

Centennial High School 2018-2021 LCPS Strategic Plan

Centennial High School 2018-2021 Goal 1: Student Success		2018-2021 Aligned Actions and Measurements (Current School Year Plan and Evaluation of previous year's plan due September 1)				
		Key Actions: (List as many actions as needed in each box.)	Measured by:	Owner(s):	Resources Needed:	Results of Key Actions from last year's plan: (Due September 1, 2019)
Focus Priorities						
1. Implement 90-Day PED plans	1. Develop and facilitate PD to Leadership Team. 2. Address school challenges based on the 30/60/90 day review and collaborate with Leadership Team.	Review of the 90 day plan with leadership teams and departments to determine quality of professional development and analysis of the review.	CHS Admin, I.S. and Leadership Team	Reflection Form from 30/60/90 day plans;		
2. Increase online instructional resources for teachers	1. Pilot Albert.IO for AP students 2. Survey Staff on what technology they are using ie. What apps and or websites do you use in instruction? 3. Review findings of survey with leadership team to Fully utilize all of our VLA allocations.	Increased usage of online instructional resources for teachers. Begin with ELA/Math	CHS Admin, I.S. and Leadership Team	Survey for staff to see what online programs are needed. Implement one of the online programs		

<p>3. Support language acquisition and academic outcomes for English Learners (EL)</p>	<p>Use current ACCESS data to review placement of EL students at the BOY to ensure that they are properly placed in core and English language support classes. PD for SIOP will be implemented. Begin with Language Objectives and learning objectives on the board.</p>	<p>ACCESS and increased growth and proficiency in ELA and Math classes as measured by CFA's.</p>	<p>CHS Admin, I.S., Leadership Team, IWC and teachers</p>	<p>SIOP and ACCESS PD</p>		
<p>4.. Strengthen gifted services to include targeted instruction, increased identification, and content integration</p>	<p>Work with diagnostician and AES teachers to identify potential candidates for testing.</p>	<p>Increased referrals of Gifted students. AES teachers having PLC's to discuss potential candidates.</p>	<p>AES teachers, Admin, I.S. and Diagnostician .</p>	<p>N/A</p>		

5. Improve student behavior through systemic initiatives	Give PD to staff on Restorative Practices through several PD's to include Intro of Kelvin Oliver video, followed by intro of Respect Agreements and Circles. We will be engaging in Respect Agreements with staff and students by October. We will begin Circles with staff by January.	Decreased office referrals; students engaged in learning and the class;	Restorative Practice Team, Admin and teachers.	Kelvin Oliver Restorative Practice video; PD opportunities		
6. Establish common expectations for Professional Learning Communities (PLC's) in all schools	Expectations of teachers is that they meet once a week to talk about curriculum mapping, with in content specific groups. Staff will also talk about the A,B,C's (A is Absenses, B is Behavior and C is content of class) of students during weekly PLC's Staff will also engage in three CFA's to review knowledge retention of subject being taught.	PLC notes and Assessment Analysis	Teachers, Leadership Team, Admin, I.S.	Time for staff to meet with subject content peers.		
7. Prepare all students for college and career readiness	Students will be encouraged to become part of a career pathways to include Culinary Arts, Forensic Science, Media, Bilingualism, etc. Students are also highly encouraged to participate in AP classes as well as Dual Language classes. Counselors also regularly meet to encourage and coach students to continue to prepare for college and careers	Increased enrollment of students in Career pathways, AP Classes and Dual Credit classes.	CHS Admin, I.S., Leadership Team and Counselors	Continued planning for properly enrolling students in the correct courses.		

<p>8. Expand Virtual Academy to support traditional and non-traditional students</p>	<p>Utilize all of the allocations provided to CHS. Counselors will meet with students who qualify for VLA through 504 plans, health plans, or counselor recommendations. Training of the learning coach</p>	<p>Allocations used up. Student enrollment Reports from Learning Coach</p>	<p>Counselors Learning Coach</p>	<p>Technology upgrade and availability Learning Coach Space More funding for allocations.</p>		
--	---	--	--------------------------------------	---	--	--

