School Name: Chief Kanim Middle School

School Mission – Vision Statement: Focus on Children-Improve Learning-Value Growth

Table of Contents

The Improvement Process .................................................................................................................. 2-3
Review and Analysis of Data .......................................................................................................... 3-4

Goal 1: School Environment - Social Emotional

☐ Actions, Monitoring, and Evaluation Plan: Objective 1A: PBIS .................................................. 5-6
☐ Actions, Monitoring, and Evaluation Plan: Objective 1B: School Culture ................................. 7-8
☐ Actions, Monitoring, and Evaluation Plan: Objective 1C: School Safety ................................. 9-10

Goal 2: Using Data and Assessment to Guide Instruction

☐ Actions, Monitoring, and Evaluation Plan: Objective 2A: Math ............................................. 11-15
☐ Actions, Monitoring, and Evaluation Plan: Objective 2B: English Language Arts .................. 16-18
The Improvement Process

The continual improvement of public schools is essential in providing increased student performance and quality results. Innovative, exemplary, and research-based programs, coupled with staff development, focused and aligned resources, and public participation in planning, are critical factors in improving schools. Prudent decisions are based on systematic analysis of data.

The improvement process assesses the school's strengths and weaknesses, implements strategies and activities to address the school's needs, and continually evaluates the school's progress toward achieving its objectives and meeting its goals.

This tool is designed to be a living, breathing, document that can be easily accessed, monitored, and adjusted and emphasizes continuous growth allowing educators an opportunity to address immediate instructional and management issues by helping define and manage the variety of connections among people, resources, information, and data. This will also empower educators and stakeholders to collaborate in order to help schools make data-driven, research-based, decisions focused on improving student learning.

A School's Learning Improvement Process

- Entails commitment by all involved: students, staff, parents, administrators, and community.
- Is continual and recursive. Components of the process must be revisited time and time again, for the school improvement process is a continuous cycle.
- Reveals where a school is and where it must go. Knowing this information involves repeated analyses and periodic checks, both of which call for time, patience, understanding, energy, and direction.
- Is led by the principal and a building’s learning improvement team. However, all members of the staff and community are involved in both the design and implementation, because they are stakeholders in the improvement of student learning.
- Requires collaboration with the district office.
- Is based on data; and as the data changes, the implementation of the plan should reflect that change.
- Involves change, which takes time and tends to be difficult.
- Requires commitment to the vision of what the school can become.
Assumptions
Several assumptions are being made before a learning improvement team can dive into the process. The assumptions include:

● The school has a defined mission statement and members of the learning community use it as their driver for decisions.
● The school has established a learning improvement team and the learning improvement team, the principal, staff members, and parents have a clear understanding of why a systemic learning improvement process is necessary and what role they play in the process.
● The learning improvement team has adequate knowledge (or the commitment to gain that knowledge) in the school improvement process and research-based practices.

Guiding Principles of School Improvement Planning
Certain key principles have guided the process and the development of the improvement plan.

● All members of a school staff, and representatives of as many other stakeholders as possible, should participate in the planning process.
● Participants should review a broad database that includes information about student achievement, demography, learning environment, and perceptions about the school.
● School Improvement Planning is a journey of continuous improvement, and the plan is a roadmap for an ongoing discourse on school improvement.
● The School Improvement document is only as good as the quality of thought that goes into it and the time and commitment that is given by everyone who has a stake in the plan.
● The School Improvement Plan should address the following guiding questions:
  ○ What do we want each student to learn?
  ○ How will we know when each student has learned it?
  ○ How will we respond when a student experiences difficulty in learning?
  ○ How will we respond when a student has already learned it?
● Regardless of the quality of the plan, the real improvement must occur in the classroom. Teachers must be reflective about their practice and tenacious in their attempt to fine tune the art of teaching to meet the needs of every student.
Review and Analysis of Data

In addition to statewide assessments, check all district data reviewed and analyzed in preparation and development of your school improvement plan.

