American Way Middle Annual Plan (2025 - 2026)

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| **[G 1] AWMS will increase the number of students on-track & mastery in ELA on TCAP from 62 (SY23-24) to 72 (SY25-26).** \*\*Effective Instruction | Best for All Strategic Plan alignment: Academics\*\*  Effective instruction is built around standards-aligned, high quality curricula and assessments that measure student progress and provide timely information regarding student achievement and growth. Providing students with rigorous, standards-aligned instruction delivered through best practices will help to ensure that all students in Tennessee’s high opportunity schools have access to a comprehensive educational system which will prepare them for the career path of their choice.**District Turnaround Plan Goal** [G 3] The number of CSI students scoring Met Plus Exceeded rates in Literacy and Numeracy on the 2026 TCAP assessment will increase 5% or higher from the 2025 TCAP.   |
| **Strategy**  | **Action Step**  | **Person** **Responsible**  | **Estimated** **Completion** **Date**  | **Funding** **Source**  | **Notes**  |
| **[S 1.1] Analyze student data to inform instructional decisions to accelerate learning** Rationale ---------  Data driven instruction is an educational approach assessing students during a lesson, and letting the data that is collected become the guide for teaching and learning in the classroom. Utilizing a variety of formative assessments and checks for understanding specifically designed to monitor student learning will give students immediate feedback, while garnering information on class-wide trends in misconceptions that can be cleared up in real time. Transformational learning happens when teachers not only use data in their planning but also actively collect data during class and use those learning results to inform their instruction.     Supporting Data  | **[A 1.1.1] Utilize Data to Improve Student** **Achievement - Daily Instruction** Description -----------  Teachers will plan and deliver engaging learning experiences utilizing My Perspectives, technology & various online platforms, such as IXL, iReady, Nearpod, etc., that strategically build reading fluency, comprehension, critical thinking, and writing skills. Teachers will examine daily Exit Ticket data and bi-weekly common assessment data to determine students' instructional needs, making shifts in instructional practices earlier and/or in real-time. Small group instruction will also be utilized weekly to address students' deficit areas. Living word walls that include the English word, Spanish equivalent, and a picture will be utilized to assist with language development of our non-English speaking ESL students. Additional supplemental resources, such as SAAVAS Realize Online & Performance Matters, will be utilized to support & assess the building of student capacity around mastery of instructional standards to  | Rochelle Sanders  | 05/22/2026  |   |   |

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| ---------------  On the Fall 2024 iReady Reading Diagnostic, 12% of the students scored on or above grade level in Reading. By Spring 2025, there was an increase in students scoring on or above grade level in Reading resulting in a +16.3% change from Fall to Spring. By the Spring assessment, 28.3% of the students scored on or above grade level in Reading.**Benchmark Indicator** Implementation --------------  * Weekly lesson plans w/Exit Ticket Analysis, Blended Learning and/or Small Group Instruction included
* Weekly Informal Walkthrough Scoring and

Debriefing Form * Bi-Weekly Data PLC Meeting Agenda & Minutes
* Percent of students on District CFA OTM rates in

ELA    Effectiveness -------------  Weekly teacher lesson plans should show at least 95% of teachers implementing the above academic activities \*(Exit Ticket Analysis, Blended Learning and/or Small Group Instruction)\*  Teachers are observed weekly implementing the above academic activities 100% of the daily classroom time.  As a result of the implementation:  Students should perform at or above 70% on tri-weekly common assessments on core  | improve student growth and achievement.     Implementation --------------  * Weekly PLC collaborative planning minutes, sign-in sheets, and lesson plans including Exit ticket analysis, utilization of IXL and/or supplemental materials.
* Weekly informal observation feedback forms \* Monthly IXL usage reports.
* Bi-Weekly LASW/Data PLC meetings agendas & sign-in sheets
* Assessments/quizzes created utilizing SAAVAS

Realize & Performance Matters * Weekly lesson plan checks w/feedback form

   Effectiveness -------------  ELA School-wide Common Assessments – Students should perform at or above 70% on bi-weekly common assessments on core instructional standards.  ELA Formative Assessments - Students should perform at or above 70% on District formative assessments (Fall, Winter, Spring) which align with core instructional standards for the specific quarter. In addition, individual teachers' failure rates should be at 10% or less per quarter.  |  |  |  |  |

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| instructional standards  Student failure rates should be 10% or less per quarter in ELA classes.  The overall District Common Formative Assessment OTM in ELA will increase by 5% or higher each assessment (Fall 2025, Winter 2025, Spring 2026).  |  |  |  |  |  |
|   | **[A 1.1.2] Conduct Informal** **Observations/Drop-Ins** Description -----------  The ELA Admin Lead, Content Lead, and the District Level Coaches all participate in weekly and/or bi-weekly informal observation/drop-ins into ELA classrooms utilizing the district's Instructional Walk-Through Form to ensure the delivery of lessons are being done effectively, differentiation is occurring, instructional shifts based on various data points are being made in real time, and the ELA curriculum is being implemented with integrity and fidelity. Debriefing occurs immediately after to identify strengths, weaknesses, and trends. Findings are then shared electronically with teachers and are discussed during weekly PLCs. Instructional adjustments are made as required, needed, or suggested and follow-up with visited teachers occur with each proceeding drop-in\*.\*     Implementation --------------  \* Weekly/Bi-Weekly classroom observations using the district's Walkthrough Form and Debriefing Document to determine trends in teachers' ability to effectively implement the identified instructional shifts outlined in the rubric and gauge the  | Rochelle Sanders  | 05/22/2026  |   |   |

