

## Strategic Plan for SY 2015-2016

Principal Practice Goal #1:		
<b>Competency:</b>	Management and Coaching of Instructional Staff and Differentiated Management	
<b>SMART Goal:</b>	By June 2016, all teachers will have experienced continuous growth by being observed and coached according to one of the following coaching tiers: Coaching 2 (Intensive Coaching needed; 1 visit weekly followed by conference to identify growth and prescribe next steps) Coaching 1 (Iterative Coaching Needed; 1 visit bi-weekly followed by conference to identify growth and prescribe next steps), Coaching (1 visit monthly followed by conference to identify growth and prescribe next steps), and Model Classroom (1 visit monthly).	
<b>Drivers (what must be true to achieve this goal – you need to launch it, build it, monitor it or know how to evaluate it):</b>		
<ul style="list-style-type: none"> <li>- Tools that are needed</li> <li>- Tasks/events that need to occur</li> <li>- Processes/rituals that need to be established/monitored/improved</li> <li>- Management conversations that need to occur</li> <li>- High-quality meetings that need to occur</li> <li>- Stakeholders who need to be coached/empowered/inspired</li> </ul>		
Drivers (FOCUS AREAS)	Tasks to be completed (TO DO)	Metric/Outcome (WHAT'S DONE)
Observations	<ul style="list-style-type: none"> <li>• All teachers will receive one non-evaluative classroom visit by October 15<sup>th</sup> to assess their Coaching Tier Level.</li> <li>• All teachers will be coached throughout the year according to their assigned Coaching Tier.</li> </ul>	% of teachers observed by October 15 <sup>th</sup> . % of teachers whose plans are followed with integrity.
Observation Conferences	<ul style="list-style-type: none"> <li>• All teachers will attend coaching conferences within 72 hours after a coaching visit.</li> <li>• During the coaching conferences, prescribed steps provided will be explicit and any assistance needed to achieve success in the prescribed plans will be provided.</li> </ul>	% of teachers coached within 72 hours after a coaching visit.
Teacher Portfolio Maintenance	<ul style="list-style-type: none"> <li>• The Instructional Leadership Team will create virtual portfolios for all instructional staff.</li> <li>• The Instructional Leadership Team will inform teachers that the artifacts used during coaching visits should be placed in their virtual portfolios; teachers will have the option of putting all artifacts in their virtual portfolios.</li> </ul>	100% of staff have a virtual portfolio. % of staff places their artifacts used during coaching visits in their virtual portfolios. % of staff that places all artifacts in virtual portfolios.
Data Driven Professional Development	<ul style="list-style-type: none"> <li>• The Instructional Leadership Team will identify best practices and instructional areas needing improvement and build professional development series to be facilitated by staff or external human resources if needed.</li> <li>• Professional Development will be planned monthly based on data collected during classroom visits. Teachers will be directed to attend sessions according to their observed areas of need.</li> </ul>	% of staff needing professional development in any area. % of staff needing professional development in the different areas.

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Principal Practice Goal #2:		
<b>Competency:</b>	Curriculum, Assessment and Instruction	
<b>Smart Goal:</b>	By June 2016, 100% of scholars will experience growth as a result of the implementation of Team Unit Planning, maintenance of our Cell Body, Weekly Assessment Reviews and quarterly Cell Body Discussions.	
<b>Drivers (what must be true to achieve this goal – you need to launch it, build it, monitor it or know how to evaluate it):</b>		
<ul style="list-style-type: none"> <li>- Tools that are needed</li> <li>- Tasks/events that need to occur</li> <li>- Processes/rituals that need to be established/monitored/improved</li> <li>- Management conversations that need to occur</li> <li>- High-quality meetings that need to occur</li> <li>- Stakeholders who need to be coached/empowered/inspired</li> </ul>		
Drivers (FOCUS AREAS)	Tasks to be completed (TO DO)	Metric/Outcome (WHAT'S DONE)
Team Unit Planning	<ul style="list-style-type: none"> <li>• All teachers will meet with their content teams and the Instructional Leadership Team to collaborate on the construction of Unit Plans that begin with the creation of high-level common core aligned summative assessments.</li> <li>• The Instructional Leadership Team will support teachers in their construction of assessments and Unit Planning to ensure rigor and common core alignment.</li> </ul>	% of teachers completing and submitting Unit Plans.
Maintenance of our Cell Body	<ul style="list-style-type: none"> <li>• The Instructional Leadership Team will collect data monthly and post scholar performance levels on our Cell Body wall (Data Room).</li> <li>• All decisions about instruction will be made based on data collected.</li> <li>• Data will be analyzed to assess scholar strengths and weaknesses at a group and individual level.</li> <li>• Interventions will be employed for individual scholars showing need.</li> </ul>	% of scholars showing growth monthly.
Weekly Assessment Reviews	<ul style="list-style-type: none"> <li>• Once monthly, prior to the completion of each unit plan, the Instructional Leadership Team will meet with the content teams to review their weekly and unit assessments and discuss alignment to the common core standards and the planned units that will be taught.</li> <li>• The Instructional Leadership Team will provide coaching as needed to support teachers with aligning their assessments to the common core standards and the planning of the units they will teach.</li> <li>• All teachers will employ “backwards planning” -- - planning that begins with the assessment.</li> </ul>	% of assessments that are aligned at initial review. % of assessments that are high-level at initial review.
Quarterly Cell Body Discussions	<ul style="list-style-type: none"> <li>• Once quarterly, the Instructional Leadership Team will conduct “Cell Body Discussions” to share school-wide data and scholar growth.</li> <li>• The Quarterly Cell Body Discussions will be our School Report Card on Scholar Growth and will be used to determine our next steps toward continuous or improved scholar growth.</li> </ul>	% of scholars showing growth quarterly.

