

**Bullhead City School District (080415000) Public District - FY 2023 - Medium Risk - LEA Integrated Action Plan (LIAP) - Rev 6**

Fiscal & Program Tagging

**Plan Items**

**P** 1) Principle 1 - Effective Leadership

**- Details**

Primary Need: 1.7 Our leadership commits to retaining effective teachers who meet the state's criteria for being appropriately certified to teach diverse learners.

Root Cause: Our District does not have a formal written plan to retain appropriately certified teachers and staff.

Needs Statement: The District needs a written employee retention plan which will indicate steps to retain employees through recognition, professional development, and participation in district leadership opportunities.

Desired Outcomes: We will write an employee retention plan which, through recognition, professional development, and participation in district leadership opportunities, creates a positive work environment in which employees want to remain teaching.

SMART Goal: By March 2023, the District Leadership Team will create a formal written employee retention plan which is approved by District Governing Board. By writing and implementing a formal written employee retention plan, we will retain 95% of our staff from FY23 to FY24.

**S** 1.1) Strategy 1.1

**- Details**

Strategy Description: The District will create and publish a written Retention Plan.

**AS** 1.1.1) Retention Plan Committee

N/A

Retention

TI SW1

**[-] Details**

Action Step Description: The district will create a committee of staff including administrators, classified, and certified employees representing all of our school sites. This committee will be a consulting committee to assist with creating a robust plan to retain employees in our school district.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 8/26/2022

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

Status	Progress Note	Added By	Date Added
Completed	Our committee has been identified with representation from each school site.	Jennifer Lott	8/21/2022 3:34:14 AM

**AS** 1.1.2) Discussion and Research for Retention Plan

N/A

Retention

TI SW1

**[-] Details**

Action Step Description: The Retention Plan Committee will gather research from surveys, example plans, and other sources to assist in creating our own plan.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 8/29/2022 to 10/28/2022

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

Status	Progress Note	Added By	Date Added
Completed	The Employee Retention Committee met on Sept. 29 to gather	Jennifer	10/27/2022

ideas and plan our next steps.

Lott

5:54:50 PM

**AS** 1.1.3) Writing of Retention Plan

N/A

Retention

TI SW1

**Details**

Action Step Description: After completing research, the Retention Plan Committee will analyze the feedback/information received and create our district's retention plan.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 10/31/2022 to 12/16/2022

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

Status	Progress Note	Added By	Date Added
In Progress	The committee met on Nov. 7 to discuss the results of our interview with staff. We categorized the responses into categories including communication, support/wellness, appreciation, team building, and financial. Each campus volunteered to create action steps to meet our retention goals. We will meet in December to put the pieces together.	Jennifer Lott	11/17/2022 10:39:24 PM

**AS** 1.1.4) Sharing of draft Retention Plan

N/A

Retention

TI SW1

**Details**

Action Step Description: The draft retention plan will be shared with site administrators and staff for comment.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 1/3/2023 to 2/3/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 1.1.5) Governing Board Approval

N/A

Retention

TI SW1

**Details**

Action Step Description: After making revisions based on feedback, the final Retention Plan will be submitted to our Governing Board for approval.

Person Responsible for this Action Step: Carolyn Stewart (Organization Role: Superintendent)

Timeline: 2/6/2023 to 3/17/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 1.1.6) Publishing Plan

N/A

Retention

TI SW1

**Details**

Action Step Description: Following Governing board approval, the written Retention Plan will be shared with the teachers and general public through social media, our webpage, and the newspaper.

Person Responsible for this Action Step: Lance Ross (Organization Role: Public Information Officer)

Timeline: 3/20/2023 to 4/14/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 1.1.7) Evaluation of Retention Plan

N/A  
Retention  
TI SW1

**Details**

Action Step Description: We will evaluate writing of our Retention Plan based on remaining on timeline for completion. Although we may not see results this first year as the plan will be completed in March, the effectiveness will be evaluated based on the percentage of staff retained throughout the school year and into the 2023-34 school year.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 4/20/2023 to 6/1/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

1.2) Strategy 1.2

**Details**

Strategy Description: We are committed to recruiting, retaining, and equitable distribution of effective teachers.

1.2.1) Contract Signing Bonuses

ESSERIIIF

Recruitment

Retention

TI SW1

**Details**

Action Step Description: Through the use of ESSER III funding, the district will pay certified instructional staff a stipend of \$2500.00 for signing their 2022-23 contract and completing the terms of their contract. The stipend will be paid in May 2023.

Person Responsible for this Action Step: Carolyn Stewart (Organization Role: Superintendent)

Timeline: 7/25/2022 to 5/27/2023

ESSA Evidence: Moderate evidence from at least one well-designed and well-implemented quasi-experimental study

**AS** 1.2.2) Interview Committee

N/A

Recruitment

Retention

TI SW1

**Details**

Action Step Description: For all employment openings, applications will be screened by the Director of Educational Services. After screening for qualifications, s/he will schedule one interview per applicant in which all principals with openings will interview together. For administrative positions, a team of school administrators and teachers from the schools site(s) seeking to fill an administrative position will interview applicants together.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Demonstrates a Rationale - A well-specified logic model that is informed by research or an evaluation that suggests how the intervention is likely to improve relevant outcomes and an effort to study the effects of the intervention, ideally producing promising evidence or higher, that will happen as part of the intervention or is underway elsewhere

**AS** 1.2.3) Corrective Action Plans

N/A

Recruitment

Retention

TI SW1

**Details**

Action Step Description: Corrective action plans are completed for teachers who are not appropriately certified and letters will be sent home by August 30, 2022..

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/15/2022 to 9/1/2022

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

Status	Progress Note	Added By	Date Added
Completed	Principals met with their teachers, created corrective action plans for those not appropriately certified, and uploaded letters and plans into Title 1 Crate. Our HR Coordinator is monitoring teacher certification.	Jennifer Lott	11/15/2022 3:05:25 PM

**AS** 1.2.4) Grow Your Own Teachers

N/A

Recruitment

Retention

TI Target

**Details**

Action Step Description: Our district has a partnership with Northern Arizona University called "Grow You Own" teacher program.

Person Responsible for this Action Step: Charles Neuzil (Organization Role: NAU Professor)

Timeline: 7/5/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 1.2.5) Monitoring and Evaluation of Effective Leadership

N/A

Recruitment

Retention

TI SW1

**Details**

Action Step Description: Effective Leadership will be monitored through corrective action plans, enrollment in the NAU teacher program, staff retention numbers and open positions for the current

year and FY 24, as well as yearly survey results from teachers and staff  
 Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)  
 Timeline: 7/1/2022 to 6/30/2023  
 ESSA Evidence: Promising evidence from at least one well-designed and well-implemented correlational study

**S** 1.3) Strategy 1.3

**- Details**

Strategy Description: Our district will support our site administrators through coaching and differentiated professional development to become effective instructional leaders and site managers.