☒ Statewide Assessments ☑ District-Based Assessments ☑ Formative Assessments ☐ Graduation Rates
☒ Summative Assessments ☐ Student Perceptual Data ☑ Staff Perceptual Data ☑ Attendance Data
☒ Classroom-Based Assessments ☑ Content Area Assessments ☐ SAT/ACT Assessments ☐ Health Youth Survey
☒ Other:

Summary of strengths or greatest progress based on the data:

➢ Math SBA-20 seventh grade students improved from a level 2 to a 3
➢ PBIS-Through the Tiered Fidelity Inventory, we made school-wide gains, reaching Tier 2
➢ Relationships-Student survey data showed increase in number of students reporting a relationship with a trusted adult and feeling safe at school
➢ STAR Reading-Met overall goal. Moved 35 students from “On Watch” to meeting benchmark

Prioritized areas of opportunities or greatest challenge based on the data:

➢ Math and Literacy-Increasing the number of students meeting standard on the Smarter Balanced ELA and Math assessments. Specific attention is needed in the area of Special Education Math.
➢ Attendance-Decrease the number of students who are chronically absent. In 2017-2018, 8% of students missed more than ten school days
➢ RTI/MTSS-Implementing Tier 2 academic and behavioral interventions
➢ Improve % of students who report having established a connection or relationship with a CKMS staff member and overall feeling of safety at school
GOAL 1: SCHOOL ENVIRONMENT—SOCIAL EMOTIONAL
Objective 1A: Positive Behavior Intervention and Supports (PBIS)

OBJECTIVE:
Maintain and enhance a tiered, system-wide approach focused on improving building capacity to address behavior and make evidence-based social and emotional learning an integral part of education (Strategic Plan 1D).

During the 2018-19 school year, Chief Kanim Middle School will decrease the number of SWIS Referral Forms, specifically targeting referrals administered on Thursdays.

DESCRIPTION:
Social emotional skills are the skills that allow us to understand ourselves and to form healthy relationships with other people. These skills include the ability to recognize and manage emotions, to consider the perspective of others, and to effectively resolve conflicts. Social emotional skills are developed through the experiences of daily living and can also be taught and practiced. Research has shown that acquiring social emotional skills through instruction supports academic achievement and prevents risky behavior (Durlak, et. Al 2011). These competencies serve as a foundation for making responsible decisions that support individual well-being and, more broadly, support healthy communities. Challenging student behavior is often due to a skill-set deficit or a lack of base level supports. Steps can be taken to teach the needed pro-social skills and increase evidence-based supports district-wide.

PROGRESS MEASUREMENT:
- Completion of Action Steps (outlined below)
- Tiered Fidelity Inventory: reach 80% fidelity on Tier 1
- SWIS Discipline Data- 80% of staff (classified and certified) implementing behavior flowchart system with fidelity

ACTION STEPS:
Begin/strengthen implementation of a MTSS approach focused on improving District capacity to address student behavior and make evidence-based social and emotional learning an integral part of education from preschool through high school.

