**Possible SMART Goals and Action Plan**

1. *100% of teachers will plan and implement the five Characteristics of Effective Instruction (CEI) in all classroom settings as part of Oskaloosa’s Multi-Tiered System of Supports*
2. *100% of teachers will understand and utilize the Tool for Improvement during the 2014-2015 school year as part of Oskaloosa’s Multi-Tiered System of Supports*
3. *100% of teachers will understand, plan with, and incorporate the Tool for Improvement into instruction during the 2014-2015 school year as part of Oskaloosa’s Multi-Tiered System of Supports*
   1. Possible action steps include:
      1. DLT members will become fluent using the Tool for Improvement
      2. DLT will review scenarios using the tool
      3. Make time built into PLC to review the Tool and (CEI)
      4. Create a protocol for accountability of implementation
      5. Collect data from walk through observations to determine strengths and areas of improvement – PD?
      6. DLT will monitor MTSS implementation
      7. Review data by grade level monthly
      8. Provide recommended resources to buildings
      9. Make recommendations for further improvement based on the data