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|  | implementation of standard aligned instruction. \* Weekly teacher follow-up after each informal observation/walk-thru \* Bi-Weekly PLCs to analyze student data from bi-weekly common assessments and LASW in order to make instructional adjustments as required, needed, or suggested.    Effectiveness -------------  ELA District Formative Assessments - Students should perform at or above 70% on District formative assessments (Fall, Winter, Spring) which align with core instructional standards for the specific quarter. In addition, individual teachers' failure rates should be at 10% or less per quarter.  |  |  |  |  |
|   | **[A 1.1.3] Support Rich Learning Environments for Students** Description -----------  Resources, materials, equipment, and instructional tools such as student headphones, small group center table and chairs will be used during intervention supports (TIER II and III) by allowing teachers to post content information for individual and small group assignments students can use as a quick reference guide, students' participation in small group/collaborative tasks & assignments, and to allow access to instruction for all students through differentiation and/or scaffolding.  Implementation --------------  * Bi-Weekly ELA Common Assessments
* Weekly lesson plan review for alignment with classroom observations
* Weekly classroom observations (informal)
 | Rochelle Sanders  | 05/22/2026  |   |   |

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|  | * Bi-Weekly classroom walkthrough reports
* Weekly collaborative planning sessions (agendas, sign-in sheets, & minutes)

   Effectiveness -------------  Increase quarterly ELA District Common Formative Assessment on-track & mastery by 5% or more.  |  |  |  |  |
|   | **[A 1.1.4] Support Student Achievement through** **Parental Involvement** Description -----------  Secure supplies, materials, furniture, equipment, and various supports to engage parents in various trainings, workshops and activities to increase parents' knowledge in support of their scholar's learning.     Implementation --------------  * Flyers/Agendas of Various Events
* RSVP lists from QR codes (if applicable)
* \*Parent Sign-In sheets\*

   Effectiveness -------------  Increase quarterly ELA District Common Formative Assessment on-track & mastery by 5% or more.  | LaSonya Newsom  | 05/22/2026  |   |   |
| **[S 1.2] Provide support to ensure that an effective instructional model is implemented**  | **[A 1.2.1] Provide School-Based Professional** **Development & Support**  | Rochelle Sanders  | 05/22/2026  | TAG 5.0  |   |

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| Rationale ---------  Teachers working in CSI schools often need support working with larger number of students with a variety of academic challenges. Teachers are more successful when they have support to build capacity around data driven instruction, thorough knowledge of content standards, effective planning, and delivery of instruction with the social-emotional and academic needs and interest of students in mind. Priority school teachers need various supports that will help impact student growth and achievement such as coaching cycles, co-planning, co-teaching, analyzing student work & assessment data, and employing strategies that cognitively engage students in the work. We will provide training, tools, direct supports, coaching, and partner with proven effective vendors to provide training and support that will impact student outcomes.     Supporting Data ---------------  On the Fall 2024 iReady Reading Diagnostic, 12% of the students scored on or above grade level in Reading. By Spring 2025, there was an increase in students scoring on or above grade level in Reading resulting in a +16.3% change from Fall to Spring. By the Spring assessment, 28.3% of the students scored on or above grade level in Reading.**Benchmark Indicator** Implementation --------------  \* Weekly Informal observations and feedback  | Description -----------  The PLC Coach, Instructional Facilitator, Content Lead, and/or Instructional Support Advisors will provide ongoing, research based professional development throughout the year for teachers and staff through various activities including the direct teaching model, modeling effective instructional practices, utilizing data to inform instructional decisions, effective strategies for ESL students across contents, assessment techniques, implementing blended learning stations, intervention strategies, differentiated instruction (low performing, SPED, & ESL), and utilizing technology in daily instruction. The Instructional Facilitator position will continue for the 2025-2026 SY.     Implementation --------------  * Weekly PLC meetings agendas & sign-in sheets
* Monthly PD agendas & sign-in sheets
* PLZ Transcripts

   Effectiveness -------------  The percentage of observed lessons meeting the expectations of the District mandated instructional practices will be 70% by end of Quarter 1, 85% by end of Quarter 2, and 100% by end of Quarter 3. The overall District Common Formative Assessment OTM in ELA will increase by 5% or higher each assessment (Fall 2025, Winter 2025, Spring 2026).  |  |  |  |  |

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| * Bi-Weekly Informal Walkthrough Form and

Debriefing Document data meetings * Weekly PLC agendas, minutes, and sign-in
* Weekly Collaborative Planning sign-in
* Quarterly Performance Matters OTM scores in

