

SAP GOAL AND MEASURES

ACADEMICS

District Growth Areas:

- 1.1 PK - Gr 3 Literacy: The district will support a high-quality early childhood program for 3 & 4-year-old students at Little Raiders University (LRU). To ensure kindergarten readiness in reading, PK teachers will receive training to explicitly teach Phonemic Awareness, Phonics Fluency, Vocabulary, and Text Comprehension
- 1.2 Support for Specialized Populations :The district will provide a Tier III intervention program (RAISE Academy) for Gr. 7-12 students who would benefit from a more individualized setting, and specialized Learning Centers for Autism Spectrum Disorder (ASD), Behavioral (BLC), and Academic (ALC) needs.
- 1.3 CC Aligned Curriculum & Assessment System: The district will support the implementation of new high quality, standards-aligned instructional resources in ELA (Expeditionary Learning) & Math (Illustrative) in Gr 6-8, and an adaptive diagnostic assessment (i-Ready) in Grades K-10 to monitor student learning and drive instruction.
- 1.4 Develop a more robust sychronized remote learning model to support all students during our pandemic

School Growth Areas:

- 1.1 PK - Gr 3 Literacy: The district will support a high-quality early childhood program for 3 & 4-year-old students at Little Raiders University (LRU). To ensure kindergarten readiness in reading, PK teachers will receive training to explicitly teach Phonemic Awareness, Phonics Fluency, Vocabulary, and Text Comprehension
- 1.2 Support for Specialized Populations :The district will provide a Tier III intervention program (RAISE Academy) for Gr. 7-12 students who would benefit from a more individualized setting, and specialized Learning Centers for Autism Spectrum Disorder (ASD), Behavioral (BLC), and Academic (ALC) needs.
- 1.3 CC Aligned Curriculum & Assessment System: The district will support the implementation of new high quality, standards-aligned instructional resources in ELA (Expeditionary Learning) & Math (Illustrative) in Gr 6-8, and an adaptive diagnostic assessment (i-Ready) in Grades K-10 to monitor student learning and drive instruction.
- 1.4 Develop a more robust sychronized remote learning model to support all students during our pandemic

HUMAN CAPITAL

District Growth Areas:

- 2.1 The district will provide job-embedded content-specific coaching in literacy & numeracy to improve Tier I instruction, and strengthen Tier II and III interventions to support the district initiative around the implementation of Derby's vision of (HQL) high quality instruction protocols.
- 2.2 The district will provide job-embedded content-specific coaching in literacy & numeracy to improve Tier I instruction, and strengthen Tier II and III interventions to support the district initiative around the implementation of Derby's vision of (HQL) high quality instruction protocols.

The district will support the teacher evaluation process with multiple, standards-based measures of performance to promote improved practice. The focus will be on feedback and reflection. Admins will learn to provide actionable feedback and engage in accountable conversations
- 2.3

School Growth Areas:

- 2.1 The district will provide job-embedded content-specific coaching in literacy & numeracy to improve Tier I instruction, and strengthen Tier II and III interventions to support the district initiative around the implementation of Derby's vision of (HQL) high quality instruction protocols.
- 2.2 The district will build the capacity of beginning teachers with a strong induction program, & create leadership experiences for high-performing teachers to demonstrate a commitment to lifelong learning and career growth. Will focus on creating district leadership experiences with HQL Guiding Coalition

The district will support the teacher evaluation process with multiple, standards-based measures of performance to promote improved practice. The focus will be on feedback and reflection. Admins will learn to provide actionable feedback and engage in accountable conversations
- 2.3

OPERATIONS

District Growth Areas:

- 3.1 Technology Integration: The District supports the use of technology to include the deployment of a 1:1 laptop program that truly bridges the digital divide by providing 100% connectivity both inside and outside the classroom.
- 3.2 Develop a long term facilities plan to address facility needs as identified by Board, Administration and Staff.
- 3.3 Student Enrollment Process: The district will support an online student enrollment process to streamline the school registration process which will remove the burden of paper forms, redundancy, and document copies.