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### Principal Practice Goal #3:

<b>Competency:</b>	Transformational Leadership	
<b>SMART Goal:</b>	By June 2016, all staff will model and embrace Straight Talk, Collaborative Experiences, One Team, Reframing and Economy of Language in the service of teachers, scholars, the families that we serve and when interacting with any members of the community.	
<b>Drivers (what must be true to achieve this goal – you need to launch it, build it, monitor it or know how to evaluate it):</b>		
<ul style="list-style-type: none"> <li>- Tools that are needed</li> <li>- Tasks/events that need to occur</li> <li>- Processes/rituals that need to be established/monitored/improved</li> <li>- Management conversations that need to occur</li> <li>- High-quality meetings that need to occur</li> <li>- Stakeholders need to be coached/empowered/inspired</li> </ul>		
<b>Drivers (FOCUS AREAS)</b>	<b>Tasks to be completed (TO DO)</b>	<b>Metric/Outcome (WHAT'S DONE)</b>
Modeling and Embracing Straight Talk when servicing teachers, scholars, families and any members of the school community.	<ul style="list-style-type: none"> <li>• All administration and teacher leaders will receive professional development on how to address any conflicts in our school community with direct and honest talk professionally and respectfully (Straight Talk).</li> <li>• All administration and teacher leaders will model Straight Talk during their interactions with any colleague or stakeholder.</li> <li>• All administration and teacher leaders will celebrate their colleagues who appropriately engage in Straight Talk to address a conflict.</li> <li>• Administration, Teacher Leaders and Culture Teams will record the number of incidents that counter Straight Talk and that are resolved using Straight Talk monthly.</li> </ul>	<p>This metric will be recorded September through June 2016:</p> <p>% of incidents countering Straight Talk.</p> <p>% of incidents resolved using Straight Talk.</p>
Modeling and Embracing Reframing, Collaborative Experiences and One Team when servicing scholars, families and any members of the school community.	<ul style="list-style-type: none"> <li>• All administration and teacher leaders will receive professional development on investigating the antecedent and function of any behavior they perceive as offensive by a member of the school community before addressing it (Reframing).</li> <li>• All administration and teacher leaders will model Reframing during interactions with any colleague or stakeholder.</li> <li>• All administration and teacher leaders will celebrate their colleagues who they observe appropriately engage in Reframing.</li> <li>• The Instructional Leadership Team will create a “Reframing” and a “Collaborative Experiences and One Team” folder on Google Docs and invite teachers to share their experiences using Reframing.</li> </ul>	<p>This metric will be recorded September through June 2016:</p> <p>100% of staff was trained on Reframing.</p> <p>% of incidents during which Reframing was employed to de-escalate a situation.</p> <p>% of exemplars of Collaborative Experiences and One Team.</p>
Modeling and Embracing Economy of Language when servicing scholars, families and any members of the school community.	<ul style="list-style-type: none"> <li>• All administration and teacher leaders will receive professional development on the importance of identifying and describing the common practices in our school community in the same way so that our communication becomes a defining aspect of our school culture (Economy of Language).</li> <li>• All administration and teacher leaders will model consistent use of the following terms when describing our school’s common practices: SCORE values, cognitive load and “I do, we do, you do”.</li> <li>• All administration and teacher leaders will celebrate their colleagues who they observe modeling Economy of Language.</li> <li>• Administration will conduct weekly walkthroughs to investigate staff use of Economy of Language.</li> </ul>	<p>As of September 4, 2015, 100% of administration and teacher leaders have been trained on the SCORE values.</p> <p>% of staff employing Economy of Language.</p> <p>This metric will be recorded September through June 2015</p>