

## SAP GOAL AND MEASURES

### ACADEMICS If we use best teaching practices, a research-based (tiered) model for intervention, and assessments that inform instruction, then student learning and growth will be evident.

#### District Growth Areas:

- 1.1 Develop a tightly aligned Pre-K-12 curriculum
- 1.2 Define and model the use of high expectations and standards in everything we do
- 1.3 Provide individualized, job-embedded coaching with immediate feedback, practice and modeling.
- 1.4 Utilize a peer-to-peer, micro-teaching approach and use of video to strengthen teacher practice
- 1.5 Invest in opportunities for increased student engagement time
- 1.6 Ensure common collaboration time to analyze student work and assessments

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### HUMAN CAPITAL If we develop a trusting, collaborative team culture throughout the district that celebrates growth, then everyone will be invested, committed and engaged in the work of supporting

#### District Growth Areas:

- 2.1 Provide opportunities for district level grade/subject area meetings
- 2.2 Provide job embedded coaching and professional development to move towards a district-wide restorative practices
- 2.3 Ensure individualized opportunities & support for all professional staff
- 2.4 Provide opportunities for ongoing professional learning
- 2.5 Provide individualized, embedded coaching with immediate feedback, practice and modeling.
- 2.6 Establish and promote a responsive and supportive Employee Assistance Program

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### OPERATIONS If we create systems and structures that best allocate our resources, then we can provide a highly effective delivery of services in support of district goals.

#### District Growth Areas:

- 3.1 Continue to seek new funding sources and apply for grants that align to district goals
- 3.2 Utilize new online student registration to streamline enrollment process
- 3.3 Support the integrated use of technology in all schools
- 3.4 Fully utilize the features of Applitrack recruitment software
- 3.5 Support business management services with increased efficiency time and labor system
- 3.6 Support facility, maintenance and renovations to support the 5 year Capital Plan and DAS eligible projects

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### CULTURE AND CLIMATE If we develop positive and meaningful relationships with all students, then they will become more confident, motivated and engaged in their learning.

#### District Growth Areas:

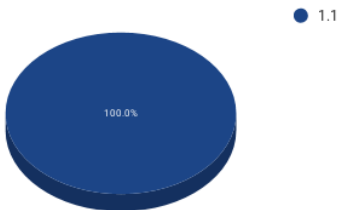
- 4.1 Research effective student climate survey tools
- 4.2 Actively participate on local and state boards and committees
- 4.3 Plan for the implementation of Restorative Practices starting at DMS
- 4.4 Utilize Powerschool log entries to track and measure student/ parent contact/ engagement
- 4.5 Continue to provide opportunities for recognition/celebrations specific to student and staff accomplishments
- 4.6 Engage students and families with social media, newsletters, School Messenger, electronic signage

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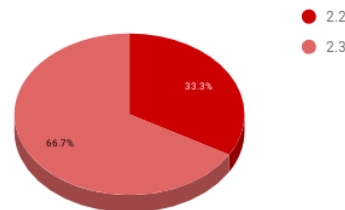
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## Monthly Statistics Report

### Academics

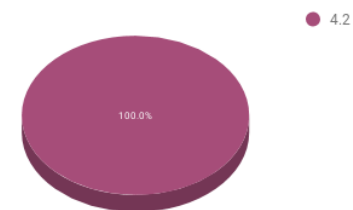


### Human Capital



### Operations

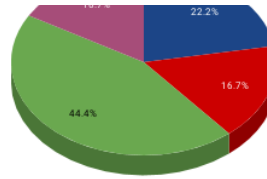
### Culture and Climate



### Strategic Plan



- Academics
- Human Capital
- Operations



Operations  
Culture & Climate

Indicator	1.1 Develop a tightly aligned Pre-K-12 curriculum	1.2 Define and model the use of high expectations and standards in everything we do	1.3 Provide individualized, job-embedded coaching with immediate feedback, practice and modeling.	1.4 Utilize a peer-to-peer, micro-teaching approach and use of video to strengthen teacher practice	1.5 Invest in opportunities for increased student engagement time	1.6 Ensure common collaboration time to analyze student work and assessments	Date Completed	Academics
Academics  Enter a 1 in the cells to indicate alignment to goal	✓				✓			Worked with HCC to identify courses for Advanced Manufacturing Certificate Program
	✓				✓			Submitted revised SIG Grant to support Math at DHS
Indicator	2.1 Provide opportunities for district level grade/subject area meetings	2.2 Provide job embedded coaching and professional development to move towards a district-wide restorative practices	2.3 Ensure individualized opportunities & support for all professional staff	2.4 Provide opportunities for ongoing professional learning	2.5 Provide individualized, embedded coaching with immediate feedback, practice and modeling.	2.6 Establish and promote a responsive and supportive Employee Assistance Program	Date Completed	Human Capital
Human Capital  Enter a 1 in the cells to indicate alignment to goal			✓					Interviewed all new hires
			✓					Participated on Selection Advisory Committee for HS AP
		✓						Team from DMS and All Admins attended 4 days Restorative practice training
Indicator	3.1 Continue to seek new funding sources and apply for grants that align to district goals	3.2 Utilize new online student registration to streamline enrollment process	3.3 Support the integrated use of technology in all schools	3.4 Fully utilize the features of Applitrack recruitment software	3.5 Support business management services with increased efficiency time and labor system	3.6 Support facility, maintenance and renovations to support the 5 year Capital Plan and DAS eligible projects	Date Completed	Operations
Operations					✓	✓		Met with HCC to continue planning for Advanced Manufacturing Center
					✓	✓		Attended Capital Planning Committee Meeting. Approved for Security Vestibule DHS, Tables - DHS/Bradley, Ceiling tiles
					✓			Hosted Visit with Joan Payden

