Area of Improvement Step 1 Identified Action Area	Step 2 Broad Outcome	Step 3 Desired student products and performances (SMART goal)	Step 4 Required student knowledge, skills and dispositions
Literacy: Demonstrating Critical Thinking and Deeper Learning	Students will participate in a variety of predictable literacy routines and engaging lessons that will encourage both surface level thinking and deeper learning. Ultimately, students will be able to demonstrate their understanding of real-world situations using strong literacy skills.	**By June 2022, 100% of our students will be able to apply critical thinking strategies through oral, written and/or visual responses.**	Students will need to identify key details of learning experiences and recognize differing points of view. Students need to be able to discuss and record connections they have made within and beyond the text they read. Students will compose a variety of responses that demonstrate their awareness of an intended audience and includes their opinions and understanding of a given topic with supporting evidence. Students will require stamina and persistence when creating and revising their writing.

Growth Agents Step 5 Desired teacher products and performances (SMART goal)	------------------- Step 6 Required teacher knowledge, skills and dispositions	------------------- Step 7 Desired team products and performances	------------------→ Step 8 Required team knowledge, skills and dispositions
100% of our classroom learning spaces will use common thinking routines including 'see, think and wonder' to maintain consistent practices across grade levels.	Teachers must be familiar with and utilize the new ELA curriculum. Teachers will establish a school-wide continuum based on the outcomes found within the ELA curriculum. Teachers will have an understanding of the principles of the Optimal Learning Model and the importance of guided instruction in reading, writing and critical thinking routines. Teachers will value and implement daily literacy routines that are reflective of efforts within and across all grade team levels (horizontally and vertically). Teachers will have knowledge of the New Pedagogies for Deep Learning. Teachers will value and incorporate current events and student interests to ensure learning is impactful for students and overall engagement continues to increase. Teachers will utilize on-demand critical thinking tasks to vertically assess student performance. Teachers will utilize coaching and PIA support to implement consistent critical thinking lessons and engage sprint-model support when appropriate.	A Literacy Leadership Team will continue to meet regularly to support consistency in planning and expectations within and across all grade levels. Staff will participate in professional development focused on the principles of UDL and Deep Learning that incorporate the meaningful inclusion of current events and increased connections beyond the classroom. Staff will explore opportunities to set achievable targets (based on data) for authentic writing and reading through the use of "Literacy Essentials" by Regie Routman. Daily Literacy Routines will continue to evolve and occur within each classroom. These routines will incorporate word work and guided literacy practices to support student's overall ability to improve in communicating their ideas within their writing.	Collaboration time will continue to be valued. We will be engaged in discussion and planning that supports essential and effective literacy practices. Collaboration amongst teachers and with divisional coaches will regularly occur with the intention of: - refining our instruction - taking risks - reflecting on our own current understanding of instructional impact - to grow professionally We will strive to use current events and student inquiry to ensure increased engagement for the purpose of improving the world beyond our classrooms.