

Langston/New Directions - School Action Plan - 2023-24 to 2025-26
Principal: Kim Jackson-Davis

Goal #1	Science - Opportunity Gaps - SOL		
Strategic Plan Goal Area	Student Success		
Strategic Plan Performance Objectives	PO-SS-1-By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments.		
Baseline Data	Spring 2023 - Science SOL (Aggregate-All Grades) –Opportunity Gaps Avg Pass Rate at School (ALL)-33% Black: N/A % Hispanic: 20% (13% gap) EL: NA SWD: 50% (no gap) Economically Disadv: 0% (33% gap)	Identify if goal is required based on state or federal requirements, or other guidelines	(Enter)
3 Year Performance Goal			
Science SOL By 2026, opportunity gaps on the Science SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Hispanic - Increase pass rate from (Spr. 2023 pass rate) 20% to at least a 64%, reducing the gap from 13% to 0% EL - Increase pass rate from (Spr. 2023 pass rate) 0% to at least a 56%, reducing the gap from 33% to 8% SWD - Increase pass rate from (Spr. 2023 pass rate) 50% to at least a 69% Econ. Disadv. - Increase pass rate from (Spr. 2023 pass rate) 0% to at least a 56%, reducing the gap from 33% to.8%			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, opportunity gaps on the Science SOL (aggregated for all grade levels) will be reduced by the following tiered goal: All Students - Increase pass rate to at least 70%		
Annual Performance Goal Year 2 (2024-25)	By June 2025, opportunity gaps on the Science SOL (aggregated for all grade levels) will be reduced by the following tiered goal: All Students - maintain a pass rate of at least 70%		
Annual Performance Goal Year 3 (2025-26)	By June 2026, opportunity gaps on the Science SOL (aggregated for all grade levels) will be reduced by the following tiered goal: All Students - maintain pass rate of at least 70%		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-SS-2-Deliver curriculum through innovative and relevant instruction that is differentiated to meet the diverse needs of each student.		

Langston/New Directions - School Action Plan - 2023-24 to 2025-26

Principal: Kim Jackson-Davis

Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-EW-2-Provide growth opportunities by implementing a competency-based professional learning and evaluation framework inclusive of all staff members.		
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Tier 1 *Implement science curriculum using district-wide adopted resources. *Provide laboratory investigation in each unit.	Sept-June, ongoing	Science Teachers	Principal & AP with support from Science Office - will monitor by conducting walkthroughs and observations.
Tier 2 * Complete unit benchmark assessments. * Provide targeted intervention based on benchmark assessment data for class, small group, and/or individual students. * Participate in Science CLT	Sept-June, ongoing	Science Teachers	Principal & AP with support from Science Office - will monitor by conducting walkthroughs and observations,.
Tier 3 * Complete unit benchmark assessments. * Provide targeted intervention based on benchmark assessment data for class, small group, and/or individual students. * Participate in weekly Science CLT.	Sept-June, ongoing	Science Teachers	Principal & AP with support from Science Office - will monitor by conducting walkthroughs and observations.
Professional Learning * Offerings through Science Office and outside sources:Discovery Education, Mastery Connect, Curriculum/Pacing Guide, supplemental resources.	Oct-May	Science Teachers	Principal & AP with support from Science Office - will monitor by conducting walkthroughs and observations.
Progress Monitoring			
Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SS-4- Science SOLs	Results of Progress (End of Year)	Science SOL
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)

Langston/New Directions - School Action Plan - 2023-24 to 2025-26

Principal: Kim Jackson-Davis

School Level *Unit Assessments for Biology (Mastery Connect) - at least 1x/Qtr	School Level *Unit Assessments for Biology (Mastery Connect) - at least 1x/Qtr	School Level *Unit Assessments for Biology (Mastery Connect) - at least 1x/Qtr	School Level *Unit Assessments for Biology (Mastery Connect) - at least 1x/Qtr
Teacher Level -SOL Biology Quarterly Assessment	Teacher Level -SOL Biology Quarterly Assessment	Teacher Level -SOL Biology Quarterly Assessment	

