

# METRO TECH HIGH SCHOOL

## 2023-2024 INTEGRATED ACTION PLAN (IAP)

PRINCIPLE 1: EFFECTIVE LEADERSHIP						
Strategy	Action Steps	Description	Responsible Parties	Resources Needed	Timeline	Evaluation – Evidence of Success
Leadership and focused professional learning	IL Meetings	Admin Team and Instructional Leaders will meet monthly to monitor progress, assess outcomes, and provide feedback for improvement.	Admin EM/ALC ILs	Books for book study, supplies, IL Retreat	7/1/23-9/30/24	Review of data, agendas, artifacts
Leadership and focused professional learning	Collaborative Team (CT) Leader Cadre	Emphasize student learning, interventions/enrichments, data-informed decisions/action plans	Admin EM/ALC ILs CT Leaders Certified Staff	Adult learning, supplies	7/1/23-9/30/24	Review of data, agendas, artifacts
Leadership and focused professional learning	Peer Coaching and Classroom Walk-Throughs	Support peer coaching and classroom walk-throughs to provide informal feedback and to learn best practices from colleagues	Admin EM/ALC ILs CT Teams	Adult learning, supplies	7/1/23-9/30/24	Review of data, agendas, artifacts
Leadership and focused professional learning	Literacy Strategies Across the Curriculum	Implement professional development to increase reading and writing strategies across the curriculum	Admin EM/ALC ILs CT Leaders Librarian	Adult learning, supplies	7/1/23-9/30/24	Walk-through data
Leadership and focused professional learning	ESS Training	Implement adult learning opportunities that emphasize how to support all students in the general education classroom	Admin CEE EM/ALC	Adult learning, supplies	7/1/23-9/30/24	Sign-in sheets, agendas, feedback forms

			ILs PLC Teams			
<b>PRINCIPLE 2: EFFECTIVE TEACHERS AND INSTRUCTION</b>						
Increase student achievement for all students, but particularly for those at risk of not meeting the challenging state academic standards	Effective CT Teams	Revisit, refine and establish the roles of Professional Learning Communities as the vehicle for increasing effective teaching and learning	Admin EM/ALC ILs CT Leaders Certified Staff	Adult learning materials and supplies	7/1/23-9/30/24	Weekly visits, uploaded artifacts, visit schedule, visit data
Increase student achievement for all students, but particularly for those at risk of not meeting the challenging state academic standards	CT Leader Cadre	Emphasize student learning, interventions/enrichment, data-informed decisions/action plans	Admin EM/ALC	Adult learning materials and supplies	7/1/23-9/30/24	Agendas, artifacts, visit data, grade reports
Increase student achievement for all students, but particularly for those at risk of not meeting the challenging state academic standards	Effective Professional Development	Implement professional development, including Assessment for Learning, Evidence Based Learning, Data Analysis, Literacy, and Numeracy to strengthen assessment and instructional practices	Admin EM/ALC ILs CT Leaders Certified Staff Classified Staff	Adult learning materials and supplies	7/1/23-9/30/24	Agendas, sign in sheets, artifacts
Increase student achievement for all students, but	PLC Support Room	Provide ongoing support for new or struggling CT	Admin EM/ALC	Adult learning materials and supplies	7/1/23-9/30/24	Visit data, grade reports

particularly for those at risk of not meeting the challenging state academic standards						
Increase student achievement for all students, but particularly for those at risk of not meeting the challenging state academic standards	CT Cadres	Provide additional time for teams to meet and develop common assessments, as well as intervention and enrichment strategic plans using current data	Admin EM/ALC ILs CT Leaders Certified Staff	CT time outside of the school day (after school, Saturday, and/or summer)	7/1/23-9/30/24	Artifacts, applications, agendas, sign in sheets, artifacts
Increase student achievement for all students, but particularly for those at risk of not meeting the challenging state academic standards	Professional Book Studies	Implement strategies of Evidence Based Grading, Assessment for Learning, Advanced AFL, and book studies to strengthen instruction and to create a healthy school culture across the curriculum	Admin EM/ALC ILs CT Leaders Certified Staff Classified Staff Librarian	Books, materials	7/1/23-9/30/24	Artifacts
Increase student achievement for all students, but particularly for those at risk of not meeting the challenging state academic standards	Certified Induction Experience	Implement professional development cadres for new teachers in their first three years of employment in PXU: College and Career readiness curriculum, Assessment for Learning strategies, Literacy strategies, and classroom management	Admin EM/ALC New Teachers	Books, materials	7/1/23-9/30/24	Agendas, sign in sheets, artifacts