**AS** 1.3.1) 360 Survey

N/A

Retention

TI SW1

**- Details**

Action Step Description: Site Leaders will complete a 360 survey to explore their strengths and areas of improvement as related to school leadership.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 7/30/2022

ESSA Evidence: Moderate evidence from at least one well-designed and well-implemented quasi-experimental study

Status	Progress Note	Added By	Date Added
In Progress	Principals completed a self-assessment survey in August and received the results. The staff at each school will take a survey for wither their Principal, Assistant Principal, the Preschool Director, or Special Education Director at our December 2 PD Day.	Jennifer Lott	11/15/2022 3:08:45 PM



**AS** 1.3.2) Professional Growth Plan

N/A

Prof Dev

Retention

TI SW1

**- Details**

Action Step Description: Principals and Assistant Principals will complete a Professional Growth Plan indicating three goals for the school year. This will be used as a basis for individual coaching, professional development and support.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 8/1/2022 to 8/26/2022

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

Status	Progress Note	Added By	Date Added
In Progress	Principals have created their PGPs. The Superintendent has scheduled meetings with the Principals to review the plans and offer support as needed (11/15/22).	Jennifer Lott	11/15/2022 3:10:05 PM

**AS** 1.3.3) Principal Coaching

N/A

Prof Dev

Retention

TI SW1

**- Details**

Action Step Description: Principals and Assistant Principals will receive individualized coaching based on the goals in their Professional Growth Plan and other areas as identified throughout the school year. A calendar for observations/discussions will be created and shared with the Superintendent and Site Administrators.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 8/29/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 1.3.4) Professional Development - WestEd

N/A

Prof Dev

Retention

TI SW1

**Details**

Action Step Description: Site Administrators and Instructional Coaches will attend professional development provided by WestEd to gain experience with our Instructional Protocol, analyzing the data that the protocol provides to drive site-based professional development, and gain knowledge regarding coaching teachers and staff.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/5/2022 to 8/5/2022

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

Status	Progress Note	Added By	Date Added
In Progress	Administrators and Instructional Coaches conducted sweeps through classrooms using the instructional protocol we created together during SY 2021-22. Following the third day, we all met together to review the results of the sweeps. It indicated we need to assist teachers with student engagement and with matching objectives with the lived activities in their classrooms at a DOK 2 or above.	Jennifer Lott	8/21/2022 3:32:39 AM
Completed	Administrators and coaches attended a workshop on 7/19/22 led by	Jennifer	7/27/2022

WestEd. Reviews from the survey indicated 4s and 5s for the information and relevancy of the information. We will received walk-through coaching the week of August 15 to properly use our observation protocol.

Lott

6:55:04 PM

**AS** 1.3.5) Leadership Team Meetings

N/A

Prof Dev

Retention

TI SW1

**Details**

Action Step Description: We will hold monthly Leadership Team meetings at the district office to support leaders with district procedures as well as providing support to increase the principals' capacity as instruction leaders and school managers.

Person Responsible for this Action Step: Carolyn Stewart (Organization Role: Superintendent)

Timeline: 7/5/2022 to 6/30/2023

ESSA Evidence: Moderate evidence from at least one well-designed and well-implemented quasi-experimental study

Status	Progress Note	Added By	Date Added
In Progress	Leadership Team meetings are held monthly on a Friday. We discuss upcoming events/deadlines, policies, and items the principals bring to the meeting for suggestions, brainstorming, and overall discussion.	Jennifer Lott	11/17/2022 10:41:17 PM

**AS** 1.3.6) SET ASIDE #1 - LEA ADMINISTRATION Title 1 Crate

Title I LEA

LEA Admin

TI SW1

**Details**

Action Step Description: Title 1 Crate program and professional development to use the program will be purchased. This program will assist administration with assigning tasks and collection of

documentation to maintain compliance with Federal programs.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 1.3.7) Restorative Justice Training

Title II-A

Prof Dev

Safe/Healthy

**Details**

Action Step Description: Registration for principals and assistant principals at all five sites, the Preschool Coordinator, Hearing Officer, Special Education Director, Director of Educational Services, and Superintendent to attend Restorative Justice Training through RJ Ed. The training includes 16 modules broken into 4 tiers. Each module takes approximately 1.5 hours to complete, and includes a one-on-one session with an RJEEd Facilitator. Upon completion, participants become Certified Specialists. Topics cover Principles of Restorative Justice and Proactive Restorative Practices, Reactive Restorative Practices for Minor Behavior Problems, Reactive Restorative Practices for Major Restorative Problems, and Planning to Create a Culture of Care Over a Three-year Period of Time.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director Of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

Status	Progress Note	Added By	Date Added
In Progress	Our team participated in the second training on September 23, 2022	Jennifer Lott	10/27/2022 5:56:06 PM

In Progress

Our Principals and Assistant Principals attended our first unit which was four modules on July 12 & 13, 2022. This was the introductory module which led us through a series of questions to determine which strengths we already had in our district, and areas needing improvement.

Jennifer Lott

7/27/2022  
6:57:17 PM

**AS** 1.3.8) Evaluation of Site Leadership Coaching

N/A

Prof Dev

Retention

TI SW1

**Details**

Action Step Description: The effectiveness of coaching will be measured by coaching notes, feedback from site leaders, and improvement of site leader evaluations from FY22 to FY23.

Person Responsible for this Action Step: Carolyn Stewart (Organization Role: Superintendent)

Timeline: 3/1/2023 to 5/26/2023

ESSA Evidence: Moderate evidence from at least one well-designed and well-implemented quasi-experimental study

**P** 2) Principle 2 - Effective Teachers and Instruction

**Details**

Primary Need: 2.3 Based on all available student data, teachers intentionally plan instruction that supports every student in meeting rigorous learning goals by differentiating instruction and implementing Universal Design for Learning.

Root Cause: Teachers lack data analyzing skills and the knowledge of how to address the specific needs of each student identified when making instructional decisions.

Needs Statement: Our teachers need training to effectively analyze student achievement data and practice in using Universal Design for Learning in addition to differentiated instruction to meet the needs of all learners.

Desired Outcomes: Our District will provide training and support for teachers to effectively analyze student achievement data and implement Universal Design for Learning and differentiated instruction in their planning

to meet the needs of all students.

SMART Goal: By the end of March 2023, 90% of teachers will show equitable classroom management and the use of multiple engagement techniques to meet the needs of their students as observed using our district instructional protocol form. Our 2nd - 8th grade students will show an increase of 20% proficiency in ELA, Science, and Math from the first district Galileo benchmark in August to the third Galileo Benchmark in March. 75% of students will be proficient on the AASA for ELA and Math, and the AzSci for Science.

