

**Strategic Plan, 2015-2016.**

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

School Name: Ivy

Principal Name: Dorrice Rayam

Date: August 21, 2015

<b>Principal Practice Goal #1:</b>		
<b>Competency:</b>	<b>Management and Coaching of Instructional Staff</b>	
<b>SMART Goal:</b>		
<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>
Grade Level/Staff Meetings	<ul style="list-style-type: none"> <li>· Administration, Teacher Leaders and Instructional Coaches will provide PD focused on best strategies of literacy based approaches for all content areas.</li> <li>· Teachers and administrators will monitor and coach questioning practices, and checks for understanding that are aligned to content practices during formal and informal observations.</li> </ul>	Teachers and Administrative Team will identify best practices that work with evidence/data that supports the claim
Observation, Coaching, and Feedback	<ul style="list-style-type: none"> <li>· Peer Observations Teachers will engage in peer classroom visitations to provide feedback about the impact of instruction and student achievement.</li> <li>· Administration will provide feedback within 48 hours of an observation.</li> <li>· Teachers and Administrators will revisit IPDPs throughout the course of the year to ensure progress is being made and proper documentation is in place to support progress.</li> </ul>	Increase teachers' ability to be rated as effective and highly effective on observations.

	<ul style="list-style-type: none"> <li>· Revisit teachers to ensure that the feedback translates to practice within the same week of the feedback meeting.</li> <li>● Review teacher lesson plans for readjustment based on the feedback and data.</li> </ul>	
Teacher Teams	<p>Staff members will be selected to participate in Teams in order to share responsibility of building the school and community.</p> <p>Create teacher team support focusing on planning for specific purposeful content as it relates to PARCC and assessments</p>	<p>Teacher teams will organize and document meetings and outcomes</p> <p>Improve building morale through collaborative efforts and activities.</p>

<b>Principal Practice Goal #2:</b>	
<b>Competency:</b>	Student and Family Services: Engage Families and the community to support students' academic, social, and emotional growth

<p><b>SMART Goal:</b></p>	<p>By June 2016, provide documentation displaying services recommended and utilized by students and parents to demonstrate efforts to improve the student and family home, school, and community environments to show 60% improvement for targeted groups due to supports and services provided.</p> <p>By June 2016, all of the stakeholders at Ivy Hill Street School will implement the school wide goals to minimize class to class and activities transitions <i>and</i> practicing successful communal behavior in common areas (cafeteria, auditorium). Also, to increase Parent and Community engagement. As a result, Ivy Hill Elementary School will build repeated practices performed by children and adults that ensure a culture of excellence.</p>	
<p><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></p>		
<p><b>Drivers (FOCUS AREAS)</b></p>	<p><b>Tasks to be completed (TO DO)</b></p>	<p><b>Metric/Outcome (WHAT'S DONE)</b></p>
<p>Ensure that parents, guardians, and the community are more involved within the school</p>	<ul style="list-style-type: none"> <li>· Continue with the ESL Class for Parents Weekly classes will be provided to parents to offer strategic ways for them to understand the English language so that they can begin assisting with teaching their children to effectively utilize the English language. Classes will be led by Miss Birch, ESL Teacher.</li> <li>· English Language Arts Programs Monthly sessions will be provided to parents to offer strategic ways for them to understand CCCS and begin assisting with their children in preparation for the PARRC assessment.</li> <li>· Math Programs Monthly sessions will be provided to parents to offer strategic ways for them to understand CCCS and begin assisting with their children in preparation</li> </ul>	<ul style="list-style-type: none"> <li>· Increase students' self esteem and confidence to engage in social settings, as well as use outreach services to discuss matters that are affecting them.</li> <li>· Improve communication with parents, as well as enhance their knowledge of content their child(ren) are exposed to.</li> </ul>

	<p>for the PARRC assessment.</p> <ul style="list-style-type: none"> <li>· Technology Programs</li> </ul> <p>Monthly sessions will be provided to parents to offer strategic ways for them to understand CCCS and begin assisting with their children in preparation for the PARRC assessment.</p> <p>Monthly Newsletters to highlight upcoming events Post information to the school websites and Blackboard connect about schoolwide meetings and events throughout the school year.</p>	<p>Increase the proper sharing of vital information that impacts the school and community, negatively and positively.</p>
Social-Emotional Support	<ul style="list-style-type: none"> <li>· Create a secure environment that allows students an opportunity and outlet to understand and improve their social and emotional vantage points.</li> <li>· Clubs/Advisory</li> <li>· Morning Rituals</li> <li>· Activities (i.e. trips, celebrations, assemblies, etc.)</li> <li>· Collaborate with Community and Faith-based organizations</li> <li>· Create a school wide recognition system-caught doing something good</li> </ul> <p>Core value rewards</p>	<p>Decrease inschool suspension</p> <p>Increase in student self-esteem and teacher recognition of student success</p>
Establishing School Culture	<ul style="list-style-type: none"> <li>· Review School Mission and Vision with all stakeholders on a daily basis.</li> <li>· Share the mission and vision of the school and strategic plan with the parents during Back to School Night, Back to School Breakfast</li> <li>· Train all staff members for opening day. Present a case study to all staff to review the impact of timely transitions and communal behavior.</li> </ul>	<ul style="list-style-type: none"> <li>· Set high expectations and establish a message of the school's mission Alignment and</li> </ul>

	Complete a School Culture Survey in May 2016 to assess the areas of growth in Student Culture and develop action steps for the 2016-2017 academic year.	Agreement  Reflection and Analysis of best practices.
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<b>Principal Practice Goal #3</b>		
<b>Competency:</b>	<b>Curriculum Assessment and Instruction</b>	
<b>SMART Goal:</b>	Students will show growth in student achievement in ELA and Math CCSS as evidenced by formal and informal assessments at the grade, school, district, and PARCC level.	
<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>
Increase Reading Proficiency	· • Increase academic rigor through a monthly focus of CCSS	· Students ability to attack and comprehend text of varying complexity

	<ul style="list-style-type: none"> <li>• Targeted Reading Instruction through small group instruction</li> <li>• Use of more effective reading comprehension data collection tools</li> <li>• Collaboration on development of tailored instruction plans</li> <li>• PLC Book Study Protocol</li> <li>• Peer Walkthroughs/Feedback</li> </ul>	<p>will be enhanced</p> <p>Teachers will create mini assessments to track student growth</p>
<p>Increase Writing Proficiency</p>	<ul style="list-style-type: none"> <li>• Realign the curriculum based writing tasks to the school-wide focus genres</li> <li>• Increased academic rigor through focused study of the CCSS Writing Genres</li> <li>• Targeted Writing Instruction through small group instruction</li> <li>• Blended classroom technology which will provide students access to more advanced typing and/or editing tools</li> </ul> <p>PLC Book Study Protocol</p>	<ul style="list-style-type: none"> <li>• Teachers will track growth utilizing writing portfolios for all students</li> </ul>
<p>Increase Math Proficiency</p>	<ul style="list-style-type: none"> <li>• Vertical and Grade Level Meetings</li> <li>• Readiness Assessment, Final Assessment</li> </ul>	<ul style="list-style-type: none"> <li>• By June of 2016, students will have demonstrated academic growth with respect to all assessed content standards by achieving a growth level of at least 10 percentage points between unit pre-assessments and post-assessments</li> </ul>

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<b>Principal Practice Goal #4</b>		
<b>Competency:</b>		
<b>SMART Goal:</b>	1.	
<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>
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