

SAP GOAL AND MEASURES

ACADEMICS If we use best teaching practices, a research-based (tiered) model for intervention, and assessments that inform instruction, then student learning and growth will be evident.

| District Growth Areas: | | School Growth Areas: | |
|------------------------|---|----------------------|---|
| 1.1 | Develop a tightly aligned Pre-K-12 curriculum | 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 | 1.2 | 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. | 1.3 | 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 | 1.4 | Utilize a peer-to-peer, micro-teaching approach and use of video to strengthen teacher practice |
| 1.5 | Invest in opportunities for increased student engagement time | 1.5 | Invest in opportunities for increased student engagement time |
| 1.6 | Ensure common collaboration time to analyze student work and assessments | 1.6 | Ensure common collaboration time to analyze student work and assessments |

HUMAN CAPITAL If we develop a trusting, collaborative team culture throughout the district that celebrates growth, then everyone will be invested, committed and engaged in the work of supporting

| District Growth Areas: | | School Growth Areas: | |
|------------------------|--|----------------------|--|
| 2.1 | Provide opportunities for district level grade/subject area meetings | 2.1 | Provide opportunities for district level grade/subject area meetings |
| 2.2 | Provide job embedded coaching and professional development to move towards a district-wide restorative practices | 2.2 | Provide job embedded coaching and professional development to move towards a district-wide restorative practices |
| 2.3 | Ensure individualized opportunities & support for all professional staff | 2.3 | Ensure individualized opportunities & support for all professional staff |
| 2.4 | Provide opportunities for ongoing professional learning | 2.4 | Provide opportunities for ongoing professional learning |
| 2.5 | Provide individualized, embedded coaching with immediate feedback, practice and modeling. | 2.5 | Provide individualized, embedded coaching with immediate feedback, practice and modeling. |
| 2.6 | Establish and promote a responsive and supportive Employee Assistance Program | 2.6 | Establish and promote a responsive and supportive Employee Assistance Program |

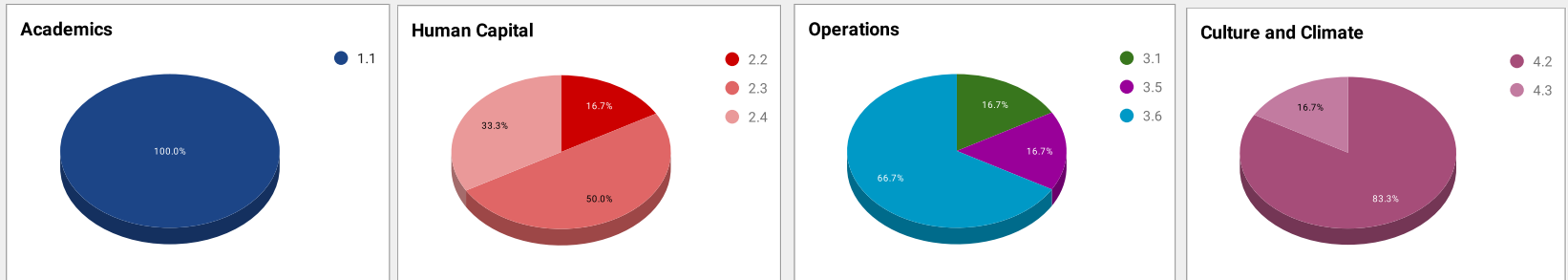
OPERATIONS If we create systems and structures that best allocate our resources, then we can provide a highly effective delivery of services in support of district goals.

| District Growth Areas: | | School Growth Areas: | |
|------------------------|--|----------------------|--|
| 3.1 | Continue to seek new funding sources and apply for grants that align to district goals | 3.1 | Continue to seek new funding sources and apply for grants that align to district goals |
| 3.2 | Utilize new online student registration to streamline enrollment process | 3.2 | Utilize new online student registration to streamline enrollment process |
| 3.3 | Support the integrated use of technology in all schools | 3.3 | Support the integrated use of technology in all schools |
| 3.4 | Fully utilize the features of Applitrack recruitment software | 3.4 | Fully utilize the features of Applitrack recruitment software |
| 3.5 | Support business management services with increased efficiency time and labor system | 3.5 | Support business management services with increased efficiency time and labor system |
| 3.6 | Support facility, maintenance and renovations to support the 5 year Capital Plan and DAS eligible projects | 3.6 | Support facility, maintenance and renovations to support the 5 year Capital Plan and DAS eligible projects |

CULTURE AND CLIMATE If we develop positive and meaningful relationships with all students, then they will become more confident, motivated and engaged in their learning.