Budgeting: The district will support a cohesive budgeting & financial management plan. The district uses a site-based budget to ensure resources are allocated to individual schools, and budgetary authority is granted to the school's principal who best understands, and is accountable to, the needs of the school and students.
- 3.4

School Growth Areas:

- 3.1 Technology Integration: The District supports the use of technology to include the deployment of a 1:1 laptop program that truly bridges the digital divide by providing 100% connectivity both inside and outside the classroom.
- 3.2 Develop a long term facilities plan to address facility needs as identified by Board, Administration and Staff.
- 3.3 Student Enrollment Process: The district will support an online student enrollment process to streamline the school registration process which will remove the burden of paper forms, redundancy, and document copies.

Budgeting: The district will support a cohesive budgeting & financial management plan. The district uses a site-based budget to ensure resources are allocated to individual schools, and budgetary authority is granted to the school's principal who best understands, and is accountable to, the needs of the school and students.
- 3.4

CULTURE AND CLIMATE

District Growth Areas:

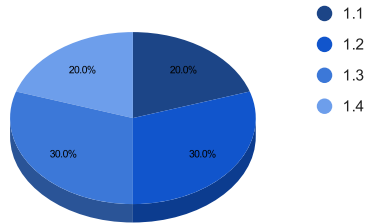
- 4.1 Technology Integration: The District supports the use of technology to include the deployment of a 1:1 laptop program that truly bridges the digital divide by providing 100% connectivity both inside and outside the classroom.
- 4.2 Develop a long term facilities plan to address facility needs as identified by Board, Administration and Staff.
- 4.3 Student Enrollment Process: The district will support an online student enrollment process to streamline the school registration process which will remove the burden of paper forms, redundancy, and document copies.
- 4.4 Budgeting: The district will support a cohesive budgeting & financial management plan. The district uses a site-based budget to ensure resources are allocated to individual schools, and budgetary authority is granted to the school's principal who best understands, and is accountable to, the needs of the school and students.

School Growth Areas:

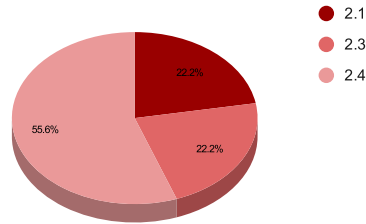
- 4.1 The district will continue to support a comprehensive approach to behavior management, including common rules and expectations that support a positive, predictable, and safe environment. The district will utilize climate specialists to support students and provide behavior interventions to reduce Out of School Suspensions.
- 4.2 Actively participate on local and state boards and committies
- 4.3 Provide opportunities for recognition/celebrations specific to student and staff accomplishments
- 4.4 Engage students and families with social media, newsletters, School Messenger, electronic signage.

Monthly Statistics Report

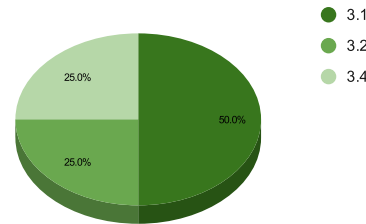
Academics



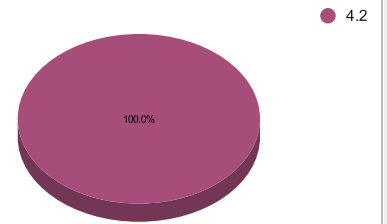
Human Capital



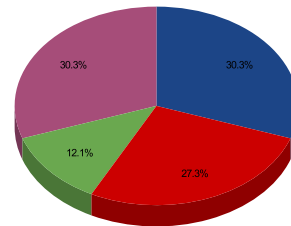
Operations



Culture and Climate



Strategic Plan



- Academics
- Human Capital
- Operations
- Culture & Climate

Indicator	1.1 PK - Gr 3 Literacy: The district will support a high-quality early childhood program for 3 & 4-year-old students at Little Raiders University (LRU). To ensure kindergarten readiness in reading, PK teachers will receive training to explicitly teach Phonemic Awareness, Phonics Fluency, Vocabulary, and Text Comprehension	1.2 Support for Specialized Populations :The district will provide a Tier III intervention program (RAISE Academy) for Gr. 7-12 students who would benefit from a more individualized setting, and specialized Learning Centers for Autism Spectrum Disorder (ASD), Behavioral (BLC), and Academic (ALC) needs.	1.3 CC Aligned Curriculum & Assessment System: The district will support the implementation of new high quality, standards-aligned instructional resources in ELA (Expeditionary Learning) & Math (Illustrative) in Gr 6-8, and an adaptive diagnostic assessment (i-Ready) in Grades K-10 to monitor student learning and drive instruction.	1.4 Develop a more robust synchronized remote learning model to support all students during our pandemic	Date Completed	Academics
	✓	✓	✓	✓		Met with HCC, Griffin Hosp. & The WorkPlace to continue planning for Healthcare Pathway & Advanced Manufactu
				✓		Attended Strategic Planning Webinars
Academics			✓			Planning meetings for HQI, Curriculum work and assessment work

