

Principles, Strategies and Action Steps (REQUIRED)

**Nogales Unified District (120201000) Public District - FY 2022 - Mary L Welty Elementary School (120201115)
Public School - School Integrated Action Plan (SIAP) - Rev 0**

Plan Items

P 1) Principle 2 - Effective Teachers and Instruction

[-] Details

Primary Need: 2.3 - Based on the available student data, teachers must intentionally plan instruction that supports every student in meeting rigorous learning goals including differentiated instruction and Universal Learning Design.

Root Cause: There is a lack of understanding about the need for strategic lesson planning and application to instruction.

Needs Statement: Establish a means of identifying students' misconceptions across all grade levels.

Desired Outcomes: Use documentation such as lesson plans, benchmark assessments, cross-curricular grade level meetings with minutes, to establish a means of identifying students' misconceptions across all grade levels to prevent, address, and eliminate these.

SMART Goal: All teachers will intentionally plan instruction that supports academic achievement for all sub-groups as measure by benchmark data on a quarterly basis and results in a minimum of 5% increase in ELA and Math as measured by AzM2.

S 1.1) Strategy 1.1

[-] Details

Strategy Description: Differentiated Instruction.

AS 1.1.1) Supplemental Instructional Aids

Title I LEA

TI SW1

[-] Details

Action Step Description: Mary L. Welty will incorporate blended learning programs and direct teaching supplemental materials to close the achievement gap.

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 1/19/2021 to 1/19/2021

ESSA Evidence:

AS 1.1.2) Professional Development

Title I LEA

Prof Dev

TI SW1

Details

Action Step Description: District provided PD on curriculum mapping, evaluations, alignment, and differentiated instruction.

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence:

S 1.2) Strategy 1.2

Details

Strategy Description: Effective use of time.

AS 1.2.1) Early release for academic improvements.

N/A

Prof Dev

TI SW1

Details

Action Step Description: Bi-monthly early release to work on data analysis and strategies to close the achievement gap.

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022
ESSA Evidence:

AS 1.2.2) Special Populations

Title I LEA
TI SW1



Details

Action Step Description: Intervention and extended time to gifted, ELL, Sped, Homeless, and foster students.

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence:

S 1.3) Strategy 1.3



Details

Strategy Description: Using data to improve instruction for all students

AS 1.3.1) The use of data to drive instructional improvement for all students.

Title I LEA
TI SW1



Details

Action Step Description: Using benchmark data from Dibels to drive instructional improvement through off-contract extra duty addenda to analyze benchmark Dibels assessment to provide information to individual teachers to drive instructional improvement.

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/22/2022

ESSA Evidence:

AS 1.3.2) The use of data to drive instructional improvement for all students.

Title I LEA

Prof Dev
TI SW1

 **Details**


Action Step Description: The use of benchmark data from Galileo to drive instructional improvement with off-contract extra duty addenda to analyze Galileo benchmark assessments to provide data for each teacher in order to modify and adjust instruction delivery.

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/22/2022

ESSA Evidence:

P 2) Principle 1 - Effective Leadership

 **Details**

Primary Need: The need to have effective leadership at the site level by working collaboratively with district leadership to ensure that highly effective and efficient teachers are equitable and distributed among all schools to meet the needs of diverse learners.


Root Cause: Lack of time and resources to make this happen at the maximum level and therefore a need to prioritize.

Needs Statement: Mary L. Welty non-instructional staff needs to prioritize time and resources to work collaboratively.

Desired Outcomes: Mary L. Welty will receive an "A" rating. 2) Ensure that teachers are appropriately certified. 3) Ensure that the ELD and Special Education students have appropriately certified teachers to meet the specific academic needs. 4) Mary L. Welty's leadership will engage in impactful professional development and will share knowledge with all stakeholders.

SMART Goal: The faculty and staff at Mary L. Welty will be appropriately certified to ensure that all students including ELD and Special Education receive support in their individual needs through tailored professional development.

S 2.1) Strategy 2.1

 **Details**

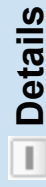
Strategy Description: Training & travel for non-instructional personnel.

AS 2.1.1) Off site training

Title I LEA

Prof Dev

TI SW1



Details

Action Step Description: Appropriate pieces of training, workshops, and meetings such as Leading Change, Teacher Institute, OELAS, and similar ADE and state-sponsored events such as the Law Conference.

