

Strategic Plan for SY 2015-2016

Principal Practice Goal #1: Collective Commitment to Faculty/Staff Growth		
Competency:	1, 2, 3, 4, 5	
Indicator:	1a, 1b, 1c, 1d, 2a, 2c, 2d, 3d, 4a, 4b, 4c, 5c	
SMART Goal:	By the end of October, all staff will have had one observation by administrator and one observation by a peer, aligned with an IPDP, and surrounded by coaching and feedback.	
Next Milestone	<ol style="list-style-type: none"> 1. IPDP development on Staff Development Day 9/24/15. 2. Year-long observation scheduling, of administrator observations and peer observations. 3. First formal observation 	
Drivers (what must be true to achieve this goal – you need to launch it, build it, monitor it or know how to evaluate it):		
<ul style="list-style-type: none"> - Tools that are needed - Tasks/events that need to occur - Processes/rituals that need to be established/monitored/improved - Management conversations that need to occur - High-quality meetings that need to occur - Stakeholders who need to be coached/empowered/inspired 		
Drivers (FOCUS AREAS)	Tasks to be completed (TO DO) for next milestone	Metric/Outcome (WHAT'S DONE)
SIP/Observation tracking	Schedule first monthly SIP meeting. Schedule all observations in BloomBoard.	
Peer Observation & feedback (Subject pairs, non-subject pairs, advisory pairs)	Complete and confirm pair lists. PD to know who pairs are. Make Peer Observation schedule (Admin/SIP reps) and Peer Observation form (SIP reps)	
Faculty/staff sustaining conversations and events	Part of IPDP conversations. Individual conversations with Principal for teachers assigned to VPs for IPDP; linked to selection of 2 nd duty. Welcome back dinner, and related fundraising.	
2 nd Duties	Faculty meeting introduction of 2 nd duties. Conversations/selections of 2 nd duty.	

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Principal Practice Goal #2: Advisory and Teams of Support

Competency:	1, 2, 3, 4, 5	
Indicator:	1a, 1c, 2e, 3a, 3b, 3c, 3e, 4b, 4c, 5a, 5b, 5c	
SMART Goal:	By the end of October, all Advisors will consistently execute unified Long Advisory plans.	
Next Milestone	4. 9/14/15 first Advisory training and 9/16/15 first Long Advisory 5. 9/21/15 second Advisory training and 9/23/15 second Advisory training	
Drivers (what must be true to achieve this goal – you need to launch it, build it, monitor it or know how to evaluate it):		
<ul style="list-style-type: none"> - Tools that are needed - Tasks/events that need to occur - Processes/rituals that need to be established/monitored/improved - Management conversations that need to occur - High-quality meetings that need to occur - Stakeholders who need to be coached/empowered/inspired 		
Drivers (FOCUS AREAS)	Tasks to be completed (TO DO) for next milestone	Metric/Outcome (WHAT'S DONE)
Advisory curricular planning and training	Meet with Social Worker coordinating Advisory planning to plan first raining. Conduct training. Follow up on training with Social Worker.	
Summer Bridge and Extended Summer Bridge	Ask faculty for duty preferences. Work with Summer Bridge director to assign students and faculty to Extended Bridge groupings. Supervise one session personally (for at least one week).	
SEL training	Designate VP to select and coordinate session by Ramapo for Children. Weekly Advisory trainings for first 4 weeks of Faculty Meetings.	

Principal Practice Goal #3: Clarity and Communication

Competency:	2, 3, 4, 5
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Indicator:	2c, 2d, 2e, 3b, 3c, 4a, 4b, 4c, 4d, 5a, 5b, 5c, 5d	
SMART Goal:	By the time of the first progress report, 100% of new families will have received individual contact from an administrator, 100% of all families will have received individual contact from the student's advisor; 90% will have Parent Portal accounts, with 100% of assignments and syllabi posted via PowerTeacher and/or school website.	
Next Milestone	6. Administrator calls to new families, before Back-to-School Night 7. Advisor contact to all families	
Drivers (what must be true to achieve this goal – you need to launch it, build it, monitor it or know how to evaluate it):		
<ul style="list-style-type: none"> - Tools that are needed - Tasks/events that need to occur - Processes/rituals that need to be established/monitored/improved - Management conversations that need to occur - High-quality meetings that need to occur - Stakeholders who need to be coached/empowered/inspired 		
Drivers (FOCUS AREAS)	Tasks to be completed (TO DO) for next milestone	Metric/Outcome (WHAT'S DONE)
Administrator and Advisor Contract Logs	AST members to make calls to assigned families. Advisors make calls to all families.	
Progress Report and Report Card Distribution	Ordering of postage and preparation of envelopes prior to Progress Report printing Printing Progress Reports	
Website with Contact Information, Curricular Overview, and Syllabi	Website assignments and training Review of current website Collection of syllabi Posting of syllabi Writing curricular overview	
Gradebook (frequent and clear updates)	PD training with new teachers on Gradebook Administrative review of Gradebooks.	
Signage	Signage for families on school goals, procedures, and "Scaffolding Independence" program Student-driven signage on school-wide norms	

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Substitute Teacher Onboarding	Create onboarding documents	
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Principal Practice Goal #4: Recognizing Success

Competency:	1, 2, 3, 4, 5	
Indicator:	1c, 2b, 2d, 3b, 3c, 3d, 3e, 4b, 4c, 5b, 5d	
SMART Goal:	By the end of Q1, 60% of students will be engaged in at least one school-based academic or extracurricular program that pushes their limits (80% if non-school based programs are included).	
Next Milestone	8. Assess 9 th grade physics and 10 th grade honors math success 9. Advisor check-ins on academic and extracurricular activities	
Drivers (what must be true to achieve this goal – you need to launch it, build it, monitor it or know how to evaluate it):		
<ul style="list-style-type: none"> - Tools that are needed - Tasks/events that need to occur - Processes/rituals that need to be established/monitored/improved - Management conversations that need to occur - High-quality meetings that need to occur - Stakeholders who need to be coached/empowered/inspired 		
Drivers (FOCUS AREAS)	Tasks to be completed (TO DO) for next milestone	Metric/Outcome (WHAT'S DONE)
Honors/higher level classes; potential honors elective(s)	Review student progress in 9 th grade physics and 10 th grade honors math with relevant teachers	
Advisory tasks: individual check-ins	Create and implement survey of academic and extra-curricular pursuits of each student	
Extra-Curricular Offerings	Establish clubs for the year Develop club meeting schedule Prominent posting of schedule Monday announcements on clubs	
Inclusion A.A. program	Assess progress on inclusion students in college-level classes	

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Website features: student and staff achievements	Develop procedures for selecting and writing features Train staff to update website	
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