

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:

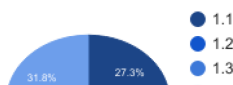
- 4.1 Support continued integration of PBIS in all schools
- 4.2 Increase parent and stakeholder involvement and feedback
- 4.3 Address student/family transiency and illegal residency issues
- 4.4 Actively participate on local and state boards and committies

School Growth Areas:

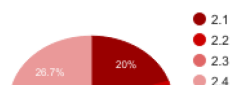
- 4.1 Promote our PBIS initiative and build a positive school culture rooted in respect: respect for ourselves, each other, and our school, and deliver weekly Tier I social develop curriculum to students in Grades K-3
- 4.2 Provide multicultural experiences that promote awareness, education, and appreciation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

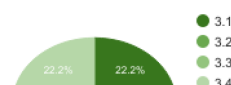
Academics



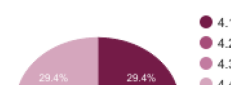
Human Capital

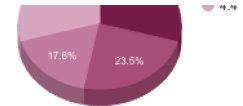
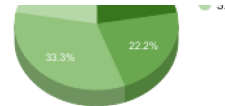
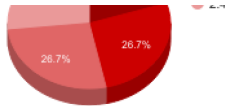
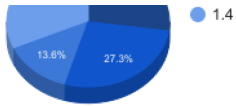


Operations

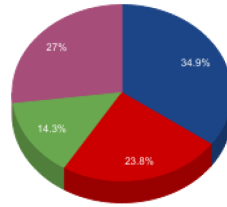


Culture and Climate





Strategic Plan



- Academics
- Human Capital
- Operations
- Culture & Climate

Indicator	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
Academics Enter a 1 in the cells to indicate alignment to goal		✓		✓	03/06/17	Instructional Rounds (Increasing Rigor)
	✓	✓		✓	3/8/17	All City Chorus (School & Adult)
	✓	✓		✓	3/21/17	All City Band
	✓	✓	✓	✓	3/31/17	Marking Period closes
	✓	✓	✓	✓	3/1-3/3	Read Across America
	✓			✓	3/14/17	Celebrated Pi Day to promote school-wide culture of math
	✓	✓	✓	✓	3/13/17	SBAC window opens. Schedules distributed.

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 Enter a 1 in the cells to indicate alignment to goal	✓	✓	✓	✓	3/2/17	Hill for Literacy Coaches Mtg (Setting Rigorous Reading Goals for students)
		✓	✓	✓	3/13/2017	CT Literacy Forum Black and Hispanic Caucus & CK3LI
	✓	✓	✓	✓	3/20/17	Literacy How on site training Phonological Awareness, Syntax, Oral Language
	✓	✓	✓	✓	3/16/2017	Grades 3 - 5 chromebooks staff roll-out
Indicator	3.1 Train teachers in the use of Finals site 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 Enter a 1 in the cells to indicate alignment to goal	✓	✓	✓	✓	3/20/2017	Grades 3-5 Chromebooks student roll-out
	✓		✓	✓	3/23/2017	Valley Community Foundation Grant awarded to Grade 2 Ms. Lebel
		✓	✓		3/1/2017	Sponsorship letter distributed to local businesses to promote "Math Super-Bee"
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 Enter a 1 in the cells to indicate alignment to goal	✓	✓	✓	✓	3/2/2017	Dr. Seuss' Bday Celebration
	✓	✓		✓	3/8/2017	Tanglewood Marionette Show
	✓			✓	3/22/2017	GriffinHospital Bike Helmet give-away and Bike Safety program
	✓	✓	✓	✓	3/29/2017	Kindergarten Music Program
	✓	✓	✓	✓	3/30/2017	Grade 5 Pasta Dinner