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

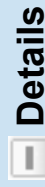
ESSA Evidence:

AS 2.1.2) On site training

N/A

Prof Dev

TI SW1



Details

Action Step Description: Training by outside consultants on our campus paid for from District Title 1, district-led workshops, early release PD on data analysis, closing the achievement gap, and similar events.

Person Responsible for this Action Step: Aissa Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

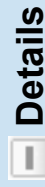
ESSA Evidence:

AS 2.1.3) Teacher Evaluation/Monitoring/Mentoring

N/A

Prof Dev

TI SW1



Details

Action Step Description: Oversight of teachers to include evaluation, monitoring, and mentoring to ensure highly effective and efficient teachers equally capable of distributing highly effective instruction to all students.

Person Responsible for this Action Step: Aissa Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/22/2022


ESSA Evidence:

AS 2.1.4) Marzano I Observation

N/A

Prof Dev

TI SW1

 **Details**

Action Step Description: Administrative evaluation of teacher effectiveness on at least a quarterly basis to include walk-throughs and informal/formal observations.

Person Responsible for this Action Step: Aissa Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence:

 **3) Principle 3 - Effective Organization of Time**

 **Details**

Primary Need: To maximize the time for student learning in order to reach the academic goals by providing effective teaching/learning strategies.

Root Cause: Lack of resources and time itself to fully cover each and every need for each and every student.

Needs Statement: Mary L. Welty needs to prioritize what time it does have for student learning in order to reach the academic goals for all students.

Desired Outcomes: Mary L. Welty will have an efficient schedule that will maximize instructional time as well as time for professional development, collaboration, and parent/community involvement.

SMART Goal: Mary L. Welty will maximize time by efficiently schedule time and resources for student learning by providing professional development, collaboration, and community/parent involvement.

S 3.1) Strategy 3.1

- Details

Strategy Description: Maximize time to prioritize needs.

AS 3.1.1) Interventions

N/A

TI SW1

- Details

Action Step Description: Based on formative assessments, students will continue to be provided additional instruction in Reading and Math at their skill level during the school day -- 4/5 days per week.

Person Responsible for this Action Step: Aissa Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/22/2022

ESSA Evidence:

AS 3.1.2) Extended time/off contract learning opportunities.

Title I LEA

TI SW1

- Details

Action Step Description: Before or after-school targeted tutoring to address the achievement gap and to meet the academic needs of all students.

Person Responsible for this Action Step: Aissa Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/22/2022

ESSA Evidence:

AS 3.1.3) Additional support for special populations

Title I LEA

TI SW1

- Details

Action Step Description: Additional targeted interventions for SPED-ELL

Person Responsible for this Action Step: Aissa Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/22/2022

ESSA Evidence:

P 4) Principle 4 - Effective Curriculum

[-] **Details**

Primary Need: Our school staff systemically monitors, reviews, and evaluates the implementation and effectiveness of adopted curricula ensuring continuous improvements for all students.

Root Cause: Lack of curriculum aligned to an effective scope and sequence across all content areas except ELA, Math, and Science.

Needs Statement: Establish a designated Social Studies curriculum/assessment across all grade levels.

Desired Outcomes: Across all grade levels, establish Social Studies curriculum and assessments to measure student growth and deepen students' knowledge of the Social Studies content.

SMART Goal: All teachers will follow the scope and sequence of all curriculum with fidelity as measured by benchmark data on a quarterly basis with an overall goal of increasing ELA and Math proficiency by 5% as measured by AzM2.

S 4.1) Strategy 4.1

[-] **Details**

Strategy Description: Data driven decision-making.

AS 4.1.1) Analysis of Formative and Summative Data

N/A

Prof Dev

TI SW1

[-] **Details**

Action Step Description: Site-level and grade level meetings will be held following the administration of all assessments -- Dibels, Galileo, and Imagine. Instructional decisions will be made based on this data.

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/22/2022


ESSA Evidence:

AS 4.1.2) Off-site PD

Title I LEA

Prof Dev

TI SW1

 **Details**

Action Step Description: PD provided by reading coaches, mentors, and site administrator on best practices and effective strategies as well as data analysis.

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)


Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence:

AS 4.1.3) Supplemental Instructional Supplies

Title I LEA

TI SW1

 **Details**

Action Step Description: Materials and manipulatives that enhance instruction and help to close the achievement gap.

