

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:

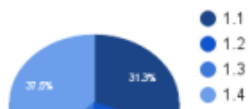
- 4.1 Support continued integration of PBIS in all schools
- 4.2 Increase parent and stakeholder involvement and feedback
- 4.3 Address student/family transiency and illegal residency issues
- 4.4 Actively participate on local and state boards and committees

School Growth Areas:

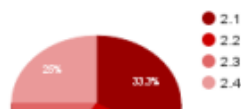
- 4.1 Promote our PBIS initiative and build a positive school culture rooted in respect: respect for ourselves, each other, and our school, and deliver weekly Tier I social develop curriculum to students in Grades K-3
- 4.2 Provide multicultural experiences that promote awareness, education, and appreciation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

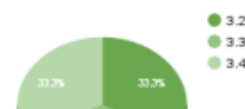
Academics



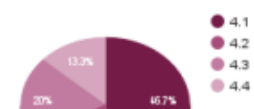
Human Capital

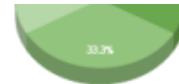
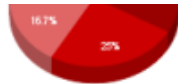
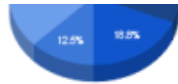


Operations

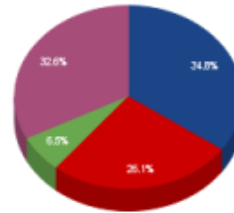


Culture and Climate





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 Enter a 1 in the cells to indicate alignment to goal		✓			9/12/2016 - 9/16	Scholastic Book Fair
					9/30/16	Issued Progress Reports to K-5 students (shared BOY assessment data)
	✓	✓		✓	September	Began using FOSS science kits (hands-on experiments in Grades K-5)
	✓			✓	September	Completed all BOY Math & Literacy benchmark assessments
	✓	✓	✓	✓	9/12/16	Launched Tier II & Tier III reading intervention program
	✓		✓	✓	9/28/16	Held School Wide Data Teams to develop action plans
	✓			✓	September	Began using new Math Pacing Guides (created by a team of Bradley/Irving teachers over the summer)
	✓			✓	September	Began using the new Writing Assessments (created by a team of teachers over the summer)

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
Human Capital Enter a 1 in the cells to indicate alignment to goal	✓				9/7/16	DCF Mandated Reporter Training
	✓	✓	✓	✓	9/15/2016	Hosted Generation Ready Job Embedded Coaching and PD
					9/26/2016	Hosted Literacy How On Site Job Embedded Coaching and PD
	✓	✓		✓	9/13/2016	Hosted FOSS Science Kit Training for K-5 teachers
		✓	✓	✓	9/21/2016	Held Leadership Subcommittee Meetings to develop leadership amongst all staff (PBIS Team, Literacy Leadership Team, Math Leadership Team, Climate & Culture Team, Technology Team)
	✓					Held Interviews for new BCBA
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 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
Operations Enter a 1 in the cells to indicate alignment to goal					9/19 - 9/30	Yankee Candle Fundraiser
					9/20/2016	CAS/CAPPS Convocation
				✓	9/21/2016	Developed a team to identify maintenance issues and submit work orders to address
			✓		September	Held Donor's Choose Contest: 10 projects fully funded (\$2931) and 14 additional projects posted (varying levels of funding achieved)
		✓			September	Distributed 6 kindle readers to each classroom for teachers to access leveled reading material for guided reading.
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
Culture and Climate Enter a 1 in the		✓			9/1/2016	Back to School Welcome Night (Scott Jameson Show)
	✓				9/1 - 9/9	School-wide PBIS roll out and training
		✓			9/7/2016	Band Recruitment Parent Meeting
	✓			✓	9/7/2016	Community Meeting Expectations Roll Out
	✓		✓	✓	9/14/2016	Hosted Open House Night (had community provider tables & classroom visitation)

cells to indicate alignment to goal	✓				9/21/2016	International Day of Peace Celebration
	✓	✓			9/28/2016	Hosted "Look for the Good" gratitude project to promote kindness and thankfulness
	✓		✓		September	Launched School Attendance Awareness Month Campaign (stickers, posters, phone calls, etc)
	✓		✓	✓		Launched Walking School Bus to promote regular attendance (average 13 walkers daily)