**S** 2.1) Strategy 2.1

**- Details**

Strategy Description: Teachers and instructional staff will receive professional development and coaching during PLC meetings to analyze data to inform instructional decisions to meet the needs of all students.

**AS** 2.1.1) LEA Admin Set Aside #1

Title I LEA

Title II-A

LEA Admin

Prof Dev

TI SW1

**- Details**

Action Step Description: The Director of Educational Services acts as Instructional Coach Director for Title 1 and Professional Development Director for Title II (split funding). This administrator supervises the instructional coach program in instruction, curriculum, and student assessment. The director organizes and provides staff development for instructional coaches, teachers, paraprofessionals, administrators and parents. The director is also part of the administrative team, Leadership Team, Instructional Team, and SEL Leadership Team, and assists in the development, implementation, and sustainability of programs and procedures.

Person Responsible for this Action Step: Carolyn Stewart (Organization Role: Superintendent)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 2.1.2) Arizona Assessments Conference

Title II-A  
Prof Dev  
TI SW1

**Details**

Action Step Description: Registration and travel expenses for the Director of Educational Services to attend the Arizona Assessments Conference. Information learned will be shared with the Instructional Coaches, who will then share with the teachers on their campuses.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director Of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

Status	Progress Note	Added By	Date Added
Completed	Jennifer Lott attended the conference Sept. 26-28 and brought information back to the Superintendent and Instructional Coaches.	Jennifer Lott	10/27/2022 5:57:21 PM

**AS** 2.1.3) Instructional Coaches

Title II-A  
Prof Dev  
TI SW1

**Details**

Action Step Description: The Instructional Coach along with the school principal and assistant principal will attend grade level and content area PLC meetings to coach teams when looking at student achievement data, student work, attendance, and behavior to make the best instructional decisions regarding their students. This will include discussions regarding UDL practices, accommodations, and modifications.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/18/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 2.1.4) Galileo

N/A

TI SW1

**Details**

Action Step Description: The Galileo Assessment is a benchmark assessment administered in ELA, Math, and Science three times throughout the school year. These tests are aligned to state standards and provide numerous data points that can be aggregated to record measurements that reveal gaps in student sub-groups' achievement. Upon completion of each assessment, teachers will analyze test results for all sub-groups and individual students to determine if there are gaps between the curriculum and standards and between curriculum and the assessments.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 8/4/2022 to 5/26/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

Status	Progress Note	Added By	Date Added
In Progress	We completed our first baseline Galileo assessment in August. Our 2nd - 8th graders will complete the second benchmark December 2, 2022.	Jennifer Lott	11/17/2022 11:01:28 PM

**AS** 2.1.5) Amplify mCLASS and Intervention Program

N/A

TI SW1



 **Details**

Action Step Description: Amplify mCLASS with dyslexia training and Intervention program will be purchased for use by all 3 Elementary Schools to support our CORE program Amplify CKLA. The intervention program is used by the Title 1 department to teach directly to the needed skills identified through DIBELS/mCLASS assessments and progress monitoring.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

 2.1.6) Monitor and Evaluate

N/A

Prof Dev

TI SW1

 **Details**

Action Step Description: The progress of job embedded PD to analyze data will be monitored through team agendas and lesson plans. Evaluation of implementation will occur through walk-through data and student benchmark assessments.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2002 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

 2.2) Strategy 2.2

 **Details**

Strategy Description: Our district will provide training and support for teachers to successfully implement trauma informed practices at all six school sites.

**AS** 2.2.1) SET Aside #9 School Counselors

Title I LEA

Title IV-A

SSPROGCONT

Prof Dev

Safe/Healthy

TI SW1

 **Details**

Action Step Description: The district will hire and retain a certified school counselor at five of our school sites. The counselor will work with site administration, teachers, and staff to create a counseling program at their site based on the needs of the school community. School counselors will also offer training to staff regarding suicide prevention and strategies to support SEL in the classroom and other areas of the school campus. Four Counselors' salaries are paid from The School Safety Program Expansion Continuation Grant and one from Title 1 and Title IV.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 2.2.2) SEL Training and Support

Title II-A

Prof Dev

Safe/Healthy

TI SW1

 **Details**

Action Step Description: Registration/fees for professional development for school teams to be trained in Trauma informed practices by Ricky Robertson through Corwin. Teams will train four times throughout the school year and bring the information through professional development Fridays at their own sites. Dates/times are TBD. Training will be for a total of 32 people. (6 sites x 5 people plus Superintendent and Director of Educational Services)

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 2.2.3) SEL Resources

ESSERIIIF

ESSER

Safe/Healthy

TI SW1

**Details**

Action Step Description: The district will provide resources and training to use approved SEL programs including Sanford Harmony and Second Step. Sanford Harmony is a Tier 1 program used in all classrooms across the district. Second Step is used by our School Counselors for Tier 2 and Tier 3 interventions with small groups and individual students.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 2.2.4) CPI Training

Title IV-A

Prof Dev

Safe/Healthy

TI SW1

**Details**

Action Step Description: Two CPI certified district employees will train paraprofessionals/support staff and teachers to effectively use CPI strategies. Salaries, benefits, and workbooks will be purchased using Title IV funding.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director Of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 2.2.5) Monitor and Evaluate (SEL)

N/A

Prof Dev

TI SW1

 **Details**

Action Step Description: SEL will be monitored and evaluated through student discipline referrals monitored through School Safety Team meetings (and minutes of meetings), as well as professional development sign in forms and counselor notes.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Moderate evidence from at least one well-designed and well-implemented quasi-experimental study

**S** 2.3) Strategy 2.3

 **Details**

Strategy Description: Teachers and instructional support staff will implement Universal Design for Learning as well as differentiated learning strategies in their planning and implementation of lessons.

**AS** 2.3.1) Set-Aside #9 District Instructional Coach

Title I LEA

Effective Use of Tech

Prof Dev

TI SW1

 **Details**

Action Step Description: The Instructional Coach in Technology supports teachers at all six school sites through ongoing professional development. She provides teachers with strategies to implement educational technology, analyze student data to drive instruction, and use technology programs to meet individual student needs.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 2.3.2) Co-Teaching/Team Teaching Worksop

Title II-A

Prof Dev

TI SW1

 **Details**

Action Step Description: Registration, salaries and benefits for a combination of general education teachers and special education teachers to attend Best Practices in CO-TEACHING: Effective Strategies and Realistic Solutions for Inclusive Classrooms by the Bureau of Education and Research on a non-contract day in August or September of 2022. (Date TBD based on presenter availability.)