Centennial High School 2018-2021 LCSD Strategic Plan

Centennial High School 2018-2021 Goal 2: Budgets & Facilities Management	2018-2021 Aligned Actions and Measurements (Current					
	Key Actions: (List as many actions as needed in each box.)	Measured by:	Owner(s):	Resources Needed:	Results of Key Actions from last year's plan: (Due September 1)	Focus Priority Status: IP = In Progress FO = Fully Operational
Focus Priorities						
1. Improve state data reporting in all areas	Use of Tableau to report student data to departments.	Student growth by grade level, department, demographics	Admin and Instructional Specialist	Tableau, PLC meetings, Department meetings		IP
2. Determine facility needs to maximize student safety and engagement	Monthly meeting with safety committee to discuss happenings around the school. Alternate routes for students during passing periods.	Monthly meetings, Concerns, Safety Drill reports	Admin and Security Guards	Security, SRO		IP
3. Increase efficient use of financial resources	Send out a template per department at the end of the school year to determine their needs. Prioritize needs/wants list	Template completed by department and returned to principal and office manager.	Department leads, Principal, Office manager	All staff input		IP
4. Increase safety measures	Door locks in place Key card access Gates closed Security visible Discipline plan	Monthly drills discipline referrals School Access - security checklist as rounds are made.	Maintenance Custodians Administrators	Key cards Locks Security Admin		IP

Centennial High School 2018-2021 LCSD Strategic Plan

District Priorities 2018-2021 Goal 3: Communication, Trust, and Human Relations	2018-2021 Aligned Actions and Measurements					
	Key Actions: (List as many actions as needed in each box.)	Measured by:	Owner(s):	Resources Needed:	Results of Key Actions from last year's plan: (Due September 1)	Focus Priority Status: IP = In Progress FO = Fully Operational
Focus Priorities						
1. Increase communication and engagement with stakeholders	1. Utilize email, school web site, social media, Remind 101 and Synergy , to inform stakeholders of upcoming school events. 2. Meet with SAC once per month to gain necessary input from parents for decision making that impact students' academic progress.	Increase participation in school and local events. Parents increased awareness of student academic progress	CHS Admin, I.S. and Leadership Team, All teachers, SAC members	Synergy Student Information System, Remind 101 App. School Website		FO
2. Implement review cycle for board policies, and communicate policy revisions with stakeholders	Board agenda notes, reviewing policies upon revisions and communicate changes with stakeholders	Increase awareness of board policies by all stakeholders	CHS Admin, Leadership Team and All Teachers	Accesss to Board agenda notes		
3. Continue International Welcome Center (IWC) to support newcomers and families	1.IWC teacher will be informed of newly registered student in order to ensure appropriate placement and scheduling of students. 2. Administration and IWC will make contact with families of newcomers and established EL students to ensure all are aware of requirements to successful completion of high school	Newly registered students will be appropriately placed from onset. Parents of EL students will be informed of graduation requirements	CHS Admin, I.S. and IWC teacher	Access to correct parent information for contact purposes.		IP

Centennial High School 2018-2021 LCSD Strategic Plan

2018-2021 Aligned Actions and Measurements						
District Priorities 2018-2021 Goal 4: Quality in Human Resources	Key Actions: (List as many actions as needed in each box.)	Measured by:	Owner(s):	Resources Needed:	Results of Key Actions from last year's plan: (Due September 1)	Focus Priority Status: IP = In Progress FO = Fully Operational
Focus Priorities						
1. Hire highly-effective teachers who meet identified school needs	Utilize applitrack to identify qualified applicants and check references. Additionally, evaluate course selctions through the next step process and work with HR and current staff to meet the needs of "hard to fill" positions.	Opportunity to learn surverys. State report card data	Admin, counseling staff, HR	Training for teachers to gain licensure in hard to fill positions		IP
2. Incrcase efficiency of turnaround time in the hiring process	Utilize applitrack to post jobs and recruit applicants as soon as opening occur. Utilize visions to submit epars, and communicate with HR once epars have been submitted	Time frame and turnaround of filling vacated positions.	Admin and HR staff.	Access to frontline and visions		IP
3. Strengthen new teacher orientation process to support first-day readiness	Identify new teachers and provide mentors. Implement new teacher meetings once a month.	Admin, new teacher support staff-	Admin, new teacher support staff-	Time for monthly meetings		FO

4. Increase leadership capacity	Weekly Leadership Meetings Staff providing their own PD to all staff Mentoring teachers into the Principal Leadership Program	Agenda/Meeting Notes Teachers providing PD during half days and staff meetings Competition of Principal Leadership	Teachers and Administrators	Scheduled time for meeting and planning		IP
5. Provide support for alternative licensure teachers	Meeting with school Instructional Specialist Department Meetings School mentors	Meeting notes One on one meetings	Teachers and Administrators Instructional Specialist	Scheduled time for meeting and planning		IP
6. Increase substitute teacher pool	Support district initiatives Attend job fairs	Number of classes needed coverage	Administrators	N/A		IP