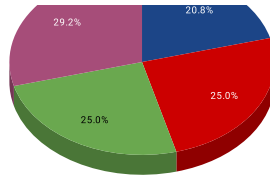
| District Growth Areas: | | School Growth Areas: | |
|------------------------|--|----------------------|--|
| 4.1 | Research effective student climate survey tools | 4.1 | Research effective student climate survey tools |
| 4.2 | Actively participate on local and state boards and committees | 4.2 | Actively participate on local and state boards and committees |
| 4.3 | Plan for the implementation of Restorative Practices starting at DMS | 4.3 | Plan for the implementation of Restorative Practices starting at DMS |
| 4.4 | Utilize Powerschool log entries to track and measure student/ parent contact/ engagement | 4.4 | Utilize Powerschool log entries to track and measure student/ parent contact/ engagement |
| 4.5 | Continue to provide opportunities for recognition/celebrations specific to student and staff accomplishments | 4.5 | Continue to provide opportunities for recognition/celebrations specific to student and staff accomplishments |
| 4.6 | Engage students and families with social media, newsletters, School Messenger, electronic signage | 4.6 | Engage students and families with social media, newsletters, School Messenger, electronic signage |

Monthly Statistics Report



Strategic Plan





Operations
Culture & Climate

| Indicator | 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 | 1.5 Invest in opportunities for increased student engagement time | 1.6 Ensure common collaboration time to analyze student work and assessments | Date Completed | Academics |
|---|--|--|---|---|---|--|--------------------|--|
| Academics Enter a 1 in the cells to indicate alignment to goal | ✓ | | | | ✓ | | | Currently 14 students enrolled in HCC Advanced Manufacturing Program |
| | ✓ | | | | ✓ | | | Began planning for Commissioner Network |
| | | | | | | ✓ | | Analyzed SBAC Scores |
| | | | | | | | | |
| | | | | | | | | |
| Indicator | 2.1 Provide opportunities for district level grade/subject area meetings | 2.2 Provide job embedded coaching and professional development to move towards a district-wide restorative practices | 2.3 Ensure individualized opportunities & support for all professional staff | 2.4 Provide opportunities for ongoing professional learning | 2.5 Provide individualized, embedded coaching with immediate feedback, practice and modeling. | 2.6 Establish and promote a responsive and supportive Employee Assistance Program | Date Completed | Human Capital |
| Human Capital Enter a 1 in the cells to indicate alignment to goal | | | ✓ | | | | | Attended Performance Matters Conference hosted by CSDE |
| | | | ✓ | | | | | Participated on Selection Advisory Committee School Security Officers |
| | | ✓ | | | | | | Team from DMS and All Admins attended 4 days Restorative practice training |
| | | | ✓ | | | | | Conducted New Hire Orientation |
| | | | | ✓ | | | | Attended Superintendent Network Meeting |
| | | | | ✓ | | | Attended DCF Forum | |
| | | | | | | | | |
| | | | | | | | | |
| Indicator | 3.1 Continue to seek new funding sources and apply for grants that align to district goals | 3.2 Utilize new online student registration to streamline enrollment process | 3.3 Support the integrated use of technology in all schools | 3.4 Fully utilize the features of Applitrack recruitment software | 3.5 Support business management services with increased efficiency time and labor system | 3.6 Support facility, maintenance and renovations to support the 5 year Capital Plan and DAS eligible projects | Date Completed | Operations |
| Operations Enter a 1 in the | | | | | ✓ | | | Attended Field House and Baseball Field Committee meeting |
| | | | | | ✓ | | | Attended Athletic Field Project Committee meeting |
| | | | | | ✓ | | | Attended weekly meetings with contractors |
| | | | | | ✓ | | | Attended Policy Committee Meeting |

| | | | | | | | | |
|--|---|---|--|--|---|---|-----------------------|--|
| Enter a 1 in the cells to indicate alignment to goal | | | | | ✓ | | | Attended Temporary Regional School Study Committee Meeting |
| | | | | | ✓ | | | Attended Health and Safety Committee Meeting |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| Indicator | 4.1 Research effective student climate survey tools | 4.2 Actively participate on local and state boards and committees | 4.3 Plan for the implementation of Restorative Practices starting at DMS | 4.4 Utilize Powerschool log entries to track and measure student/parent contact/engagement | 4.5 Continue to provide opportunities for recognition/c elebrations specific to student and staff accomplishments | 4.5 Continue to provide opportunities for recognition/c elebrations specific to student and staff accomplishments | Date Completed | Culture and Climate |
| Culture and Climate Enter a 1 in the cells to indicate alignment to goal | | ✓ | | | | | | Attended all open houses and beginning of year events |
| | | | ✓ | | | | | Met with CSDE regarding Restorative Practices at DMS |
| | | | ✓ | | | | | Attended BOA Meeting |
| | | | ✓ | | | | | Attended CAPSS BOD & Exec. Board meeting |
| | | | ✓ | | | | | Conducted SCASA Meeting |
| | | | | | | | | Participated in BHCare BOD Meeting |
| | | | | | | ✓ | | Conducted Convocation |
| | | | | | | | | |