

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 Ensure implementation of the Journey's Reading and Math Expressions Programs with fidelity across all grade levels and across the two elementary schools and monitor the effectiveness of Tier I instruction including whole and small group instruction.
- 1.2 Continue to utilize the intervention block model to deliver Tier II and III services to students who need support in reading and/or mathematics, and enrichment activities for students meeting or exceeding goals.
- 1.3 Continue to strengthen our collaborative team model to review student assessment progress and identify the needs of our students down to the individual level, and in turn adjust how we deliver instruction to our students in an effort to promote high achievement for all learners.
- 1.4 To monitor the progress of students through an individual teacher data team model in collaboration with the reading teachers and pupil service staff.

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 Support Human Resource Services
- 2.4

School Growth Areas:

- 2.1 Through walk-throughs and observations, determine if current professional development training is being implemented in the classrooms with fidelity.
- 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 teacher effectiveness using the Danielson Framework for Teaching. 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 Through grade level meetings determine the professional development needs of our staff.
- 2.4

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 To continue to supplement classroom instruction with online resources, including Lexia Core 5, IXL Math, and Reading A-to-Z Kids.
- 3.2 To use the school computer lab, iPad carts, and wireless lap-top cart to extend learning in and out of the regular classroom.
- 3.3 To coordinate the library and computer lab schedules to allow the library clerk to deliver increased technology to all students in conjunction with what the classroom teachers are doing.
- 3.4

CULTURE AND CLIMATE

District Growth Areas:

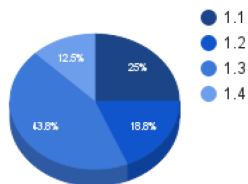
- 4.1 Support continued integration of PBIS in all schools
- 4.2 Increase parent and stakeholder involvement and feedback
- 4.3 Address student/family transiency and illegal residency issues
- 4.4 Actively participate on local and state boards and committies

School Growth Areas:

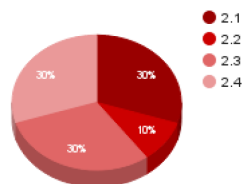
- 4.1 To maintain the frequency of grade level meetings to bi-weekly, including separate meetings for the unified arts and pupil services.
- 4.2 Include outside agencies to promote the mental and physical health of our students and offer additional programs to our students and their families.
- 4.3 Utilize the Child-Study-Team (CST) model to establish SMART goals for academic, behavior and/or social needs of at-risk students.
- 4.4 Increase opportunities for families to be involved in the school community.

Monthly Statistics Report

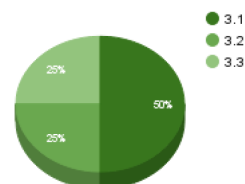
Academics



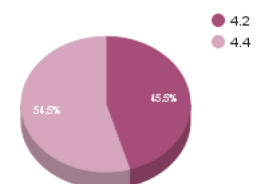
Human Capital



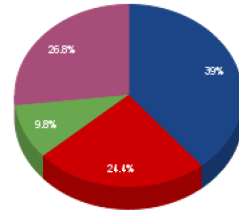
Operations



Culture and Climate



Strategic Plan



- Academics
- Human Capital
- Operations
- Culture & Climate

Indicator	1.1 Ensure implementation of the Journey's Reading and Math Expressions Programs with fidelity across all grade levels and across the two elementary schools and monitor the effectiveness of Tier I instruction including whole and small group instruction.	1.2 Continue to utilize the intervention block model to deliver Tier II and III services to students who need support in reading and/or mathematics, and enrichment activities for students meeting or exceeding goals.	1.3 Continue to strengthen our collaborative team model to review student assessment progress and identify the needs of our students down to the individual level, and in turn, adjust how we deliver instruction to our students in an effort to promote high achievement for all learners.	1.4 To monitor the progress of students through an individual teacher data team model in collaboration with the reading teachers and pupil service staff.	Date Completed	Academics
Academics Enter a 1 in the cells to indicate alignment to goal			✓	✓	10/3-4/2016	Individual data team meetings with all classroom teachers (K-5)
			✓	✓	10/4/16	SBAC data presentation to BOE at Committee of the Whole meeting
	✓	✓	✓		10/12/16	Generation Ready coaching session with grades K, 2, 5 (Reading and Writing classes)
			✓		10/12/16	Leadership committee meetings after school (Math and Literacy)
	✓		✓		10/19/16	Literacy How! embedded coaching visit (Grades K-3)
		✓			10/21/16	Dyslexia workshop attended by reading and resource teachers
	✓	✓	✓		10/26/16	Generation Ready coaching session with grades K, 2, 5 (Reading and Writing classes)
	✓		✓		10/28/16	Joint meeting (Bradley and Irving) reviewing math concepts - led by instructional coach
Indicator	2.1 Through walk-throughs and observations, determine if current professional development training is being implemented in the classrooms with fidelity.	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 teacher effectiveness using the Danielson Framework for Teaching. Create opportunities for on-going teacher/administrator or dialogue including Goal Setting Meetings, informal and formal observations, Mid-Year Review, and End of Year Evaluation.	2.4 Through grade level meetings determine the professional development needs of our staff.	Date Completed	Human Capital
			✓		10/5/2016	Professional development for all certified staff on My Learning Plan

Human Capital	✓			✓	10/17/2016	Alliance Convening - panel on Trauma Based Instruction
	✓		✓	✓	10/18-11/01/16	Individual staff SLO meetings - SLOs, survey goals, instructional practices
	✓	✓	✓	✓	10/25/2016	Hosted instructional rounds focused on 2A - Creating an Environment of Respect and Rapport
Indicator	3.1 To continue to supplement classroom instruction with online resources, including Lexia Core 5, IXL Math, and Reading A-to-Z Kids.	3.2 To use the school computer lab, iPad carts, and wireless lap-top cart to extend learning in and out of the regular classroom.	3.3 To coordinate the library and computer lab schedules to allow the library clerk to deliver increased technology to all students in conjunction with what the classroom teachers are doing.	3.4	Date Completed	Operations
Operations	✓	✓	✓		Ongoing	Continued use of all online programs
	✓				10/14/2016	Pizza party for 4A for highest IXL usage for month of September
Indicator	4.1 To maintain the frequency of grade level meetings to bi-weekly, including separate meetings for the unified arts and pupil services.	4.2 Include outside agencies to promote the mental and physical health of our students and offer additional programs to our students and their families.	4.3 Utilize the Child-Study-Team (CST) model to establish SMART goals for academic, behavior and/or social needs of at-risk students.	4.4 Increase opportunities for families to be involved in the school community.	Date Completed	Culture and Climate
Culture and Climate		✓			10/12/2016	PEIP program started with all three kindergarten classes
				✓	10/12/2016	PBIS Leadership committee meeting after school
		✓			10/13/16	Hotchkiss Hose Co. visited grades 1-5 as part of National Fire Prevention Week
		✓		✓	10/14/2016	Kindergarten students, teachers, and parents visited Hotchkiss Hose in three shifts (KA, KB, KC)
		✓			10/17/2016	Alliance Convening - panel on Trauma Based Instruction (Clifford Beers)
				✓	10/21/2016	Grade 5 attended Children's Museum in West Hartford (6 staff and 14 parents/guardians)
		✓			10/24/2016	Shapels program for kindergarten students
				✓	10/27/2016	Kindergarten field trip to Buttermilk Farm
				✓	10/28/16	PTA hosted Halloween Dance for grades K-2 and 3-5
			✓	10/31/16	Halloween Parade	