Focus Areas include:
- Differentiated instruction, student engagement, and connections to college, career, and citizenship
- Collaboration and collegial practices
<table>
<thead>
<tr>
<th>Tasks</th>
<th>Timeline</th>
<th>Lead/ Support</th>
<th>Resources</th>
<th>Communication</th>
<th>Monitoring/ Completion Nov./Dec.</th>
<th>Monitoring/ Completion April/May</th>
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</table>
| Celebrate and acknowledge student work and behavior through Student of the Week cards - mailed home. | 2018-2019 school year | ● Teachers  
● Office | ● SOTW postcards  
● Mailing  
● Teachers/staff | Postcards sent home, students shown on reader board in lunchroom and outside the building. | Monthly PBIS meeting | 2018-2019 school year |
| Tracking of minor/major incident referrals through Schoolwide Information System (SWIS) and monitoring data to inform where additional attention/instruction is needed to change behavior. | 2018-2019 school year | ● PRIDE Team  
● Teachers | ● SWIS  
● PRIDE Team | PRIDE Team will analyze SWIS data several times during each semester. Data will be analyzed to determine if there is a need to teach/re-teach common expectations in certain locations. | Cards mailed home weekly | 2018-2019 school year |
| Acknowledging positive behavior/excellence of students with PRIDE Hawk Bucks. Schoolwide goals will be set in collection of PRIDE Bucks several times throughout the school year. | 2018-2019 school year | ● PRIDE Team  
● Teachers | ● Paper  
● Copier | Staff gives out PRIDE Bucks acknowledging students positive behaviors. | Monthly PBIS meeting | 2018-2019 school year |
| Tiered Fidelity Inventory performed twice per year. | Nov. 2018  
May 2019 | ● District Office  
● PRIDE Team | ● District staff | District team communicates results to PBIS team. PBIS team communicates results to LIT. | Monthly PBIS meeting | 2018-2019 school year |
GOAL 1: SCHOOL ENVIRONMENT---SOCIAL EMOTIONAL
Objective 1B: School Culture

OBJECTIVE:
Create a school culture that promotes the ongoing improvement of learning and teaching for students and staff (AWSP Criterion 1).

During the 2018-2019 school year, Chief Kanim Middle School will increase the frequency of AVID strategies in classroom instruction.

DESCRIPTION:
“Leaders ask 'what is essential, what needs to be done, and how can we get it done?' An effective leader maintains visibility and transparency and creates a culture that fosters mutual accountability; it becomes the responsibility of all staff to make sure that all students are successful. An effective leader advocates, nurtures, and sustains a school culture and instructional program that promotes student learning and staff professional growth. They lead by ‘creating powerful, equitable, learning opportunities for students, professionals, and the system, and motivating or compelling participants to take advantage of these opportunities’” (Knapp, Copland, Talbert, 2003, p.12, as quoted in Murphy, 2006).


PROGRESS MEASUREMENT:
- AVID Coaching and Certification Instrument (CCI)
- Utilize a WICOR (Writing, Inquiry, Collaboration, Organization & Reading) tracker during classroom visits
- Staff survey
- Student survey

ACTION STEPS:
The primary leads responsible for the action steps (listed below) are Principal and Assistant Principal.

Begin/strengthen implementation of a MTSS approach focused on improving District capacity to address student behavior and make evidence-based social and emotional learning an integral part of education from preschool through high school.

Focus Areas include:
- Differentiated instruction, student engagement, and connections to college, career, and citizenship
- Collaboration and collegial practices
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<tbody>
<tr>
<td>Administrative team will utilize a WICOR tracker form to monitor the frequency and types of AVID strategies used in classrooms.</td>
<td>2018-2019 school year</td>
<td>Admin Team</td>
<td>WICOR tracker form</td>
<td>Week at a Glance updates &amp; AVID Site team updates</td>
<td>Mid-year check in AVID Site team</td>
<td>2018-2019 school year</td>
</tr>
<tr>
<td>Administrative Team, Learning Improvement Team and AVID Site Team model a shared vision for improving teaching and learning through quality PD. Opportunities include Learning Walks, highlighting AVID strategies and PD during BDD and Hybrid Days.</td>
<td>2018-2019 school year</td>
<td>Admin &amp; AVID Site Team</td>
<td>Building, District and hybrid time</td>
<td>Email, staff meetings</td>
<td>December 2018</td>
<td>2018-2019 school year</td>
</tr>
<tr>
<td>Celebrate and acknowledge staff participation in events throughout the year. Highlight staff use of AVID &amp; PBIS strategies via email and at staff meetings.</td>
<td>2018-2019 school year</td>
<td>Admin &amp; AVID Site Team</td>
<td>Email, staff meeting time</td>
<td>Email and staff meetings PTSA updates when appropriate</td>
<td>Ongoing</td>
<td>2018-2019 school year</td>
</tr>
<tr>
<td>Administrative Team will foster a culture of teaching and learning by allocating time and resources for professional development. PD focus for 2018-19:</td>
<td>2018-2019 school year</td>
<td>Admin, LIT and AVID teams</td>
<td>Building, District or hybrid time District coach support- AVID, Math ELA/SS</td>
<td>Building Directed Days</td>
<td>August 27 September 14 October 12 December 7</td>
<td>2018-2019 school year</td>
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GOAL 1: SCHOOL ENVIRONMENT---SOCIAL EMOTIONAL
Objective 1C: School Safety