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 2.3.3) Training for Instructional Staff

N/A

Prof Dev

TI SW1

 **Details**

Action Step Description: The district will support training for Instructional staff including paraprofessionals, Instructional Coaches, and related service providers to increase their job related skills. Training will include workshops during and outside of regular contract hours. If outside of contract ours, a stipend will be paid for those who attend the training.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Moderate evidence from at least one well-designed and well-implemented quasi-experimental study

**AS** 2.3.4) Instructional Materials and Supplies

RLIS

TI SW1

 **Details**

Action Step Description: Instructional materials and supplies to supplement ELA and math to include hands-on materials/manipulatives to be used for small group instruction and tutoring

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 2.3.5) Supplemental Resources Professional Development

N/A

Prof Dev

TI SW1

 **Details**

Action Step Description: Instructional staff will be trained to effectively use Amplify mCLASS, Amplify Intervention, ZEARN, IXL, and Actively Learn as approved supplemental programs.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 2.3.6) Amplify Science Workshops

Title II-A

Prof Dev

TI SW1

**Details**

Action Step Description: Hourly salaries and benefits for 30 teachers to attend a full day (6 hours) and 30 teachers to attend a half day (3 hours) Amplify Science training, grades K-8, on non-contract days. The purpose of training will be Deep Dive and Strengthening to improve our implementation of the science program in our classrooms.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director Of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Moderate evidence from at least one well-designed and well-implemented quasi-experimental study

**AS** 2.3.7) Physical Education Conference

Title II-A

Prof Dev

TI SW1

Well-Rounded

**Details**

Action Step Description: Registration and travel expenses for four physical education teachers to attend the 2022 Arizona State Convention, Covering all the Bases, on November 2-3, 2022 at the Phoenix Convention Center.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director Of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Moderate evidence from at least one well-designed and well-implemented quasi-experimental study

**AS** 2.3.8) Art Teachers' Conference

Title II-A

Prof Dev

TI SW1

Well-Rounded

**Details**

Action Step Description: Registration for three art teachers to attend the Az Art Ed Conference, Back in the Groove on November 17 - 20, 2022 at Chapel Rock Camp in Prescott, AZ.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director Of Educational Services)

Timeline: 7/10/2022 to 6/30/2023

ESSA Evidence: Moderate evidence from at least one well-designed and well-implemented quasi-experimental study

**AS** 2.3.9) SimpleK12 License

Title IV-A

Effective Use of Tech

Prof Dev

TI SW1

**Details**

Action Step Description: One SimpleK12 License for our District Technology Coach. After participating in technology training, she provides both 1-1 and group training on various topics related to the use of technology in the classroom

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director Of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Moderate evidence from at least one well-designed and well-implemented quasi-experimental study



**AS** 2.3.10) Eureka Math Professional Development

RLIS

Prof Dev

TI SW1

**Details**

Action Step Description: "Preparation and Customization" for teachers of grades 6-8. This training concentrates on implementing the math program and the process for customizing the lessons to meet the students' needs.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director Of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

Status	Progress Note	Added By	Date Added
Completed	PD was held on 7/27/22 for 12 Grade 6-8 math teachers. Teachers walked through the planning process of looking for student misconceptions and planning scaffolds in their lessons. They then worked together as a grade level to plan for an upcoming unit.	Jennifer Lott	7/27/2022 6:51:19 PM

**AS** 2.3.11) OELAS

TI ICONST

Prof Dev

TI SW1

**Details**

Action Step Description: Registration and travel expenses for two EL Teachers and one Instructional Coach who works with and trains EL teachers to attend the OELAS Conference to gain a better understanding of EL Programs and effectively teaching our EL students.

Person Responsible for this Action Step: Charles Neuzil (Organization Role: EL Coordinator)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 2.3.12) Universal Design for Learning

N/A

Prof Dev

TI SW1

**Details**

Action Step Description: Instructional Coaches will create and facilitate mini-professional development sessions to inform teachers about UDL. Individual coaching will be provided based on instructional coach observations of classes.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 2.3.13) Monitor and Evaluate (UDL and Differentiated Instruction)

N/A

Prof Dev

TI SW1

**Details**

Action Step Description: We will monitor and evaluate the implementation of UDL and Differentiated instruction through classroom observations and student benchmark results.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**S** 2.4) Strategy 2.4

**Details**

Strategy Description: We will provide appropriate learning opportunities for students within our school community, and specifically, targeting our sub-groups to ensure academic and social growth.

**AS** 2.4.1) Training for EL Teachers

TI/CONST

Prof Dev

TI SW1

**Details**

Action Step Description: Purchased Professional Development from Clark Consulting and Training, Inc. Training for teachers of EL students will include two training "seminar" days, two days of co-planning, and four days of real-time coaching support. Site Administrators and Instructional Coaches will participate in the training to provide accountability and follow-through to the EL Teachers to implement the learned strategies in the EL classrooms. The scope of the training includes: a. Advance the understanding of how accurate academic student discourse directly impacts a student's ability to read with comprehension and write academically; b. Consistently implement a set of five High-Impact Instructional Principles™ across all areas of instruction; c. Consistently implement of the advanced PUSH! principle during instruction; d. Improve the level of student discourse by requiring students to articulate their thoughts in a way that is parallel to academic text; e. Implement a ten phase Productive Progression that directly increases the complexity and sophistication of student discourse, f. Implement a set of Linguistically Driven Questioning practices that improve the quality of teacher questions and the academic nature of student responses.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 2.4.2) EL coordinator Registration and Travel Expenses

Title II-A

ELL

Prof Dev

TI SW1

 **Details**

Action Step Description: Registration and travel expenses (if allowed) for our EL Coordinator to attend OELAS and PELL meetings. Information learned from these meetings is shared with Instructional Coaches, EL Teachers and Administrators to keep current with new laws, mandates, and strategies to best meet the needs of EL learners.

Person Responsible for this Action Step: Charles Neuzil (Organization Role: EL Coordinator)

Timeline: 7/5/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 2.4.3) Supplies and Materials for EL Students

TIICCONST

TI SW1

 **Details**

Action Step Description: Supplies and materials for EL students, to include but not limited to, books for small group instruction; sight words and season words; story starter kits; vocabulary and writing journals; games; transition words wheels; prefixes and suffixes; supplemental reading books. These items are above and beyond what is offered for all students and will support targeted EL instruction and learning exclusively for EL students. These items will be used during targeted instruction by the EL teachers at each site to improve the language skills of EL students. In the absence of Title III funds these supplies would not be purchased.

