

## 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 large projects

### CULTURE AND CLIMATE

*District Growth Areas:*

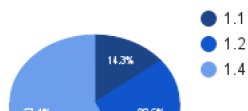
- 4.1 Support continued integration of PBIS in all schools
- 4.2 Increase parent and stakeholder involvement and feedback
- 4.3 Address student/family transiency and illegal residency issues
- 4.4 Actively participate on local and state boards and committees

*School Growth Areas:*

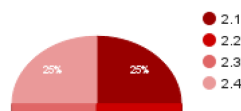
- 4.1 Promote our PBIS initiative and build a positive school culture rooted in respect: respect for ourselves, each other, and our school, and deliver weekly Tier I social develop curriculum to students in Grades K-3
- 4.2 Provide multicultural experiences that promote awareness, education, and appreciation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

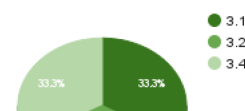
**Academics**



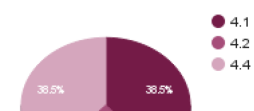
**Human Capital**

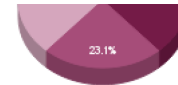
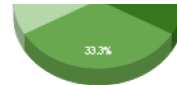
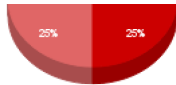


**Operations**

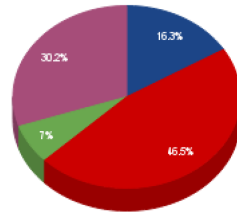


**Culture and Climate**





### 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 <small>Enter a 1 in the cells to indicate alignment to goal</small>				✓	10/17/2016	Attended Alliance District Convening
	✓			✓	10/19/2016	Hosted Interactive Theater for grades 3-5 with a focus on "Bullying"
		✓			10/20/2016	Partnered with and hosted UI for Read-A-Loud/Book Donation grades K-2
				✓	10/25/2016	Held first band evening performance for families
		✓		✓	10/27/2016	Held Read for the Record event "The Bear Ate Your Sandwich"

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
	✓	✓		✓	10/05/2016	Held half-day teacher PD focusing on SLO's & "My Learning Plan"
Human Capital			✓		10/12/2016	Hosted Arts for Learning Staff Consultant to lead a discussion with teachers about Teacher/Artist residency to infuse the visual and performing arts in to the curriculum. Work provided through a \$9,000 grant. Funding will include 2 artists supporting 5 classrooms each.
Enter a 1 in the cells to indicate alignment to goal	✓	✓	✓	✓	10/13/2016	Hosted Generation Ready Job Embedded Coaching and PD
	✓	✓	✓	✓	10/17/2016	Hosted Literacy How On Site Job Embedded Coaching and PD
	✓	✓	✓	✓	10/26/2016	Instructional Practice Postings for staff reflection and sharing of ideas foused on (2b)- Establishing a Culture for Learning
	✓	✓	✓	✓	10/27/2016	Hosted Generation Ready Job Embedded Coaching and PD
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 engagae 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
		✓			10/12/2016	Fall Picture Day
Operations	✓				10/28/2016	Prepared for close of marking period communications with families
Enter a 1 in the cells to indicate alignment to goal				✓	October	Reintroduced "work order" submission process
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
	✓			✓	10/3/2016	Recognized custodians for "Custodian Appreciation Day"
Culture and Climate	✓	✓		✓	10/5/2016	Partnered with Griffin Hospital to host school-wide national "Safe Walks for Kids" event
Enter a 1 in the	✓			✓	10/11/2016	Recognized office staff for "National Office Professionals" week
	✓			✓	10/13/2016	Attended Para of the Year banquet in recognition of Elise Campbell
		✓			10/18/2016	Hosted Crabgrass Puppet Theater for family puppet show "Princess & the Pea"

cells to indicate alignment to goal		✓			10/19/2016	Hosted Mikata Performance (African Drumming & Dancing)
	✓			✓	10/28/2016	Updated staff scrapbook picture (New England Fun/Fall Colors)

