

Strategic Plan for SY 2015-2016

Principal Practice Goal #1:		
Competency:	Management and Coaching of Instructional Staff: Effectively develops and manages talent to improve instruction.	
Indicator:	1.b. Tailored Feedback and Coaching Aligned to the Framework for Effective Teaching.	
SMART Goal:	By June of 2016, 90% of the teachers will meet or exceed expectations of the Teacher Framework on the Annual Evaluation.	
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)
IPDPs (Individual Professional development Plan) and CAPs (Corrective Action Plan)	<ul style="list-style-type: none"> • Complete IPDP/CAPS according to mandated timelines • Review IPDPs online and during signing meeting • Revise and update IPDPs when inappropriate 	90% of the teachers will achieve their IPDP goals.
Short and Long Observations	<ul style="list-style-type: none"> • Complete observations according to mandated timelines • Review IPDPs during pre and post observation feedback sessions 	90% of the teachers will improve their practice as a result of tailored feedback.
Mid-Year and Annual Evaluations	<ul style="list-style-type: none"> • Complete evaluations according to mandated timelines • Review IPDPs during mid-year and annual evaluation feedback sessions 	90% of the teachers improve their practice as a result of tailored feedback.

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Principal Practice Goal #2:		
Competency:	Curriculum, Assessment and Instruction: Effectively uses curriculum and assessment tools to advance Common Core-aligned instruction.	
Indicator:	2.d. Measures for Common Core Mastery.	
SMART Goal:	By June of 2016, 100% of Grade 3 to 8 teacher teams will engage in 4 data cycles of assessment resulting in adjustments to instruction that results in student growth from the initial assessment to the 4 th assessment.	
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)
ANet Assessments	<ul style="list-style-type: none"> • Establish assessment schedules • Establish Data Planning meetings • Establish Teacher and Leadership Reflection time • Review assessment data and make appropriate instructional changes 	90% of scholars will demonstrate growth in mathematics. 90% of scholars will demonstrate growth in ELA.
DRA2	<ul style="list-style-type: none"> • Establish assessment schedules • Review assessment data and make appropriate instructional changes 	90% of scholars will demonstrate growth.
Observation Survey, Math In Focus Unit Tests, CK Unit Tests, Expeditionary Learning Unit Tests and Marking Period Grades	<ul style="list-style-type: none"> • Establish assessment schedules • Review assessments in conjunction with the ANet assessments to make adjustments to instruction 	90% of scholars will demonstrate growth in all relevant areas.
Common Core State Standards (CCSS) and PARCC	<ul style="list-style-type: none"> • Develop a high level understanding of the Common Core State Standards and PARCC • Implement Common Core State Standards based lessons • Implement CK, EL and MIF curricula in a highly effective manner 	100% of the teachers will improve their knowledge of the CCSS and PARCC

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Principal Practice Goal #3:		
Competency:	Student and Family Support: Supports students' academic, social and emotional growth.	
Indicator:	3.c. Student Efficacy	
SMART Goal:	By June of 2016, 90% of Grade K to 8 scholars will demonstrate ownership of their learning by leading parent/teacher/scholar meetings using data binders that track their progress.	
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)
The Leader In Me - The 7 Habits of Highly Successful People process	<ul style="list-style-type: none"> • Maintain Scholar Binders with Leadership Notebooks • Conduct scholar lead parent meetings using Scholars Leadership Notebooks as a guide • Conduct scholars lead 2nd Marking Period Parent/Teacher conferences • Conduct Leadership Day lead by scholars • Conduct daily Advisories that allow scholars to select non-academic interest quarterly • Implement Data Boards throughout the building that are accessible to scholars 	90% of the scholars will demonstrate ownership for their learning.

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Principal Practice Goal #4:		
Competency:	Transformational Leadership: Maintains relentless focus on improving student outcomes through planning, relationships, and personal responsibility.	
Indicator:	4.c. Adult Alignment	
SMART Goal:	By June of 2016, 100% of the adults will work with colleagues during GL PLC and afterschool PD to advance the school goals and values.	
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)
Convocations	<ul style="list-style-type: none"> • Conduct convocations daily • Discuss the school values and progress towards goals daily • Recognize scholars and staff for exhibiting school values and progress towards goals 	100% of the scholars and staff will attend and enthusiastically participate in the daily convocations.
Staff Meetings	<ul style="list-style-type: none"> • Conduct monthly Staff meetings • Discuss the school values and progress towards goals • Provide professional development to improve instruction and student achievement 	100% of the staff will attend staff meeting to obtain knowledge relevant to advancing the school goals and values.
Grade Level Professional Learning Community (GL PLC) Meetings	<ul style="list-style-type: none"> • Conduct Teacher Leader meetings weekly • Discuss school values and progress towards goals • Provide professional development to improve instruction and student achievement 	100% of the teacher leaders will share knowledge and obtain knowledge relevant to advancing the school goals and values.

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Principal Practice Goal #5:		
Competency:	Organizational Leadership: Implements systems and processes to effectively manage.	
Indicator:	5.b. Organizational Systems	
SMART Goal:	By June of 2016, the SST, Teacher Coaches and SLC will work with all stakeholders to implement intervention plans to address academic and behavioral challenges as well as predict student achievement outcomes.	
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)
SST, Teacher Coaches, SLC and PBA	<ul style="list-style-type: none"> • Establish assessment schedules • Establish Data Planning meetings • Establish Teacher and Leadership Reflection time • Review assessment data and make appropriate instructional changes 	Growth on consecutive ANet assessments in Mathematics and ELA.