

## SAP GOAL AND MEASURES

### ACADEMICS

*District Growth Areas:*

- 1.1 Ensuring the continued development of curriculum across all content areas with fidelity and uniformity across the district
- 1.2 Support a common assessment system to measure student learning
- 1.3 Support staff to better use assessment data to make instructional decisions and determine the effectiveness of strategies being implemented
- 1.4 Support universal preschool program

*School Growth Areas:*

- 1.1 Develop a systematic approach to SRBI with a tiered intervention and enrichment system to support at-risk readers and challenge higher achieving students. Use a formalized progress monitoring cycle to evaluate response to intervention and make programming adjustments
- 1.2 Cultivate a school-wide culture of reading to get children excited about books, instill a love a literature, and develop confident readers at all levels
- 1.3 Utilize DIBELS as the universal literacy benchmark assessment to monitor academic progress of individual students, cohorts, classrooms, and grade-levels and develop action plans to address needs through regular grade-level and vertical Data Teams
- 1.4 Create a rigorous learning community driven by high-quality teaching and a sense of urgency to help students reach their full potential

### HUMAN CAPITAL

*District Growth Areas:*

- 2.1 Recruit highly qualified staff
- 2.2 Professional Development will be imbedded and driven by staff or demonstrated student need
- 2.3 Support continued use of TEVAL and Admin Evaluation plan as a coaching tool for all of us
- 2.4 Support Human Resource Services

*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 two elementary schools through a shared district Teacher Leader/Instructional Coach

### OPERATIONS

*District Growth Areas:*

- 3.1 Support the integrated use of technology in all schools
- 3.2 Support Business Management Services
- 3.3 Support Facility Maintenance and Renovations
- 3.4 Write Blueprint for continued support of schools aligned to strategic plan

*School Growth Areas:*

- 3.1 Train teachers in the use of Finalsite to improve teacher webpages, and continue to use social media and newsletters to regularly communicate and engage families in the life of Irving School
- 3.2 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
- 3.3 Seek out alternate sources of funding for teacher and student needs through grants, Donor's Choose, and philanthropic donations
- 3.4 Develop a school-based facilities management plan to ensure work orders are placed in a timely manner to address building needs and to seek out resources/support for larger projects

### CULTURE AND CLIMATE

*District Growth Areas:*

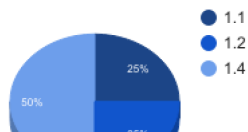
- 4.1 Support continued integration of PBIS in all schools
- 4.2 Increase parent and stakeholder involvement and feedback
- 4.3 Address student/family transiency and illegal residency issues
- 4.4 Actively participate on local and state boards and committies

*School Growth Areas:*

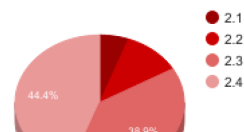
- 4.1 Promote our PBIS initiative and build a positive school culture rooted in respect: respect for ourselves, each other, and our school, and deliver weekly Tier I social develop curriculum to students in Grades K-3
- 4.2 Provide multicultural experiences that promote awareness, education, and appreciation of the diversity in our global world
- 4.3 Utilize our Attendance Coordinator to monitor school-wide attendance, reduce chronic absenteeism, resolve truancy issues, address residency issues and celebrate regular attendance that ensures being "On Time & Ready to Shine!" is a lifelong habit
- 4.4 Promote an environment and culture of health and wellness to support our student and staff's physical and mental well-being and development

## Monthly Statistics Report

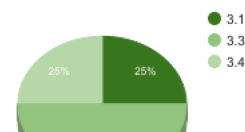
**Academics**



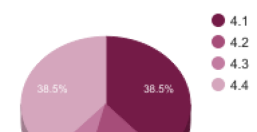
**Human Capital**



**Operations**

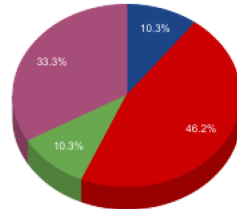


**Culture and Climate**





### Strategic Plan



- Academics
- Human Capital
- Operations
- Culture & Climate

|  |   |  |  |  |                |  |
|--|---|--|--|--|----------------|--|
|  | 1.1 Develop a systematic approach to SRBI with a tiered intervention and enrichment system to support at-risk readers and challenge higher achieving students. Use a formalized progress monitoring cycle to evaluate response to intervention and make programming adjustments | 1.2 Cultivate a school-wide culture of reading to get children excited about books, instill a love a literature, and develop confident readers at all levels   | 1.3 Utilize DIBELS as the universal literacy benchmark assessment to monitor academic progress of individual students, cohorts, classrooms, and grade-levels and develop action plans to address needs through regular grade-level and vertical Data Teams | 1.4 Create a rigorous learning community driven by high-quality teaching and a sense of urgency to help students reach their full potential  | Date Completed | Academics  |
| Indicator  | ✓   |  |  | ✓  | 2/17           | Progress reports sent home to families   |
| Academics  |   |  |  | ✓  | 2/17           | DIBELS Boost demo in the classrooms  |
|  |   |  |  | ✓  | 2/24/17        | "March Mathness" planning session  |
| Enter a 1 in the cells to indicate alignment to goal |   | ✓  |  | ✓  | 2/27 - 3/3     | Read Across America Week (Activities to develop reading fluency and build a love of reading) |
|  |   |  |  | ✓  | 2/24/17        | Hosted 2nd Quarter Honors Recognition Ceremony   |
|  |   |  |  |  |                |  |
|  |   |  |  |  |                |  |
|  |   |  |  |  |                |  |
|  |   |  |  |  |                |  |
| 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 two elementary schools through a shared district Teacher Leader/Instructional Coach | Date Completed | Human Capital  |

