[See MAGNET REVIEW: ENROLLMENT (Section 1), RECRUITMENT AND MARKETING (Section 6)]

##### USP Description:

The District shall continue to implement magnet school/program as a strategy for assigning students to schools and to provide students w/opportunity to attend an integrated school. **[II.E.1]**

The District...shall recruit a racially and ethnically diverse student body ...to ensure that the schools are integrated to the greatest extent practicable. **[II.E.2]**

An integrated school is any school in which no racial or ethnic group varies from the district average for that grade level (Elementary School, Middle School, K-8, High School) by more than +/-15 percentage points, and in which no single racial or ethnic group exceeds 70% of the school's enrollment. **[II.B.2]**

**SMART Goal:** By December 15, the magnet applications received for THMS will allow for a lottery that will show an increase toward meeting the intent of integration from 14% to 20% Anglo students.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Recruitment	Sharon Ingram, Kathleen Erickson	1. Focus on recruitment at Eastside schools – attend middle school nights, have students perform 2. Community events 3. Private school recruitment 4. Train student ambassadors to give tours and presentations (Mona Rutherford) 5. Block party for potential students 6. Created 2 <sup>nd</sup> Magnet Coordinator	8/1/13	12/15/13 and continuing as needed /as space allows

## Magnet Improvement Plan

		position to provide support with recruitment		
Marketing	Sharon Ingram, Kathleen Erickson, Clarice Clash (Site)  Sally Jacunski (District)	1. Regularly updated website that reflects magnet program Paul Komar (Site WebMaster) 2. Create curriculum guide highlighting Scope and Sequence of magnet programs 3. Brochures 4. Three television commercials 5. Two drive-time radio spots	8/1/13	Ongoing
Retention	Clarice Clash	1. Monitoring academic success of magnet students 2. Consider “houses” for 9 <sup>th</sup> grade magnet students – Clarice will provide cost estimate 3. Mandatory tutoring (focusing on fine arts/band) 4. Bully/harassment prevention provided 5. Students recognized who make a commitment to graduate (all students) 6. CTE extension (non-magnet) provides college credit for participating students 7. Continue to develop partnership between CTE/Science and U of A and Raytheon 8. Research opportunities for future college credit to be given to Fine/Performing Arts students 9. Visit a minimum of 2 targeted satellite community centers to provide information about courses and policies	8/1/13	6/30/14

## Magnet Improvement Plan

<b>Magnet Strategy 2: THEME DEVELOPMENT</b> [SEE MAGNET REVIEW: CURRICULUM/ASSESSMENT (Section 2)]
<b>USP Description:</b>  In creating the Plan, the District shall... improve existing magnet schools and programs that are not promoting integration [III.E.3.ii]
<b>SMART Goal:</b> By 5/14, THMS will have a Scope and Sequence developed for the Fine and Performing Arts and Life Science Strands.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme Visibility Development	Sharon Ingram, Kathleen Erickson	1. Work with District office to choose one area of the school to increase visibility (entryway recommended)  2. Identify high-visibility display cases to revamp with magnet themes  3. Procure Hall of Fame flat screens which will loop magnet strands highlights	9/10/13	6/30/14
Theme Integration with Common Core Curriculum (Planning Phase)	THMS Instructional Staff  District Magnet Office (#3)	1. Establish a common planning time for grade levels  2. All departments will complete a curriculum guide of SWBAT objectives and timelines that includes magnet theme  3. Note: Barrier in creating new courses – Vicky will problem solve	12/13 SY	6/30/14 (DRAFT)
Scope and Sequence (Planning Phase)	Sharon Ingram, Kathleen Erickson, Clarice Clash, Magnet	1. Flush out vertical articulation in content areas  2. Continue to develop unique scope/sequence coursework and	12/13 SY	6/30/14

## Magnet Improvement Plan

	Department Chairs	<p>pedagogy within each strand</p> <p>3. Identify essential outcomes at each grade level</p> <p>4. Identify courses that do not meet magnet criteria and slate for removal for 14/15 SY</p>		
Unit Development, Including Assessments (Planning Phase)	District Office	<p>1. District – Identify how to support THMS with magnet courses and data, including PD opportunities with UBD and assessment training. Research how students at other Fine and Performing Arts schools are evaluated.</p> <p>2. Site work will begin during 14/15 SY</p>	<p>13/14 (District)</p> <p>14/15 (Site)</p>	Ongoing

