



# **School Improvement Plan**

Oxford Elementary School

Oxford Community Schools

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## **Introduction**

The SIP is a planning tool designed to address student achievement and system needs identified through the school's comprehensive needs assessment (CNA). Additionally, the SIP provides a method for schools to address the school improvement planning requirements of Public Act 25 of the Revised School Code and the Elementary and Secondary Education Act (ESEA) as applicable.

# **Improvement Plan Assurance**

## **Introduction**

During the 2018-2019 school year, schools will have two options for Goals and Plans. 1. Update Goals and Plans, if necessary, based on analysis of data and Program Evaluation; 2. Complete and upload the Abbreviated Goals and Plans template into ASSIST, based on analysis of data and Program Evaluation.

**Improvement Plan Assurance**

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
1.	Which option was chosen for Goals and Plans?	Goals and Plans in ASSIST	See goals and plans in ASSIST.	

# **Oxford Elementary 2018-2019 School Improvement Plan**

## **Overview**

### **Plan Name**

Oxford Elementary 2018-2019 School Improvement Plan

### **Plan Description**



## Goals Summary

The following is a summary of the goals encompassed in this plan. The details for each goal are available in the next section.

#	Goal Name	Goal Details	Goal Type	Total Funding
1	Students at Oxford Elementary School will improve their Reading performance	Objectives: 4 Strategies: 6 Activities: 10	Academic	\$0
2	Students at Oxford Elementary School will improve their mathematical skills and knowledge.	Objectives: 2 Strategies: 2 Activities: 3	Academic	\$0
3	Students at Oxford Elementary School will improve their skills and knowledge within Social Studies.	Objectives: 1 Strategies: 2 Activities: 3	Academic	\$0
4	Students at Oxford Elementary School will improve their skills and knowledge within Science.	Objectives: 1 Strategies: 1 Activities: 2	Academic	\$0
5	Students at Oxford Elementary School will improve their Writing performance	Objectives: 1 Strategies: 2 Activities: 4	Academic	\$0
6	Students at Oxford Elementary School will enhance their preparation for success in a global environment.	Objectives: 1 Strategies: 3 Activities: 4	Organizational	\$500

## Goal 1: Students at Oxford Elementary School will improve their Reading performance

### Measurable Objective 1:

100% of All Students will increase student growth by reaching the grade level bench mark or by increasing 3 or more levels in Reading by 06/07/2019 as measured by the Fountas and Pinnell leveling system.

### Strategy 1:

Reading Workshop - Strategy Groups - How to identify, pull, and be effective when implementing strategy groups.

Category: English/Language Arts

Research Cited: Serravallo, Jennifer "The Reading Strategies Book" Your Everything Guide to Developing Skilled Readers, 2015

Allington, Richard L. "The Schools We Have, the Schools We Need." The Reading Teacher. Vol. 48 No.1, IRA, 1994:14-29

Beck, IL., M.G. McKeown, R.L. Hamilton, and L. Kucan. Questioning the Author: An Approach for Enhancing Student Engagement with Text. IRA. 1997

Hoyt, Linda. Revisit, Reflect, Retell. Heinemann, 1998

Tier: Tier 1

Activity - PD - Learn Hierarchy of Reading Skill	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Learn Hierarchy of Reading Skill and how they relate to text complexity	Implementation	Tier 1	Implement	09/01/2017	06/07/2019	\$0	General Fund	Reading Coordinator helps put tools together to learn text complexity and strategy groups. Train 3—5 grade teachers in Reading Strategies Book by Jennifer Serravallo focusing on differentiated instruction for reading.

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Activity - Readers Workshop Implementation	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Develop essential agreements for nonnegotiable workshop practices.	Teacher Collaboration	Tier 1	Monitor	08/27/2018	06/07/2019	\$0	No Funding Required	principal, reading coach, classroom teachers

Activity - Monitor Implementation of Readers Workshop	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The building principal will observe and provide feedback to teachers on the workshop structure of their classroom on a regular basis using the Marzano observation tool.	Monitor	Tier 1		08/27/2018	06/07/2019	\$0	No Funding Required	principal

### Strategy 2:

Create microprogressions from progressions - Teachers will select a skill used in both Lucy fiction units. Teachers will break the skill down into smaller parts. Students will be assessed 4 times in the skill throughout the year, at the beginning of the first unit, at the end of the first unit, at the beginning of the 2nd unit and at the end of the 2nd unit.

