



GIBBS ELEMENTARY SCHOOL **SCHOOL CONTINUOUS** **IMPROVEMENT PLAN** **2025-2026**



MTSS 2025-2026 SCIP TEMPLATE

Improvement Goal:

1. Increase the percentage of students who meet the criteria for “on track” in reading on the FastBridge assessment by 3.5 percentage points

Instructions: Please fill in all the shaded areas below with the requested information. *NOTE: MTSS Leadership Team - consists of principal, assistant principal, instructional coach, student support specialist, reading teacher, special education coach. This group meets weekly to support the leadership team and the SCIP goals and action steps.*

Initiative A: Scheduling for Student Support		RPS ACTION STEP (SOP)	
Who is responsible for overall leadership of this initiative?		RPS ACTION STEP (NEW)	
		GIBBS ACTION STEP (NEW)	
Name	Role		
Mark Randall and Kim Howard	Principal and Assistant Principal		
What major action steps will your team take to implement this initiative?			
Action Steps	Lead Staff	Target Completion Date	
1. NEW: The MTSS Leadership Team and Building Master Scheduler(s) will coordinate daily schedules to ensure that students receiving multiple support services (i.e., interventions, IEP, MLL, etc.) receive interventions while maintaining access to core instruction.	Kim Howard and Mark Randall <i>NOTE: Build a schedule for tier 3 intervention teachers to schedule students.</i>	August 15, 2025	
2. CONTINUE / ENHANCE: <u>Elementary</u> The MTSS Leadership Team and Building Master Scheduler(s) will develop a Tier 2 and 3 intervention schedule with dedicated intervention blocks to avoid conflicts with core instruction.	Kim Howard	August 15, 2025	

Initiative B: MTSS Leadership and Collaboration		
Who is responsible for overall leadership of this initiative?		
Name	Role	
Mark Randall	Principal	
What major action steps will your team take to implement this initiative?		
Action Steps	Lead Staff	Target Completion Date
1. MUST COMPLETE: Establish an MTSS Leadership Team with clear roles, recurring meeting dates, meeting routines, and feedback systems to guide implementation, monitor progress, and improve effectiveness over time. CONTINUE / ENHANCE: Improve the effectiveness of the MTSS Leadership Team by defining clear roles, meeting routines, and feedback systems to guide implementation, monitor progress, and improve effectiveness over time.	Mark Randal, MTSS Core Leadership Team, Intervention Team	Monitor, SOP
2. MUST COMPLETE: Design and implement a weekly PLC schedule using a consistent cycle of inquiry and data-driven problem-solving process across all teams. CONTINUE / ENHANCE: Improve the effectiveness of PLCS to use a consistent cycle of inquiry and data-driven problem-solving process across all PLC team structures.	Mark Randall	Monitor, SOP

3. CONTINUE / ENHANCE: The MTSS Literacy Team will create a clear communication plan with staff that defines the tiers of support and the process for accessing support for students, the assessment administration cycle, themes from universal screening results, and data team meeting cycles.	Mark Randall	Monitor, SOP
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Initiative C: Strengthen Tier 1 Literacy and Data-Driven PLCs		
Who is responsible for overall leadership of this initiative?		
Name: Mark Randall, Kim Howard, Melissa Eckhoff	Role	
What major action steps will your team take to implement this initiative?		
Action Steps	Lead Staff	Target Completion Date
GIBBS NEW: PLCs and the MTSS Literacy Team will improve their effectiveness to use assessment data (aligned to Power Standards) to identify and implement targeted Tier 1 small group interventions and extensions with a clear plan for instruction, monitoring, and follow-up. - Determine criteria for when students need pre-taught supports (preteaching, key vocab, etc.) related to tier 1 core instruction NOTE: Geodes for K-2). - Determine resources to support proficient and advanced students that relate to tier 1 core instruction extensions so they show growth on FAST benchmark reading assessments.	Mark Randal and Melissa Eckhoff	May, 2026 (NOTE - start with 2nd and 5th grades) Nov. 4 CAD day kickoff Pilot with 2nd grade to start school year.
GIBBS NEW: Identify and improve on areas to incorporate Deeper Learning opportunities for students that allow them to make connections between what they are learning to real-world applications.	Michelle Sands and Kim Howard	May, 2026

CONTINUE / ENHANCE: PLCs will improve their effectiveness in using Power Standards and correlating common formative assessments to monitor and respond to core instruction.	Mark Randall, Kim Howard, Melissa Eckhoff	May, 2026
CONTINUE / ENHANCE: PLCs will improve their effectiveness to analyze formative data using a problem-solving framework to adjust and implement instruction for improving learning.	Mark Randall, Kim Howard, Melissa Eckhoff	Monitor, SOP
CONTINUE / ENHANCE: Assess the need for professional development on the use of the literacy resource map and identify specific individuals to participate in ongoing training on evidence-based and structured literacy practices.	Melissa Eckhoff	Monitor, SOP

