

**Strategic Plan, 2015-2016.**

**Please complete first draft by August 21st, 2015.**

School Name: Abington Avenue School

Principal Name: Nelson Ruiz, Principal

Date: 8/3/15

**Principal Practice Goal #1: Evaluation, Coaching and Feedback: To provide more specific, timely, and actionable feedback.**

<b>Competency:</b>	<b>Competency#1 - Management and Coaching of Instructional Staff Indicator 1.B - Tailored Feedback and Coaching Aligned to the Framework for Effective Teaching</b>
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<b>SMART Goal:</b>	<b>To provide more specific, timely, and actionable feedback for all staff.</b>
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**Drivers (what must be true to achieve this goal – you need to launch it, build it, monitor it or know how to evaluate it):**

**- IPDP Conferences:**

- > Assist Administrators, Teachers and all staff to develop their IPDP with the areas identified last year as well as the ones in the first formal observation for this school year.
- > Develop SGO & Student Outcome goals for all staff's IPDP.
- > Monitor Progress

**- Formal Observations:**

- > Complete 1 Long Observation on all staff by October 15th.
- > Select a school wide competency/ indicator to focus on throughout the year (Rigor and Inclusiveness).

Formal Observations:

- 1 long and 3 shorts on all tenured staff.
- 2 long and 3 shorts on all non-tenured staff.

Evaluations:

- Complete a Mid Year and Annual evaluation on all staff: Teachers, Other Staff, Instructional Support, Non-Instructional and the Administration.
- Review and oversee feedback provided to all staff.

**- Paired Observations:**

- > Increase Partial Period Observations with the Adm. Team to calibrate ratings while developing timely and actionable feedback.
- > Focused PPO's by competency and indicator to assist all teachers and staff to develop and grow steadily.

**- Post/Reflection Conferences:**

- > Implement a coaching model for all staff focused on the growth and improvement of each staff member.
- > Consistently provide more specific and actionable feedback.

**- Administrative Rounds:**

- > Complete daily rounds with the Administration, Teacher, Security, Facility, & all Non-Instructional Leads.
- > Provide ongoing and specific feedback to all staff based on the evidence gathered through the informal and formal walk throughs.

Drivers (FOCUS AREAS)	Tasks to be completed (TO DO)	Metric/Outcome (WHAT'S DONE)
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Principal Practice Goal #3: Non Academic Skill(s)		
<b>Competency:</b>	<b>Competency #3 - Student and Family Support Indicator 3.A - Safe and Strengths-Based Culture Indicator 3.D - Inclusive Practices</b>	
<b>SMART Goal:</b>	To implement restorative staff circles for meetings, PLC's, Grade Level and Vertical Team meetings so that all staff become familiar with it and implement it in their own classrooms and daily work with students, parents and other peers. a). Restorative Staff Circles - "Building Community and Enhancing Learning"	
<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> - a). Restorative Staff Circles - "Building Community and Enhancing Learning"		
<b>Drivers (FOCUS AREAS)</b>	<b>Tasks to be completed (TO DO)</b>	<b>Metric/Outcome (WHAT'S DONE)</b>
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<b>Principal Practice Goal #4</b>		
<b>Competency:</b>		
<b>SMART Goal:</b>	1.	
<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>		
<b>Drivers (FOCUS AREAS)</b>	<b>Tasks to be completed (TO DO)</b>	<b>Metric/Outcome (WHAT'S DONE)</b>
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