Category: English/Language Arts

Tier: Tier 1

Activity - create microprogressions	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will break down selected Lucy progression into smaller sub skills.	Teacher Collaboration		Implement	08/27/2018	06/07/2019	\$0	General Fund	grade level teaching staff, with support from resource room teachers

Activity - norm assessments	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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After giving the first assessment, teachers will score using microprogressions. Each assessment will be scored by multiple teachers.	Teacher Collaboration	Tier 1		08/27/2018	06/07/2019	\$0	General Fund	Maureen Magdelano will run the professional learning for the scoring of the 1st round of assessments.
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### Strategy 3:

Use Progressions - Teachers will use Lucy progressions to drive language arts instruction.

Category: English/Language Arts

Tier: Tier 1

Activity - monitor jottings	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All classroom teachers will use progressions to drive individual Lucy lessons. Throughout the year, teachers will bring jottings to staff meetings and planning meetings to discuss what has been learned about both individual students' progress.	Direct Instruction	Tier 1		08/27/2018	06/07/2019	\$0	No Funding Required	classroom teachers, resource teachers, reading specialist, principal

### Measurable Objective 2:

100% of Bottom 30% students will increase student growth by 4 or more levels or reaching grade level benchmark in Reading by 06/08/2018 as measured by the Fountas and Pinnell leveling system.

### Strategy 1:

Strategies beyond LLI - Reading support staff will assess student's individual reading needs and implement strategies beyond LLI when appropriate to meet those individual needs. Oxford Elementary School is just beginning the process of adding additional support programs in both phonics and fluency. A big portion of this year will include researching additional programs as well as implementing them.

Category: English/Language Arts

Tier: Tier 2

Activity - implement phonics based interventions	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Reading support staff will implement phonics based interventions when needed	Direct Instruction	Tier 2		08/27/2018	06/07/2019	\$0	No Funding Required	reading support staff

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### Measurable Objective 3:

A 5% increase of Students with Disabilities students will demonstrate a proficiency Fountas and Pinell reading level in Reading by 06/07/2019 as measured by Spring State Assessment.

#### Strategy 1:

resource room progressions - Resource room teachers will create micro progressions for their students based on where they are scored on beginning of year assessments

Category: English/Language Arts

Tier: Tier 3

Activity - create and monitor progress on progressions	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Resource room teachers will work with general ed teachers to track progress of resource room students achievement on micro progressions. In some cases, micro progressions will have to be adapted to match the starting point of resource room students.	Direct Instruction, Teacher Collaboration	Tier 3	Implement	08/27/2018	06/07/2019	\$0	No Funding Required	resource room teachers, general ed teachers

### Measurable Objective 4:

100% of Third, Fourth and Fifth grade Black or African-American, Asian, Bottom 25%, Bottom 30%, White, Economically Disadvantaged, Free/Reduced Lunch, Gifted and Talented, Hispanic or Latino, Improvement from 10th to 12th Grade, Improvement from 8th to 10th Grade, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander and Top 75% students will complete a portfolio or performance to show growth in the International Baccalaureate Program in Reading by 06/10/2016 as measured by International Baccalaureate Standards and Practices..

#### Strategy 1:

Unit Planners - Teachers will integrate the Lucy Calkins units of writing into the IB curriculum during common planning time.

Category:

Tier: Tier 1

Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will receive professional development in the Lucy Calkins reading program.	Professional Learning	Tier 1		09/08/2015	06/09/2017	\$0		all staff

Activity - Written curriculum	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will integrate Lucy units with the written IB curriculum.	Implementation	Tier 1	Getting Ready	09/08/2015	06/09/2017	\$0		IB coordinator, reading coach

## Goal 2: Students at Oxford Elementary School will improve their mathematical skills and knowledge.

### Measurable Objective 1:

100% of All Students will increase student growth FAST Bridge total score in Mathematics by 06/07/2019 as measured by comparing FAST Bridge Fall and Spring total scores..

### Strategy 1:

Student Learning Objective Selection - Teachers will use end of year math data to select an area(s) to focus on for the year.

Category: Mathematics

Tier: Tier 1

Activity - skill selection	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will use end of 2018 math data to select an area of mathematics where students should achieve better.	Teacher Collaboration, Monitor, Academic Support Program	Tier 1	Implement	08/27/2018	06/07/2019	\$0	No Funding Required	classroom teachers, principal, math coach

Activity - create and monitor	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will evaluate existing lessons on the selected topic, modify or add to them, informally monitor progress, design a pre and post assessment on the specific skill	Direct Instruction	Tier 1		08/27/2018	06/07/2019	\$0	No Funding Required	classroom teachers

### Measurable Objective 2:

A 30% decrease of Bottom 30% students will demonstrate a proficiency above the 30% percentile in Mathematics by 06/07/2019 as measured by Fast aMath Test.

