

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

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 opportunities for district level grade/subject area meetings
- 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

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

CULTURE AND CLIMATE

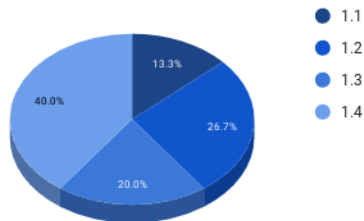
If we develop positive and meaningful relationships with all students, then they will become more confident, motivated and engaged in their learning.

District Growth Areas:

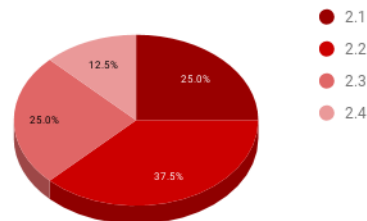
- 4.1 Research effective student climate survey tools
- 4.2 Actively participate on local and state boards and committees
- 4.3 Plan for the implementation of Restorative Practices starting at DMS
- 4.4 Utilize Powerschool log entries to track and measure student/ parent contact/ engagement
- 4.5 Continue 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

Monthly Statistics Report

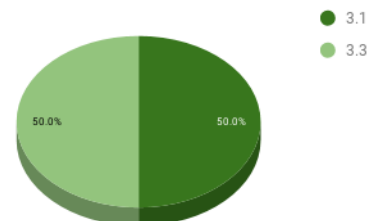
Academics



Human Capital



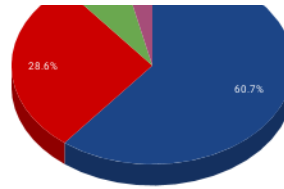
Operations



Strategic Plan



- Academics
- Human Capital
- Operations



Operations
Culture & Climate

				1.2 Assist the Superintendent in the development and integration of the district's Instructional Improvement Plan, and serve as a liaison between the district, schools, and all external partners	1.3 Support job-embedded coaching to support, develop and improve teacher practice and student outcomes PK-12	1.4 Supervise the administration, coordination and analysis of all state and local testing programs within the district. Develop an annual district-wide assessment calendar (final exam schedules, NWEA testing dates, field test schedules, etc.). Review results and/or scores of mandated assessments for the purpose of monitoring progress and identifying deficiencies, and coordinate professional development opportunities for staff.	1.5 Support the development of extended day learning opportunities and partnerships to provide students with real world experiences	1.6	Date Completed	Academics
Academics	✓					✓			8-16-18	Updated, revised and submitted the SIG grant for DHS with a focus on mathematics and chronic absenteeism using evidence based strategies recommended by the Turnaround Office
						✓	✓		August	Supported the roll out plan for the Housatonic Advanced Manufacturing Program at Derby High School
						✓			August 8	Updated and revised the 18-19 Alliance District grant with a focus on climate/culture, chronic absenteeism, teacher coaching and professional development, and improved instructional practice.
						✓	✓		August 8	Revised and submitted the Priority School District and Extended School Hours grants focusing on a district-wide elementary After School Program and Saturday Academy.
			✓						August	Researched K-12 universal screening options to streamline and standardize district wide testing for ELA and Math. Planned meeting with admins and sales rep to demo a new product (i-Ready) which provides instruction, performance diagnostics and progress reports based on K-12 Common Core State Standards (CCSS) in Mathematics and Reading.
	✓	✓	✓						August	Participated in three conference calls with Turnaround Office and the following departments: Math, ELA, Climate & Culture to discuss
			✓	✓		✓			August	Supported the development of a new, assessment tracking tool for ELA and Math at the elementary level to centralize all of the data in one, centralized location. Tool is more user friendly for teachers and includes color-coded charts and graphs to monitor individual student, class, and grade level progress

Enter a 1 in the cells to indicate alignment to goal

		✓	✓				August	Supported the development of a new assessment calendar for Grades K-8
			✓				Aug	Planned year long meeting schedule and topics for the PDEC committee
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/adm inistrator 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 schools in the delivery of engaging and rigorous instruction, and support the RTI Model	2.5	2.6	Date Completed	Human Capital
Human Capital Enter a 1 in the cells to indicate alignment to goal	✓						August 7	Participated in the selection committee for DMS principal
	✓						August 14-16	Participated in the selection committee for the DHS assistant principal
		✓	✓	✓				Created year-long professional development plans for ELA for all elementary teachers using a combination of off site and job embedded training using technical assistance resources offered by the state for Alliance Districts (Hill for Literacy, Literacy How, ReadCONN, CAS Coaching)
		✓	✓				8/13/2018	Facilitated the developmet of the district's profile on TEACHConnecticut, a new statewide educator recruitment platform sponsored by the state Department of Education (blend of advertstising, online and in person tools for candidates, resources and tools for candidates)
		✓					August	Participated on a team and attended 3 days of professional development for the Portrait of A Graduate through Center for School Change . Collected materials/artifacts needed for the first Community of Practice in September (School Improvement Plan, District Strategic Improvement Plan, etc)
Indicator	3.1 Take an active role in the grant-writing process utilizing the e-Grants Management System and support the timely spend down of allocated funds at all sites	3.2 Conduct a comprehensive Power School audit to ensure accurate information is in the data base so all student and district data reporting is accurate	3.3 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	#REF!	3.5	3.6	Date Completed	Operations
Operations Enter a 1 in the cells to indicate alignment to goal			✓				8/27/2018	Created the first district newsletter for staff (focus on celebrations, teaching and learning) which will be published bi-weekly.
	✓						8/10/2018	Completed online, e-grants training to learn how to utilize the SDE's tool for submitting all grants

	4.1 Develop a committee to revise climate surveys and improve data reporting features to be actionable at the school and district level	4.2 Represent Derby in the community by serving on boards and programs that directly and positively impact our schools, staff, and students	4.3 Develop a comprehensive, research-based school attendance program aligned with the Attendance Works model to increase student attendance and reduce chronic absenteeism PK-12	4.4 Develop regular opportunities to recognize and celebrate the contributions of staff to promote employee morale, positive working conditions, and develop relational trust amongst school staff	4.5	4.6	Date Completed	Culture and Climate
Indicator								
Culture and Climate Enter a 1 in the cells to indicate alignment to goal				✓			8/11/2018	Developed a model and plan the launch of the district's Attendance Committee (required)
							8/17/2018	Developed a Truancy Intervention Plan for DHS (required)
		✓					8/12/2018	Selected to serve as Valley United Way Campaign Cabinet Member and represent Derby Public Schools
							8/15/2018	Collaborated with DHS Principal and Grade 9 teachers to organize a Freshman Orientation program to create strong transitions between middle school and high school

Academics Human Ca| Operations Culture & Climate

1.1	1.2	1.3	1.4	1.5	1.6
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2.1	2.2	2.3	2.4	2.5	2.6
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3.1	3.2	3.3	3.4	3.5	3.6	
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4.1	4.2	4.3	4.4	4.5	4.6	
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