



Sierra Expeditionary Learning School Work Plan, 2023-2024 ([Work plan 22-23](#))

23-24 Staff Meeting Schedule

Goal (School Conditions - Leadership and Faculty Learning Targets): EL Practices

Teachers and Leadership will refocus and commit to renewing the culture of Expeditionary Learning through intentional academic and character EL practices.

Rationale: After experiencing an inspirational site visit to Conway Academy of Expeditionary Learning and reviewing our IR scores, we realize that we have an opportunity to reset and improve our culture of EL practices.

Alignment with EL Core Practices: CP22(A), CP24(A), CP25(AB)

Faculty Learning Targets	Structures and Leadership Actions	EL Support and Services	Data Points/Evidence for Monitoring Progress
Focus on staff buy-in and alignment with the mission and vision statements. We can contribute to a reconsideration of our school mission and vision.	<ul style="list-style-type: none"> ○ Key word/wordle activity ○ Retreat ○ Staff meetings as needed ● Staff shared leadership opportunities 		<ul style="list-style-type: none"> ● Retreat Documents ● Shared Leadership
We can review and update school EL practices and strategies.	<ul style="list-style-type: none"> ● Retreat (Work Plan Breakdown) ● Staff meetings/PLCs ● Walkthroughs ● Protocols ● PD ● PLCs 	<ul style="list-style-type: none"> ● PD on protocols/purposes ● Walkthroughs and feedback ● School designer and Regional director can support collaborative visits ● Examples of how other schools intentionally create a culture 	<ul style="list-style-type: none"> ● <u>Periodic teacher check-ins with each other about successes and challenges in their use of protocols</u> <ul style="list-style-type: none"> ○ Jan 8 PLC ● Teachers will commit to trying a new protocol or



Sierra Expeditionary Learning School Work Plan, 2023-2024 ([Work plan 22-23](#))

23-24 Staff Meeting Schedule

	<ul style="list-style-type: none"> ● 8th graders possibly create their own norms ● Student created flags/posters of SIERRA norms ● Teachers participate in site visits, informal and/or Site Seminars (GVCS? SAEL? Conway?) Ventura - our mentee school 	<p>of appreciation for EL schools/practices.</p>	<p>revisiting/revising a previously used protocol</p> <ul style="list-style-type: none"> ○ Jan 8 PLC
<p>We can actively participate in formal coaching. On hold with no IG??</p>	<ul style="list-style-type: none"> ● IG will revisit and adjust coaching documentation. ● Teachers will participate in regular meetings, goal setting and observations. 	<ul style="list-style-type: none"> ● SD support for coaching system and strategies 	<p>Coaching documentation</p> <ul style="list-style-type: none"> ● Calendar ● Forms ● Teacher Reflections
<p>We can develop and facilitate a Site Seminar on Building Inclusive and Engaged Crew Communities.</p>	<ul style="list-style-type: none"> ● Revisit, revise, and prepare previous site seminar activities and documents. ● Update expeditions, vertical, and curriculum maps. ● Standardize character terminology/signage in classrooms ● Ensure campus is clean and ready for visitors, and filled 	<ul style="list-style-type: none"> ● Planning and implementation support 	<ul style="list-style-type: none"> ● Site Seminar Planning calendar created by the start of the school year ● Site Seminar Landing Page, folder documents, and workshop documents ● SELS Beautification Day ● Student work display in the office ● On-going updates to



SIERRA
EXPEDITIONARY
 LEARNING SCHOOL



Sierra Expeditionary Learning School Work Plan, 2023-2024 ([Work plan 22-23](#))

23-24 Staff Meeting Schedule

	with displays of student work (as possible)		expeditions and curriculum maps (shared with participants)
--	--	--	--

Student Outcomes:

- Improved student achievement (data)
- Improved student engagement (Fall and Spring student surveys)

** Did we do Fall surveys?



Goal (Student Achievement - Mastery of Knowledge and Skills and High-Quality Work): Academic Discourse

Staff can model and students can demonstrate academic discourse that encourages engaged, challenging, and higher-level thinking and learning across all learning areas.