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/22/2022


ESSA Evidence:

AS 4.1.4) Off contract/extra duty for Dibels/Gaileo benchmarks

Title I LEA

Prof Dev

TI SW1

 **Details**

Action Step Description: Addenda paid for analysis of data from Dibels and Galileo quarterly assessments in order to drive instruction and increase academic achievement of all students but with an emphasis of closing the achievement gap with subgroups of ELL and SPED

Person Responsible for this Action Step: Aissa Bonillas (Organization Role: Principal)

Timeline: 8/9/2021 to 5/27/2022

ESSA Evidence:

S 4.2) Strategy 4.2

- Details

Strategy Description: Training/Travel PD

AS 4.2.1) Research-based curriculum training

Title I LEA

Prof Dev

TI SW1

- Details

Action Step Description: Researched based training focused on curriculum needs. Workshops/meetings endorsed by ADE

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence:

P 5) Principle 4 - Effective Curriculum

- Details

Primary Need: 4.4 The curricula do not include consistent opportunities for extension and remediation within all disciplines.

Root Cause: Lack of effective scope, sequence, and lesson planning.

Needs Statement: Establish a designated Social Studies curriculum and assessment across all grade levels.

Desired Outcomes: Across all grade levels, establish Social Studies curriculum and assessments to accomplish student success to deepen students' knowledge of Social Studies

SMART Goal: Data from benchmark assessments will be analyzed on quarterly basis to modify and adjust the curriculum for all students so as to increase proficiency in ELA and Math by a minimum of 5% as measure by AZM2.

S 5.1) Strategy 5.1

- Details

Strategy Description: Professional development on closing the achievement gap.

AS 5.1.1) Blended Learning

Title I LEA
TI SW1

- Details

Action Step Description: Blended learning Math and ELA to address the needs of all ability groups.
Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)
Timeline: 8/4/2021 to 5/22/2022
ESSA Evidence:

AS 5.1.2) Integration of Technology

Title I LEA
TI SW1

- Details

Action Step Description: Use of computing devices and smart boards to enhance curriculum through the effective integration of technology.
Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)
Timeline: 8/4/2021 to 5/20/2022
ESSA Evidence:

S 5.2) Strategy 5.2

Details

Strategy Description: Differentiated instruction to special populations.

AS 5.2.1) Reading Specialist

N/A

TI SW1

Details

Action Step Description: Reading specialist has intervention grouping to provide targeted reading instruction. Funded through District set-aside

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence:

AS 5.2.2) Extended time/off contract instruction.

Title I LEA

TI SW1

Details

Action Step Description: Before and after-school extended time off-contract instruction (tutoring) to close the achievement gap.

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 1/25/2021 to 1/25/2021

ESSA Evidence:

AS 5.2.3) Homeless Mentor

N/A

TI SW1

Details

Action Step Description: Menot for McKinney Vento students and parents from Education for Homeless grant. Funded through District Ed. for Homeless Children and Youth

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence:

P 6) Principle 2 - Effective Teachers and Instruction

Details

Primary Need: 2.3 Based on available student data, teachers intentionally plan instruction that supports every student in meeting rigorous learning goals including differentiated instruction and Universal Learning Design.

Root Cause: A lack of understanding about the need for strategic lesson planning and application to instruction.

Needs Statement: Establish a means of identifying student misconceptions across all grade-levels.

Desired Outcomes: Use documentation such as lesson plans, assessments, cross-curricular grade level meetings with minutes, to establish a means of identifying students' misconceptions across all grade levels to prevent, address, and eliminate these.

SMART Goal: All teachers will intentionally plan instruction that supports academic achievement for all subgroups as measured by benchmark data on quarterly basis and results in a minimum of 5% increase in ELA and Math as measured by AzM2.

S 6.1) Strategy 6.1

Details

Strategy Description: Differentiated Instruction.

AS 6.1.1) Supplemental Instructional Aides

Title I LEA

TI SW1

Details

Action Step Description: Blended learning programs and direct teaching supplemental materials to close the achievement gap.

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

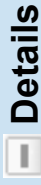
ESSA Evidence:

AS 6.1.2) Professional Development

Title I LEA

Prof Dev

TI SW1



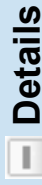
Action Step Description: The district provided PD on curriculum mapping, evaluations, alignment, and differentiated instruction.

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence:

S 6.2) Strategy 6.2



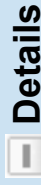
Strategy Description: Effective use of time.

AS 6.2.1) Early release for academic improvements.

N/A

Prof Dev

TI SW1



Action Step Description: Bi-monthly early release to work on data analysis and strategies to close achievement gap/

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence:

AS 6.2.2) Special Populations

Title I LEA

TI SW1

Details

Action Step Description: Intervention and extended time to Gifted, ELL, SPED, Homeless, and Foster students.

