

SAP GOAL AND MEASURES

ACADEMICS

District Growth Areas:

- 1.1 Develop a tightly aligned Pre-K-12 curriculum
- 1.2 Define and model the use of high expectations and standards in everything we do
- 1.3 Provide individualized, job-embedded coaching with immediate feedback, practice and modeling.
- 1.4 Utilize a peer-to-peer, micro-teaching approach and use of video to strengthen teacher practice

School Growth Areas:

- 1.1 #REF!
- 1.2 Assist the Superintendent in the development and integration of the district's Instructional Improvement Plan, and serve as a liaison between the district, schools, and all external partners
- 1.3 Support job-embedded coaching to support, develop and improve teacher practice and student outcomes PK-12
- 1.4 Supervise the administration, coordination and analysis of all state and local testing programs within the district. Develop an annual district-wide assessment calendar (final exam schedules, NWEA testing dates, field test schedules, etc.). Review results and/or scores of mandated assessments for the purpose of monitoring progress and identifying deficiencies, and coordinate professional development opportunities for staff.

HUMAN CAPITAL

District Growth Areas:

- 2.1 #REF!
- 2.2 Provide opportunities for district level grade/subject area meetings
- 2.3 Ensure individualized opportunities & support for all professional staff
- 2.4 Provide opportunities for ongoing professional learning

School Growth Areas:

- 2.1 Develop a formalized orientation and on-boarding process for all new employees to develop an early network of support for new staff to ensure their success throughout the first year of employment
- 2.2 Develop teacher effectiveness using the Danielson Framework for Teaching and create opportunities for on-going teacher/administrator dialogue including Goal Setting Meetings, informal and formal observations, Mid-Year Review and End of Year Evaluation
- 2.3 Support "Open Classrooms" to serve as models for highly effective practices and provide peer-to-peer learning experiences through coaching, modeling and mentoring
- 2.4 Provide coaching and professional development for teachers and paraprofessionals and align the schools in the delivery of engaging and rigorous instruction, and support the RTI Model

OPERATIONS

District Growth Areas:

- 3.1 #REF!
- 3.2 #REF!
- 3.3 #REF!
- 3.4 #REF!

School Growth Areas:

- 3.1 Take an active role in the grant-writing process utilizing the e-Grants Management System and support the timely spend down of allocated funds at all sites
- 3.2 Conduct a comprehensive Power School audit to ensure accurate information is in the data base so all student and district data reporting is accurate
- 3.3 Develop 21st century classrooms with the infusion of technology in all settings including ENO boards, iPads, Macbooks, classroom sound systems, wireless access and a video broadcasting room
- 3.4 #REF!

CULTURE AND CLIMATE

District Growth Areas:

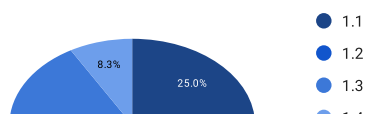
- 4.1 Continue to seek new funding sources and apply for grants that align to district goals
- 4.2 Utilize new online student registration to streamline enrollment process
- 4.3 Support the integrated use of technology in all schools
- 4.4 Fully utilize the features of Applitrack recruitment software

School Growth Areas:

- 4.1 Develop a committee to revise climate surveys and improve data reporting features to be actionable at the school and district level
- 4.2 Represent Derby in the community by serving on boards and programs that directly and positively impact our schools, staff, and students
- 4.3 Develop a comprehensive, research-based school attendance program aligned with the Attendance Works model to increase student attendance and reduce chronic absenteeism PK-12
- 4.4 Develop regular opportunities to recognize and celebrate the contributions of staff to promote employee morale, positive working conditions, and develop relational trust amongst school staff

Monthly Statistics Report

Academics



Human Capital

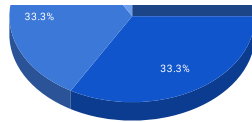


Operations

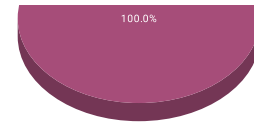
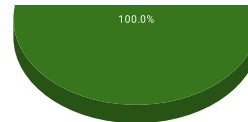
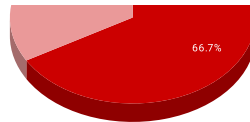


