

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 in the classroom 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 thoughtful programming adjustments
- 1.2 Utilize DIBELS and Math Expressions as the universal literacy and numeracy benchmark assessments 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
- 1.3 Ensure implementation of the Journey's Reading and Math Expressions programs with fidelity, including common language and assessment practices, across all grade levels with an emphasis on utilizing the workshop model for Tier I and II instruction.
- 1.4 Strengthen our collaborative team model to review student assessment progress and identify the specific needs of our students and inform explicit instruction to promote growth for all learners.

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
- Support continued use of TEVAL and Admin Evaluation plan as a coaching tool for all of us
- 2.3
- 2.4 Support Human Resource Services

School Growth Areas:

- 2.1 Through walk-throughs and observations, determine variety of best instructional practices being implemented in the classrooms, specific adult learning needs, and provide support for all staff through embedded coaching.
- 2.2 Ensure that a systematic employment process results in the selection of high quality candidates for every teaching and non-teaching position. Ensure our faculty reflects the diversity of the students and the community that we serve.
- 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
- 2.3
- 2.4 #REF!

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
- Write Blueprint for continued support of schools aligned to strategic plan
- 3.4

School Growth Areas:

- 3.1 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
- 3.2 Seek out alternate sources of funding for teacher and student needs through grants, Donor's Choose, and philanthropic donations
- 3.3 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
- 3.4 Continue to supplement classroom instruction with online resources as part of the workshop model, including ReflexMath, iXL Math, Lexia Core 5, and Learning A-to-Z.

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:

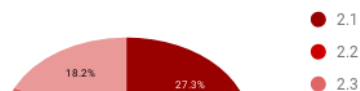
- 4.1 Promote our PBIS initiative and build a positive school culture rooted in respect: respect for ourselves, each other, and our school, and deliver weekly Tier I social develop curriculum to students in Grades K-3
- 4.2 Provide multicultural experiences that promote awareness, education, and appreciation 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

Monthly Statistics Report

Academics



Human Capital

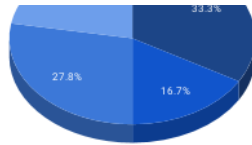


Operations

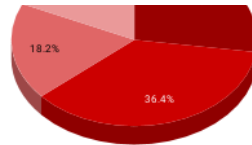


Culture and Climate

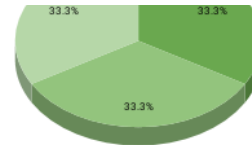




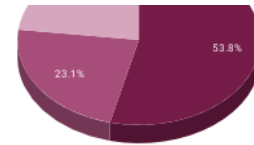
1.4



2.4

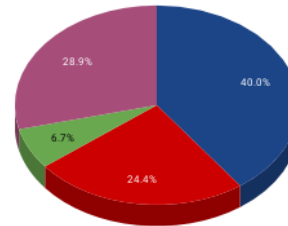


3.3



11.1

Strategic Plan



- Academics
- Human Capital
- Operations
- Culture & Climate

Indicator					Date Completed	Academics
Enter a 1 in the cells to indicate alignment to goal	1.1 Develop a systematic approach to SRBI in the classroom 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 thoughtful programming adjustments	1.2 Utilize DIBELS and Math Expressions as the universal literacy and numeracy benchmark assessments 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	1.3 Ensure implementation of the Journey's Reading and Math Expressions programs with fidelity, including common language and assessment practices, across all grade levels with an emphasis on utilizing the workshop model for Tier I and II instruction.	1.4 Strengthen our collaborative team model to review student assessment progress and identify the specific needs of our students and inform explicit instruction to promote growth for all learners.	2/16/18	Progress reports sent home to families
	✓	✓		✓	2/28/18	"March Mathness"planning session
			✓		last week of Feb	Read Across America Week (Activities to engage students, develop reading fluency, and build a love of reading) Planned by Reading Team
			✓		rescheduled 2x's for snow	Planned 2nd Quarter Honors Recognition Ceremony (Planned by para team and Attendance Coordinator)
	✓			✓	2/21/18	Participated in Instructional Rounds @ DMS/DHS
	✓			✓	2/26/18	Math Grade Level Meetings (focus on releasing responsibility to students and small group math instruction) Facilitated by Math Lead Teachers
	✓	✓	✓		2/12/18	Launched After School Program (Irving & Bradley students/staff) 96 students enrolled (9 from Bradley) New enrollments coming in daily. Target enrollment 125
	✓	✓	✓		2/23/18	Launched Saturday Academy Program (Irving & Bradley students/staff)
			✓	✓	2/1/18	Celebrated World Read Aloud Day by sharing fairy tales told by the perspective of a different main character. Each class presented with a new book for their class library (planned by Reading Team)
	✓				2/18	Attended information session w/Superintendent for the ExcEL Networking project in collaboration w/Shelton PS. Irving will participate to support ESL instruction and accelerated language acquisition