Increase student achievement for all students, but particularly for those at risk of not meeting the challenging state academic standards	Instructional Technology, Software, Training, Integration	Increase instructional technology, software and training for teachers to assess students in real time, to provide immediate feedback and interventions, and to target instruction based on areas of greatest need	Admin EM/ALC Certified Staff Librarian	Adult learning materials and supplies	7/1/23-9/30/24	Agendas, sign in sheets, artifacts
Increase student achievement for all students, but particularly for those at risk of not meeting the challenging state academic standards	Strategic Test Prep	Provide opportunities for students to prepare for state and college entrance assessments	Admin Certified Staff Classified Staff	Adult learning materials and supplies	7/1/23-9/30/24	Test scores, walk through
Increase student achievement for all students, but particularly for those at risk of not meeting the challenging state academic standards	MT Promising Practices (PLC, Project Based Learning, Assessment for Learning, Evidence Based Grading, Cross Curricular Strategies, Advisory)	Implement promising practices across the curriculum	Admin EM/ALC Certified Staff Classified Staff	Adult learning materials and supplies	7/1/23-9/30/24	Lesson plans, evaluations, walk throughs, artifacts

### PRINCIPLE 3: EFFECTIVE ORGANIZATION OF TIME

Use time effectively to strengthen	Advisory Period Interventions	Advisory interventions include tutoring, concept recovery, enrichment, grade checks, goal setting,	Admin EM/ALC Certified Staff	Student planners, stamps,	7/1/23-9/30/24	Plans, grades, walk through data, data collection
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academic programs and improve school conditions for learning		parent contact, and mentoring. Provide multiple support groups for our students specific to their emotional, behavioral, and educational needs	Classified Staff	binders, committee		
Use time effectively to strengthen academic programs and improve school conditions for learning	Placement and Scheduling	Using comprehensive data from past school years, student placement and scheduling patterns will be assessed to ensure students with the greatest needs are placed in RTI and those with the greatest potential are exposed to advanced and/or honors courses as well as gifted supports	Admin Counselors Certified Staff	Synergy reports, 4x4 plans	7/1/23-9/30/24	Synergy reports
Use time effectively to strengthen academic programs and improve school conditions for learning	Evidence Based Grading Systems	Implement evidence-based grading systems in classes to highlight concept mastery as opposed to assignment completion. Provide professional development and time for PLCs to create and implement EBG	Admin EM/ALC CT Certified Staff	PLC time, adult learning, materials and supplies	7/1/23-9/30/24	Artifacts, Synergy reports
Use time effectively to strengthen academic programs and improve school conditions for learning	Peer to Peer Observation and Feedback	Provide opportunities for peer-to-peer observations and feedback	Admin EM/ALC CT Certified Staff	Class coverage, adult learning opportunities	7/1/23-9/30/24	Walk through feedback and data, schedules
Use time effectively to strengthen academic programs and	College and Career Readiness Workshops	During library extension hours, counselors assist students in enrolling into community colleges/applying to universities, and helping	Admin Counselors	Technology, translators, materials, tech support	7/1/23-9/30/24	Sign in sheets, agendas

improve school conditions for learning		parents/students with completing the FAFSA				
Use time effectively to strengthen academic programs and improve school conditions for learning	Advisory by Case Manager	ESS students have their case manager for Advisory so case managers can provide additional support	Admin ESS	Management system, supplies	7/1/23-9/30/24	Attendance rosters, IEP progress Reports, Communication with teachers

### PRINCIPLE 4: EFFECTIVE CURRICULUM

Provide curricula that ensure a continuum of inclusive, equitable and challenging learning opportunities, high expectations for learning and access to a well-rounded education for all learners	Integrate Technology	Supplemental instructional materials and technology will be purchased to support additional learning opportunities in reading and math	Admin Certified Staff Classified Staff IT	Learning management system, technology (computers, laptops, SMART boards, calculators, etc), adult learning supplies	7/1/23-9/30/24	Walk through, grades, test data
Provide curricula that ensure a continuum of inclusive, equitable and challenging learning opportunities,	Interventions for literacy/numeracy deficiencies	Implement concept recovery, and intervention classes for students who are concept-deficient	Admin Certified Staff	Instructional materials	7/1/23-9/30/24	Grade reports, artifacts