Initiative D: Strengthen Tier 2 & 3 Intervention Support		
Who is responsible for overall leadership of this initiative?		
Name: Mark Randall, Kim Howard, Melissa Eckhoff	Role	
What major action steps will your team take to implement this initiative?		
Action Steps	Lead Staff	Target Completion Date
GIBBS NEW: Create assessments that determine the effectiveness of tier 2 and 3 interventions and a process for changing groups.	Melissa Eckhoff	January 15, 2026
GIBBS NEW: Create a process for entering tier 2 and 3 progress monitoring assessment data into EduClimber in order to better track student progress (could eliminate duplicate data entry).	Mark Randall and Peter Christopherson	December 15, 2025

GIBBS NEW: Coordinate and align tier 3 structures and systems in special education and advanced learning that align with building-wide practices (Progress monitoring, diagnostics, research-based interventions, PLC collaboration, tier 1 support, etc.).	Mark Randall, Melissa Eckhoff, Kim Shimak Hanson, and Jess Kiner Hughes	December 15, 2025
1. CONTINUE / ENHANCE: The MTSS Leadership Team will establish a communication protocol to inform families when Tier 2 & 3 supports begin and provide strategies to reinforce these interventions at home.	Melissa Eckhoff, Tricia Oxley, Mark Randall	October 2025
2. CONTINUE/ENHANCE The MTSS Leadership Team will create a building-wide process for conducting diagnostic literacy assessments to identify student-specific instructional needs in Tier 2 & Tier 3.	Melissa Eckhoff	October 1, 2025
3. CONTINUE / ENHANCE: The MTSS Leadership Team will set expectations for progress monitoring of Tier 2 & 3 students, including frequency, data types, timelines, and who will analyze and review the data. NOTE: Focus on PM for SPIRE in special education.	Melissa Eckhoff and MTSS Core Leadership Team	October 1, 2025
4. CONTINUE / ENHANCE: The MTSS Leadership Team will define a process for Problem Solving Teams to document and review Tier 3 plans quarterly, evaluating intervention fidelity and student progress.	MTSS Core Leadership Team	November 1, 2025
5. CONTINUE / ENHANCE: Interventionists will choose and implement evidence-based Tier 2 & 3 interventions based on student needs, using the literacy resource map to ensure alignment with recommended strategies.	Melissa Eckhoff and Tricia Oxley	Monitor, SOP

6. CONTINUE / ENHANCE: The MTSS Leadership Team will review screening data to assess resources and set entry criteria for Tier 2 (about 20% of students) and Tier 3 (15% or fewer), identifying students based on need and prior support.	Mark Randall, Kim Howard, Melissa Eckhoff	Monitor, SOP: Fall, Winter, Spring benchmark testing period
7. CONTINUE / ENHANCE: MTSS Problem-Solving Teams will use the taxonomy of intervention intensity to strengthen Tier 3 interventions for students not making expected progress, ensuring targeted support.	Mark Randall and MTSS Core Leadership Team	Monitor, SOP

Post-secondary Pathways Template for 2025-2026 SCIPs

Improvement Goal(s):

1. Achieve an 80% completion rate of assignments in Xello at each grade level 3-12.

Instructions: Please fill in all of the shaded areas below with the requested information.

Initiative A: Implement Xello and supporting lessons to help every student develop and implement a plan for life after high school, referred to as the “postsecondary plan”		
Who is responsible for overall leadership of this initiative?		
Name	Role	
Kim Howard	Assistant Principal	
What major action steps will your team take to implement this initiative?		
Action Steps	Lead Staff	Target Completion Date
1. Convene a Postsecondary Pathways Team or other designated team, that includes school counselors, the principal or assistant principal, teachers, and other appropriate staff to guide the school’s postsecondary pathways strategy.	Kim Howard, Tayla Niehausen	August 15, 2025
2. Identify delivery model to be used for teaching and supporting required activities during designated postsecondary readiness time using Xello and the supporting curriculum, and document progress using the assignment feature in Xello.	Kim Howard, Mark Randall, Tayla Niehausen	August 15, 2025
3. Provide all school staff with an introduction to the core components of postsecondary and career readiness, the functionalities of Xello, and promote reflection and discussion of ways they can integrate postsecondary and career readiness into their teaching and other work with students.	Kim Howard and Mark Randall	December 1, 2025

4. Identify the staff members who will guide students through the use of Xello and the Success Plan curriculum and provide staff with written instructions and professional development to prepare them to lead students through the content.	Kim Howard and Tayla Niehausen	September 15, 2025
5. Engage the school's postsecondary pathways leadership team, or other designated team, in reviewing and monitoring the completion of postsecondary readiness tasks, assignments and steps as recorded in Xello. Review and response to data will be completed at minimum on a quarterly basis.	Kim Howard and Tayla Niehausen	May, 2026
6. Develop a plan for sharing completion data and response plan with staff.	Kim Howard, Mark Randall, Tayla Niehausen	May, 2026