OBJECTIVE:
To promote school safety and security, prepare for unexpected events, and have systems in place for emergency communications is a key component of Snoqualmie Valley School District communications. (Strategic Plan 3D)

DESCRIPTION:
The process of identifying facility needs (short-term and long-term) will provide and ensure safe, secure, and healthy facilities for students and staff. This objective will also facilitate communication to the community regarding the condition of the facility. The building works to identify resources, refresh contact information, define protocols, practice responses, and partner with community agencies, to prepare for unplanned situations.

PROGRESS MEASUREMENT:
- Drill log
- Staff sign in sheets for training

ACTION STEPS:
Begin/strengthen implementation of a MTSS approach focused on improving District capacity to address student behavior and make evidence-based social and emotional learning an integral part of education from preschool through high school.

Focus Areas include:
- Differentiated instruction, student engagement, and connections to college, career, and citizenship
- Collaboration and collegial practices
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<tbody>
<tr>
<td>Complete scheduled and required Safety Drills (fire, earthquake, intruder drills).</td>
<td>2018-2019 school year</td>
<td>Principal and Assistant Principal</td>
<td>*Certificated and Classified Employees *Updating Emergency Backpacks</td>
<td>Constant Contact updates &amp; staff communication via email</td>
<td>Ongoing</td>
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<td>Participate in district sponsored Stop the Bleed training.</td>
<td>Fall 2018</td>
<td>Admin &amp; School Nurse</td>
<td>● Building time ● Trainers</td>
<td>Staff email</td>
<td>Training completed on October 26</td>
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</tr>
<tr>
<td>Implement <em>Easy Lobby</em> security program.</td>
<td>2018-2019 school Year</td>
<td>District-Operations Department</td>
<td>● District support</td>
<td>Email between district office and building</td>
<td>Continuous monitoring</td>
<td></td>
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<tr>
<td>Staff participate in district sponsored Run, Hide and Fight training.</td>
<td>Fall 2018</td>
<td>District-Operations Department</td>
<td>● District release time</td>
<td>Staff email Parents via Constant Contact</td>
<td>Training completed in August</td>
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OBJECTIVE: Teachers will use multiple data elements to differentiate mathematics instruction to meet the needs of all students.

During the 2018-2019 school year, 80% of all Chief Kanim students in each grade level, will meet or exceed standard on the Smarter Balanced Math Assessment.

DESCRIPTION: Teachers regularly utilize a full repertoire of strategies and interventions to meet the diverse needs of all students. We will analyze data from multiple assessment measures to differentiate instructional practices to promote high levels of student growth in mathematics.

PROGRESS MEASUREMENT:
- STAR Assessments, BOY, MOY, EOY
- Interim Assessment Blocks
- Common Summative Assessment
- Formative Classroom Assessments

ACTION STEPS:
Research, review and implement activities, curriculum, and structural changes within an MTSS system to facilitate program alignment, reduce opportunity gaps and produce more personalized student learning environments.