ELA    Effectiveness -------------  With continued instructional coaching, the percentage of observed lessons meeting the expectations of the District mandated instructional framework will be 80% by end of Quarter 1, 90% by end of Quarter 2, and 100% by end of Quarter 3. The overall District Common Formative Assessment OTM in ELA will increase by 5% or higher each assessment (Fall 2025, Winter 2025, Spring 2026).  |  |  |  |  |  |
|   | **[A 1.2.2] Conduct Weekly Deliberate Practice** **PLC's** Description -----------  The PLC Coach and the Instructional Support Advisors will participate in deliberate practice sessions within weekly PLC meetings to assist teachers in delivery of effective instruction, practice and demonstrate how to tier instructional activities for small or whole group instruction, and support teachers to make informed standards-aligned instructional decisions after analyzing student data.  Implementation --------------  * Weekly Deliberate Practice PLC agendas and sign-in
* Bi-Weekly LASW & Quarterly CFA Data Analysis
* Weekly/Bi-Weekly Learning Walks/Informal
 | Rochelle Sanders  | 05/22/2026  |   |   |

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|  | classroom observation data recorded in District Walkthrough platform    Effectiveness -------------  With instructional coaching, the percentage of observed lessons meeting the expectations of the District mandated instructional practices will be 70% by end of Quarter 1, 85% by end of Quarter 2, and 100% by end of Quarter 3.  |  |  |  |  |
|   | **[A 1.2.3] Attend Local, State, and National** **Conferences** Description -----------  American Way Middle School staff will attend in-state and/or out-of-state professional development sessions and educational conferences to gather information that improves and cultivates instructional practices that lead to higher student achievement and build teacher capacity to meet our ELA and Math goals. Attending staff will train ELA and Math faculty, best practices will be shared during content PLC's, and deliberate practice will occur during PLC sessions.     Implementation --------------  * Staff training PLC's occurring within one week of return (agendas, sign-sheets, & minutes)
* Weekly Deliberate Practice/Collaborative planning

(agendas, sign-in sheets, minutes) * Weekly classroom observations using the

Classroom Informal Walkthrough Form and Debriefing Document  | Rochelle Sanders  | 05/22/2026  |   |   |

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|  |       Effectiveness -------------  Increase quarterly ELA District Common Formative Assessments on-track and mastery by 5% or more.  70% of observed instructional practices meet expectations by end of Quarter 1, 85% by end of Quarter 2, and 100% by end of Quarter 3.  |  |  |  |  |
|   | **[A 1.2.4] Hire Bilingual Cultural Mentor** Description -----------  The Bilingual Cultural Mentor will serve as liaison between District staff and students and parents whose primary spoken language is one other than English. The position is responsible for providing academic assistance to students in the English as a Second Language (ESL) program; interpreting for students, parents and teachers, and performing other duties as assigned.     Implementation --------------  Weekly Informal Walkthrough Forms Weekly PLC Meetings Agendas, Minutes & Sign In Sheets Monthly Parental Contact Logs     Effectiveness  | Larissa Jackson  | 12/19/2025  |   |   |

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|  | -------------  District Common Formative Assessment OTM for EL students in ELA will increase by 5% or higher each assessment (Fall 2025, Winter 2025, Spring 2026). Annual ELPA 21 scores will increase by 10% or more higher than previous year.  |  |  |  |  |
| **[S 1.3] Provide additional support for students who are failing to make academic progress** Rationale ---------  There is still a large number of students needing intervention in AWMS and ELA teachers continue to need additional support and training to ensure the RTI intervention block and teacher-facing instruction is done with fidelity. Teachers also need continued assistance with accurately analyzing student data in order to prescribe aligned instruction that meet the needs of individual students.  Supporting Data ---------------  On the Fall 2024 iReady Reading Diagnostic, 12% of the students scored on or above grade level in Reading. By Spring 2025, there was an increase in students scoring on or above grade level in Reading resulting in a +16.3% change from Fall to Spring. By the Spring assessment, 28.3% of the students scored on or above grade level in Reading.**Benchmark Indicator** Implementation --------------  * Bi-Weekly student work analysis during PLC for root causes, misconceptions, and action steps \* Bi-Monthly RTI implementation check forms
* Monthly progress monitoring data reports with a
 | **[A 1.3.1] Require Intervention Classes** Description -----------  Every student identified as Tier 2 or Tier 3 will have an academic intervention class daily. Students who have been identified as Tier 2 and Tier 3 will be scheduled for RTI2 (Response to Intervention). Two RTI Interventionists have been added to the staff. Administrators with experience with RTI2 have been assigned to monitor the effective implementation and ensure teachers, students, and parents understand the growth opportunities found in the purpose of RTI2 that will increase student growth and proficiency based on skill set, intervention and instruction. Student work data analysis will occur bi-weekly in ELA PLC meeting with grade level ELA, ESL, & SPED teachers.     Implementation --------------  * Data Team Meeting agendas and sign-in
* Bi-Weekly Fidelity check notes/records \* Bi-Weekly student work data analysis PLC meetings
* Monthly checks of EdPlan
* Informal Walkthroughs

   Effectiveness  | Tanja Owens  | 05/22/2026  |   |   |

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| focus on deficit areas * Monthly data team meetings agendas and sign in sheets
* Quarterly RTI differentiated training PD sessions and sign in sheets