Culture and Climate

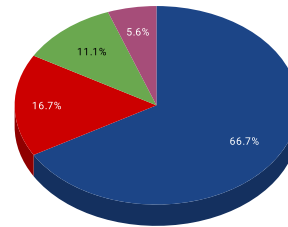




1.4



Strategic Plan



- Academics
- Human Capital
- Operations
- Culture & Climate

<div> <div>1.2 Assist the Superintendent in the development and integration of the district's Instructional Improvement Plan, and serve as a liaison between the district, schools, and all external partners</div> <div>1.3 Support job-embedded coaching to support, develop and improve teacher practice and student outcomes PK-12</div> <div>1.4 Supervise the administration, coordination and analysis of all state and local testing programs within the district. Develop an annual district-wide assessment calendar (final exam schedules, NWEA testing dates, field test schedules, etc.). Review results and/or scores of mandated assessments for the purpose of monitoring progress and identifying deficiencies, and coordinate professional development opportunities for staff.</div> </div>						
Indicator	#REF!				Date Completed	Academics
Academics Enter a 1 in the cells to indicate alignment to goal	✓	✓		✓	9/6/18	Met with Cambridge Learning to explore partnerships for DHS Commissioner's Network grant
			✓	✓	9/10/18	Facilitated PDEC committee meeting to plan Oct 3 Extended Day PD
	✓				9/11/18	Attended the Performance Matters Forum 2018 with Admin team
			✓		9/14/18	Attended the ACES curriculum council meeting (presenter: Jen Michalak from Turnaround Office regarding PK-12 math instruction)
		✓	✓		9/18/18	Met w/elementary math coaches, admins, and Jen Michalak from Turnaround office regarding the coaching model in K-5
		✓			9/20/18	Collaborated w/DHS Principal and Superintendent to plan for Commissioner's Network audit scheduled on 10/4/
	✓	✓			9/20/18	Prepared materials for submission due on 9/25
					9/21/18	Worked w/admin team to finalize the strategies and metrics to measure progress for Theory of Action for district improvement
						Attended ReadConn kickoff with admins to learn about the implementation of the Connecticut Core Standards in English Language Arts: Foundational Skills and comprehensive reading instruction in K-3 and 6-8

					9/21/18	Participated in NEASC Steering Committee Meeting w/DHS faculty to become familiar with the accreditation process
			✓		9/28/18	Participated in the Portrait of A Graduate work group with DHS admin/school staff to develop an understanding of the skills needed for graduates to be successful in life (based on persepective of all stakeholders)\.
Indicator	2.1 Develop a formalized orientation and on-boarding process for all new employees to develop an early network of support for new staff to ensure their success throughout the first year of employment	2.2 Develop teacher effectiveness using the Danielson Framework for Teaching and create opportunities for on-going teacher/administrat or dialogue including Goal Setting Meetings, informal and formal observations, Mid-Year Review and End of Year Evaluation	2.3 Support "Open Classrooms" to serve as models for highly effective practices and provide peer-to-peer learning experiences through coaching, modeling and mentoring	2.4 Provide coaching and professional development for teachers and paraprofessionals and align the schools in the delivery of engaging and rigorous instruction, and support the RTI Model	Date Completed	Human Capital
Human Capital Enter a 1 in the cells to indicate alignment to goal		✓		✓	9/7/18	Published District newsletter focusing on 2a: Creating an envioronment of respect and rapport (every staff member's role)
		✓			9/20/2018	Collaborated with Admin team to develop timeline for teacher evaluation
		✓			9/25/18	Met w/school counselors to share information about school/district accountability and the specific role School Counselor's play in some of the indicators. Developed SLO's to align to these measures
Indicator	3.1 Take an active role in the grant-writing process utilizing the e-Grants Management System and support the timely spend down of allocated funds at all sites	3.2 Conduct a comprehensive Power School audit to ensure accurate information is in the data base so all student and district data reporting is accurate	3.3 Develop 21st century classrooms with the infusion of technology in all settings including ENO boards, iPads, Macbooks, classroom sound systems, wireless access and a video broadcasting room	#REF!	Date Completed	Operations
Operations Enter a 1 in the cells to indicate alignment to goal	1				9/6/2018	Participated in McKinney Vento grant webinar
	✓				9/19/2018	Prepared McKinney Vento grant for submission to improve delivery of service to students experiencing homelessness
Indicator	4.1 Develop a committee to revise climate surveys and improve data reporting features to be actionable at the school and district level	4.2 Represent Derby in the community by serving on boards and programs that directly and postively impact our schools, staff, and students	4.3 Develop a comprehensive, research-based school attendance program aligned with the Attendance Works model to increase student attendance and reduce chronic absenteeism PK-12	4.4 Develop regular opportunities to recognize and celebrate the contributions of staff to promote employee morale, positive working conditions, and develop relational trust amongst school staff	Date Completed	Culture and Climate
Culture and Climate Enter a 1 in the		✓			9/7/2018	Valley United Way Campaign Cabinet Meeting

cells to indicate alignment to goal						