Person Responsible for this Action Step: Charles Neuzil (Organization Role: EL Coordinator)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Moderate evidence from at least one well-designed and well-implemented quasi-experimental study

**AS** 2.4.4) EL Teacher/Interventionist

ESSERIIIF

ELL

TI SW1

**Details**

Action Step Description: The district will provide funding for an EL teacher/interventionist at all three elementary school sites. This is a full time teacher who will provide pull-out targeted instruction for our second language learners, administer the AZELLA assessment, and provide additional targeted small group to identified students.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 2.4.5) Title 1 Services

N/A

TI SW1

**Details**

Action Step Description: The district will support Title 1 programs at our schools. Our three elementary schools will provide both push-in and pull-out services which are monitored by our Instructional Coaches and the Director of Educational Services. Both Bullhead City Middle School and Fox Creek Junior High will provide Title I ELA and Math classes to support students academically in addition to the students' CORE instruction. At all schools, the use of student achievement data will be used by teachers and paraprofessionals to drive instructional decisions to fill the gaps in student learning.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 2.4.6) Transition Teachers

ESSERIIIF

TI SW1

**- Details**

Action Step Description: The district will hire transition teachers for our schools. Students who are too advanced for retention, but not ready for the next grade level, will be assigned to a transition classroom. It will be the goal of the transition teachers to grow their students one and half years so the student can advance to the next grade level (From T1 to 2nd grade for example).

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Moderate evidence from at least one well-designed and well-implemented quasi-experimental study

**AS** 2.4.7) Set Aside #4f After School Tutoring and Enrichment

21CCLCCONT4

Title I LEA

RLIS

TI SW1

Well-Rounded

**- Details**

Action Step Description: After School Tutoring is an LEA supplemental program that offers intervention for students needing either additional support with grade level standards. Students are "targeted" based on progress with grade level standards. Groups are fluid, allowing students to move in and out of tutoring as needed. All after school tutoring classes are taught by appropriately certified teachers.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 2.4.8) SET ASIDE #4f -INTERVENTION AND ENRICHMENT Flex Fridays

Title I LEA

TI SW1

Well-Rounded

 **Details**

Action Step Description: Flex Friday is a LEA supplemental program that offers intervention and enrichment instruction on 12 non-school days throughout the academic year.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 2.4.9) Summer Enrichment STEAM Camp

Title IV-A

Summer School

TI SW1

Well-Rounded

 **Details**

Action Step Description: Summer Enrichment STEAM Camps during the summer 2023 to provide students with a well-rounded education and supporting college and career opportunities:

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director Of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 2.4.10) Preschool Transition to Kindergarten

N/A

Transition

 **Details**

Action Step Description: In May 2023, preschool teachers, under the guidance of the Preschool Coordinator, will take preschoolers on a field trip to spend a day in kindergarten at the school they will attend. Students will get to know the teachers, school, routines, and participate in activities with the

current kindergarten classes. Also in May, families are invited to Kindergarten Registration. Teachers at each elementary school screen the incoming kindergartners, communicate strength and needs with families, and assist with registration for the 2023-24 school year.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 4/24/2023 to 5/19/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 2.4.11) Transition Services (4th to 5th and 6th to 7th)

N/A

Transition

 **Details**

Action Step Description: Each Spring, the district plans a transition day, Move Up Day, for students transitioning between our grade banded schools. 4th graders from each elementary campus spend a day at the Middle school, and 6th graders from the middle school spend a day at the junior high. The day is planned by the administrators on each campus and the instructional coaches. Students are bused to the new campus, attend an assembly/presentation by the Student Council and Administrators, and take a tour of the school. The tour consists of visiting math, ELA, science, social studies, and specials classes for a shorter period and activity. They eat lunch on the campus to learn the routes, play on the playground or spend time in the courtyard, and then return to their home school.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 3/24/2023 to 5/26/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 2.4.12) Transition Services (8th Grade to the High School)

N/A

Transition

 **Details**



Action Step Description: Each year, 8th graders participate in a field trip to the High School. High School Counselors visit the junior high to introduce elective classes before hand to explain the process. On transition day, the students visit the high school, take a tour, meet the teachers, and have an opportunity to ask questions. In July, the High School reserves a day for incoming freshmen and parents to learn about the school and complete the registration process.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 3/25/2023 to 7/28/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 2.4.13) KinderCamp Teachers

RLIS

Summer School

TI SW1

Transition

**Details**

Action Step Description: Salaries for 6 kindergarten teachers to provide KinderCamp during the summer of 2023. This assists our 4 and 5 year old children entering kindergarten to become familiar with being away from their parents, learning about the school and routines, and begin to learn basic social and academic skills.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director Of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

Status	Progress Note	Added By	Date Added
Completed	KinderCamp was held at each elementary campus for 8 days, July 11-14, and July 18 - 21. We had 2 classes at Sunrise, 2 at	Jennifer Lott	7/27/2022 7:00:11

Diamondback, and 3 classes at Desert Valley. Depending on the school site and class, there were 10 - 15 students in each classroom.

PM

**AS** 2.4.14) Monitoring and Evaluation of Learning Opportunities

N/A

Prof Dev

TI SW1

**Details**

Action Step Description: We will monitor professional learning through completion certificates, sign in forms, and reports from employees following training. The overall implementation of learning opportunities will be evaluated through student attendance and benchmark achievement scores.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director Of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**P** 3) Principle 4 - Effective Curriculum

**Details**

Primary Need: 4.6 Our school staff systematically monitors, reviews and evaluates the implementation and effectiveness of adopted curricula ensuring continuous improvement for all students.

Root Cause: Our district lacks consistent, systematic follow-through and accountability in regards to effective instruction.

Needs Statement: We need to ensure our adopted curricula addresses all of the State Standards to the correct DOK level, and that supplemental resources support student needs in relation to learning the State Standards.

Desired Outcomes: Our staff will systematically review our adopted curricula as it relates to student mastery of State Standards and ensure the teaching and learning of all required grade level standards by the end of the school year.

SMART Goal: By May 2023, our instructional staff will have reviewed our adopted Curricula for ELA, Math, and Science to determine standards missing from the curricula, standards in which students need additional

support, and the teaching strategies and supplements needed to meet the academic needs of all of our students. 75% of students will be proficient on the AASA for ELA and Math, and the AzSci for Science.

**S** 3.1) Strategy 3.1

**- Details**

Strategy Description: Grade level (K-4) and content (5-8) leaders will meet quarterly to perform a gap analysis between curriculum and instruction and assessment and take action based on analysis in all content areas.