## Magnet Improvement Plan

<b>Magnet Strategy 3: KEY PERSONNEL</b> [SEE MAGNET REVIEW: PROFESSIONAL DEVELOPMENT (Section 3), KEY PERSONNEL (Section 4), LEADERSHIP (Section 5), STABLE AND SUCCESSFUL STAFF (Section 7)]
<b>USP Description:</b>  In creating the Plan, the District shall...ensure that administrators and certificated staff in magnet schools and programs have the expertise and training necessary to ensure successful implementation of the magnet. <b>[III.E.3.vi]</b>  The Magnet School Plan shall, at a minimum, set forth a process and schedule to... provide necessary training and resources to magnet school and program administrators and certificated staff; <b>[III.E.3.ix]</b>
<b>SMART Goal:</b>

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme-Based Professional Development (Research)  [FOCUS ON FINE AND PERFORMING ARTS DURING THE 13/14 SY – EXTEND STRATEGY TO INCLUDE SCIENCE STRAND DURING 14/15 SY]	Sharon Ingram, Kathleen Erickson, Clarice Clash, Carolyn Jones	1. Identify professional development opportunities for Fine and Performing Arts teachers  2. Solicit professionals to offer PD/ specialized training for staff  3. Draft a specific PD plan for Fine and Performing Arts magnet teachers	8/1/13	6/30/14

## Magnet Improvement Plan

<b>Magnet Strategy 4: FAMILY ENGAGEMENT</b>
<b>USP Description:</b>  The Magnet School Plan shall, at a minimum, set forth a process and schedule to...include strategies to specifically engage African American and Latino families, including the families of English language learner (“ELL”) students; [III.E.3.x]
<b>SMART Goal:</b> By 6/30/14, parent volunteerism and participation will increase as compared from 12/13 to 13/14.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Increase family volunteerism	Sharon Ingram, Kathleen Erickson, Clarice Clash, Kevin Amidan	Indirect Actions  1. All students will participate in a club or sport  2. Track student achievement and graduation rates based on participation (athletics)  3. Require each student to volunteer  4. Record volunteers and hours to submit to district data bank	8/1/13	6/30/14
Increase family participation	Jessica Banhie	1. Provide parent courses through 21 <sup>st</sup> CCLC program  2. Track participation in 21 <sup>st</sup> CCLC hours through GrantTracker	8/1/13	6/30/14

**2013-2014****MAGNET IMPROVEMENT PLAN**

<b>SCHOOL NAME:</b>	<b>MAGNET THEME:</b>
Please write an abstract of your plan (what would someone expect to see during a visit to your site)?	

MAGNET LEADERSHIP TEAM MEMBERS	NAME
Principal	
Magnet Coordinator	
Magnet Director	Victoria Callison
Magnet Senior Program Coordinator	Laurie Westfall
Magnet Senior Program Coordinator	Adelle McNiece
Marketing Specialist	Sally Jacunski

MAGNET LEADERSHIP TEAM MEETINGS	
How many days a month does your Magnet Leadership Team meet?	
Please provide dates/times when your Magnet Leadership Team meets? (ex: Tuesdays @ 1:00 pm)	

**2013-2014****MAGNET IMPROVEMENT PLAN****Complete the Magnet Review Summary.**

With data and information available to you, analyze the needs of your school. The goal is for the school's magnet leadership team to carefully analyze and interpret all data in order to accurately and completely assess the needs of your school. The knowledge gained during this investigative and analytical phase will be the basis for identifying the greatest priorities on which to develop your school's magnet goals. Each goal must be addressed by identifying at least one strategy. **Areas from the Magnet Review Summary marked "NO" or "IP" (in progress) must be addressed in your Magnet Improvement Plan.**