   Effectiveness -------------  The number of Tier III students requiring benchmark assessing will decrease 15% by decreasing 7.5% from the fall 2025 to winter 2025 assessment period and an additional 7.5% from the winter 2025 to the spring 2026 assessment.  | -------------  The number of Tier II & Tier III students requiring intervention will decrease 15% by decreasing 7.5% from the fall 2025 to winter 2025 assessment period and an additional 7.5% from winter 2025 to the spring 2026 assessment.  |  |  |  |  |
|   | **[A 1.3.2] RTI Literacy Interventionist** Description -----------  The RTI Literacy Interventionist provides support to the instructional program with specific responsibility for assisting in the assessment of at-risk students' needs for Response to Intervention (RTI) services; implementing the RTI program strategies; monitoring and reporting student performance; and providing information to appropriate school personnel.     Implementation --------------  * Monthly Data Team Meetings agenda & sign-in sheets
* Monthly Progress monitoring data

     | Hiawatha Renfroe  | 05/22/2026  |   |   |

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|  |   Effectiveness -------------  * The number of Tier II & Tier III students requiring intervention will decrease 15% by decreasing 7.5% from the fall 2025 to winter 2025 assessment period and an additional 7.5% from winter 2025 to the spring 2026 assessment.
* RTI students will increase their instructional level 1 step or more each month.
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| **[G 2] AWMS will increase the number of students in Math on-track & mastery on TCAP from 43 (SY23-24) to 73 (SY25-26).** \*\*Effective Instruction | Best for All Strategic Plan alignment: Academics\*\*  Effective instruction is built around standards-aligned, high quality curricula and assessments that measure student progress and provide timely information regarding student achievement and growth. Providing students with rigorous, standards-aligned instruction delivered through best practices will help to ensure that all students in Tennessee’s high opportunity schools have access to a comprehensive educational system which will prepare them for the career path of their choice.**District Turnaround Plan Goal** [G 3] The number of CSI students scoring Met Plus Exceeded rates in Literacy and Numeracy on the 2026 TCAP assessment will increase 5% or higher from the 2025 TCAP.   |
| **Strategy**  | **Action Step**  | **Person** **Responsible**  | **Estimated** **Completion** **Date**  | **Funding** **Source**  | **Notes**  |
| **[S 2.1] Analyze student data to inform instructional decisions to accelerate learning** Rationale ---------  Data driven instruction is an educational approach assessing students during a lesson, and letting the data that is collected become the guide for teaching and learning in the classroom. Utilizing a variety of formative assessments and checks for understanding specifically designed to monitor student learning will give students immediate feedback, while garnering information on class-wide trends in misconceptions that can be cleared up in real time. Transformational learning  | **[A 2.1.1] Utilize Data to Improve Student** **Achievement - Daily Instruction** Description -----------  Teachers will plan and deliver engaging learning experiences utilizing technology & various online platforms, such as iReady, IXL, Khan Academy, Nearpod, etc., that strategically build conceptual understanding, mathematical fluency, & problem solving skills. Teachers will examine daily Exit Ticket data and weekly common assessment data to determine students' instructional needs, making shifts in instructional practices earlier and/or in real-time. Small group instruction will also be  | Carmen Heidelberg  | 05/22/2026  |   |   |

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| happens when teachers not only use data in their planning but also actively collect data during class and use those learning results to inform their instruction.     Supporting Data ---------------  On the Fall 2024 iReady Math Diagnostic, 8% of the students scored on or above grade level in Math. By Spring 2025, there was an increase in students scoring on or above grade level in Math resulting in a +22.6% change from Fall to Spring. By the Spring assessment, 30.6% of the students scored on or above grade level.**Benchmark Indicator** Implementation --------------  * Weekly lesson plans w/Exit Ticket Analysis included
* Bi-Weekly Data PLC Meeting Agenda & Minutes
* Weekly Informal Walkthroughs
* Weekly use of blended learning and/or small group instruction based on data
* Monthly IXL usage reports
* Percent of students District Common Formative

Assessment OTM rates in Math    Effectiveness -------------  Students should perform at or above 70% on bi-weekly common assessments on core instructional standards.   | utilized weekly to address students' deficit areas. Living word walls that include the English word, Spanish equivalent, and a picture will also be utilized to assist with language development of our non-English speaking ESL students. Additional supplemental resources, such as Mastery Item Bank Supplemental, will be utilized to support & assess the building of student capacity around mastery of instructional standards to improve student growth and achievement.     Implementation --------------  * Weekly PLC minutes, sign-in sheets, and lesson plans including Exit ticket analysis, utilization of IXL, iReady, Performance Matters, and/or supplemental materials.
* Monthly IXL, iReady, &/or Performance Matters usage reports.
* Weekly/Bi-weekly Assessments/quizzes created utilizing iReady and/or Performance Matters
* Weekly lesson plan checks w/feedback form \* Bi-Weekly LASW/Data PLC meetings agendas & sign-in sheets
* Informal observation feedback form

   Effectiveness -------------  Math School-wide Common Assessments – Students should perform at or above 70% on weekly/bi-weekly common assessments on core instructional standards.  Math District Formative Assessments - Students should perform at or above 70% on District  |  |  |  |  |