Enter a 1 in the cells to indicate alignment to goal		✓				Held Weekly Special Education Check In Meetings
	✓	✓	✓			Participated in Opportunity Districts Superintendent meeting
Indicator	2.1 The district will provide job-embedded content-specific coaching in literacy & numeracy to improve Tier I instruction, and strengthen Tier II and III interventions to support the district initiative around the implementation of Derby's vision of (HQI) high quality instruction protocols.	2.2 The district will build the capacity of beginning teachers with a strong induction program, & create leadership experiences for high-performing teachers to demonstrate a commitment to lifelong learning and career growth. Will focus on creating district leadership experiences with HQI Guiding Coalition	2.3 The district will support the teacher evaluation process with multiple, standards-based measures of performance to promote improved practice. The focus will be on feedback and reflection. Admins will learn to provide actionable feedback and engage in accountable conversations		Date Completed	Human Capital
Human Capital Enter a 1 in the cells to indicate alignment to goal			✓			Conducted PDEC Committee Meeting to plan for first weeks Professional Learning
	✓		✓	✓		Conducted interviews for all new hires
	✓					Conducted Selection Advisory Committee interviews for Business Manager Position
				✓		Participated in Supt. Network Planning Meeting
				✓		Participated in Supt. Network Meeting
				✓		Held Admin Council meeting
				✓		Participated in ONE-TO-ONE RELATIONAL MEETINGS -- A TOOL TO BUILD DEEPER RELATIONSHIPS hosted by TEAM
						Participated in Negotiations and Personnel Committee
Indicator	3.1 Technology Integration: The District supports the use of technology to include the deployment of a 1:1 laptop program that truly bridges the digital divide by providing 100% connectivity both inside and outside the classroom.	3.2 Develop a long term facilities plan to address facility needs as identified by Board, Administration and Staff.	3.3 Student Enrollment Process: The district will support an online student enrollment process to streamline the school registration process which will remove the burden of paper forms, redundancy, and document copies.	3.4 Budgeting: The district will support a cohesive budgeting & financial management plan. The district uses a site-based budget to ensure resources are allocated to individual schools, and budgetary authority is granted to the school's principal who best understands, and is accountable to, the needs of the school and students.	Date Completed	Operations
Operations Enter a 1 in the cells to indicate alignment to goal	✓			✓		Attended Meeting to review ESSERS 2 funding
						Attended TRSSC meetings
	✓	✓				Attended Capital Planning Committee Meeting

Indicator	4.1 The district will continue to support a comprehensive approach to behavior management, including common rules and expectations that support a positive, predictable, and safe environment. The district will utilize climate specialists to support students and provide behavior interventions to reduce Out of School Suspensions.	4.2 Actively participate on local and state boards and committees	4.3 Provide opportunities for recognition/celebrations specific to student and staff accomplishments	4.4 Engage students and families with social media, newsletters, School Messenger, electronic signage.	Date Completed	Culture and Climate
Culture and Climate Enter a 1 in the cells to indicate alignment to goal		✓				Attended CAPSS Exec. Board meetings and BOD meetings and Area Chair Meeting
		✓				Participate in Daily/Weekly phone calls with Governor & Commissioners, & DPH, City, NVHD
		✓				Attended BOA meeting and BOA Sub-Committee Meetings
		✓				Hosted SCASA Meeting
		✓				Held Federal Relations & Legislative Meeting
		✓				Hosted CABA Legislative Breakfast
		✓				Met with Governor's staff to discuss new ECS Funding Proposal Blueprint for Transformation
		✓				Participated in Unity in the Community Panel (Including Dr. Conway & DHS Student Ariana Martinez)
		✓				Attended Griffin Health Services Corporation FY2020 Annual Meeting
	✓				Held meetings with Unions	