**AS** 3.1.1) Gap Analysis Teachers - 1st Quarter

Title II-A  
Prof Dev  
TI SW1

**- Details**

Action Step Description: Teachers will analyze benchmark results with state standards and adopted curricula to determine gaps in learning and, therefore, lessons and teaching. Revisions to our current pacing guides will also be made. (October 21). Salaries and Benefits to be paid from Title II.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 9/1/2022 to 10/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

Status	Progress Note	Added By	Date Added
Completed	The first Gap Analysis Workshop was held on October 21, 2022. Teachers and Instructional Coaches compared benchmark results from Galileo and DIBELS to the standards, and discussed whether or not instruction matched the rigor of the standard. Each grade level and content area submitted results, discussion notes, and next steps to the Director of Educational Services.	Jennifer Lott	10/27/2022 6:00:19 PM

**AS** 3.1.2) Gap Analysis Teachers - 2nd Quarter

Title II-A

Prof Dev

TI SW1

**- Details**

Action Step Description: Teachers will analyze benchmark results with state standards and adopted curricula to determine gaps in learning and, therefore, lessons and teaching. Revisions to our current pacing guides will also be made. (January 6, 2023). Salaries and benefits to be funded through Title II.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 12/1/2022 to 1/20/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 3.1.3) Gap Analysis Teachers - 3rd Quarter

Title II-A

Prof Dev

TI SW1

**- Details**

Action Step Description: Teachers will analyze benchmark results with state standards and adopted curricula to determine gaps in learning and, therefore, lessons and teaching. Revisions to our current pacing guides will also be made. ( March 24, 2023). Salaries and Benefits to be funded through Title II.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 3/1/2023 to 3/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 3.1.4) Gap Analysis Teachers - 4th Quarter

Title II-A

Prof Dev  
TI SW1

 **Details**

Action Step Description: Teachers will analyze benchmark results with state standards and adopted curricula to determine gaps in learning and, therefore, lessons and teaching. Revisions to our current pacing guides will also be made. (June 9, 2023). Salaries and benefits will be funded through Title II.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 5/1/2023 to 6/15/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 3.1.5) Gap Analysis Instructional Coaches - 1st Quarter

Title II-A

Prof Dev

TI SW1

 **Details**

Action Step Description: Five Instructional Coaches to participate in quarterly workshop days to analyze benchmark results with state standards and adopted curricula to determine gaps in learning and, therefore, lessons and teaching. Revisions to our current pacing guides will also be made. (October 21, 2022). Salaries and benefits to be funded through Title II.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 10/1/2022 to 10/30/2022

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 3.1.6) Gap Analysis Instructional Coaches - 2nd Quarter

Title II-A

Prof Dev

TI SW1

**- Details**

Action Step Description: Five Instructional Coaches to participate in quarterly workshop days to analyze benchmark results with state standards and adopted curricula to determine gaps in learning and, therefore, lessons and teaching. Revisions to our current pacing guides will also be made. (January 6). Salaries and benefits to be funded through Title II.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 12/1/2022 to 1/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 3.1.7) Gap Analysis Instructional Coaches - 3rd Quarter

Title II-A

PFS

TI SW1

**- Details**

Action Step Description: Five Instructional Coaches to participate in quarterly workshop days to analyze benchmark results with state standards and adopted curricula to determine gaps in learning and, therefore, lessons and teaching. Revisions to our current pacing guides will also be made. (March 24, 2023). Salaries and benefits to be funded through Title II.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 3/1/2023 to 4/15/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 3.1.8) Gap Analysis Instructional Coaches - 4th Quarter

Title II-A

Prof Dev

TI SW1

**- Details**

Action Step Description: Five Instructional Coaches to participate in quarterly workshop days to analyze benchmark results with state standards and adopted curricula to determine gaps in learning and, therefore, lessons and teaching. Revisions to our current pacing guides will also be made. (June 9, 2023). Salaries and benefits to be funded through Title II.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 5/1/2023 to 6/15/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 3.1.9) Gate Teacher Workshop - 1st Quarter

Title II-A

Gifted

Prof Dev

TI SW1

 **Details**

Action Step Description: Teachers of Gifted and Talented students to attend a workshop to review GATE teaching resources and their previously created GATE scope and sequence. (October 21, 2022)

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 10/1/2022 to 10/30/2022

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 3.1.10) Gate Teacher Workshop - 3rd Quarter

Title II-A

Gifted

Prof Dev

TI SW1

 **Details**

Action Step Description: Teachers of Gifted and Talented students to attend a workshop to review GATE teaching resources and their previously created GATE scope and sequence. (October 21, 2022)

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 10/1/2022 to 10/30/2022

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 3.1.11) Monitor and Evaluate

N/A

Prof Dev

TI SW1

**Details**

Action Step Description: We will monitor the progress of the analysis of our curriculum through workshop sign-in forms, revisions to pacing calendars, and student achievement data.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**S** 3.2) Strategy 3.2

**Details**

Strategy Description: The district will provide supplemental materials and resources for instruction which match the district's core adopted programs and address the Arizona Academic Standards.

**AS** 3.2.1) Instructional Materials and Supplies

RLIS

TI SW1



**- Details**

Action Step Description: Instructional materials and supplies to supplement ELA and math to include hands-on materials/manipulatives to be used for small group instruction and tutoring

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 3.2.2) EPIC

N/A

TI SW1

**- Details**

Action Step Description: Epic is the leading digital reading platform-built on a collection of 40,000+ popular, high-quality books from 250+ of the world's best publishers-that safely fuels curiosity and reading confidence for kids 12 and under.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Moderate evidence from at least one well-designed and well-implemented quasi-experimental study

**AS** 3.2.3) Supplemental supplies for Health and Physical Education

Title IV-A

Safe/Healthy

TI SW1

**- Details**

Action Step Description: Supplemental supplies for playground and inter-mural sports and equipment to improve skills and agility. These items would not be able to be purchased without this grant funding. The supplemental supplies include tax, shipping and handling - Miscellaneous Equipment to

include but not limited to PE equipment such as balls, dodgeballs, racket game balls, scrimmage vests, basketballs, footballs, basketballs, bats, mitts, paddles, jump ropes, hula hoops.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director Of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Moderate evidence from at least one well-designed and well-implemented quasi-experimental study

**AS** 3.2.4) Supplemental Supplies for Music Education

Title IV-A

TI SW1

Well-Rounded

**Details**

Action Step Description: Supplemental supplies for music education to include sheet music, rhythm sticks, recorders, song and activity resources. Without grant funding, these items would not be purchased.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director Of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Moderate evidence from at least one well-designed and well-implemented quasi-experimental study

**AS** 3.2.5) Supplemental Supplies for Visual Arts

Title IV-A

TI SW1

Well-Rounded

**Details**

Action Step Description: Supplemental supplies for visual arts classes to include clay, canvases, aprons, paints, brushes, and other art supplies which allow students to participate in extended learning activities. These items are in addition to the "regular" supplies purchase with general funding, and would not be purchased without grant funding.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director Of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Moderate evidence from at least one well-designed and well-implemented quasi-experimental study