Goal #2	Reading - Opportunity Gaps - SOL		
Strategic Plan Goal Area	Student Success		
Strategic Plan Performance Objectives	PO-SS-1-By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments.		
Baseline Data	Spring 2023 - Reading SOL (Aggregate-All Grades) –Opportunity Gaps Average Pass Rate at School% (opp. gap%) Langston: (ALL)-74% Black: 50 % (25% gap) Hispanic: 60% (14% gap) EL: 0% (74% gap) SWD: 73% (1% gap) Economically Disadv: 50 % (24% gap) New Directions: Avg Pass Rate at School (ALL)-33% Black: 0% (33% gap) Hispanic: 40% (no gap) EL: 0% (33% gap) SWD:50_ % (33% gap) Economically Disadv: 50% (no gap)	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
READING SOL By 2026, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal:			
Black - Increase pass rate from (Spr. 2023 pass rate) 50% to at least a 69%, reducing the gap from 24% to 12% Hispanic - Increase pass rate from (Spr. 2023 pass rate) 60% to at least a 69%, reducing the gap from 14% to 10% EL - Increase pass rate from (Spr. 2023 pass rate) 0% to at least a 56%, reducing the gap from 74% to 25% SWD - Increase pass rate from (Spr. 2023 pass rate) 73% to at least a 80% Econ. Disadv. - Increase pass rate from (Spr. 2023 pass rate) 50% to at least a 69%, reducing the gap from 24% to 12%			
Annual Performance Goals			

Langston/New Directions - School Action Plan - 2023-24 to 2025-26

Principal: Kim Jackson-Davis

Annual Performance Goal Year 1 (2023-24)	By June 2024, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from 50% to at least a 59%, reducing the gap from 24% to 18% Hispanic - Increase pass rate from 60% to at least a 64%, reducing the gap from 14% to 13% EL - Increase pass rate from 0% to at least a 30%, reducing the gap from 74% to 47% Econ. Disadv. - Increase pass rate from 50% to at least a 59%, reducing the gap from 24% to 18%		
Annual Performance Goal Year 2 (2024-25)	By June 2025, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from 59% to at least a 65%, reducing the gap from 18% to 14% Hispanic - Increase pass rate from 64% to at least a 68%, reducing the gap from 13% to 11% EL - Increase pass rate from 30% to at least a 46%, reducing the gap from 47% to 33% Econ. Disadv. - Increase pass rate from 59% to at least a 65%, reducing the gap from 18% to 14%		
Annual Performance Goal Year 3 (2025-26)	By June 2026, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from 65% to at least a 69%, reducing the gap from 14% to 12% Hispanic - Increase pass rate from 68% to at least a 71%, reducing the gap from 11% to 10% EL - Increase pass rate from 46% to at least a 56%, reducing the gap from 33% to 25% Econ. Disadv. - Increase pass rate from 65% to at least a 69%, reducing the gap from 14% to 12%		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-SS-2-Deliver curriculum through innovative and relevant instruction that is differentiated to meet the diverse needs of each student.		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -			
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Tier 1 - -Utilize strategies from Aspire Training and Staff Development in adolescent reading -Access strategies- partner reading, choral reading, turn and talk, get the gist routine, culminating questions	Sept-June, ongoing	Literacy Team, All Staff	Principal & English Admin with support from ELA, EL, SPED Office - will monitor by conducting walkthroughs and observations.
Tier 2 -Utilize Lexia-Build students decoding skills to read complex multisyllabic words, grammar, comp. -Immersive Reader, ed tech access for read aloud/translations -Teach a routine to determine the gist of the texts-PACT	Sept-June, ongoing	Literacy Team, All Staff	Principal & English Admin with support from ELA, EL, SPED Office - will monitor by conducting walkthroughs and observations.

Langston/New Directions - School Action Plan - 2023-24 to 2025-26

Principal: Kim Jackson-Davis

Tier 3 -Immersive Reader, ed tech access for read aloud/translations - multisyllabic word decoding routines	Sept-June, ongoing	Literacy Team, All Staff	Principal & English Admin with support from ELA, EL, SPED Office - will monitor by conducting walkthroughs and observations.
Professional Learning *Offerings through ELA Office and outside sources: Aspire cohort, NWEA reports, reading interventions, DBQ training, text comprehension through the PACT strategy, and HMH curriculum exploration.	Oct-May	Literacy Team, All Staff	Principal & English Admin with support from ELA, EL, SPED Office - will monitor by conducting walkthroughs and observations.