**Magnet Review Summary**

Strategy #		YES	NO
1	Does your current enrollment meet the definition of integration?		
1	Is your magnet program attracting students to support integration and diversity at your school?		
1	Is your magnet program retaining students to support integration and diversity at your school?		
2	Is the curriculum at this school:		
	documented?		
	paced?		
	assessed?		
	reflected?		
	adjusted?		
2	Is the curriculum at this school unique?		
2	Is the methodology (pedagogy) implemented at this school unique?		
2	Do students experience theme immersion for a minimum of three hours per day?		
2	Is there theme integration in the curriculum?		
2	Is there theme congruency in the curriculum?		
2	Does our professional development support the magnet content or a specialized delivery of instruction?		
3	Does the magnet have key personnel to ensure that the magnet is implemented with fidelity?		
3	Does your magnet have an organized leadership structure that involves all stakeholders so the magnet theme is held with absolute fidelity and is not diluted by supplemental programs?		
1	Does your magnet have a recruitment plan that includes community partnerships?		
1	Does your magnet have a marketing plan that includes the collection and review of indicators for success?		
3	Has this school had a stable staff for the past four years?		
3	Have staff been successful at delivering quality instruction?		
1	Have students in all ethnic categories shown increases in student achievement?		
1	Does your Title I Plan support or supplement you magnet theme?		



**2013-2014****MAGNET IMPROVEMENT PLAN****Section 2: Developing your School's Magnet Improvement Plan***Guiding Question: How are we going to get to where we want to be?***MAGNET GOAL: INTEGRATION**

**USP Description:** The Magnet School Plan shall, at a minimum, set forth a process and schedule to... identify goals to further the integration of each magnet school which shall be used to assess the effectiveness of efforts to enhance integration at the school. **[III.E.3.xi]**

**Magnet Strategy 1: ENROLLMENT**

[See MAGNET REVIEW: ENROLLMENT (Section 1), RECRUITMENT AND MARKETING (Section 6)]

**USP Description:**

The District shall continue to implement magnet school/program as a strategy for assigning students to schools and to provide students w/opportunity to attend an integrated school. **[II.E.1]**

The District...shall recruit a racially and ethnically diverse student body ...to ensure that the schools are integrated to the greatest extent practicable. **[II.E.2]**

An integrated school is any school in which no racial or ethnic group varies from the district average for that grade level (Elementary School, Middle School, K-8, High School) by more than +/-15 percentage points, and in which no single racial or ethnic group exceeds 70% of the school's enrollment. **[II.B.2]**

**SMART Goal:**

<b>Methods to support strategy</b>	<b>Person (s) Accountable</b>	<b>Action Steps to achieve SMART Goal (add more if needed)</b>	<b>Begin Date</b>	<b>End Date</b>
Recruitment		1. 2. 3.		
Marketing		1. 2. 3.		
Retention		1. 2. 3.		

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**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 2: THEME DEVELOPMENT**

[SEE MAGNET REVIEW: CURRICULUM/ASSESSMENT (Section 2)]

**USP Description:**

In creating the Plan, the District shall... improve existing magnet schools and programs that are not promoting integration [III.E.3.ii]

**SMART Goal:**

<b>Methods to support strategy</b>	<b>Person (s) Accountable</b>	<b>Action Steps to achieve SMART Goal (add more if needed)</b>	<b>Begin Date</b>	<b>End Date</b>
Theme Visibility Development		1. 2. 3.		
Theme Integration with Common Core Curriculum (Planning Phase)		1. 2. 3.		
Scope and Sequence (Planning Phase)		1. 2. 3.		
Unit Development, Including Assessments (Planning Phase)		1. 2. 3.		

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 3: KEY PERSONNEL**

[SEE MAGNET REVIEW: PROFESSIONAL DEVELOPMENT (Section 3), KEY PERSONNEL (Section 4), LEADERSHIP (Section 5), STABLE AND SUCCESSFUL STAFF (Section 7)]

**USP Description:**

In creating the Plan, the District shall...ensure that administrators and certificated staff in magnet schools and programs have the expertise and training necessary to ensure successful implementation of the magnet.[III.E.3.vi]

The Magnet School Plan shall, at a minimum, set forth a process and schedule to... provide necessary training and resources to magnet school and program administrators and certificated staff;[III.E.3.ix]

**SMART Goal:**

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme-Based Professional Development (Research)		1. 2. 3.		
		1. 2. 3.		
		1. 2. 3.		
		1. 2. 3.		