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| Student failure rates should be at 10% or less per quarter in math classes.  The overall District Common Formative Assessment OTM in Math will increase by 5% or higher each assessment (Fall 2025, Winter 2025, Spring 2026).  | formative assessments (Fall, Winter, Spring) which align with core instructional standards for the specific quarter. In addition, individual teachers' failure rates should be at 10% or less per quarter.  |  |  |  |  |
|   | **[A 2.1.2] Conduct Informal** **Observations/Drop-Ins** Description -----------  The Math Admin Lead, Content Lead, and the District Level Coaches all participate in weekly and/or bi-weekly informal observations/drop-ins into Math classrooms utilizing the district's Instructional Walk-Through Form to ensure delivery of lessons are being done effectively and the Math curriculum is being implemented with integrity and fidelity. Debriefing occurs immediately after to identify strengths, weaknesses, and trends. Findings are shared electronically with teachers and are discussed during weekly PLC's. Instructional adjustments are made as required, needed, or suggested and follow-up with visited teachers occur within 2 weeks.     Implementation --------------  * Weekly/Bi-Weekly classroom observations using the district's Instructional Walkthrough Form and Debriefing Document to determine trends in teachers' ability to effectively implement the identified instructional shifts outlined in the rubric and gauge the implementation of standard aligned instruction.
* Weekly teacher follow-up after each informal observation/walk-thru
 | Carmen Heidelberg  | 05/22/2026  |   |   |

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|  | \* Bi-Weekly PLCs to analyze student data from bi-weekly common assessments and LASW in order to make instructional adjustments as required, needed, or suggested.       Effectiveness -------------  The percentage of observed lessons meeting the expectations of the District mandated instructional practices will be 70% by end of Quarter 1, 85% by end of Quarter 2, and 100% by end of Quarter 3. The overall District Common Formative Assessment OTM in Math will increase by 5% or higher each assessment (Fall 2025, Winter 2025, Spring 2026).  |  |  |  |  |
|   | **[A 2.1.3] Support Rich Learning Environments for Students** Description -----------  Resources and instructional tools will be used during instructional and intervention supports by allowing teachers to post content information for individual and small group assignments that students can use as a quick reference guide. Instructional supports can include student laptops & iPads w/accessories, interactive boards, charging carts, classroom printers, math and literacy manipulatives and classroom academic tools.     Implementation --------------  | Carmen Heidelberg  | 05/22/2026  |   |   |

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|  |  * Bi-Weekly Math Common Assessments
* Quarterly District Math Common Formative

Assessments * Weekly Math lesson plan reviews w/feedback \* Weekly Math collaborative planning sessions w/ agenda & minutes
* Weekly Math classroom observations
* Quarterly progress reports & report cards

   Effectiveness -------------  Increase quarterly Math Common Formative Assessments on-track and mastery by 5%.  |  |  |  |  |
|   | **[A 2.1.4] Support Student Achievement through** **Parental Involvement** Description -----------  Secure supplies, materials, furniture, equipment, and various supports to engage parents in various trainings, workshops and activities to increase parents' knowledge in support of their scholar's learning.     Implementation --------------  * Flyers/Agendas of Various Events
* RSVP lists from QR codes (if applicable)
* \*Parent Sign-In sheets\*

      | LaSonja Newsom  | 05/22/2026  |   |   |

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|  |  Effectiveness -------------  Increase quarterly Math Common Formative Assessment on-track & mastery by 5%.  |  |  |  |  |
| **[S 2.2] Provide support to ensure that an effective instructional model is implemented** Rationale ---------  Teachers working in CSI schools often need support working with larger number of students with a variety of academic challenges. Teachers are more successful when they have support to build capacity around good first teaching, knowledge of content standards, effective planning, and delivery of instruction with the social-emotional and academic needs and interest of students in mind. Priority school teachers need various supports that will help impact student growth and achievement such as coaching cycles, co-planning, co-teaching, analyzing student work, utilizing student data to drive instructional decisions, and employing strategies that cognitively engage students in the work. We will provide training, tools, direct supports, coaching, and partner with proven effective vendors to provide training and support that will impact student outcomes.  Supporting Data ---------------  On the Fall 2024 iReady Math Diagnostic, 8% of the students scored on or above grade level in Math. By Spring 2025, there was an increase in students scoring on or above grade level in Math resulting in a +22.6% change from Fall to Spring. By the Spring assessment, 30.6% of the students scored on or above grade level.**Benchmark Indicator**  | **[A 2.2.1] Provided School-Based Professional** **Development & Support** Description -----------  The Math Admin Lead, PLC Coach, Instructional Facilitator, Content Lead, and/or Instructional Support Advisors will provide ongoing, research based professional development throughout the year for teachers and staff through various activities including the direct teaching model, modeling effective instructional practices, assessment techniques, utilizing student data to drive instructional decisions, implementing blended learning stations, intervention strategies, differentiated instruction, and utilizing technology in daily instruction.  Implementation --------------  * Weekly PLC meetings agendas & sign-in sheets
* Monthly PD agendas & sign-in sheets
* PLZ Transcripts

   Effectiveness -------------  The percentage of observed lessons meeting the expectations of the District mandated instructional practices will be 70% by end of Quarter 1, 85% by end of Quarter 2, and 100% by end of Quarter 3. The overall Common Formative Assessment OTM in Math will increase by 5% or higher each  | Carmen Heidelberg  | 05/22/2026  |   |   |

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| Implementation --------------  * Weekly Informal observations and feedback
* Bi-Weekly Informal Walkthrough Form and

Debriefing Document data meetings * Weekly PLC agendas, minutes, and sign-in
* Quarterly District Common Formative

