SMART Goal #1
By May 2019, 100% of the ECMA teachers will be trained in a content area specific PLC with 85% actively implementing.

Action Strategies

Data Teams in all departments to:

- Ensure teachers have a shared understanding of expectations and implementations for standards, curriculum, assessment and instruction.
- Monitor curriculum implementation and revise based on data analysis.
- Use Smart Response to give immediate feedback for mastery of standards towards student acceleration
- Utilize R.A.C.E. and C.U.B.E.S. methods with constructed response.

Differentiated Instruction

Monitor the use of differentiation strategies by gradual release, technology (IXL, Achieve 3000, USA Test Prep, AR, SMART Technology, Flocabulary), and effective co-teaching models.

Professional Learning Strategy to Support Achievement of SMART Goals	Professional Learning Timeline
Data Team Training with Content Area Strategy and PBIS Training	August 3, 2018
Formative Assessment Training and PBIS App refresher training based on data trends	October 8, 2018
Data Team and PBIS successes and small group differentiation based on observations	January 7, 2019

SMART Goal #2
By May 2019, 100% of the ECMA teachers will be trained and 85% actively implementing use of PBIS reward app to encourage appropriate student behavior.

PBIS School Climate DATA TRENDS

School Year	Parent Survey Responses	Student Survey Responses
2014-2015	72.44%	65.66%
2015-2016	79.97%	61.11%
2016-2017	88.03%	60.05%

CCRPI ACHIEVEMENT DATA TRENDS

SCHOOL YEAR	ELA	MATH	SCIENCE	SOCIAL STUDIES
2014-2015	36.13	35.27	24.96	35.08
2015-2016	35.91	35.01	25.05	32.66
2016-2017	36.24	33.96	26.09	35.85
2017-2018				

Action Strategies

ECMA PBIS Matrix (non-classroom/classroom areas)

Implementation Plan

- Develop a curriculum to teach the components of the discipline system to staff.
- Train staff how to teach and implement expectations, rules, and rewards.
- Develop and implement a plan for teaching student expectations, rules, and rewards.
- Develop and implement a schedule for rewards and incentives.
- Plan for orienting incoming staff, students, and parents.
- Develop and implement plan for involving families & community members.

Lesson Plans for teaching behavior expectations and rules:

- Lessons will be based on a behavior curriculum that includes examples and non-examples for teaching expectations and rules.
- Lessons use a variety of teaching strategies
- Lessons are embedded into subject area curriculum
- Faculty/staff & students are involved in development of behavioral curriculum.
- Share key features of SWPBS with families/community

Reward/Recognition Program

- A system of rewards will be implemented consistently across campus.
  - PBIS Rewards.com (APP)
- A variety of methods will be used to reward students.
- Rewards will be linked to expectations & rules, will vary according to student interest.
- Program ratio acknowledges expected behavior at a higher rate than negative behavior.
- Students and parents will be involved in identifying and developing incentives