

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 in the classroom 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 thoughtful programming adjustments
- 1.2 Utilize DIBELS and Math Expressions as the universal literacy and numeracy benchmark assessments 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
- 1.3 Ensure implementation of the Journey's Reading and Math Expressions programs with fidelity, including common language and assessment practices, across all grade levels with an emphasis on utilizing the workshop model for Tier I and II instruction.
- 1.4 Strengthen our collaborative team model to review student assessment progress and identify the specific needs of our students and inform explicit instruction to promote growth for all learners.

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 Support Human Resource Services

School Growth Areas:

- 2.1 Through walk-throughs and observations, determine variety of best instructional practices being implemented in the classrooms, specific adult learning needs, and provide support for all staff through embedded coaching.
- 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 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
- 2.3 #REF!
- 2.4 #REF!

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

Write Blueprint for continued support of schools aligned to strategic plan
- 3.4

School Growth Areas:

- 3.1 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
- 3.2 Seek out alternate sources of funding for teacher and student needs through grants, Donor's Choose, and philanthropic donations
- 3.3 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
- 3.4 Continue to supplement classroom instruction with online resources as part of the workshop model, including ReflexMath, iXL Math, Lexia Core 5, and Learning A-to-Z.

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

Monthly Statistics Report

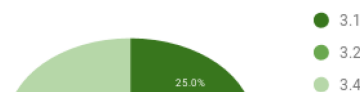
Academics



Human Capital

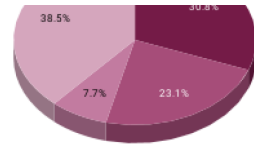
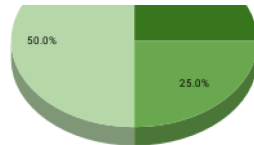
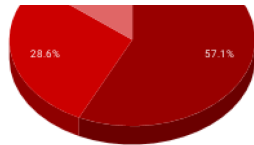
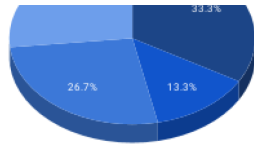


Operations

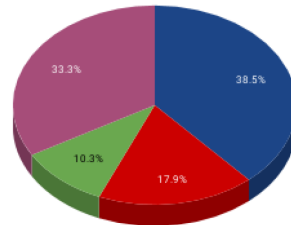


Culture and Climate





Strategic Plan



- Academics
- Human Capital
- Operations
- Culture & Climate

Indicator	1.1 Develop a systematic approach to SRBI in the classroom 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 thoughtful programming adjustments	1.2 Utilize DIBELS and Math Expressions as the universal literacy and numeracy benchmark assessments 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	1.3 Ensure implementation of the Journey's Reading and Math Expressions programs with fidelity, including common language and assessment practices, across all grade levels with an emphasis on utilizing the workshop model for Tier I and II instruction.	1.4 Strengthen our collaborative team model to review student assessment progress and identify the specific needs of our students and inform explicit instruction to promote growth for all learners.	Date Completed	Academics
Academics Enter a 1 in the cells to indicate alignment to goal	✓				ongoing	Completed RTI progress monitoring in Grades K-5
	✓	✓			11/3/17	Report Cards issued with detailed comments for families (provided copies of assessments results)
	✓	✓			11/15-11/16	Parent Conferences(Early Release)
					11/28/17	Progress Reports submitted to office (sent home 12/1/17)
				✓	11/29/2017	Opportunity District monitoring Meeting (Hartford) w/Admin Team
	✓			✓	11/29/17	Grade Level Data Team Meetings
	✓			✓	11/14/17	Child Study Team Meetings
				✓	11/20/17	K/2 Reading Buddy Program

Indicator	2.1 Through walk-throughs and observations, determine variety of best instructional practices being implemented in the classrooms, specific adult learning needs, and provide support for all staff through embedded coaching.	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.			Date Completed	Human Capital
Human Capital Enter a 1 in the cells to indicate alignment to goal	✓				11/27/17	Problem of Practice Planning Session for Instructional Rounds
	✓				11/27/2017	Science Grade Level Meetings & Collaboration (FOSS Kit Check in and re-orders)
	✓				11/7/17	Full Day PD for Teachers (Science and Social Studies focus)
	✓		✓		11/7/2017	Admin Council (Olson)
			✓		11/9/2017	Onboarding of new school nurse and two new LC paras
			✓		11/15/2017	CT Para of the Year Recognition Event (Bushnell) Celebrating Pam Stoll
Indicator	3.1 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	3.2 Seek out alternate sources of funding for teacher and student needs through grants, Donor's Choose, and philanthropic donations	3.3 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	3.4 Continue to supplement classroom instruction with online resources as part of the workshop model, including ReflexMath, iXL Math, Lexia Core 5, and Learning A-to-Z.	Date Completed	Operations
Operations Enter a 1 in the cells to indicate alignment to goal				✓	11/6/17	Site Visit (Jill Hale) CT Association of Schools focusing on school climate and classroom environment
		✓		✓	11/13/2017	CT Association of Schools Elementary Board Meeting (Olson)
	✓				11/20/2017	Completed Student Support and Academic Enrichment Grant (SSAE) 17-18
					ongoing	W-IRV News Anchor recruitment
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	Date Completed	Culture and Climate
Culture and Climate Enter a 1 in the cells to indicate alignment to goal	✓	✓			11/15/2017	Scholastic Book Fair (open during conferences) to promote school-wide culture of reading
	✓	✓			11/29/2017	Staff-led Monthly Breakfast Coffee, Conversation and Connections before school Hosted by Grade 2-3
	✓				11/22/2017	Staff vs. Staff Game (Squash the Pumpkin) before Thanksgiving Break
	✓	✓			11/29/2017	Tanglewood Theater presents Cinderella (focus on fairy tales and oral story telling)
			✓		11/17/2017	Quarter 1 Honors Reception (165 students w/perfect attendance in 1st MP!)
				✓	11/30/2017	Reading Celebrations for completing Reading Logs
				✓	11/30/2017	Germ Busters presentation in Grades K-2 w/Griffin Hospital and Valley Safe Kids
			✓	11/9/2017	50th Day of School Math Celebration (Dress in 50's clothing)	
			✓	11/8/17	Farmer's Market (Parent Led) in partnership w/CT Food Bank	

	✓		✓	11/15/17	Administered School Climate Survey (staff, parents, students)
--	---	--	---	----------	---