Assessment OTM scores in Math    Effectiveness -------------  With instructional coaching, the percentage of observed lessons meeting the expectations of the District mandated instructional framework will be 70% by end of Quarter 1, 85% by end of Quarter 2, and 100% by end of Quarter 3. The overall Common Formative Assessment OTM in Math will increase by increasing OTM rates by 5% or higher each assessment (Fall 2025, Winter 2025, Spring 2026).  | assessment (Fall 2025, Winter 2025, Spring 2026)\*.\*  |  |  |  |  |
|   | **[A 2.2.2] Conduct Weekly Deliberate Practice** **PLC's** Description -----------  The Math Admin Lead and the Instructional Support Advisors will participate in deliberate practice PLC meetings to assist teachers in delivery of effective instruction, practice and demonstrate how to tier instructional activities for small or whole group instruction, and support teachers to make informed standards-aligned instructional decisions after analyzing student data.     Implementation  | Carmen Heidelberg  | 05/22/2026  |   |   |

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|  | --------------  * Weekly schedule of coaching support
* Weekly Deliberate Practice PLC agendas and sign-in
* Quarterly Common Formative Assessment Data \* Learning Walks/Informal classroom observation data recorded in District Walkthrough platform

   Effectiveness -------------  With instructional coaching, the percentage of observed lessons meeting the expectations of the District mandated instructional practices will be 70% by end of Quarter 1, 85% by end of Quarter 2, and 100% by end of Quarter 3.  |  |  |  |  |
|   | **[A 2.2.3] Attend Local, State, and National** **Conferences** Description -----------  American Way Middle School staff will attend in-state and/or out-of-state professional development sessions and educational conferences to gather information that improves and cultivates instructional practices that lead to higher student achievement and build teacher capacity to meet our Math goals. Attending staff will train Math faculty, best practices will be shared during content PLC's, and deliberate practice will occur during PLC's.     Implementation --------------  \* Staff training PLC's occurring within one week of  | Carmen Heidelberg & Rochelle Sanders  | 05/22/2026  |   |   |

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|  | return (agendas, sign-sheets, & minutes) * Weekly collaborative planning (agendas, sign-in sheets, minutes)
* Weekly classroom observations using the

Classroom Informal Walkthrough Form and Debriefing Document    Effectiveness -------------  Increase quarterly Math Common Formative Assessments on-track and mastery by 5%.  70% of observed instructional practices meet expectations by end of Quarter 1, 85% by end of Quarter 2, and 100% by end of Quarter 3.  |  |  |  |  |
| **[S 2.3] Provide additional support for students who are failing to make academic progress** Rationale ---------  There is an increased number of students needing Math intervention in AWMS. Two RTI Interventionist have been added to the staff. Two Math Computer Lab Assistants will be added as well. Teachers will need additional support and training to ensure students scheduled for the RTI Math intervention block, Math Labs, and teacher-facing instruction is done with fidelity. Teachers may also need help accurately analyzing student data in order to prescribe aligned instruction that meet the needs of individual students.  Supporting Data ---------------  On the Fall 2024 iReady Math Diagnostic, 8% of the students scored on or above grade level in Math. By Spring 2025, there was an increase in  | **[A 2.3.1] Required Academic Intervention** **Classes** Description -----------  Every student identified as Tier 2 or Tier 3 will have an academic intervention class daily. Students who have been identified as Tier 2 and Tier 3 will be scheduled for RTI2 (Response to Intervention). Two RTI Interventionists have been added to the staff. Administrators with experience with RTI2 have been assigned to monitor the effective implementation and ensure teachers, students, and parents understand the growth opportunities found in the purpose of RTI2 that will increase student growth and proficiency based on skill set, intervention and instruction. Student work data analysis will occur bi-weekly in Math PLC meeting with grade level Math teachers.  Implementation --------------  \* Data Team Meeting agendas and sign-in  | Tanja Owens  | 05/22/2026  |   |   |

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| students scoring on or above grade level in Math resulting in a +22.6% change from Fall to Spring. By the Spring assessment, 30.6% of the students scored on or above grade level.**Benchmark Indicator** Implementation --------------  * Bi-Monthly implementation checks
* Monthly progress monitoring data reports with a focus on deficit areas
* Monthly data team meetings agendas and sign in sheets
* Quarterly RTI differentiated training PD sessions and sign in sheets

   Effectiveness -------------  The number of Tier III students requiring benchmark assessing will decrease 15% by decreasing 7.5% from the fall 2025 to winter 2025 assessment period and an additional 7.5% from the winter 2025 to the spring 2026 assessment.  | * Bi-Weekly Fidelity check notes/records
* Monthly checks of edPlan
* Informal Walkthroughs

   Effectiveness -------------  The number of Tier II & Tier III students requiring intervention will decrease 15% by decreasing 7.5% from the fall 2025 to winter 2025 assessment period and an additional 7.5% from winter 2025 to the spring 2026 assessment.  |  |  |  |  |
|   | **[A 2.3.2] RTI Math Interventionist** Description -----------  The RTI Math Interventionist provides support to the instructional program with specific responsibility for assisting in the assessment of at-risk students' needs for Response to Intervention (RTI) services; implementing the RTI program strategies; monitoring and reporting student performance; and providing information to appropriate school personnel. The RTI Interventionist position will continue for the 2025-2026 SY.    | Tanja Owens  | 05/22/2026  | TAG 5.0  |   |