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SS-1- Reading SOLs	Results of Progress (End of Year)	Reading SOL
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)
School level- NWEA MAP Growth for ELA (BOY in 9th, only MOY & EOY if below proficient on BOY; Gr. 10-12 continue in upper grades if below proficient) Teacher/CLT/Grade- -End of Unit [Mastery Connect] -VGA for taught standards -Writing performance task embedded in curriculum	Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Writing performance task embedded in curriculum	School level- -NWEA MAP Growth for ELA (BOY in 9th, only MOY & EOY if below proficient on BOY; Gr. 10-12 continue in upper grades if below proficient) -Gr. 11 Benchmark Assessment Teacher/CLT/Grade- -End of Unit [Mastery Connect] -VGA for taught standards -Writing performance task embedded in curriculum	School level NWEA MAP Growth for ELA (BOY in 9th, only MOY & EOY if below proficient on BOY; Gr. 10-12 continue in upper grades if below proficient) Teacher/CLT/Grade- -End of Unit [Mastery Connect] -VGA for taught standards -Writing performance task embedded in curriculum

Goal #3	Student Well-Being		
Strategic Plan Goal Area	Student Well-Being		
Strategic Plan Performance Objectives	PO-SWB-3-Key findings on the Your Voice Matters survey will show improvements in student social, emotional, and mental Health.		
Baseline Data	Students were given a short SEL survey during Lions Period first week of March: at least 70% of Langston/ND students respond favorably on the survey category student social, emotional, and mental health. APS SEL Spring Survey Results: Self Management 61% Growth Mindset 53% Self Efficacy 41% Social Awareness 48%	Identify if goal is required based on state or federal requirements, or other guidelines	

3 Year Performance Goal

Langston/New Directions - School Action Plan - 2023-24 to 2025-26

Principal: Kim Jackson-Davis

By June 2026, maintain at least 80% of Langston/ND students responding favorably on the survey category student social, emotional, and mental health

Annual Performance Goals

Annual Performance Goal Year 1 (2023-24)	On the 2024 YVM survey, at least 75% of Langston/ND students will respond favorably on the survey category student social, emotional, and mental health
Annual Performance Goal Year 2 (2024-25)	By June 2025, at least 80% of Langston/ND students will respond favorably on school based survey connected to the YVM survey category student social, emotional, and mental health.
Annual Performance Goal Year 3 (2025-26)	By June 2026, maintain at least 80% of Langston/ND students will respond favorably on school based survey connected to the YVM survey category student social, emotional, and mental health.

Strategic Plan Strategies

Strategic Plan Strategies- PRIMARY	S-SWB-2-Establish and promote a culture of physical, social, emotional, and mental health wellness.
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	

Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Tier 1 Implement SEL curricular resource (Second Step) Deliver 30 minutes 2x/week of explicit SEL instruction Facilitate ongoing Adult SEL for staff Administer SEL survey in the fall and spring to all students	Sept-June, Ongoing	Admin, All Staff	Principal & APs will support with Student Services Office - will monitor by conducting walkthroughs and observations.
Tier 2 Establish a school-based mental and behavioral health team that meets at least twice monthly, reviews students of concern, and assigns interventions for which data is collected to determine effectiveness.	Sept-June, Ongoing	Admin, All Staff	Principal & APs will support with Student Services Office - will monitor by conducting walkthroughs and observations.
Tier 3 Establish a school-based mental and behavioral health team that meets at least twice monthly, reviews students of concern, and assigns interventions for which data is collected to determine effectiveness.	Sept-June, Ongoing	Admin, All Staff	Principal & APs will support with Student Services Office - will monitor by conducting walkthroughs and observations.

Langston/New Directions - School Action Plan - 2023-24 to 2025-26

Principal: Kim Jackson-Davis

Professional Development *Offerings through Student Services Office and outside sources: VTSS and ATSS presentations, SEL curriculum training (Second Step).	August for initial training, Sept-June, Ongoing	Admin, School leadership team	Principal & APs will support with Student Services Office - will monitor by conducting walkthroughs and observations.
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Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SWB-9- YVM Student: Social, Emotional, and Mental Health	Results of Progress (End of Year)	Spring 2024 & 2026 YVM
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)
SEL Survey	School Survey (based on YVM Question)	SEL Survey	YVM