**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 4: FAMILY ENGAGEMENT****USP Description:**

The Magnet School Plan shall, at a minimum, set forth a process and schedule to...include strategies to specifically engage African American and Latino families, including the families of English language learner (“ELL”) students; **[III.E.3.x]**

**SMART Goal:**

<b>Methods to support strategy</b>	<b>Person (s) Accountable</b>	<b>Action Steps to achieve SMART Goal (add more if needed)</b>	<b>Begin Date</b>	<b>End Date</b>
Increase family volunteerism		1. 2. 3.		
Increase family participation		1. 2. 3.		
		1. 2. 3.		
		1. 2. 3.		

**2013-2014****MAGNET IMPROVEMENT PLAN**

<b>SCHOOL NAME:</b> Utterback Magnet Middle School	<b>MAGNET THEME:</b> Fine and Performing Arts
Please write an abstract of your plan (what would someone expect to see during a visit to your site)? Integration of arts within core instruction in all classrooms, highly engaged students within magnet classes, state of the art facilities, parents participating along with community members as part of the program during the school day, interactive galleries, community exhibitions.	

MAGNET LEADERSHIP TEAM MEMBERS	NAME
Principal	Cindy Mady
Magnet Coordinator	TBD
Learning Support Coordinator	Mary Culin
Teacher	Laura Caucci
Assistant Principal	Claudia Gaxiola
Magnet Director	Victoria Callison
Magnet Senior Program Coordinator	Laurie Westfall
Magnet Senior Program Coordinator	Adelle McNiece
Marketing Specialist	Sally Jacunski

MAGNET LEADERSHIP TEAM MEETINGS	
How many days a month does your Magnet Leadership Team meet?	Academic leadership 1/ month Schoolwide Leadership 1/wk
Please provide dates/times when your Magnet Leadership Team meets? (ex: Tuesdays @ 1:00 pm)	Schoolwide Wednesdays 4:15 pm Academic second Tuesday 9:15 am

**2013-2014****MAGNET IMPROVEMENT PLAN****Complete the Magnet Review Summary.**

With data and information available to you, analyze the needs of your school. The goal is for the school's magnet leadership team to carefully analyze and interpret all data in order to accurately and completely assess the needs of your school. The knowledge gained during this investigative and analytical phase will be the basis for identifying the greatest priorities on which to develop your school's magnet goals. Each goal must be addressed by identifying at least one strategy. **Areas from the Magnet Review Summary marked "NO" or "IP" (in progress) must be addressed in your Magnet Improvement Plan.**

**Magnet Review Summary**

Strategy #		YES	NO
1	Does your current enrollment meet the definition of integration?		N
1	Is your magnet program attracting students to support integration and diversity at your school?		N
1	Is your magnet program retaining students to support integration and diversity at your school?		N
2	Is the curriculum at this school:		N
	documented?		N
	paced?		N
	assessed?		N
	reflected?		N
	adjusted?		N
2	Is the curriculum at this school unique?		N
2	Is the methodology (pedagogy) implemented at this school unique?		N
2	Do students experience theme immersion for a minimum of three hours per day?		N
2	Is there theme integration in the curriculum?		N
2	Is there theme congruency in the curriculum?		N
2	Does our professional development support the magnet content or a specialized delivery of instruction?		N
3	Does the magnet have key personnel to ensure that the magnet is implemented with fidelity?		N
3	Does your magnet have an organized leadership structure that involves all stakeholders so the magnet theme is held with absolute fidelity and is not diluted by supplemental programs?		N
1	Does your magnet have a recruitment plan that includes community partnerships?		N
1	Does your magnet have a marketing plan that includes the collection and review of indicators for success?		IP
3	Has this school had a stable staff for the past four years?		N
3	Have staff been successful at delivering quality instruction?		N
1	Have students in all ethnic categories shown increases in student achievement?		N
1	Does your Title I Plan support or supplement you magnet theme?		N

**2013-2014****MAGNET IMPROVEMENT PLAN****Section 2: Developing your School's Magnet Improvement Plan***Guiding Question: How are we going to get to where we want to be?***MAGNET GOAL: INTEGRATION**