Rationale: One of the priorities at SELS is creating students who are confident and capable communicators. Witnessing the success of the students at other sites demonstrates that the focus on intentional academic discourse will benefit students in all content areas and character.

Alignment with EL Core Practices: CP12(DE), CP15(C), CP16(B), CP17(C), CP19(C) CP21(BC), CP29(BCE)

Faculty Learning Targets	Structures and Leadership Actions	EL Support and Services	Data Points/Evidence for Monitoring Progress
<p>We can actively participate in professional development around academic discourse.</p>	<ul style="list-style-type: none"> ● Examples from Conway ● Teachers will create grade-level appropriate LT's and then leadership will compile into a vertical map. 	<ul style="list-style-type: none"> ● Academic Discourse PD ● PD/tools for effective questioning ● Bring in examples from other EL schools 	<ul style="list-style-type: none"> ● Academic Discourse Walkthrough <ul style="list-style-type: none"> ○ School-wide data
<p>We can develop/adopt and implement protocols that encourage engaged, challenging, and higher-level thinking discourse across subject areas.</p>	<ul style="list-style-type: none"> ● Discourse cards ● Table lists ● Conversation equity maps - can use app? ● Word walls ● Encourage and incorporate academic discourse into peer reviews, SLC's, and self assessments. ● Dinner table conversations to continue discourse at home ● Language Frames 		<ul style="list-style-type: none"> ● Vertical maps for discourse by grade level?



We can participate in peer academic discourse walkthroughs.	<ul style="list-style-type: none"> ● Peer Walkthrough <ul style="list-style-type: none"> ○ Peer Walkthrough school-wide data 	<ul style="list-style-type: none"> ● Notecatchers? Forms? 	
We can encourage students' professional discourse with staff, experts and other visitors.	<ul style="list-style-type: none"> ● Student Ambassadors ● SLC's 		
<p>Student Outcomes: More widespread use of academic discourse (measured with walkthroughs); hopefully increases in state test scores.</p>			

<p>Goal (Character): Adult, Student, and Community Crew <i>Staff can build a culture of Crew and belonging among staff, students, and our community.</i> <i>See: Building School Culture and Community</i></p>			
<p>Rationale: One of the cornerstones of SELS has been our commitment to creating an active and participatory community that supports our students and families. We believe connections and a strong sense of belonging are important to sustaining a successful program for all students.</p>			
<p>Alignment with EL Core Practices: CP21(ABC), CP22(C), CP24(B)</p>			
Faculty Learning Targets	Structures and Leadership Actions	EL Support and Services	Data Points/Evidence for Monitoring Progress
We can improve parent and student connections through SELS traditions.	<ul style="list-style-type: none"> ● Traditions: <ul style="list-style-type: none"> ○ Work Day ○ Beautification Day ○ Kinder Rock Ceremony ○ Summit Day ○ Bear Walk ○ Coffee Carts 		<ul style="list-style-type: none"> ● School culture survey ● Calendering ● High parent participation in events ● Higher Latinx chaperones on FW ● More parents walking on



	<ul style="list-style-type: none"> ○ Community Meetings & Bear Dens ○ Gratitude Evening ○ COLs ○ SLCs ○ Dia de los Muertos ○ Dia del Ninos ○ BWD ○ Passages ○ EOY Picnic ?? 		campus at drop-off/pick-up
We can increase school spirit with joy and celebration.	<p>School Spirit:</p> <ul style="list-style-type: none"> ● Spirit wear Mondays/Fridays ● Monthly Pep rallies ● Spirit Weeks ● Student work displays around campus (office wall, posters, etc.) ● Announce achievements and awards at Community Meetings ● SIERRA Stars ● Family Dance 		Multiple all-school pep rallies
We can increase our positive communications with students and parents.	<ul style="list-style-type: none"> ● Teachers will track positive parent communication. ● IG reviews MGC's (moment of genuine connection) with staff. ● Teachers will be intentional 		<ul style="list-style-type: none"> ● Is positive parent communication happening? ● MGC's (Moments of Genuine Connection) ● Crew Leader Form/Spreadsheet