Focus areas include:
- SpEd, Poverty and EL in math and reading
- Differentiated instruction, student engagement, and connections to college, career, and citizenship
- Collaboration and collegial practices
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| Review and analyze state, district and school-wide SBA results at LIT.| Nov. 2018       | Admin. Team                                | ● LIT meeting time  
● Building time  
● Math meetings cohort and vertical | OSPI Report Card Data Dashboard                   | Completed September 2018                         |                                                 |
| *Tier 1*                                                             |                 |                                            |                                                 |                                                  |                                 |                                   |
| Math teachers analyze SBA scores and claim data                       | Dec. 2018       | Admin Team & District Math Content Specialist | ● Building, hybrid or release time             | Staff email regarding data analysis process and professional development | September & December 2018      | 2018-2019 school year            |
| *Teachers use claim data on their current students to focus on closing gaps.* |                 |                                            |                                                 |                                                  |                                 |                                   |
| *Tier 1*                                                             |                 |                                            |                                                 |                                                  |                                 |                                   |
| Teachers, with district support, will administer two Interim Assessment Blocks (IABs). | 2018-2019 school year | Admin Team and District Math Content Specialist | ● District Math Content Specialist  
● Building, hybrid or release time  
● IAB online resources | Staff email and meeting on December 7 | IAB administration dates TBD                    | 2018-2019 school year               |
| *New teachers will be trained on administration of the IABs. Teachers will use this assessment data to modify and differentiate instruction. Students will benefit from the opportunity to practice in the SBA online testing format.* |                 |                                            |                                                 |                                                  |                                 |                                   |

*Tier 1*
Math teachers will collaborate with their colleagues to improve instruction and student performance. Activities may include standards review; creation or revision of common assessments and analysis of results and discussion of appropriate interventions. In addition, staff will demonstrate fidelity to implementing *Big Ideas* curriculum.

*Tier 1*

<table>
<thead>
<tr>
<th>2018-2019 school year</th>
<th>Admin Team And District Math Content Specialist</th>
<th>District Math Content Specialist</th>
<th>Building, hybrid or release time</th>
<th>Email and follow up visits during building or hybrid time</th>
<th>Dates TBD</th>
<th>2018-2019 school year</th>
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Math teachers trained in AVID will share their knowledge with the department. Math teachers will implement Focused Note Taking in their classrooms.

*Tier 1*

| 2018-2019 school year | Admin and AVID Site Team | Building, hybrid or release time | AVID PD | Email, in-person sharing at vertical team meetings. | December 2018 | 2018-2019 school year |
Interventions: Math Lab

Students enrolled in Math Lab will take the STAR Math test monthly. In addition, students enrolled in Math Lab utilize Accelerated Math for a minimum of 100 minutes per week. Teachers analyze STAR and Accelerated Math data to identify gaps.

Staff who teach the Math Lab course will review STAR and Accelerated Math data to monitor student progress toward meeting standard on the SBA. In addition, teachers will monitor progress in Common Core courses through summative and formative assessments.

Tier 2

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<tr>
<th>2018-2019 school year</th>
<th>Math Lab teachers And District Math Content Specialist</th>
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<td></td>
<td>Math lab teachers communicate in person or via email. In addition, they will provide the RTI team with quarterly updates.</td>
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<td>Math lab teachers</td>
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<td>And District Math Content Specialist</td>
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<tr>
<th>2018-2019 school year</th>
<th>Admin &amp; RTI Team</th>
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<td></td>
<td>Math Department &amp; RTI team</td>
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<td>Admin &amp; RTI Team</td>
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Possibilities include using advisory period for peer tutoring.

Tier 2

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</table>
Special Education: Teachers will collaborate with colleagues and district to fully implement Math 180. As with general education, staff teaching SDI Math courses will analyze course data to monitor progress toward standard and student IEP goals.

<table>
<thead>
<tr>
<th>Tier 3</th>
<th>2018-2019 school year</th>
<th>Admin Team and District Special Education Support Staff</th>
<th>Building, hybrid or release time for collaboration</th>
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<tbody>
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<td></td>
<td>District Math and or Special Education Content Specialist support</td>
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<td>Math 180 training</td>
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<td>Email or face-to-face release time during staff meeting time</td>
<td>Dates TBD</td>
</tr>
</tbody>
</table>

2018-2019 school year
GOAL 2: Using Data and Assessment to Inform Instruction
Objective 2B: English Language Arts (ELA)

OBJECTIVE:
Teachers will use multiple data elements to differentiate ELA instruction to meet the needs of all students.