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|  |   Implementation --------------  * Monthly Data Team Meetings agenda & sign-in sheets
* Monthly Progress monitoring data

   Effectiveness -------------  * The number of Tier II & Tier III students requiring intervention will decrease 15% by decreasing 7.5% from the fall 2025 to winter 2025 assessment period and an additional 7.5% from winter 2025 to the spring 2026 assessment.
* RTI students will increase their instructional level 1 step or more each month.
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|   | **[A 2.3.3] Hire Math Computer Lab Assistants to** **Staff** Description -----------  Hire 2 FTE Math Computer Lab Assistants to manage and provide basic computer instruction/support for students accessing and utilizing iReady and other math online platforms during RTI, maintaining a safe and orderly learning environment, and providing basic technical assistance to students. These positions will continue for the 2025-2026 SY.     Implementation --------------  \* Bi-Weekly Student Progress Monitoring Logs  | Larissa Jackson  | 05/22/2026  | TAG 5.0  |   |

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|  | \* Weekly Informal Walkthroughs    Effectiveness -------------  The number of Tier II & Tier III students requiring intervention will decrease by 10% per semester.  |  |  |  |  |
| **[G 3] AWMS will reduce chronic absenteeism rate from approximately 23.4% in 2025 to approximately 20% or less in 2026..** \*\*Student Support and Services | Best for All Strategic Plan alignment: Student Readiness\*\*  Schools, in partnership with parents and the community, can create a positive, child-centered learning environment which provides support to students to remove the barriers to learning that students in high opportunity schools often experience. Supporting the whole child begins with eliminating barriers to physical and mental health, well-being and learning; then planning for and implementing strategies which support the emotional, physical, mental, cognitive and social development of students.**District Turnaround Plan Goal** [G 4] CSI schools will reduce chronic absenteeism rates from approximately 30% in 2025 to approximately 25% or less in 2026 by utilizing clearly defined systems and operating procedures for monitoring identified at-risk and chronically absent students weekly.   |
| **Strategy**  | **Action Step**  | **Person** **Responsible**  | **Estimated** **Completion** **Date**  | **Funding** **Source**  | **Notes**  |
| **[S 3.1] Support students in overcoming barriers related to student attendance** Rationale ---------  Chronic absenteeism remains a challenge for Priority Schools. Students must be present in order to receive instruction. In addition, there have been some staffing changes during the past year and training is crucial to ensuring proper documentation and tracking students who may need additional services.     Supporting Data  | **[A 3.1.1] Continue to Provide Attendance** **Training** Description -----------  Train and/or provide refreshers to school staff in August 2025 and January 2026 to identify, consistently monitor, and track at-risk students for chronic absenteeism; hold quarterly Round Table Discussions to share effective strategies to support reducing chronic absenteeism rates from 23.4% in 2025 to 20% or below in 2026.     Implementation  | Towan Henning  | 05/22/2026  |   |   |

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| ---------------  Chronic absenteeism rates for AWMS significantly decreased from 35.4% in 2024 to 23.5% in 2025; however, the rate is still above the goal of 20% or less.**Benchmark Indicator** Implementation --------------  * Weekly\*\* \*\*Attendance Reports
* Quarterly PD agenda and sign in sheets \* Monthly Attendance Team meeting and sign in sheets
* District 20-day attendance reports

   Effectiveness -------------  Incremental increase of 3% on 20 day reports for attendance rates leading to an overall attendance rate increase from 92.8% in 2025 to 95% or higher in 2026.  | --------------  * Weekly\*\* \*\*Attendance Reports
* Quarterly PD agenda and sign in sheets \* Monthly Attendance Team meeting and sign in sheets

   Effectiveness -------------  * Attendance reports will be generated and reviewed weekly to track attendance and provide the appropriate intervention. Flagged students will follow the outlined process designed by the schools. Incremental increase of 3% on 20 day reports for attendance rates leading to an overall attendance rate increase from 92.8% in 2025 to

95.0% or higher in 2026.  |  |  |  |  |
|   | **[A 3.1.2] Monitor Student Attendance** Description -----------  Teachers, Attendance GOS, and School counselors will utilize a streamlined process for monitoring student attendance and tracking at-risk (5-8% attendance rate) or chronically absent (10% attendance rate or higher) students. Monitoring will take place every 20-days to ensure students are identified early and student intervention plan developed and implemented.      | Tyandreas Butler  | 05/22/2026  |   |   |

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|  | Implementation --------------  * Daily attendance reports
* 20 -day tracking documentation of at-risk students
* Monthly clean-up procedure documentation