### Strategy 1:

Moby Max - Staff will implement Moby Max Math online program, into their math instructional practices to increase math proficiency of students in bottom 30%.

Category:

Tier: Tier 2

Activity - 45 min a week	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Teachers will integrate a minimum of 45 minutes a week using Moby Max Math on targeted skills.	Direct Instruction	Tier 2	Implement	09/01/2017	09/01/2018	\$0	No Funding Required	grade level teachers special education teacher
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### Goal 3: Students at Oxford Elementary School will improve their skills and knowledge within Social Studies.

**Measurable Objective 1:**

A 5% increase of All Students will demonstrate a proficiency in all social studies strands in Social Studies by 06/07/2019 as measured by state assessment.

**Strategy 1:**

Develop Common Assessments - Teachers will review curriculum and instructional practice and develop common assessments for Social Studies units.

Category: Social Studies

Tier: Tier 1

Activity - Develop Pre/Post Assessment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Analyze and improve current IB Units to meet current Social Studies units.	Evaluation	Tier 1		09/01/2017	06/07/2019	\$0	No Funding Required	all teaching staff

Activity - Vocabulary	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Use social studies vocabulary and construct their own definitions and add to their own glossary. Assign students their own word to become an expert on that word.	Monitor	Tier 1	Monitor	09/01/2017	06/07/2019	\$0	No Funding Required	general education teachers

**Strategy 2:**

International Baccalaureate - Teachers will update and implement IB PYP at all grade levels. The program focuses on best practice instructional techniques and the delivery of curriculum through the creation of rigorous unit planners.

Category: Social Studies

Tier: Tier 1

Activity - performance assessments	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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End of unit assessments will be refined to test specific social studies content.	Direct Instruction	Tier 1		09/08/2015	06/07/2019	\$0	General Fund	IB coordinator, classroom teachers
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## Goal 4: Students at Oxford Elementary School will improve their skills and knowledge within Science.

### Measurable Objective 1:

100% of All Students will increase student growth in effective use of data and vocabulary when answering questions in science journal responses. in Science by 06/06/2019 as measured by pre and post unit assessments rubrics..

### Strategy 1:

Training Science Kits - Teachers will utilize science kits throughout their IB Units to teach state science standards

Category: Science

Tier: Tier 1

Activity - Kit specific science training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Train 3—5 grade teachers in specific science kits.	Getting Ready	Tier 1	Implement	09/01/2017	06/07/2019	\$0	No Funding Required	District science coach - running PD training Teachers learn and implement

Activity - Shared Writing/Interactive Writing	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Modeling shared writing using sentence stems and correct vocabulary. I use to think,,, I now think..., Claim, Evidence, Reasoning once a unit.	Direct Instruction	Tier 1	Implement	09/01/2017	06/07/2019	\$0	No Funding Required	Grade Level teachers Special Education teachers support small group instruction



## Goal 5: Students at Oxford Elementary School will improve their Writing performance

### Measurable Objective 1:

85% of All Students will increase student growth in elaboration and craft at or above grade level benchmark using Lucy Calkins Pathways Rubric in Writing by 06/01/2019 as measured by district post on demand writing assessments.

### Strategy 1:

Increase Volume of Writing - All staff will implement the Lucy Calkins writing program.

Category: English/Language Arts

Tier: Tier 1

Activity - Shared Writing	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teacher modelling elaboration and craft through class co-constructing shared text in writing and/or content areas.	Professional Learning, Academic Support Program	Tier 1	Implement	09/01/2017	06/07/2019	\$0	General Fund	Reading Coordinator staff meeting 3-5 classroom teacher model and implement throughout the school year

Activity - Interactive Writing	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teacher and students model elaboration and craft through class co-constructing in writing and/or content areas.	Direct Instruction	Tier 1	Implement	09/01/2017	06/01/2019	\$0	No Funding Required	Reading Coordinator staff meeting 3-5 classroom teacher model and implement throughout the school year

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### Strategy 2:

Monitor Implementation of Workshop Method - Staff will create essential agreements for nonnegotiable aspects of workshop teaching. The principal will provide ongoing feedback to teachers about implementation through regular observations.