**AS** 3.2.6) IXL

RLIS

Effective Use of Tech

TI SW1

**Details**

Action Step Description: IXL is a web-based educational site for grades 7-8 for intervention in Math and ELA, which is used during small group instruction, after school tutoring, summer school, and Flex Fridays.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director Of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 3.2.7) Science Materials

RLIS

TI SW1

Well-Rounded

**Details**

Action Step Description: Materials and supplies needed for experiments for Science units.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director Of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Moderate evidence from at least one well-designed and well-implemented quasi-experimental study

**AS** 3.2.8) PBL Project

RLIS

Gifted

TI SW1

 **Details**

Action Step Description: The online resource, PBL Project, will be purchased for teachers working with GATE students. The resource can also be used during our after school programs and Flex Fridays.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Moderate evidence from at least one well-designed and well-implemented quasi-experimental study

**AS** 3.2.9) Monitor and Evaluate Supplemental Materials and Resources

N/A

TI SW1

 **Details**

Action Step Description: We will monitor the use of our supplemental resources through usage reports by teachers and students. Evaluation will be through our gap analysis workshops and student benchmark assessment results.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Moderate evidence from at least one well-designed and well-implemented quasi-experimental study

**P** 4) Principle 6 - Family and Community Engagement

 **Details**

Primary Need: 6.1 Our district creates and maintains positive collaborative partnerships among families, communities and school to support student learning.

Root Cause: Our efforts are not meeting the needs of our school community. Our schools lack the understanding of how to participate collaboratively with the community when it comes to decisions which impact student learning.

Needs Statement: There is a continued need to increase family, community, and school collaborative partnerships to support student learning.

Desired Outcomes: Our District, families and the community will become equal partners supporting student academic and SEL learning.

SMART Goal: We will increase family and community participation in district academic and SEL learning events by 20% as measured by sign-in sheets and contact logs as compared to the 2021-22 school year. 75% of students will be proficient on the AASA for ELA and Math, and the AzSci for Science.

#### 4.1) Strategy 4.1

##### **Details**

Strategy Description: Parent/Homeless Liaison - Our Parent/Homeless Liaison works with families to ensure their basic needs including food, shelter and clothing are met. This program helps children maintain stability at school to avoid loss of educational performance.

#### 4.1.1) Set Asides 7b and 8 Parent/Homeless Liaison

EDHOMECCHILDYOUCONT

Title I LEA

Homeless - 7b

LEA Fam/Com

TI SW1

##### **Details**

Action Step Description: Under the supervision of the Curriculum and Professional Development Director, the District Parent/Homeless Liaison is responsible for supporting the needs of the student population by delivering mandated services to facilitate the student's attendance and access to appropriate education. The Liaison explains the status of the school and how families can be involved. The position assesses students and families, interprets laws relating to homeless students,

works as a team member to develop intervention stratifies, provides case management, monitors student progress, and makes referrals. The liaison also acts as a resource to Title 1 school staff and conducts related training, interacts and coordinates with key community resources. The liaison works cooperatively with administration and school staff for the purpose of coordinating activities with parents.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 4.1.2) Homelessness  
EDHOMECHILDYOUCONT

Title I LEA

Homeless - 7b

LEA Fam/Com

TI SW1

 **Details**

Action Step Description: The liaison identifies the various needs of homeless students and their families; provides home visits; organizes and trains staff across the district in various aspects of homelessness; coordinates referrals to service the homeless; ensures homeless youth have access to computers prior to school, during school, and/or after school; work individually with homeless youth to direct them to out-of-school programming that will provide enrichment activities for them, e.g., Boys and Girls Club; maintain data on youth and their families according to the degree of homelessness; provide transportation as needed for homeless students; refer families to Workforce Investment Act, State Children Health Insurance, Dental Insurance, Dental Services, Family and Youth State of Arizona; attend community, county and state meetings as necessary for homelessness; liaison is bilingual and assists our Spanish speaking homeless families during school and district activities; and etc.

Person Responsible for this Action Step: Sheree Norris (Organization Role: Parent/Homeless Liaison)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 4.1.3) School Uniforms and Personal Supplies for Homeless Youth

EDHOMECHILDYOUNGCONT

Homeless - 7a

Homeless - 7b

LEA Fam/Com

TI SW1

 **Details**

Action Step Description: The purchase of school uniforms and personal items such as socks, underwear, shoes, etc for homeless youth.

Person Responsible for this Action Step: Sheree Norris (Organization Role: Parent/Homeless Liaison)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 4.1.4) Supplies for Homeless Youth

Homeless - 7a

Homeless - 7b

LEA Fam/Com

N/A

TI SW1

 **Details**

Action Step Description: Funding will be set aside to purchase backpacks, pencils, paper, crayons, and other necessary school supplies.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 4.1.5) Training for Parents of Homelessness

Homeless - 7a

Homeless - 7b

LEA Fam/Com

N/A

TI SW1

**Details**

Action Step Description: When a family is identified as Homelessness, the liaison meets with the parent one-on-one. The training agenda includes: HOMELESS PARENT INSERVICE AGENDA One - on - One Workshop - Welcome and Introductions - Parenting Tips (handouts) - Discussion on Importance of student academics - Review Academic Data if student is not new to the district - School offers tutoring services, homework clubs, and enrichment activities (hand out brochure) - Available resources within community depending on need.

Person Responsible for this Action Step: Sheree Norris (Organization Role: Parent/Homeless Liaison)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 4.1.6) Staff Training

ARPHOMELESSI

LEA Fam/Com

Prof Dev

TI SW1

**Details**

Action Step Description: All district staff members will complete McKinney-Vento Training through McKinney-Vento.org. We will collect completion reports to ensure all employees are completing the training.



Person Responsible for this Action Step: Sheree Norris (Organization Role: Parent/Homeless Liaison)

Timeline: 4/28/2022 to 4/28/2022

ESSA Evidence: Moderate evidence from at least one well-designed and well-implemented quasi-experimental study

**AS** 4.1.7) Monitor and Evaluate Homless/Parent Liaison Program

LEA Fam/Com

N/A

TI SW1

 **Details**

Action Step Description: The homeless/parent liaison program will be monitored through quarterly reports and meetings with the Homeless Liaison. Evaluation will be conducted through formal and informal surveys with our families.

Person Responsible for this Action Step: Sheree Norris (Organization Role: Parent/Homeless Liaison)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**S** 4.2) Strategy 4.2

 **Details**

Strategy Description: The District will support Title 1 Preschools at Coyote Canyon, Diamondback, and Sunrise Schools. The aim of our preschools is to provide preschool aged students with the learning opportunities in which they may otherwise not be able to participate, provide opportunities for the preschool aged students to be academically and socially ready for kindergarten, and, if possible, acquainted with their home school for K-4.

