

Strategic Plan for SY 2015-2016

Principal Practice Goal #1:		
Competency:	Management and Coaching of Instructional Staff	
Indicator:	1b- Tailored Feedback and Coaching Aligned to the Framework for Effective Teaching	
SMART Goal:	By June 2015, all instructional staff will have received feedback on practice based on the NPS Framework for Effective Teaching. Feedback will be tailored and actionable.	
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)
Coaching/Evaluation Calendar	<ul style="list-style-type: none"> - Completed year long coaching schedule noting formal and informal observations for each teacher. - Develop teacher practice tracker noting indicator each teacher will focus on developing with suggestions for practice. - Develop math and literacy coach schedules to provide support for teacher based on observed trends. 	Coaching Schedule Teacher Tracker Math/Literacy Coach Schedule
Align Administrative Team Use of Teacher Evaluation Framework	<ul style="list-style-type: none"> - Create schedule for norming visits with administrative team. - Use classroom visit norming protocol focused on identified indicators. 	Co-visit Schedule
IPDP/CAP	<ul style="list-style-type: none"> - Review goal of IPDP/CAP document with all staff. - Review expectations for student and teacher goals and how to measure progress. - Schedule meeting with teachers to review progress towards student and practice goals throughout the year. 	Completed IPDP/CAP Teacher meeting schedules
SIP	<ul style="list-style-type: none"> - Review with staff purpose of SIP team - Identify SIP team teacher representative (by staff). - Established meeting schedule. - Establish protocol for looking at observation data by indicator in order to identify areas of development. 	Agendas SIP meeting schedule Review Protocol

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Principal Practice Goal #2:		
Competency:	Curriculum, Assessment and Instruction	
Indicator:	2f- Literacy Centered	
SMART Goal:	By December 2015, 80% of students in grades 1 st through 4 th will demonstrate at least a two DRA2 level increase as measured by the Development Reading Assessment (DRA2).	
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)
Increase time students spend actively reading.	<ul style="list-style-type: none"> - Develop school wide reading initiative. - Create, with staff, a document that notes reading/writing strategies to use. - Identify the obstacles students face in gaining reading mastery. - Provide all teachers with clear expectations for independent reading time/read aloud. - Review how to select “just right” books. 	Agenda Reading/Writing Strategies document. Classroom schedules
Increase student access to literature at home and school.	<ul style="list-style-type: none"> - Provide students with lending library and Scholastic/ National Geographic magazines. - Facilitates workshops for parents that focus on helping students develop literacy skills. 	Established classroom lending libraries. Workshop schedule for parents.
Develop student’s vocabulary.	<ul style="list-style-type: none"> - Use daily announcements to highlight weekly focus vocabulary words. - Review use of dialogue balls to encourage academic conversation/dialogue among students. - Use educational websites to support student’s vocabulary development. 	Agendas
Increase teacher competency in the 5 Pillars of Reading	<ul style="list-style-type: none"> - Create pd schedule that focuses on one pillar of reading at a time and how it should be reflected in daily instruction. - Use literacy coach and reading tutor to support teacher developing in how to structure literacy block to address all reading areas. 	PD Schedule Coach/tutor schedule.

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Principal Practice Goal #3:		
Competency:	Student and Family Support	
Indicator:	3e- Ensure students are served in the least restrictive environment.	
SMART Goal:	By June 2016, 100% of students will be educated in the least restrictive environment based on student needs assessment data.	
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)
Identify individual student strengths and challenges.	<ul style="list-style-type: none"> - Review/collect student data (IEPs, classrooms snapshots, DRA2 scores, CKLA/EL performance assessments, math standards quizzes). - Use looking at student work protocol to note writing area trends. - Develop a protocol to analyze large data set. - Develop individual student reading and math goals. 	Student Data Data Review Protocol Individual student goals
Leverage the use of technology to support student learning.	<ul style="list-style-type: none"> - Provide pd to staff on Google tools (read/write, text/speech). - Create master schedule for classroom use of chromebook carts. 	Agendas Schedule
Meet biweekly with CST, SST and LIFTT teachers to review student progress and make recommendations for support/placement.	<ul style="list-style-type: none"> - Schedule of biweekly meetings with noted staff. - Create list of available academic/behavioral supports 	Schedule List of available supports
Increase teacher competency in tailoring instruction to meet student need.	<ul style="list-style-type: none"> - Identify teachers with highly effective tailoring strategies to support peers. - Develop schedule for teacher to visit peer classrooms to observe tailoring practices. - Develop "bank" of necessary tailoring strategies that are expected to be part of lessons. 	Bloomboard report on 2a ratings. Schedule of peer visitations Strategy bank

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Principal Practice Goal #4:

Competency:	Transformational Leadership	
Indicator:	4c- Adult Alignment	
SMART Goal:	By December 2015, the leadership team will include grade level teacher representatives that spearhead the use of instructional support to staff and data as measured by monthly reports on actions the team has taken to help achieve Practice Goals 1-3.	
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)
Select grade level representative and define roles.	Create list of roles and responsibilities. Meet with grade levels to share roles and responsibilities with identified representatives.	Names of Staff Identified List of responsibilities
Share school wide goals with leadership team and staff.	Meet with staff during first day of school to share goals. Meet with expanded leadership team to reinforce goals and discuss next steps.	Calendar of Meeting Dates
Leadership team members create own goals for work within grade level teams.	Create tool, based on Leadership Framework, for team to craft their individual goals. Have team members share/get input from grade level peers on their grade level goals.	Created Tool
Meet monthly with complete team to discuss instructional trends, data and needed supports.	Create calendar for monthly whole group leadership team meetings. Develop protocols for group members to share out information on progress towards use of curricular resources, instructional strategies being used, including grade level data.	Calendar Developed Protocols
Group creates monthly reports to share progress on goals with leadership team.	Create template for team members to provide feedback on progress toward grade level and school wide goals. Monthly group member reflection on the effectiveness of their work towards helping achieve Practice Goals 1-3.	Created Feedback Template Reflection Sheet

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Principal Practice Goal #5:

Competency:	Organizational Leadership	
Indicator:	5b- Organizational Systems	
SMART Goal:	By May 2016, goals 1-4 will be met by distributing leadership among identified staff. This team will be responsible for creating systems that support the attainment and further development of the identified goals. Progress will be measured through the specific identified metrics for each given driver.	
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)
Consistently share and monitor strategic plan.	<ul style="list-style-type: none"> - Meet with staff identified in goal 4 to share plan. - Establish a visible timeline that notes benchmarks for completing each task. - Identify additional staff members to support the attainment of each goal. 	Meeting Schedule Created Timeline Agendas
Delegate goals to leadership cabinet staff based on strengths/interests.	<ul style="list-style-type: none"> - Create process to have leadership members identify goal they will be working on and team that they will lead to accomplish the goal. - Communicate responsibilities of each leadership member. - Develop meeting dates to review/adjust tasks. - Create a protocol for members to report out on progress. 	Meeting Schedule Template for tracking progress/Reflection Form