### ILP Elementary School Example, Reading

<table>
<thead>
<tr>
<th>S = Specific objective</th>
<th>Clearly define what you will do and how you will do it</th>
<th>Sixty-five percent of all students will perform “At the Standard” or higher on the DRA assessment by the end of SY 2011.</th>
</tr>
</thead>
<tbody>
<tr>
<td>M = Measurable</td>
<td>Concrete criteria for tracking progress and determining success</td>
<td>Scores will be compared for the fall and spring DRA scores in June of 2010 and 2011 to monitor areas needing improvement.</td>
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| A = Attainable         | Show the connection between your actions and the desired result | I will identify seven of our lowest readers based on DRA scores and provide extra reading assistance and assessment using the Rigby PM kit. Become more knowledgeable through the use of the following books as my primary resources for professional reading and instruction during the school year:  
  - Guided Reading, by Fountas & Pinnell  
  - The Results Fieldbook, by Schmoker  
  - One Child at a Time, by Johnson  
  - On Solid Ground, by Taberski W  
  - Change Leadership by Wagner and Kegan  
  - Research-Based Methods of Reading Instruction K-3 by Vaughn and Linan-Thompson  
  
  Request substitute days to support staff development in reading instruction and student assessment.
  
  Purchase supplemental reading materials.
  
  Start a professional learning community with the assistance from the Superintendent’s Office.
  
  Purchase additional DRA kits and replacement materials.
  
  Observe reading instruction and provide feedback to teachers.
  
  Teachers participating in the Professional Learning Community will serve as teacher mentors and professional development facilitators focusing on reading instruction.  
  
  At the end of the school year, Professional Learning Community members will complete summative evaluations for review and reflection. |
| R = Results-focused     | Clearly define the result you expect to achieve. Be specific. | Sixty-five percent of all students will perform “At the Standard” or higher on the DRA assessment by the end of SY 2011. |
| T = Timeline            | List start date, review date(s), and end date. | August 2009 to June 2011 with formative assessment in June 2010. |