**USP Description:** The Magnet School Plan shall, at a minimum, set forth a process and schedule to... identify goals to further the integration of each magnet school which shall be used to assess the effectiveness of efforts to enhance integration at the school. [III.E.3.xi]

**Magnet Strategy 1: ENROLLMENT**

[See MAGNET REVIEW: ENROLLMENT (Section 1), RECRUITMENT AND MARKETING (Section 6)]

**USP Description:**

The District shall continue to implement magnet school/program as a strategy for assigning students to schools and to provide students w/opportunity to attend an integrated school. [II.E.1]

The District...shall recruit a racially and ethnically diverse student body ...to ensure that the schools are integrated to the greatest extent practicable. [II.E.2]

An integrated school is any school in which no racial or ethnic group varies from the district average for that grade level (Elementary School, Middle School, K-8, High School) by more than +/-15 percentage points, and in which no single racial or ethnic group exceeds 70% of the school's enrollment.[II.B.2]

**SMART Goal:** By 12/15/13, the number of white applicants will increase by 5 % as evidenced by Welcome Center data.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Recruitment	Cindy Mady, Claudia Gaxiola	1. Tour script 2. Participation in district recruitment events (celebration of schools, magnet madness, elementary recruitment events)	8/29/13	5/30/14
Marketing	Cindy Mady, Claudia Gaxiola	1. Phone script 2. Brochure 3. Participation in Tucson Rodeo	8/29/13	5/30/14
Retention	Cindy Mady, Claudia	1. Make improvements on facilities	8/1/13	6/30/13

Last Updated 6/25/2014 11:20:38 AM

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**2013-2014****MAGNET IMPROVEMENT PLAN**

	Gaxiola, Vicky Callison	2. Hire FTE arts teachers		
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**Magnet Strategy 2: THEME DEVELOPMENT**

[SEE MAGNET REVIEW: CURRICULUM/ASSESSMENT (Section 2)]

**USP Description:**

In creating the Plan, the District shall... improve existing magnet schools and programs that are not promoting integration [III.E.3.ii]

**SMART Goal:** By 12/18/13, each grade level team will review current depth of theme integration at Utterback, as evidenced by checklists, reflections, lesson/unit plans.

Methods to support strategy	Person (s) Accountable	Action Steps to achieve SMART Goal (add more if needed)	Begin Date	End Date
Theme Visibility Development	Cindy Mady, Claudia Gaxiola, Sally Jacunski	1. School walkthrough using magnet walkthrough 2. Contact Sally for photo shoot and posters 3.	9/15/13	5/30/14
Unit Development, Including Assessments (Planning Phase)	Cindy Mady, Claudia Gaxiola, grade level teams	1. Set aside a PD day for unit review 2. Review and reflect on current theme integration 3. Develop a wish list of unit ideas	12/4/13	12/18/13



**2013-2014****MAGNET IMPROVEMENT PLAN****Magnet Strategy 3: KEY PERSONNEL**

[SEE MAGNET REVIEW: PROFESSIONAL DEVELOPMENT (Section 3), KEY PERSONNEL (Section 4), LEADERSHIP (Section 5), STABLE AND SUCCESSFUL STAFF (Section 7)]

**USP Description:**

In creating the Plan, the District shall...ensure that administrators and certificated staff in magnet schools and programs have the expertise and training necessary to ensure successful implementation of the magnet.[III.E.3.vi]

The Magnet School Plan shall, at a minimum, set forth a process and schedule to... provide necessary training and resources to magnet school and program administrators and certificated staff;[III.E.3.ix]

**SMART Goal:** By 6/30/14, 100% of the Utterback teaching staff will receive 45 hours of them content PD and 30 hours of delivery as evidenced by sign in sheets, agendas, products, reports.

<b>Methods</b> to support strategy	<b>Person (s)</b> Accountable	<b>Action Steps</b> to achieve SMART Goal (add more if needed)	<b>Begin</b> Date	<b>End</b> Date
Theme-Based Professional Development (Research)	Cindy Mady, Claudia Gaxiola, Laurie Westfall, Adelle McNiece	1. Review current PD calendar to align hours with theme and delivery  2. Schedule theme and delivery specific PD days	9/17/13	9/27/13