

Competency
SMART Goal

School Culture of Excellence (BRICK- use sections of Comp 1 on BRTS and Culture)

By June 2016, increase Tier 1 student population to 15% and reduce Tier III student population to below 15% (tiers based on academics, social emotional, and attendance).

Drivers	Tasks to be Completed (To Do)	Back Office Support	Metrics/ Outcomes	Person Responsible	Anticipated Date
2A. I&RS Teams	Calendar regular I&RS meeting dates by grade-level		percent of tier III students actively in the ETO I&RS system (active means a meeting was held within 10 weeks time) (From start of school year or from date RFA was submitted?)	Barroso (all VPs)	9/4/2015
	Use tiers and data to pre-select students for I&RS process			Back Office	TBD
	Begin I&RS with students that were retained, PID, and Tier 3 students Teachers submit referrals to VPs, VPs screen			VPs	9/25/2015; end of each month
	PD for admin and SW/GC on I&RS/BRTS process			Back Office	Retreat
	Plan and deliver PD to teachers on school based I&RS/BRTS process			Back Office	Teacher Institute
	Create a GTM schedule of topics (I&RS check-ins, behavior, etc.)			Sampson (all admin)	beginning of month
2B. Student Attendance	Review attendance data at bi-monthly SST meetings and identify improvement strategies	In August convene a campaign to ensure students and families understand the severity of the daily attendance	higher percentage of perfect attendance by month (as compared to 2014-15 as a baseline)	Moore/Singleton	Ongoing
	Update attendance tracker on a weekly basis and provide alerts on studnets that need to be contacted			Singleton	Weekly
	ensure teachers are contacting families for student absences 1-4	meet with every K family with targeted conversations	less/smaller average days out per month (as compared to 2014-15 as a baseline)	Grade Level Admin with Haygood push in	Ongoing - first check September 11, 2015
	Calendar grade level attendance improvement conferences (what is target absence for these?)			Moore/Singleton	TBD
	perfect attendance event monthly (with group picture and a treat) - SOM will run report and facilitate picture/treat		phone calls tracked in Kickboard as intervention???	Moore/Singleton	5th of the month
	Sept. perfect attendance dance on Oct. 1, 2015 (either in school or after school)-- make sure students know this year because the first two days would be counted			Moore/Singleton	10/1/2015
	calendar monthly pre-judicial hearings for students with severe absenteeism;			Moore/Singleton	monthly
	B2S Night, focus on attendance details, and also submit to the quartly parent newsletter, and BRICK Buzz done by Marcus and Sampson			Moore/Singleton	September 23, 2015; quarterly; ongoing
Update the Attendance section of School Dashboard monthly			Where is this housed	Moore/Singleton	monthly

2C. Kickboard	Kickboard PD at teacher institute		Number of positive and negative entries	Mindy	Week of August 18
	Kickboard refresher in January (PD)		Average BRICK Bucks given (should be consistent between grades)	Barroso	2/3/2015
	Calendarize a monthly check on Kickboard			Barroso (all admin)	by the end of each month
	Create the Kickboard tabs and buttons to reflect the School Culture plan (values, consequences, etc.); clearly outline procedures for assigning BRICK bucks on a daily basis			Sampson	9/1/2015
	Generate and distribute monthly (paydays) reports to student that show behaviors and BRICK Bucks (consider using parent access for students to log in via Kickboard rather than printing)			Sampson	End of the month
2D. School Culture Plan	Review, revise and finalize school culture plan draft		Scores on Culture walk (quarterly? Monthly?)	Khaatim, Johnson	8/1/2015
	Use June Friday GTM to do gallery walk of all culture plan items to gain feedback from staff members			Johnson	6/12/2015
	Add strategic sections in culture plan on BRICK Bucks, student celebrations			Khaatim	7/15/2015
	Conduct monthly walks on school culture, minimum			All Admin	Second Week of every month
	Devote and plan time on the calendar for school-wide culture focus (email feedback and observations devoted to School Culture and Classroom Culture Plan)			Haygood (all admin)	Second Week of every month
	Place items on calendar - both student celebration or BRICK Bucks events, and also times to strategically walk/check for the culture items noted, and times to debrief, reflect and action plan			All Admin	9/1/2015
2E. Student Tiers	Use data provided in student tracker to tier students - academically, socially emotionally, and in regards to attendance		improvement in tier breakdown across school (i.e. more students in tier I and II then at the beginning of the year, less in tier III)	BRICK Back Office	Monthly
	use tiers in making strategic decisions (i.e. student attendance driver should focus on particular tier, academic intervention driver should focus on particular tier, etc.)		tier will be automatically assigned in ETO	All Admin & teachers	TBD
	student tiers receive differentiated interventions and supports			Teachers	TBD
2F. Academic Intervention System	Using literacy data to ensure basic and below basic students receive Read 180		Improved/growth scores of students in intervention	Haygood/Perpich	7/31/2015
	Revamp ELA block to include additional blended learning, including small group instruction for writing			Perpich	7/31/2015
	Math block revised to include additional blended learning, including a focus on the adaptive computer software Think Through Math			Perpich	7/31/2015

Principal Practice Goal #5

Competency **Organizational Leadership (BRICK- Integrated Family and Community, and Operational Excellence)**
 By June 2016, administrators spend 90% of their time focusing on instruction.

By June 2016, 75% of Avon parents are involved in the school (open house, report card nights), 50% attend educational workshops (parent education or student curriculum education) and 10% of parents are parent leaders.

SMART Goal

Drivers	Tasks to be Completed (To Do)	Back Office Support	Metrics/ Outcomes	Person Responsible	Anticipated Date
5A. Family and Community Engagement Plan	review the plan that exists currently from district (see Marcus)	Khaatim works with CES to start some of this work in step backs	data captured on meeting goals (how many parents participated, how many likes on facebook, etc.)	Dana	9/9/2015
	add to plan and align with BRICK rubric to ensure all drivers included in plan; parts need to include- goals for parent participation, involvement in school, goals for connecting parents to community resources, goals for connecting school to community (school to partners)			Dana	9/15/2015
	pay particular attention to goal setting and data metrics			Dana	9/15/2015
5B. Community and Parent Newsletters	newsletter is done quartelry -- paper in office and posted on facebook		# sign up for newsletter email	Sampson	each report card time
	have email sign up on facebook and email out newsletter to those that sign up		# reached on facebook	Sampson with Marcus	quarterly and ongoing informally
	include sections on student highlights, dates, events, sharing resources, FAQs, reminders on policies			Sampson with student council	each report card time
5C. Strategic Plan Score Cards	office creates score card (this document) that aligns to rubric and tasks on strategic plan		scores on this document (growth)	Perpich/Mindy	
	on a monthly basis use content meeting for leadership to score themselves on this document and reflect on progress			Haygood	monthly
	quarterly check on impact of tasks on student achievement, teacher quality, operations, etc.			Haygood	quarterly
	if tasks are not being completed, school admin addresses and has conversations around accountability			Haygood	quarterly
5D. Facilities Management	create/finalize weekly custodial checklist with overall percentage that indicates cleanliness of building and action steps (aligns to district job responsibility language)		custodian evaluation scores (taking out attendance if pulls down score considerably)	Dana	8/3/2015
	calendarize weekly facilities walks with day and night head custodian checklists			Dana	8/3/2015
	follow up on action steps from walks and with appropriate documentation if necessary			Dana	within 48 hours/as needed

	weekly walk with checklists will be utilized for midyear and annual evaluation scoring			Dana	bi- weekly
	train all staff to utilize operations website so that items can be completed by facilities team			Dana	TBD