high expectations for learning and access to a well-rounded education for all learners						
Provide curricula that ensure a continuum of inclusive, equitable and challenging learning opportunities, high expectations for learning and access to a well-rounded education for all learners	After School/Saturday School Tutoring, Evening School Opportunities	Implement Saturday tutoring opportunities for students who are concept-deficient in core academic classes. Provide cadre time for Saturday teachers to plan pre-assessments and targeted tutoring for students	Admin Certified Staff	HQ tutoring programs, student supplies	7/1/23-9/30/24	Sign in sheets, artifacts, reports, Edgenuity
Provide curricula that ensure a continuum of inclusive, equitable and challenging learning opportunities, high expectations for learning and access to a well-rounded education for all learners	Curriculum and Instructional Systems	Content areas will implement curriculum and assessments aligned with district, state, and Arizona College and Career Readiness Standards to prepare all students for success in post-secondary college and careers	Admin Certified Staff	Instructional materials, adult learning opportunities	7/1/23-9/30/24	Artifacts, agendas, sign in sheets

## PRINCIPLE 5: CONDITIONS, CLIMATE, AND CULTURE

Create a climate that supports the academic achievement of all students	Positive Behavior Intervention Supports (PBIS)	PBIS is a framework used to implement a multi-tiered approach to student social, emotional, and behavioral supports	Admin Certified Staff Classified Staff	Communication materials	7/1/23-9/30/24	Referral and discipline data, student feedback
Create a climate that supports the academic achievement of all students	Communication Task Force	Implement a communication task force with support staff to call parents of students who are struggling academically and/or who are experiencing habitual tardiness or truancy. The team will also call parents personally to inform and invite them to important school events such as open house and Title 1 parent night.	Admin Classified Staff	Classified staff	7/1/23-9/30/24	Contact logs
Create a climate that supports the academic achievement of all students	Freshman Orientation	Welcome incoming freshmen in July to experience the campus culture, to learn about extracurricular opportunities, and meet their teachers	Admin EM/ALC Certified Staff Classified Staff	Certified staff, classified staff, printed materials for parents, postage	7/1/23-9/30/24	Attendance data
Create a climate that supports the academic achievement of all students	FASFA Informational night/FAFSA Completion Help	Parents and students are invited to a FAFSA presentation., Parents and students are then invited to attend one of two dates for FAFSA completion assistance	Admin Counselors	Technology, translators, materials, tech support	7/1/23-9/30/24	FAFSA completion rates

## PRINCIPLE 6: FAMILY AND COMMUNITY ENGAGEMENT

Involve family, community, and stakeholders	Transition Programs (Freshman Orientation, Future	Continue partnerships to ensure seamless transitions for students from 8 <sup>th</sup> grade to High School (Future Freshman Night, Freshman Orientation)	Admin Certified Staff Classified Staff	Classified staff to translate and assist, security, post cards, postage, signage	7/1/23-9/30/24	Event plans, attendance data
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	Freshman Night)					
Involve family, community, and stakeholders	Culture of Excellence	Create a culture of excellence by providing opportunities for parents to engage with the school community (Open House, Student of the Month, Athletic Support, Honors and Awards, Academic Letters, CTE Advisory Council, and School/Cultural Events)	Admin Certified Staff Classified Staff	Classified staff to translate and assist, security, post cards, postage, signage	7/1/23-9/30/24	Event plans, attendance data
Involve family, community, and stakeholders	Dream Academy	Educate parents about college opportunities and help them to be engaged in the college application process	Admin ASU Staff Certified Staff Classified Staff	Tech support, classified to translate and assist	7/1/23-9/30/24	Number of parent graduates
Involve family, community, and stakeholders	Parent Communication Task Force	Classified staff members work after hours to contact parents/guardians regarding academic progress, intervention opportunities, absences, and stakeholder opportunities	Admin Classified Staff	Classified staff	7/1/23-9/30/24	Contact logs, attendance data
Involve family, community, and stakeholders	Parent Classes	Educate parents about systems, tools, and available resources to help their children experience success in high school	Admin Certified Staff Classified Staff PTSO	Technology, translators, materials, tech support	7/1/23-9/30/24	Number of parent participants

COMPREHENSIVE NEEDS ASSESSMENT		
PRIMARY NEEDS STATEMENTS AND DESIRED OutCOMES	2.1	By the end of the 2023-2024 school year, 80% of Collaborative Teams will be able to understand and utilize UDL in their lesson/unit planning as evidenced by a Collaborative Team artifact.

	2.3	The goal for 2023-2024 school year is for teachers to maintain high expectations evidence by classroom walkthrough data. Metro Tech will increase high expectations based on the walkthrough protocol currently at 58% to 80%
	5.2	By the end of the 2023-2024 school year, Metro Tech will improve campus culture by targeting low indicators on the district's culture and climate survey.