|   |   |   |  |   |   |   |
|---|---|---|--|---|---|---|
| Human Capital<br><br>Enter a 1 in the cells to indicate alignment to goal       |   | ✓   |  | ✓   | 2/2                                       | Hill for Literacy Coaches Meeting   |
|   |   |   |  | ✓   | 1/31-2/2                                  | Admin Retreat to examine district Theory of Action, Core Values and District Blueprint for 17-18 and beyond |
|   |   |   | ✓  | ✓   | 2/10/2017                                 | Paraprofessional ECRI instruction model training (reshceduled due to snow on 2/28)                          |
|   |   |   | ✓  | ✓   | 2/13/2017                                 | Generation Ready Job-Embedded Coaching  |
|   |   |   | ✓  | ✓   | 2/23/2017                                 | Generation Ready Job-Embedded Coaching  |
|   |   |   | ✓  | ✓   | 2/27/2017                                 | Literacy How Modeling of Small Group instruction  |
|   |   |   | ✓  | ✓   | 2/17/2017                                 | Planning session for March Instructional Rounds @ Irving (Identify Problem of Practice)                     |
|   | ✓   |   | ✓  | ✓   | 2/11/2017                                 | Hired new paraprofessional; completed onboarding process to orientate and welcome to team                   |
|   | ✓   | ✓   | ✓  | All month   | Formal Observations in all K-5 classrooms |   |
| Indicator   | 3.1 Train teachers in the use of Finalsite to improve teacher webpages, and continue to use social media and newsletters to regularly communicate and engage families in the life of Irving School                      | 3.2 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 | 3.3 Seek out alternate sources of funding for teacher and student needs through grants, Donor's Choose, and philanthropic donations  | 3.4 Develop a school-based facilities management plan to ensure work orders are placed in a timely manner to address building needs and to seek out resources/support for larger projects | Date Completed                            | Operations  |
| Operations<br><br>Enter a 1 in the cells to indicate alignment to goal          |   |   | ✓  |   | 2/9/17                                    | Assited w/Grant for Low Performing Schools  |
|   |   |   | ✓  |   | 2/14/2017                                 | Presented SY17-18 Principal's Budget to Superintendent & Business Manager                                   |
|   |   |   |  |   | 2/17/2017                                 | SPED Q3 Meeting   |
|   |   |   |  | ✓   | February                                  | Planning for LC's and Health & Wellness building needs  |
|   | ✓   |   |  |   | 2/1/2017                                  | Began using Twitter regularly to communicate with families  |
|   |   |   |  |   |   |   |
| Indicator   | 4.1 Promote our PBIS initiative and build a positive school culture rooted in respect: respect for ourselves, each other, and our school, and deliver weekly Tier I social develop curriculum to students in Grades K-3 | 4.2 Provide multicultural experiences that promote awareness, education, and appreciation of the diversity in our global world  | 4.3 Utilize our Attendance Coordinator to monitor school-wide attendance, reduce chronic absenteeism, resolve truancy issues, address residency issues and celebrate regular attendance that ensures being "On Time & Ready to Shine!" is a lifelong habit | 4.4 Promote an environment and culture of health and wellness to support our student and staff's physical and mental well-being and development   | Date Completed                            | Culture and Climate   |
| Culture and Climate<br><br>Enter a 1 in the cells to indicate alignment to goal | ✓   | ✓   |  | ✓   | 2/1/2017                                  | NED Character building Yo-Yo show   |
|   | ✓   | ✓   |  | ✓   | 2/6/2017                                  | It Starts With Hello Week (Daily activities to reduce social isolation)                                     |
|   | ✓   |   |  | ✓   | 2/7/2017                                  | McTeacher Night Fundraiser (raised \$563 for Field Day: Huge turn out and "Fun"raiser                       |
|   | ✓   |   |  | ✓   | 2/17/2017                                 | Monthly Staff Breakfast hosted by front office team & health suite  |
|   | ✓   |   |  | ✓   | 2/24/2017                                 | CT Association of Schools Site Visit for Exemplary School Climate Practices                                 |
|   |   |   | ✓  |   | 2/24/2017                                 | Hosted 2nd Quarter Perfect Attendance Recognition Ceremony  |

