

## 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:*

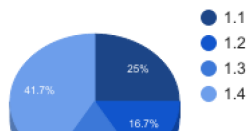
- 4.1 Support continued integration of PBIS in all schools
- 4.2 Increase parent and stakeholder involvement and feedback
- 4.3 Address student/family transiency and illegal residency issues
- 4.4 Actively participate on local and state boards and committies

*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

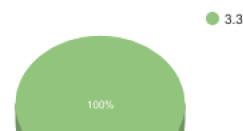
## Monthly Statistics Report

#### Academics

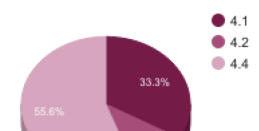


#### Human Capital

#### Operations

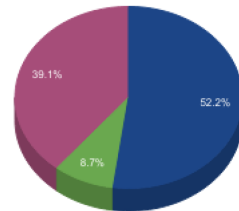


#### Culture and Climate





### Strategic Plan



- Academics
- 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	✓		✓	✓	1/20/17	Report Cards issued to families (Provided copies of progress monitoring to show growth)
		✓			1	Reading Team hosted BEAR Reading Celebration (for students who completed 20 min @ home reading)
				✓	1/9/17	6 student leaders attended CT Association of Schools Student Leadership Conference at Fairfield University to learn about leadership, team building, and inclusion
	✓	✓	✓	✓	1/19/17	Hosted on-site ECRI Training (core reading intervention) for K teachers & reading team
				✓	1/23/17	Teachers updated monthly effective practice strategy focusing on Danielson Framework: 3c: Engaging Students in Learning
	✓			✓	1/23/17	On site job embedded coaching in classrooms w/Generation Ready. Focusing on engagement and critical thinking

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					1/5/17	Hill for Literacy Coaches Meeting (Phonemic Awareness)
					1/23/2017	Literacy How On Site Professional Development
					1/23/2017	Instructional Rounds at DHS (Team of 3 teachers attended w/admin)
					1/25/2017	Attended Alliance District Convening (workshops focused on equity and inclusion)
					1/31 - 2/2	Attended Admin Retreat to align core values, theory of action to our 2017-2018 blueprint for district budget and grant funding
					1/3/2017	Attended Admin Council (focus on Instructional Rounds, equity and retreat planning)
					1/10/2017	Team of teachers participated in Webinar-Using Literacy Screening Data to Support Students with Reading Difficulties
					1/11/2017	PBIS Team led faculty meeting with Q2 Review of PBIS implementation, and behavioral data review
				1/18/17	Hosted Resident Artist from Young Audiences to provide teachers with training to use digital cameras as an instructional tool. (Follow up from \$9k grant)	
				1/23/17	Transitioned SHU teacher intern from building sub position to student teaching placement in grade 1 (part of plan)	
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  Enter a 1 in the cells to indicate alignment to goal			✓		1/6/2017	Admin team met to plan for retreat. Created template to collect school assessment data and grant spending for programs/services in SY16-17.
			✓		1/11/2017	Attended Sandy Hook Promise Planning Meeting with Admin Team
					1/24/2017	Attended district Discipline Committee meeting to review elementary behavior matrix
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				✓	1/4/2017	Germ Busters presentation by Griffin Hospital, Grades K-2
		✓			1/11/2017	Multi-cultural series: Boogie Chillin' (History of American music) This program is designed to take students and faculty on a musical journey through America's rich music history, from Yankee Doodle to hip-hop. American Music has influenced the whole world. This journey is targeted for any age group from Pre-K to 12th grade. It transcends all boundaries, cultures, races, creeds and colors. With a brief introduction for each artist's song and its contribution to American Music Boogie Chillun brings a review of American music to your school culminating with their own hallmark song, "Read Baby Read!"
				✓	1/24/2017	Math BINGO night led by K-5 Math Team (great turnout!) Activities to practice fact fluency, critical thinking and at-home strate

Enter a 1 in the cells to indicate alignment to goal	✓				1/25/2017	Community Meeting: Sacred Heart University Football Team guest speakers; 6 students who participated in CAS Student Leadership Conference led the entire school in a teambuilding activity and used hand motions to simulate the sound of a rain and thunderstorm
				✓	1/11/2017	Attended monthly Valley United Way Campaign Cabinet Meeting
	✓			✓	1/13/2017	4th & 5th grade hosted monthly staff breakfast (community and team building initiative)
				✓	1/25/2017	Hosted Dave Nardone & his greyhound in Kindergarten. Taught students about safely approaching a pet, and the benefits of adopting and fostering animals
	✓				1/31/2017	Staff updated Team Irving Photo Scrapbook w/pictures of "Celebrations"