Category: English/Language Arts

Tier: Tier 1

Activity - Create Essential Agreements	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District Reading Coach and principal will lead staff through the creation of essential agreements regarding nonnegotiable components of writer's workshop.	Teacher Collaboration	Tier 1		08/27/2018	06/07/2019	\$0	No Funding Required	principal, coaches, teaching staff
Activity - Monitor Implementation of writer's workshop	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The building principal will regularly observe writing instruction and provide feedback on the workshop structure using the Marzano observation tool.	Monitor	Tier 1		08/27/2018	06/07/2019	\$0	No Funding Required	principal

## Goal 6: Students at Oxford Elementary School will enhance their preparation for success in a global environment.

### Measurable Objective 1:

demonstrate a behavior participation in exhibition, awareness of problems of the world and the importance of action, listening, speaking, research, social skills by 06/07/2019 as measured by tracking progress through 5th grade exhibition rubrics..

### Strategy 1:

5th grade exhibition - IB Coordinators, 5th grade teachers, and mentors will organize opportunities for students to utilize student learning and 21st Century Skills in a problem based learning opportunity.

Category: School Culture

Tier: Tier 1

Activity - Collect scores from exhibition rubrics	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Collect and analyze 5th grade exhibition rubrics and record in Illuminate and track over time.	Getting Ready	Tier 1	Getting Ready	09/08/2017	06/01/2019	\$0	General Fund	IB coordinator/ 5th grade teaching staff mentors
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Activity - Cultures of Thinking	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will choose strategies to implement using Cultures of Thinking and Making Thinking Visible.	Direct Instruction	Tier 1	Implement	09/01/2017	06/07/2019	\$500	General Fund	Principal, teachers

**Strategy 2:**

Social needs - Staff will implement programs to address students' social and emotional needs allowing students to improve their academic achievement. Write essential agreements.

Category: School Culture

Tier: Tier 1

Activity - OLWEUS	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will participate in weekly OLWEUS lessons	Behavioral Support Program	Tier 1	Implement	09/01/2017	06/06/2019	\$0	General Fund	all teaching staff

**Strategy 3:**

end of unit summatives - Teachers will analyze end of unit summative assessments using rubrics to assess whether students have a clear understanding of the central idea.

Category: Science

Tier: Tier 1

Activity - looking at student work	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will look at end of unit rubrics twice each school year to discuss whether students have learned the IB Central Idea. This analysis will serve as the starting point for reflecting on units. We need to agree on a protocol for analyzing student work and agree on 2 units to analyze this year.	Monitor		Implement	08/27/2018	06/07/2019	\$0	No Funding Required	IB Coordinator, principal, teachers

## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
norm assessments	After giving the first assessment, teachers will score using microprogressions. Each assessment will be scored by multiple teachers.	Teacher Collaboration	Tier 1		08/27/2018	06/07/2019	\$0	Maureen Magdelano will run the professional learning for the scoring of the 1st round of assessments.
OLWEUS	Students will participate in weekly OLWEUS lessons	Behavioral Support Program	Tier 1	Implement	09/01/2017	06/06/2019	\$0	all teaching staff
PD - Learn Hierarchy of Reading Skill	Learn Hierarchy of Reading Skill and how they relate to text complexity	Implementation	Tier 1	Implement	09/01/2017	06/07/2019	\$0	Reading Coordinator helps put tools together to learn text complexity and strategy groups. Train 3—5 grade teachers in Reading Strategies Book by Jennifer Serravallo focusing on differentiated instruction for reading.

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create microprogressions	Teachers will break down selected Lucy progression into smaller sub skills.	Teacher Collaboration		Implement	08/27/2018	06/07/2019	\$0	grade level teaching staff, with support from resource room teachers
performance assessments	End of unit assessments will be refined to test specific social studies content.	Direct Instruction	Tier 1		09/08/2015	06/07/2019	\$0	IB coordinator, classroom teachers
Shared Writing	Teacher modelling elaboration and craft through class co-constructing shared text in writing and/or content areas.	Professional Learning, Academic Support Program	Tier 1	Implement	09/01/2017	06/07/2019	\$0	Reading Coordinator staff meeting 3-5 classroom teacher model and implement throughout the school year
Cultures of Thinking	Teachers will choose strategies to implement using Cultures of Thinking and Making Thinking Visible.	Direct Instruction	Tier 1	Implement	09/01/2017	06/07/2019	\$500	Principal, teachers
Collect scores from exhibition rubrics	Collect and analyze 5th grade exhibition rubrics and record in Illuminate and track over time.	Getting Ready	Tier 1	Getting Ready	09/08/2017	06/01/2019	\$0	IB coordinator/ 5th grade teaching staff mentors