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence:

6.3) Strategy 6.3

Details

Strategy Description: Using data to improve instruction for all students.

6.3.1) Using benchmark data to drive improvement instruction for all students.

Title I LEA

TI SW1

Details

Action Step Description: Off-contract extra duty addenda to analyze benchmark Dibels assessment to provide information to individuals teachers to drive instructional improvement.

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence:

6.3.2) Using benchmark data to drive improvement Galileo.

Title I LEA

Prof Dev

TI SW1

Details

Action Step Description: Off-contract extra duty addenda to analyze Galileo benchmark assessments to provide data for each teacher in order to modify and adjust delivery of instruction.

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence:

P 7) Principle 6 - Family and Community Engagement

- Details

Primary Need: To increase family/community participation in the academic, social, and emotional success of all students.

Root Cause: Demographics of 96% poverty rate and the fact that less than 50% of parents have high school education prevent many from participating.

Needs Statement: To increase participation of family/community participation in both social events and in providing input into school planning.

Desired Outcomes: Increase family/community participation in both social events and in providing input into school planning.

SMART Goal: Mary L. Welty will increase the percentage of parent/family participation in providing input into school planning by 10% as measured by sign-in sheets by the end of 2022.

S 7.1) Strategy 7.1

- Details

Strategy Description: Parent Engagement.

AS 7.1.1) Parent School Compact

Title I LEA
LEA Fam/Com
TI SW1

- Details

Action Step Description: All parents provided with a school compact that is visited quarterly.

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence:

AS 7.1.2) Information on Social-Emotional support.

N/A

TI SW1

Details

Action Step Description: Services provided such as Child Find and McKinney Vento.as well as guidance on site webpage and Facebook for social-emotional support

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence:

AS 7.1.3) Parent Liaison

LEA Fam/Com

N/A

TI SW1

Details

Action Step Description: Off-contract extra duty addenda to instruct and inform parents paid from District set-aside.

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence:

AS 7.1.4) Transitions

Title I LEA

LEA Fam/Com

TI SW1

Details

Action Step Description: Meetings and exposure to programs to ease transitions into kindergarten and into middle school. Funding on mailings sent home and tip-sheet printings

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence:

AS 7.1.5) Kinder Boost

LEA Fam/Com

N/A

TI SW1

Details

Action Step Description: Program for students and parents to be exposed to kinder before the first day of school. No cost to Title 1

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence:

AS 7.1.6) Introduction to middle school

LEA Fam/Com

N/A

TI SW1

Details

Action Step Description: Visitation to middle school and talks by middle school counselors to ease the transition to the next level. No cost to Title 1

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence:

AS 7.1.7) Homeless Mentor

LEA Admin

N/A

Details

Action Step Description: Work with homeless students and families through Education for Homeless grant. No cost to Title 1

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence:

AS 7.1.8) Community Support

Title I LEA

N/A

TI SW1

Details

Action Step Description: White Elephant, Lions Club, Tax Credit, and other donations.

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence:

S 7.2) Strategy 7.2

Details

Strategy Description: Communications

AS 7.2.1) Newsletters

Title I LEA

LEA Fam/Com

TI SW1

Details

Action Step Description: Monthly newsletter mailed to parents to include assessment information and school events.

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence:

AS 7.2.2) Title One Information

Title I LEA
TI SW1

 **Details**

Action Step Description: Parents Right to Know, Parents Right to Participate, School Plan, and information on Title One, McKinney Vento, and other mandated information site allocation pay for printing and mailing.

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence:

AS 7.2.3) Materials for Family/Community Engagement

Title I LEA
LEA Fam/Com
TI SW1

 **Details**

Action Step Description: We Read books, materials, handouts, art supplies to engage family/community in becoming educational partners.

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence:

AS 7.2.4) Mandated Meetings

N/A
TI SW1

 **Details**

Action Step Description: Title One, Title III, Gifted, SPED, McKinney Vento

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence:

AS 7.2.5) Social Events
LEA Fam/Com
N/A
TI SW1

 **Details**

Action Step Description: Annual Christmas Posada, Student of the Month, spring carnival, and similar events. No cost to Title 1

Person Responsible for this Action Step: Aissa C Bonillas (Organization Role: Principal)

Timeline: 8/4/2021 to 5/20/2022

ESSA Evidence: