

**Strategic Plan, 2015-2016.**

**Please complete first draft by August 21st, 2015.**

School Name: Dr. William H. Horton Elementary

Principal Name: Ginamarie Mignone

Date: 8/5/15

Principal Practice Goal #1:		
<b>Competency:</b>	Management and Coaching of Instructional Staff	
<b>SMART Goal:</b>	By June 2016, Administration will provide tailored feedback and coaching for 100% of the instructional staff based on documentation from IPDP's, Partial Period Observations, Mid-Year Reviews, Formal Observations and Management Book Reviews.	
<b>Drivers (what must be true to achieve this goal – you need to launch it, build it, monitor it or know how to evaluate it):</b>		
Drivers (FOCUS AREAS)	Tasks to be completed (TO DO)	Metric/Outcome (WHAT'S DONE)
High Quality Professional Development	<ul style="list-style-type: none"> <li>Two week intense PD during the summer to address: Use of technology in the classroom, systems and procedures to create an effective school culture and learning environment, content specific training, team building, IIRP, Move This World, Digital Learning, I-Ready</li> </ul>	Positive school culture Effective use of technology in the classroom Students provided with 21 <sup>st</sup> century skills
IPDP/CAP	<ul style="list-style-type: none"> <li>IPDP's will be created. They will be living documents and referred to during observation feedback sessions.</li> <li>IPDP's will be utilized in creating school wide and individual professional development.</li> </ul>	90% of teachers will meet IPDP/CAP goals
Formal Observations (Long & Short) Coaching Observations	<ul style="list-style-type: none"> <li>Debriefings will occur after each observation (Longs and Shorts)</li> <li>Coaching Observations will occur at least bi-weekly and offer</li> </ul>	All teachers will be observed at least four times through

	<p>constructive feedback for improvement and tailored to individual needs. Staff will become stakeholders in their professional development in that they will suggest strategies for improvement along with Coaches and Administration suggestions. Loopback sessions will occur to see evidence of implementation and will be used as a coaching tool.</p> <ul style="list-style-type: none"> <li>● Norming sessions with Administrative Team</li> </ul>	<p>Coaching Observations and according to District requirements for Long and Short observations.</p>
<p>Lesson Plan Review/ Data Management Book Review</p>	<ul style="list-style-type: none"> <li>● Lesson plans will be collected on a bi-weekly basis and Data Management Books monthly for review by the Administration. Feedback will be provided for each plan.</li> <li>● Feedback will include professional development, modeling, teacher observation of other classrooms when needed.</li> </ul>	<p>Lesson plans will reflect 100% alignment to the Common Core Standards. Teaching objectives will be focused and aligned to the standards.</p>
<p>Weekly Grade Level Meetings</p>	<ul style="list-style-type: none"> <li>● Vertical planning meetings will focus on Analyzing student data, best practices, teaching strategies, and review of student work.</li> <li>● These meetings will give teachers the opportunity to collaborate with one another and receive feedback from both their colleagues and the Administration.</li> </ul>	<p>An increase in best practices implemented in the classroom. Lessons aligned with CCS</p>

Principal Practice Goal #2:		
<b>Competency:</b>	Curriculum and Assessment	
<b>SMART Goal:</b>	By June 2016 teachers will be proficient in gathering, analyzing and utilizing multiple forms of student-level data to assess, adjust and drive instructional learning and ensure high quality, effective tools to assess and monitor student mastery of CCS.	
Drivers (what must be true to achieve this goal – you need to launch it, build it, monitor it or know how to evaluate it):		
Drivers (FOCUS AREAS)	Tasks to be completed (TO DO)	Metric/Outcome (WHAT'S DONE)
Data Management Books	<ul style="list-style-type: none"> <li>● One grade level meeting per month, will focus on student data.</li> <li>● Teachers will collaborate in assessing data across grade levels</li> <li>● Management books will be submitted to the Administrators monthly for review and feedback, then discussed during grade level meetings.</li> </ul>	<ul style="list-style-type: none"> <li>● Data Management Books (evidence of data collected, analyzed and utilized.)</li> </ul>
Curriculum Assessment	<ul style="list-style-type: none"> <li>● Core Knowledge, Expeditionary Learning, Math in Focus Assessments, I Ready</li> </ul>	.
Activities to ensure struggling students receive additional, effective, and timely assistance	<ul style="list-style-type: none"> <li>● School interventionists to address needs of struggling students.</li> <li>● Wilson reading instructors</li> <li>● Foundations reading for K-2</li> <li>● Project/technology based literacy</li> </ul>	<ul style="list-style-type: none"> <li>● Students in K-3 meeting math and literacy benchmarks</li> <li>● Students in 4-8 reading at grade level</li> </ul>

Principal Practice Goal #3		
<b>Competency:</b>	<b>Student and Family Support</b>	
<b>SMART Goal:</b>	By June 2016, Dr. William H. Horton Elementary School will ensure a school wide goal of clear expectations and norms that will produce a positive school climate. We will create a safe and positive learning environment by being proactive, utilizing interventions and communicating with the parents and the community. As a result, the number of students discipline referrals and HIB incidents will decrease by at least 10%. Attendance by both the staff and the students will also increase	
<b>Drivers (what must be true to achieve this goal – you need to launch it, build it, monitor it or know how to evaluate it):</b>		
<b>Drivers (FOCUS AREAS)</b>	<b>Tasks to be completed (TO DO)</b>	<b>Metric/Outcome (WHAT'S DONE)</b>
Student Support Team (SST)	<ul style="list-style-type: none"> <li>● Shift from punitive to restorative practices.</li> <li>● Address and implement issues around attendance, student intervention and referrals and student academic program planning.</li> <li>● Maintain a consistent meeting schedule with clear objectives.</li> <li>● Provide consistent follow-through; evaluation interventions for their effectiveness to ensure student success.</li> </ul>	<ul style="list-style-type: none"> <li>● Fewer SST behavior referrals.</li> <li>● Fewer complaint forms.</li> <li>● Fewer parent and administrative discipline meetings.</li> <li>● Increase in the number of students recognized for positive behavior during monthly assemblies.</li> <li>● Guidance Logs</li> </ul>
Move This World	By tapping into each individual's creative potential, Move This World helps people understand, engage, express and manage their emotions healthily. Supported by the University of Virginia's Curry School of Education and the Collaborative of Academic and Social and Emotional Learning, our programs have a solid	<ul style="list-style-type: none"> <li>● Fewer discipline referrals.</li> <li>● Fewer complaint forms.</li> <li>● Fewer parent and administrative discipline meetings.</li> <li>● Increase in the number of</li> </ul>

	grounding in research and are measured and evaluated through a data driven approach.	students recognized for positive behavior during monthly assemblies.
Attendance Campaign	<ul style="list-style-type: none"> <li>● All students in grades 4-8 will have detention when tardy.</li> <li>● The parents of students in grades K-3 will be notified when students are late and the importance of being in school and on time will be stressed.</li> <li>● Attendance Liaison Team will call the parents of all students who are absent daily and again the importance of being in school will be stressed.</li> <li>● A monthly Perfect Attendance Bulletin Board will display pictures of all staff and students who have perfect attendance.</li> <li>● A bulletin board documenting the % of absences for both students and staff will also be displayed.</li> </ul>	<ul style="list-style-type: none"> <li>● Decrease in absences and Tardies from both staff and students.</li> </ul>
Promote and engage in teaching social and emotional skills to students.	<ul style="list-style-type: none"> <li>● Multidisciplinary teams collaborate to develop prevention and intervention strategies.</li> <li>● Second Step Program</li> <li>● Positive Behavior Program</li> <li>● Reflection Room in which students in Crisis will go to calm down and then engage in activities based around the negative behavior displayed.</li> </ul>	<ul style="list-style-type: none"> <li>● Decrease in incident reports.</li> <li>● Partner with organizations such as Move this World and IIRP which will train our staff to deal with the social emotional issues of students using the arts.</li> </ul>

## Principal Practice Goal #4

<b>Competency:</b>	Transformational Leadership	
<b>SMART Goal:</b>	By June 2016 build the leadership capacity of teacher leaders, administrative team, and support staff to work in groups to achieve school goals.	
<b>Drivers (what must be true to achieve this goal – you need to launch it, build it, monitor it or know how to evaluate it):</b>		
<b>Drivers (FOCUS AREAS)</b>	<b>Tasks to be completed (TO DO)</b>	<b>Metric/Outcome (WHAT'S DONE)</b>
Attract Highly Qualified Teachers	<ul style="list-style-type: none"> <li>● Panel interview where candidates are asked real life scenario questions.</li> <li>● Model lesson in content area</li> <li>● Teacher knowledge in curriculum and the use of data in moving instruction</li> <li>● Have candidates present a plan of action for two semesters based on a set of mock data.</li> <li>● Review past evaluations to identify trends and strengths</li> <li>● Dual certifications</li> <li>● Content certifications</li> </ul>	Attract staff that is highly qualified and meets the needs of our school.
Teacher led Professional Development	<ul style="list-style-type: none"> <li>● Best Practices led by teachers during grade level meetings.</li> <li>● Teachers will conduct workshops for their colleagues during professional development days.</li> <li>● Teachers will lead colleagues in professional</li> </ul>	Teachers take on leadership roles and take become valuable stakeholders in the school.

	<p>book studies during faculty meetings. Teachers will select readings, facilitate questions and discussions.</p>	
<p>Monthly Data Dashboard Report</p>	<ul style="list-style-type: none"> <li>● Monthly Data Dashboard will be shared with staff which will include data about staff and student attendance rates.</li> <li>● Staff will be recognized in staff meetings for good attendance monthly.</li> </ul>	<ul style="list-style-type: none"> <li>● Staff is recognized for accomplishments.</li> <li>● Decrease in staff absences.</li> </ul>
<p>Administrative Team</p>	<ul style="list-style-type: none"> <li>● Daily debriefings to be sure all team members are updated on happenings in the school</li> <li>● All team members will lead instructional teams, engaging in observations, feedback and coaching.</li> <li>● Weekly team meetings.</li> <li>● All team members will engage in creating the school's Strategic Plan.</li> </ul>	<ul style="list-style-type: none"> <li>● Build a cohesive Administrative team that leads together.</li> <li>● Leading high quality team meetings</li> </ul>
<p>VPLI</p>	<p>Attend scheduled VPLI meetings and turnkey information.</p>	