### No Funding Required

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
create and monitor progress on progressions	Resource room teachers will work with general ed teachers to track progress of resource room students achievement on micro progressions. In some cases, micro progressions will have to be adapted to match the starting point of resource room students.	Direct Instruction, Teacher Collaboration	Tier 3	Implement	08/27/2018	06/07/2019	\$0	resource room teachers, general ed teachers
create and monitor	Teachers will evaluate existing lessons on the selected topic, modify or add to them, informally monitor progress, design a pre and post assessment on the specific skill	Direct Instruction	Tier 1		08/27/2018	06/07/2019	\$0	classroom teachers

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45 min a week	Teachers will integrate a minimum of 45 minutes a week using Moby Max Math on targeted skills.	Direct Instruction	Tier 2	Implement	09/01/2017	09/01/2018	\$0	grade level teachers special education teacher
Kit specific science training	Train 3—5 grade teachers in specific science kits.	Getting Ready	Tier 1	Implement	09/01/2017	06/07/2019	\$0	District science coach - running PD training Teachers learn and implement
Readers Workshop Implementation	Develop essential agreements for nonnegotiable workshop practices.	Teacher Collaboration	Tier 1	Monitor	08/27/2018	06/07/2019	\$0	principal, reading coach, classroom teachers
Develop Pre/Post Assessment	Analyze and improve current IB Units to meet current Social Studies units.	Evaluation	Tier 1		09/01/2017	06/07/2019	\$0	all teaching staff
Vocabulary	Use social studies vocabulary and construct their own definitions and add to their own glossary. Assign students their own word to become an expert on that word.	Monitor	Tier 1	Monitor	09/01/2017	06/07/2019	\$0	general education teachers
implement phonics based interventions	Reading support staff will implement phonics based interventions when needed	Direct Instruction	Tier 2		08/27/2018	06/07/2019	\$0	reading support staff
skill selection	Teachers will use end of 2018 math data to select an area of mathematics where students should achieve better.	Teacher Collaboration, Monitor, Academic Support Program	Tier 1	Implement	08/27/2018	06/07/2019	\$0	classroom teachers, principal, math coach
monitor jottings	All classroom teachers will use progressions to drive individual Lucy lessons. Throughout the year, teachers will bring jottings to staff meetings and planning meetings to discuss what has been learned about both individual students' progress.	Direct Instruction	Tier 1		08/27/2018	06/07/2019	\$0	classroom teachers, resource teachers, reading specialist, principal
Shared Writing/Interactive Writing	Modeling shared writing using sentence stems and correct vocabulary. I use to think,,, I now think..., Claim, Evidence, Reasoning once a unit.	Direct Instruction	Tier 1	Implement	09/01/2017	06/07/2019	\$0	Grade Level teachers Special Education teachers support small group instruction

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Interactive Writing	Teacher and students model elaboration and craft through class co-constructing in writing and/or content areas.	Direct Instruction	Tier 1	Implement	09/01/2017	06/01/2019	\$0	Reading Coordinator staff meeting 3-5 classroom teacher model and implement throughout the school year
Create Essential Agreements	District Reading Coach and principal will lead staff through the creation of essential agreements regarding nonnegotiable components of writer's workshop.	Teacher Collaboration	Tier 1		08/27/2018	06/07/2019	\$0	principal, coaches, teaching staff
Monitor Implementation of writer's workshop	The building principal will regularly observe writing instruction and provide feedback on the workshop structure using the Marzano observation tool.	Monitor	Tier 1		08/27/2018	06/07/2019	\$0	principal
looking at student work	Staff will look at end of unit rubrics twice each school year to discuss whether students have learned the IB Central Idea. This analysis will serve as the starting point for reflecting on units. We need to agree on a protocol for analyzing student work and agree on 2 units to analyze this year.	Monitor		Implement	08/27/2018	06/07/2019	\$0	IB Coordinator , principal, teachers
Monitor Implementation of Readers Workshop	The building principal will observe and provide feedback to teachers on the workshop structure of their classroom on a regular basis using the Marzano observation tool.	Monitor	Tier 1		08/27/2018	06/07/2019	\$0	principal