Indicator	2.1 Through walk-throughs and observations, determine variety of best instructional practices being implemented in the classrooms, specific adult learning needs, and provide support for all staff through embedded coaching.	2.2 Ensure that a systematic employment process results in the selection of high quality candidates for every teaching and non-teaching position. Ensure our faculty reflects the diversity of the students and the community that we serve.	2.3 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	#REF!	Date Completed	Human Capital
Human Capital Enter a 1 in the cells to indicate alignment to goal	✓			✓	2/2/18 & 2/22/18	Literacy How Modeling of Small Group instruction
	✓				2/21/2018	Debrief (round 2) from Instructional Rounds @ Irving (focus on math fact fluency & building visual models)
		✓	✓		2/26/2018	Selected new math interventionist----recommended for hire at March BOE
		✓			ongoing	(5) Formal Observations in K-5 classrooms *pre conference, observation & debrief
	✓		✓		2/6/2018	PMT Training (for new LC paras)
					2/8/2018	Admin Council Meeting (DMS/DHS Instructional Rounds Planning)
		✓			2/12/2018	Had Mid-Year Meeting with Superintendent to review progress towards leadership SLO's and present MOY data
		✓			ongoing	Held Mid-Year conferences with certified staff (27 teachers)
				✓	2/14/18	Participated in city-wide Supervisor Harrasment Training
Indicator	3.1 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	3.2 Seek out alternate sources of funding for teacher and student needs through grants, Donor's Choose, and philanthropic donations	3.3 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	3.4 Continue to supplement classroom instruction with online resources as part of the workshop model, including ReflexMath, iXL Math, Lexia Core 5, and Learning A-to-Z.	Date Completed	Operations
Operations Enter a 1 in the cells to indicate alignment to goal		✓	✓		2/6/2018	Participated in SY18-19 Principal's Budget Planning with Superintendent, Business Manager and Admins
				✓	2/16/2018	SPED Q3 Meeting (collaboration and intervention planning)
					2/26/2018	CST Meetings (faciliated by Reading & PPS Team) to progress monitor and revise intervention plans
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	Date Completed	Culture and Climate
Culture and Climate Enter a 1 in the cells to indicate alignment to goal	✓			✓	2/22/2018	Monthly Staff Breakfast hosted by the Reading and Math Teams
		✓		✓	2/12/2018	CT Association of Schools Celebration of the Arts Recognition (2 students)
	✓				2/7/2018	Gertrude Chocolate Fundraiser (PTO)
	✓			✓	2/22/2018	Grade 4/5 Sweet Heart Family Dance Fundraiser for Nature's Classroom
	✓				2/13/2018	Rock Star Hair Day Fundraiser (proceeds go to the Wildcat Habitat)
	✓	✓			2/8/2018	Books & Bagels to promote family engagement and school wide culture of reading
	✓				2/2/2018	"Irving's Got Talent" Auditions: Show Date is 4/12 (63 students auditioned, including 6 students from our LC's)
	✓	✓			2/14/2018	CT Food Bank's Farmer's Market (fresh produce, dry goods, and canned goods to families)