	<p>about implementing MGC's in their daily practice.</p> <ul style="list-style-type: none"> ● Research potential apps to streamline communication ● Sierra Stars program 		<ul style="list-style-type: none"> ● Teachers feel there is more parent communication/participation ● Did not find communication apps to be worth it
We can be intentional with daily Crew Meetings and Closing Circle routines.	<ul style="list-style-type: none"> ● Admin in attendance ● Include reflection 		
We can increase close teacher-student relationships over time to foster at least one safe adult connection for each student.	<ul style="list-style-type: none"> ● Fixed Bear Dens for students' time at SELS ● Soc/Emot lesson in at least half den meetings? ● Bear den service project 		
We can participate in shared leadership opportunities to increase ownership and responsibility in our shared school.	<ul style="list-style-type: none"> ● Shared Leadership Opportunities 		
We can work to include parents in activities and reflections during community meetings and fieldwork.	<ul style="list-style-type: none"> ● Provide field journals to parent chaperones ● Crew invitations (email) to Community Meetings??? ● SELS Community Calendar (with events) shared with Community 		<ul style="list-style-type: none"> ● Parent survey in March



Outcomes:

- Increased student confidence and pride in seeing work displayed throughout the school.
- Increased sense of community.
- Increased parent participation.
- Student behavioral issues will improve.

Goal (School Conditions - Leadership and Faculty Learning Targets): Culture of Communication and Collaboration

Teachers and Leadership will work together to create a professional culture of communication and collaboration.

Rationale: Supportive, approachable, empathetic, and trusting relationships can foster a beautiful collaborative environment for staff and student learning. IR scores

Alignment with EL Core Practices: CP34(AB), CP35(A)

Faculty Learning Targets	Structures and Leadership Actions	EL Support and Services	Data Points/Evidence for Monitoring Progress
<p>We can actively participate in a faculty retreat with the intent of creating a professional culture of communication and collaboration that will carry on throughout the year.</p>	<ul style="list-style-type: none"> ● Back-to-school faculty retreat ● Summer/year-long book Study: <i>Better Conversations</i> by Jim Knight ● In-person PD opportunities (revisit relational trust throughout the year) ● Ongoing team-building activities (snowshoeing, axe-throwing, escape rooms, art & wine night, hikes, etc.) 	<ul style="list-style-type: none"> ● Accountability and ideas for ongoing annual staff retreat ● Leadership PD ● One-on-one meetings with Crew Leaders 	<ul style="list-style-type: none"> ● <u>Retreat docs</u> ● Book Study docs ● Relational Trust Survey Data ● Book study Chapter Posters, Gallery Walk, Table Talk, and Shareout.



	<ul style="list-style-type: none"> Regular, structured check-ins with admin (goal setting w/IG and check-ins with Director/AP) 		
We can participate in collaboration and shared leadership.	<ul style="list-style-type: none"> Strategy Cafe's (the sharing of wonderful ideas) ILT meetings once per month (we meet daily and as-needed, but not formally each month) Revisit, revise and embody staff norms Peer Walkthroughs Shared leadership commitments 		<ul style="list-style-type: none"> Strategy Cafe Folder ILT Meeting Notes Shared Leadership Document
I can reflect on my true colors and what they say about me as a team member and leader.	<ul style="list-style-type: none"> True colors PD (going beyond figuring out what your true colors are) 3/6 whole-staff PD 		
I can evaluate/update vertical maps with my colleagues	<ul style="list-style-type: none"> Staff mtg time to accomplish task 		<ul style="list-style-type: none"> Current maps

Student Outcomes:

- Relational trust has been linked to an increase in student achievement data. We should see an increase in student's confidence as well as their HOWs and achievement scores.
- Student behavioral issues will improve.