

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:

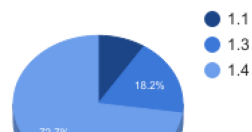
- 4.1 Support continued integration of PBIS in all schools
- 4.2 Increase parent and stakeholder involvement and feedback
- 4.3 Address student/family transiency and illegal residency issues
- 4.4 Actively participate on local and state boards and committies

School Growth Areas:

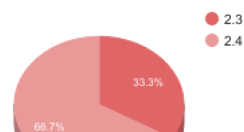
- 4.1 Promote our PBIS initiative and build a positive school culture rooted in respect: respect for ourselves, each other, and our school, and deliver weekly Tier I social develop curriculum to students in Grades K-3
- 4.2 Provide multicultural experiences that promote awareness, education, and appreciation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

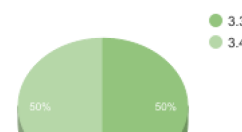
Academics



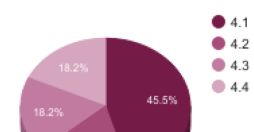
Human Capital

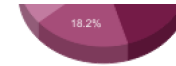


Operations

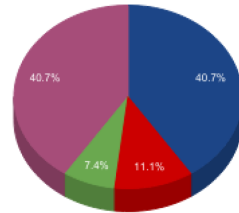


Culture and Climate





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	✓			✓	5/12/17	Progress Reports issued for 4th MP
				✓	5/10/17	School-wide Spring Concert (Grades K-5) "Choose Peace" EOY Program Showcase
				✓	5/15/17	Band & Chorus Concert EOY Program Showcase
				✓	5/16/17	International Night Assembly EOY Program Showcase
				✓	5/17/17	Nature's Classroom Grade 5 (Outdoor Environmental Studies Program)
			✓	✓	5/24/17	Science Fair EOY Program Showcase
			✓	✓	MAY	Completed EOY Benchmark Assessments (Grades K-5) Math, ELA, Writing
				✓	MAY	Completed SBAC Assessments (Grades 3-5)
Indicator	2.1 Develop a formalized orientation and onboarding 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 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			✓	✓	5/4/17	Generation Ready PD and job embedded coaching
				✓	5/5/2017	Teacher Switch Day (all certified staff traded jobs for the morning)
Indicator Operations Enter a 1 in the cells to indicate alignment to goal	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
			✓		5/31/2017	Funding for Field Day from Valley Foundation Grant used for Animal Program
				✓	May	Worked w/Facilities & Business Mgr to plan for Behavior LC @ Irving
Indicator Culture and Climate Enter a 1 in the cells to indicate alignment to goal	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
			✓		weekly	Attendance Committee Meeting and planning for Tier II and Tier III students
				✓	May 1-5	Teacher Appreciation Week Celebrations
	✓				5/5/2017	3rd MP Honors and Perfect Attendance Ceremony
	✓				5/11/2017	Nielsen Group Day of Caring @ Irving (Painted a mural down 3 flights of stairs w/students and art teacher)
				✓	5/10/2017	Mother's Day Plant Sale
				5/17/2017	Community Meeting	
	✓	✓		5/30/2017	Movin' Up Day (students visit next year's grade level; get tour, meet/greet & do an activity)	
	✓			5/31/2017	Field Day	

