

# Camino Real Middle School 2018-2021 LCPS Strategic Plan

<b>District Priorities 2018-2021 Goal 1: Student Success</b>		<b>2018-2021 Aligned Actions and Measurements</b> (Current School Year Plan and Evaluation of previous year's plan due September 1)					
<b>Focus Priorities</b>		Key Actions: (List as many actions as needed in each box.)	<b>Measured by:</b>	<b>Owner(s):</b>	<b>Resources Needed:</b>	<b>Results of Key Actions from last year's plan:</b> (Due September 1)	<b>Focus Priority Status:</b>  IP = In Progress FO = Fully Operational
1. Implement 90-Day PED plans	1. Develop 90 day plan and facilitate PD to inform teachers.	Teachers following goals as shown in lesson plans and cwt.	Admin Team, Instructional Specialist, teachers	Time in schedules PD.		IP	
2. Increase online instructional resources for teachers	1. Create teacher awareness and access to on-line resources through PLC.	Number of teachers using resources, monitor teachers to ensure following curriculum maps, walk throughs, observations, lesson plans	Admin Team, Instructional Specialist, teachers	Time in schedules PD Computers		IP	

<p>3. Support language acquisition and academic outcomes for English Learners (EL)</p>	<p>1 Continue SIOP training for teachers at school site.  2. Provide professional development to all teachers regarding placement of ELs.  3 Case manager will attend professional development to ensure that IEP goals reflect language needs for ELs with special needs and provide PD for teachers.  4. Ensure bilingual lead teacher attends professional development to learn to implement standards-based, high-level instruction in Spanish.</p>	<p>Number of teachers using resources, monitor teachers to ensure following curriculum maps, walk throughs, observations, lesson plans</p>	<p>Admin Team, Instructional Specialist, teachers</p>	<p>SIOP resources, (books, PLC time)</p>		<p>IP</p>
<p>4.. Strengthen gifted services to include targeted instruction, increased identification, and content integration</p>	<p>1. Provide PD to help teachers identify under-represented populations for gifted services  2. Provide and utilize a continuum of services to meet the needs of identified gifted students.  3. Integrate gifted academic instruction into content classes.</p>	<p>Measured by the number of students identified for AES. 2. Measured by AES student academic growth using PARCC and CFA data.</p>	<p>Admin Team, Instructional Specialist, AES teachers.</p>	<p>AES curriculum developed by staff.</p>		<p>IP</p>
<p>5. Improve student behavior through systemic initiatives</p>	<p>1, Improve the collection of student behavior data through re-designed discipline notation System utilizing Synergy. 2. Implement positive Behavior Intervention Support through schoolwide activities and behavior events. 3. Develop and implement Restorative Justice process for CRMS.</p>	<p>Measured by the number of student incidents and suspensions registered in Synergy.</p>	<p>Administrative team, teachers.</p>	<p>Restorative Justice training, restorative programs, personnel.</p>		<p>IP</p>

6. Establish common expectations for Professional Learning Communities (PLC's) in all schools	<ol style="list-style-type: none"> <li>1. Continue to implement PLC schedule for all staff.</li> <li>2. Provide professional development on classroom expectations</li> <li>3. Continue to conduct data meetings and expand by focusing on re-teaching and differentiation.</li> </ol>	PLC Calendars/agendas and attendance.	Admin Team, Instructional Specialist, teachers			FO
7. Prepare all students for college and career readiness	<ol style="list-style-type: none"> <li>1. Instruct and monitor teachers to ensure alignment with curriculum guidelines.</li> <li>2. Ensure students have access to current technology resources through instructional practices.</li> <li>3. Support district Challenger initiative through classroom activities and field trips.</li> </ol>	Monitored by lesson plans, classroom walk throughs and common formative assessment results/data meetings.	Administrative team, Instructional specialist, teachers.			IP
8. Expand Virtual Academy to support traditional and non-traditional students	1. Provide course offerings to meet student needs as applicable. Inform students of virtual learning opportunities and requirements for preparation of High School Courses.	Measured by the number of student enrolled	Administrative team			IP

## Camino Real Middle School 2018-2021 LCSD Strategic Plan

2018-2021 Aligned Actions and Measurements						
District Priorities 2018-2021 Goal 2: Budgets & Facilities Management	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	Attend training and ensure Synergy data is updated and accurate.	Amount of data collected through Synergy.	Office staff, administration, teachers			IP
2. Determine facility needs to maximize student safety and engagement	Conduct monthly safety meetings with school committee. Discuss topics at PTSO, collaborate with SRO /conduct safety drills.	Documentation of drill exit times and reports	administration, secretary staff, teachers, students			FO
3. Increase efficient use of financial resources	maintain accurate budget , Obtain teacher requests for budget .	Budget breakdown and budget spreadsheet showing breakdown by department and activity.	administration, secretary staff, teachers,			FO
4. Increase safety measures	identify safety concerns and remedy or address needs on a timely basis	Documentation of accident reports filed with documentation of safety concerns and action taken.	Administration, school nurse			IP

## Camino Real Middle 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
<b>Focus Priorities</b>						
1. Increase communication and engagement with stakeholders	Utilize Synergy communication system ie. roto call, email, conduct ptso meetings, open house, academic night,	Number of messages sent to parents, agendas and sign in sheet	Administration, teachers	Synergy online system, for communicating events,	FO	
2. Implement review cycle for board policies, and communicate policy revisions with stakeholders	Inform teachers of policy changes and provide information on how to address changes through web page.	Teacher attendance of PD, sign in.	Administration, Instruction Specialist, Teachers	Board Policies	IP	
3. Expand International Welcome Center (IWC) to support newcomers and families	Collaborate with high school IWC coordinator, anticipating further expansion with in-school support at middle schools sites.	Documentation of time IWC staff is at Camino.	Administration, IWC staff member, District coordinator of IWC.		IP	

# Camino Real Middle 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 district needs	Hire highly qualified teacher to meet school needs.	Percentage of highly qualified teacher employed at CRMS.	Administration	Highly qualified applicants		IP
2. Increase efficiency of turnaround time in the hiring process	Follow guidelines outlined by HR for checking new hire references including timely interview window and accurate submissions for requests for hire. Communicate with HR for process update.	The amount of time to complete hiring process through district.	Administration, HR	HR policy and guidelines		IP
3. Strengthen new teacher orientation process to support first-day readiness	Provide an in school mentor. Create a structure for administration to support and communicate on a regular basis with new teachers.	First year teacher questionnaire.	Administration, first year teacher.	Survey Monkey		IP
4. Increase leadership capacity	Support peer mentorship with teachers by covering classes as leader teachers provide PD and model for other staff members. Offer and encourage teachers to take on leadership roles by providing professional development, mentorship to staff members.	Schedule of classes being covered, agenda and sign in sheets for PD.	Administration, Instruction Specialist, teachers	Substitutes to cover classes for teacher observations.		FO

5. Provide support for alternative licensure teachers	Provide an in school mentor. Create a structure for administration to support and communicate on a regular basis with alternative licensure teachers.	Alternative teacher questionnaire.	Administration, Instruction Specialist	Survey Monkey		IP
6. Increase substitute teacher pool	Inform stakeholders of district needs for increasing qualified substitutes.	Number of substitute teachers hired by district. Number of absences that are not taken by a substitute.	Administration, Office Staff	Electronic Media		IP