   Effectiveness -------------  Chronically out of school rates will decrease from 23.4% in 2025 to 20.0% or below in 2026 by decreasing 4% or more per quarter.  |  |  |  |  |
| **[S 3.2] Implement targeted programming, strategies, and interventions to support student mental health including trauma informed practice, restorative practices, school counseling, and mental health programming** Rationale ---------  Teachers, faculty, and staff will boost their work in building positive relationships with students and making all students feel welcomed at school. Finding ways to assist all students with developing social-emotional skills consistently is a vitally important step. By continuing the Social Emotional Learning component of our Mondays' master schedule, students learn crucial life skills, including the ability to understand themselves, develop a positive self-image, take responsibility for their actions, and forge relationships with the people around them that will result in decreased behavioral instances leading to out of school suspensions.  Supporting Data ---------------  Attendance rates increased from 90.7 (SY 23-24)  | **[A 3.2.1] Deliver SEL Lessons Every Monday** **Morning** Description -----------  Social emotional learning helps students develop the self-awareness, self-control, and interpersonal skills that are vital for growth. Teachers will deliver 45 minute lessons on SEL every Monday from 8:15 am to 9:00 am.     Implementation --------------  * Weekly fidelity checks for SEL lessons
* Weekly collaborative planning sign in sheets
* Bi-Weekly data report for Reset Room & SHAPE

Program * Monthly SEL PD agenda and sign-in sheets

   Effectiveness -------------  | Anthony Stone  | 05/22/2026  |   |   |

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| to 92.8% (SY 24-25).**Benchmark Indicator** Implementation --------------  * Weekly fidelity checks for SEL mini-lessons every

Monday * Weekly PLC sign in sheets
* Bi-Weekly data report for Reset Room & SHAPE

Program * Monthly SEL PD agenda and sign-in sheets

   Effectiveness -------------  Incremental decreases of 2% on 20 day reports for suspension rates leading to an overall suspension rate decrease from 10.5% in 2025 to 8% or less in 2026.  |  Incremental decreases of 2% on 20 day reports for suspension rates leading to an overall suspension rate decrease from 10.5% in 2025 to 8% or less in 2026.  |  |  |  |  |
| **[S 3.3] Engage students, families, and communities to support students in overcoming barriers to learning** Rationale ---------  Many students struggle with barriers to attendance such as transportation, transient students, homelessness, language barriers, etc. The AWMS attendance secretary, school counselors, ESL mentor, Family Engagement Specialist, and school attendance teams will work together to develop an Attendance Plan to include parent workshops, incentives, home visits, and an effective SART and SARB processes for students showing early warning signs (5-8% absenteeism rate).  Supporting Data ---------------   | **[A 3.3.1] Continue SART Meetings and** **Attendance Plans** Description -----------  Flagged students will have their SART meetings conducted and attendance plans developed within 3 days of being flagged. Our ESL Mentor will assist with translation as needed for our ESL population.  Implementation --------------  * Daily attendance records
* SART meeting date within 3 days of student being flagged
* SART meeting agenda and sign-in
* Written attendance plans for student
* Evidence of implementation of attendance plan action steps
 | Towan Henning  | 05/22/2026  |   |   |

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| Chronic absenteeism rates for AWMS significantly decreased from 35.4% in 2024 to 23.5% in 2025; however, the rate is still above the goal of 20% or less.**Benchmark Indicator** Implementation --------------  * Bi-Weekly school attendance report
* SART and SARB meeting agendas and sign-in
* Quarterly parent workshop agendas and sign-in
* Bi-weekly student/parent check-ins to update

Attendance Plans       Effectiveness -------------  Chronically out of school rates will decrease from 23.4% in 2025 to 20% or below in 2026 by decreasing 4% or more per quarter.  |    Effectiveness -------------  100% of attendance plan action steps are implemented as outlined in individual student plans with 50% implemented within one week, 75% within two weeks and 100% within three weeks with a 60% completion rate by quarter one, an 80% completion rate by quarter two, and a 90% completion rate by the end of semester one.  |  |  |  |  |
|   | **[A 3.3.2] Conduct Parent Meetings &** **Workshops** Description -----------  The goal of the meetings & workshops is to help parents develop a better understanding of how chronic absence can impact a child’s achievement, by identifying who is affected by poor attendance early on, by learning how attendance affects a child’s ability to read at grade level, and enabling parents to explore strategies for ensuring or improving a child’s attendance. Meetings and/or workshops may be held during the school day, as well as after school. Our Family Engagement Specialist & School Counselors will assist with  | LaSonja Newsom, Lillie Pinkston, Marquis Healey, Sonja Thomas  | 05/22/2026  |   |   |

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|  | planning and/or leading various meetings and workshops, and our ESL Mentor will assist with translation for our ESL population and/or leading various meetings/workshops as well.  Implementation --------------  Workshop and/or meetings agendas & sign-in sheets  Effectiveness -------------  Targeted student's Chronic Absenteeism rate will not increase to exceed 10%.  |  |  |  |  |
|   | **[A 3.3.3] Continue Attendance Specialist** **Position** Description -----------  The Attendance Specialist monitors school attendance and works with school administrators, students, parents, and the school support team with a focus on keeping students in school, improving student and school attendance rates and educating staff and families. The position will work closely with teachers to ensure attendance is appropriately taken and reported to the office. The position will also be responsible for calling parents after students have 2 consecutive absences.     Implementation --------------  * Weekly parental contact logs
* 20 day attendance reports
* Quarterly meeting agendas, minutes, & sign-in sheets
 | Larissa Jackson & Towan Henning  | 05/22/2026  |   |   |
|  |       Effectiveness -------------  Chronic absenteeism will decrease quarterly by 3% or higher during the 2025-26 school year.  |  |  |  |  |