**AS** 4.2.1) Set Aside 4c Preschool Program Staff

Title I LEA

LEA Preschool

TI SW1

 **Details**

Action Step Description: Preschool teachers and paraprofessionals will provide preschool aged children with cognitive, social, and developmental skills to prepare them for kindergarten and a successful academic future. The district will support the program by providing instructional materials and professional development to preschool teachers and staff. The Title 1 grant will provide funding for teacher and paraprofessional salaries and benefits.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 4.2.2) Set Aside 4C Screening of Preschool Students

LEA Preschool

N/A

TI SW1

 **Details**

Action Step Description: Because we have multiple funding sources for preschool, including IDEA, First Things First, Title 1, for pay and M&O, the following procedure will be in place: - Children must meet the eligibility guidelines of the program: a. The family must live within BCSD boundaries b. The child must be 4 years old before September 1, 2022 - Applications will be considered in this order: - Students with disabilities who qualify for special education services and live within BCSD boundaries will be enrolled. - Applications will be taken for First Things First scholarships, date/time stamped, and filled on a first-come, first qualified basis - Students who do not qualify for an FTF scholarship: i. Preschool staff will administer a screener to check how the child is growing, developing and learning. Students "scoring" less than 50% on the screener will be considered at-risk. ii. Families will submit documents to determine qualification based on income requirements. iii. Students will be enrolled based on income qualification and need as determined by the preschool screener. Parents can choose to place their child at Coyote Canyon, Diamondback, or Sunrise.

Person Responsible for this Action Step: Tammy Alvarez (Organization Role: Preschool Coordinator)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 4.2.3) Evaluation of Preschool Program

LEA Preschool

N/A

TI SW1

**Details**

Action Step Description: The preschool program will be evaluated by trends in enrollment and attendance in our programs, as well as district benchmark assessments such as Teaching Strategies Gold.

Person Responsible for this Action Step: Tammy Alvarez (Organization Role: Preschool Coordinator)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**S** 4.3) Strategy 4.3

**Details**

Strategy Description: Our district will establish lines of communication among all educational stakeholders including partnerships among families and community to support student academic and SEL growth.

**AS** 4.3.1) EL Parent Nights

TI|CONST

LEA Fam/Com

TI SW1

**Details**

Action Step Description: We will provide parenting classes and activity nights for our families with EL students. Activity nights will include staffing to teach and facilitate activities in dual languages to support our families. We will pay salaries for staff members to lead our EL family nights. Additional resources will need to be purchased to support the evenings such as flashcards, pens/pencils, markers, books, and activity or lesson resources. These classes and events are specifically for EL

families and are offered in addition to events offered to other families and at different days/times. Parents of EL students will have the opportunity to attend events offered to other families as well.  
Person Responsible for this Action Step: Charles Neuzil (Organization Role: EL Coordinator)  
Timeline: 7/1/2022 to 6/30/2023  
ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 4.3.2) Parent and Community Involvement

LEA Admin

N/A

TI SW1

 **Details**

Action Step Description: We will offer a variety of opportunities for parents to be involved in activities at the schools and district to include in-person, virtual, streaming, and recorded events.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director Of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Moderate evidence from at least one well-designed and well-implemented quasi-experimental study

**AS** 4.3.3) Monitoring of School Family Engagement

LEA Fam/Com

N/A

TI SW1

 **Details**

Action Step Description: The District Office will collect flyers, agendas, and sign in sheets for all Family and Community Engagement activities held at the school sites throughout the school year. Activities include, but are not limited to, Site Council Meetings, Title 1 meetings including discussions of school data and SIAP Goals, parent-teacher conferences, activity nights, and Back to School Open House. Discussions with Leadership Teams will occur monthly to monitor the effectiveness of the programs being offered to our community and stakeholders.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director of Educational Services)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

#### **S** 4.4) Strategy 4.4

##### **- Details**

Strategy Description: Collaboration with Providence Place Shelter to provide services to students at the shelter to ensure access to education and support to be successful in the shelter and as transitioning from the shelter.

#### **AS** 4.4.1) Communication

N/A

Safe/Healthy

TI SW1

##### **- Details**

Action Step Description: Monthly check-ins with Providence Place via phone or email to determine current needs of students in the shelter and coordinate services.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director Of Educational Services)

Timeline: 8/8/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

#### **AS** 4.4.2) Provide Clothing

Title I-D Del LEA

LEA Fam/Com

Safe/Healthy

TI SW1

##### **- Details**

Action Step Description: Providing school shirts and other clothing necessities to students living in at Providence Place

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director Of Educational Services)

Timeline: 8/8/2022 to 6/30/2023

ESSA Evidence: Moderate evidence from at least one well-designed and well-implemented quasi-experimental study

**AS** 4.4.3) Provide School Supplies

Title I-D Del LEA

LEA Fam/Com

TI SW1

Transition

**Details**

Action Step Description: Provide school supplies for students living at Providence Place to use at the shelter or for use when at school.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director Of Educational Services)

Timeline: 8/8/2022 to 6/23/2023

ESSA Evidence: Moderate evidence from at least one well-designed and well-implemented quasi-experimental study

**AS** 4.4.4) Student Academic Support

Title I-D Del LEA

LEA Fam/Com

TI SW1

**Details**

Action Step Description: Pay an hourly stipend for a teacher to assist student(s) with homework, provide tutoring or enrichment opportunities

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director Of Educational Services)

Timeline: 8/8/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 4.4.5) Activity Fees

Title I-D Del LEA

LEA Fam/Com

TI SW1

**Details**

Action Step Description: Support students in Providence Place by assisting with fees associated with after school events

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director Of Educational Services)

Timeline: 8/8/2022 to 6/30/2023

ESSA Evidence: Moderate evidence from at least one well-designed and well-implemented quasi-experimental study

**AS** 4.4.6) Staff Training

N/A

Prof Dev

Safe/Healthy

TI SW1

**Details**

Action Step Description: BCSD will invite staff from Providence Place to participate in any training for our staff regarding trauma, ACES, and SEL

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director Of Educational Services)

Timeline: 8/8/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study

**AS** 4.4.7) Monitoring and Evaluation

LEA Fam/Com

N/A

Safe/Healthy

TI SW1

 **Details**

Action Step Description: The action steps will be monitored through review of spending, meeting notes, and student attendance, discipline incidents, and achievement. We will evaluate the effectiveness through the review as listed previously with Providence Place staff and the success of the student(s) both in the shelter and those who have transitioned out of the shelter.

Person Responsible for this Action Step: Jennifer Lott (Organization Role: Director Of Educational Services)

Timeline: 8/8/2022 to 6/30/2023

ESSA Evidence: Strong evidence from at least one well-designed and well-implemented experimental study