During the 2018-2019 school year, 80% of all Chief Kanim students in each grade level, will meet or exceed standard on the Smarter Balanced ELA Assessment.

DESCRIPTION:
Teachers regularly utilize a full repertoire of strategies and interventions to meet the diverse needs of all students. We will analyze data from multiple assessment measures to differentiate instructional practices to promote high levels of student growth in English Language Arts.

PROGRESS MEASUREMENT:
- Completion of Action Steps (outlined below):
- STAR Reading Assessments, BOY, MOY, EOY
- Interim Assessment Blocks
- Common Summative Assessment
- Formative Classroom Assessments

ACTION STEPS:
Research, review and implement activities, curriculum, and structural changes within an MTSS system to facilitate program alignment, reduce opportunity gaps and produce more personalized student learning environments.

Focus areas include:
- SpEd, Poverty and EL in math and reading
- Differentiated instruction, student engagement, and connections to college, career, and citizenship
- Collaboration and collegial practices
<table>
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<tbody>
<tr>
<td>Review and analyze state, district and school-wide SBA results at LIT and grade level cohort meetings to identify trends and achievement gaps.</td>
<td>Fall 2018</td>
<td>Admin &amp; LIT</td>
<td>LIT meeting time Release Days</td>
<td>OSPI Report Card and Data Dashboard</td>
<td>Completed September 2018</td>
<td>2018-2019 school year</td>
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<tr>
<td>Tier 1</td>
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<tr>
<td>ELA, Social Studies teachers will analyze 2018 SBA ELA data.</td>
<td>Fall 2018</td>
<td>Admin Team &amp; District ELA/SS Content Specialists</td>
<td>Building, hybrid or release time</td>
<td>Staff email regarding data analysis process and professional development</td>
<td>December 2018</td>
<td>2018-2019 school year</td>
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<tr>
<td>Tier 1</td>
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<tr>
<td>ELA and Social Studies teachers, with district support, will implement at least two Interim Assessment Blocks (IABs). Teachers will use this assessment data to modify and differentiate instruction. Students will benefit from the opportunity to practice in the SBA online testing format.</td>
<td>2018-2019 School year</td>
<td>Admin Team &amp; District ELA/SS Content Specialists</td>
<td>Building, hybrid or release time</td>
<td>Staff email and follow up professional development</td>
<td>Dates TBD</td>
<td>2018-2019 school year</td>
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</table>
Teachers will use formative and summative assessment data to identify gaps, differentiate instruction and implement appropriate interventions.

Teachers will collaborate with their cohorts to review common assessment data.

Staff will full implement district-approved *My Perspectives* curriculum.

**Tier 1**

| Interventions: Reading Lab | 2018-2019 school year | Admin, teacher leaders and District ELA/SS Content Specialist | ● Teacher, Building, hybrid or release time.  
  ● Time with district content specialist  
  ● Common assessment data sets | Email and follow up visits during building or hybrid time | Building Directed dates TBD | 2018-2019 school year |

**Students enrolled in Reading Lab will take the STAR Reading test monthly. In addition, student progress is measured via *Six Minute Solutions* and *Read Works*.**

**Tier 2**

| Interventions: Reading Lab | 2018-2019 school year | Admin Team & Math Lab teachers | ● STAR Reading assessment  
  ● *Six Minute Solutions & Read Works*  
  ● Building, hybrid or release time  
  ● District ELA Content Specialist | Email or meetings between Reading Lab instructor, administrator and RTI team to determine effectiveness and placement in intervention | Quarterly meeting with Reading Lab staff | 2018-2019 school year |

**Special Education and ELL Teachers will use formative and summative assessment data to identify gaps, differentiate instruction and implement appropriate interventions.**

**Tier 3**

| Interventions: Reading Lab | 2018-2019 School year | Admin & teachers and district coaches | Building, hybrid or release time | Email or discussion at during release time for Special Education teachers | Dates TBD | 2018-2019 school year |