Goal #4	Engaged Workforce		
Strategic Plan Goal Area	Engaged Workforce		
Strategic Plan Performance Objectives	PO-EW-2-By 2024, APS staff will respond at the 75th percentile or better on staff engagement and climate, as indicated by the Your Voice Matters survey.		
Baseline Data	Staff was given a survey in Google Forms at end of Feb 2023 regarding staff engagement and school climate: progress is being made - 80th percentile on staff engagement and climate. Staff was given a survey in Google Forms at end of May 2023 regarding staff engagement and school climate: progress is being made - 75th percentile on staff engagement and climate.	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
By 2026, at least 83% of Langston/ND staff will respond favorably on staff engagement and climate, as indicated by the Your Voice Matters survey			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, at least 80% of Langston/ND staff will respond favorably on staff engagement and climate, as indicated by the Your Voice Matters survey.		
Annual Performance Goal Year 2 (2024-25)	By June 2025, maintain at least 80% of Langston/ND staff responding favorably on staff engagement and climate, as indicated by a school based survey		
Annual Performance Goal Year 3 (2025-26)	By June 2026, at least 83% of Langston/ND staff will respond favorably on staff engagement and climate, as indicated by the Your Voice Matters survey.		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-EW-4-Develop integrated approaches that promote employee health and wellness.		

Langston/New Directions - School Action Plan - 2023-24 to 2025-26
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Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -			
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Develop and build Instructional Leadership Team, Student Intervention Team and Climate and Culture Committee.	Sept - June	Principal, teachers and counselors	Principal & AP with support from Office of School Climate & Culture will monitor through check-in meetings to ensure progress in this area
Encourage and expect staff voice and choice and participation for school-based PL offerings.	Sept - June	All staff	Principal & AP will monitor by ensuring staff voice and choice is included in PL plans
Continue Grading for Equity, Restorative Practice and No Place for Hate research and efforts.	Sept - June	All staff	Principal & AP will monitor by reviewing staff grading policies and conducting walkthroughs to observe implementation of restorative practices

Progress Monitoring			
Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-EW-4- YVM Staff: Climate Results	Results of Progress (End of Year)	YVM
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)
		School Survey	YVM

Goal #5	Partnerships		
Strategic Plan Goal Area	Partnerships		
Strategic Plan Performance Objectives	PO-P-1-By 2024, at least 90% of APS families will respond favorably on student and family engagement on the Your Voice Matters survey results.		
Baseline Data		Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			

Langston/New Directions - School Action Plan - 2023-24 to 2025-26

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By June 2026, at least 35 parents/guardians will participate in the YVM survey and at least 85% will respond favorably on the YVM category Partnerships: Family Engagement

Annual Performance Goals

Annual Performance Goal Year 1 (2023-24)	By June 2024, at least 25 parents/guardians will participate in the YVM survey and at least 80% will respond favorably on the YVM category Partnerships: Family Engagement
Annual Performance Goal Year 2 (2024-25)	By June 2025, at least 30 parents/guardians will participate in the YVM survey and at least 82% will respond favorably on a school based survey modeled after the YVM category Partnerships: Family Engagement
Annual Performance Goal Year 3 (2025-26)	By June 2026, at least 35 parents/guardians will participate in the YVM survey and at least 85% will respond favorably on the YVM category Partnerships: Family Engagement

Strategic Plan Strategies

Strategic Plan Strategies- PRIMARY	S-P-1-Provide training and resources for staff and families to create meaningful partnerships that support student success and well-being.
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	

Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Action 1 (Welcoming All Families) *Family-friendly, respectful, and helpful school climate. *Staff make regular personal contact with families. *Utilize Language Line, interpreters, etc. for families that speak other languages. *Staff makes home visits. *Staff commit to an open-door policy.	Sept-June	Admin, Teachers	Principal & AP with support from SCR
Action 2 (Communicating Effectively): * Utilize ParentSquare as a tool to support staff engage in proactive, timely, and meaningful two-way communication so that all families can contribute to their child's education. * Co-develop communication expectations to address student learning, social emotional development, and communication in times of crisis. * Provide time and training for best practice for staff and families to exchange information in culturally and linguistically sustaining ways.	Sept-June	Admin, Teachers	Principal & AP with support from SCR

Langston/New Directions - School Action Plan - 2023-24 to 2025-26
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<p>Action 3 (Student Success):</p> <ul style="list-style-type: none"> *Student work is posted in hallways and public places. *Families are welcome to visit their student' classroom. *Academic progress and data is shared with families. *School Action Plan shared with parents. *Teachers provide parents with tips and resources to help students learn. 	Sept-June	Admin, Teachers	Principal & AP with support from SCR

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-P-3- YVM Family: Engagement	Results of Progress (End of Year)	YVM
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)
		school-based survey	YVM