

Strategic Plan for SY 2015-2016

Principal Practice Goal #1: Provide coaching and support that leads to increased student achievement.		
Competency:	Management and Coaching of Instructional Staff	
SMART Goal:	In pursuit of developing 'advisor' facilitation skills and use of differentiated strategies lesson planning and instruction, all teachers will participate in professional learning communities designed to build capacity around facilitation and instructional skills. Through the use of agendas, norms, and the use of protocols, teachers will engage in an inquiry cycle that examines student work, problem-solves, and defines clear next steps.	
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)	Metric/Outcome (WHAT'S DONE)
Leverage time to allow for professional development	<ul style="list-style-type: none"> ● Create master schedule that includes time for professional development on a weekly basis. ● Offer over 75 hours of high-quality professional development to staff in a way that propels student achievement and builds capacity. 	<ul style="list-style-type: none"> ● Master Schedule ● Log of professional development hours and staff feedback
Leverage resources to ensure that we provide high-quality professional development	<ul style="list-style-type: none"> ● Collaborate with Kim Honnick to create a robust professional development plan. ● Collaborate with ELA and Math district level teams to implement rigorous tools for professional development in those focus areas. ● Collaborate with district Science lead to ensure alignment of professional learning 	<ul style="list-style-type: none"> ● School-wide professional development plan
Create assessment tool for professional development session.	<ul style="list-style-type: none"> ● Create a tool where staff can reflect and rate professional development sessions wherein staff will identify which aspects of the professional development they are going to focus on implementing as well as indicate their biggest take aways and challenges or suggestions. ● Create a professional development rating scale for staff to complete (norm how to 	<ul style="list-style-type: none"> ● Data to track professional development effectiveness

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	rate effectively).	<ul style="list-style-type: none"> ● Real-time Feedback
Professional Book Club	<ul style="list-style-type: none"> ● Create a bank of research-based, high interest educational articles relating to areas of development 	<ul style="list-style-type: none"> ● list of readings ● Edmodo site to publish the readings ● evidence of discussion relating to the readings (teacher artifacts of reflection)

Principal Practice Goal #2: Leverage assessments to inform instructional practices.		
Competency:	Curriculum, Assessment and Instruction	
SMART Goal:	The GAN leadership team will monitor teacher instruction and lesson plan alignment to student needs based on data from high-quality formative and summative assessments.	
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)	Metric/Outcome (WHAT'S DONE)
Professional Learning Communities: Understanding Data	<ul style="list-style-type: none"> ● Host ongoing professional development sessions for teachers on how to interpret and utilize data when planning lessons ● Schedule and maintain consistent check-ins with teachers in regard to instructional efficacy and use of data ● Host a series of data integration and review challenges to engage the staff and 	<ul style="list-style-type: none"> ● Lesson plans that align to data results ● Differentiated reteach plans based on student need

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	continue to build capacity.	
Use of Strategies	<ul style="list-style-type: none"> ● Design a calendar of strategies created to support close analytical reading. Align short observation calendar with teacher deployment of strategies. ● Conduct observations to address efficacy as need. 	<ul style="list-style-type: none"> ● Teacher reflection and rating log for each activity ● An increased number of short observations and instructional conversations geared toward use of strategies and gains of students
Increase in Formative Assessments	<ul style="list-style-type: none"> ● Completely install the Mastery Connect platform ● Schedule professional learning (individual/ group sessions) of MasteryConnect in IPDP planning periods ● Provide coaching around creation of assessments and manipulation of resources to achieve optimal results for the student 	<ul style="list-style-type: none"> ● All students enrolled in Hero ● All teacher utilize Hero as their main platform of intermittent assessments
Increase Meaningful Student Led Conferences and Accountability	<ul style="list-style-type: none"> ● Create a schedule for use/deployment of student led conferences. ● Model student accountabilities by creating a mentor exchange program between grades. 	<ul style="list-style-type: none"> ● All students can speak knowledgeably about their current strengths and weaknesses