

# Columbia Elelmentary School 2018-2021 LCPS Strategic Plan

District Priorities 2018-2021 Goal 1: Student Success	2018-2021 Aligned Actions and Measurements School Year Plan and Evaluation of previous year's plan due September 1)					(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. Implement 90-Day PED plans	1. Implement Writer's Workshop School-Wide 2. Implement Tier I Math Instruction 3. Establish and redefine RtI and Differentiated Instruction	1. Writer's Workshop strategies will be placed on the walk-through form 2. Teachers will go through PD with District Math Content Specialist 3. Master schedule will have RTI time built in and teachers will plan for strategic interventions utilizing iStation data.	Principal, Assistant Principal	ELA and math District content specialists. Lucy Caulkins kit, Student Vital Actions cards, PLC time to meet. iStation and IXL reports for targeted interventions.		IP = In Progress
2. Increase online instructional resources for teachers	1. Utilize all available instructional guides on Canvas 2. Provide professional learning for teachers to access and engage with instructional resources	Material posted Teachers trained	Principal, Assistant Principal District Content Specialists	Canvas user credentials for all teachers		

<p>3. Support language acquisition and academic outcomes for English Learners (EL)</p>	<p>1. Provide guidance in analyzing ACCESS Classroom Profiles/Develop Can Do Descriptors.  2. Utilize Classroom Profiles to implement content and language objective in lesson plans for content areas.  3. Provide venue for ELLT (English Language Learning Teacher) in designated district functions/meetings.</p>	<p>Language and content objectives posted in classrooms.  ELLT will content or professional development from meetings to Bilingual team and staff.</p>	<p>Site SIOP Team, SIOP Coaches</p>	<p>SIOP Participation Books, Access Reports, Classroom Profile Template.</p>		<p>IP</p>
<p>4.. Strengthen gifted services to include targeted instruction, increased identification, and content integration</p>	<p>Utilize 8 licenses granted to Columbia for virtual learning advanced math classes for gifted students to complete online.</p>	<p>Gifted students will successfully complete, with a C or higher, the online math courses in both the fall and spring.</p>	<p>AES facilitator</p>	<p>A Classroom for students to attend virtual class. Laptops, teacher monitor for student support.</p>		
<p>5. Improve student behavior through systemic initiatives</p>	<p>1. Establish Learning Circles and Respect Contracts school-wide  2. Prepare and follow a school-wide discipline plan</p>	<p>1. Schoolwide calendar with Learning Circle times for each teacher; Respect Contracts displayed in all classrooms.  2. Share discipline policy with all stakeholders</p>		<p>Updates on Restorative Practices</p>		<p>IP</p>

6. Establish common expectations for Professional Learning Communities (PLC's) in all schools	1. Implement District PLC expectations 2. Set weekly PLC time for teachers	1. PLC's will be high-functioning		PLC agendas formats		IP
7. Prepare all students for college and career readiness	Close the achievement gap by preparing all students for college readiness and success in a global society through rigorous and quality instruction. Promote a college going culture within the building.	Staff and students wear college shirts on Thursdays. All school staff display their college credentials on their classrooms doors. College penant flags hung in the hallways.	All Columbia staff members			IP
8. Expand Virtual Academy to support traditional and non-traditional students	Utilize 8 licenses granted to Columbia for vitual learning advanced math classes for gifted students to complete online.	Fifth grade students will successfully complete, with a C or higher, the online math courses in both the fall and spring.	AES facilitator			

## Columbia Elementary School 2018-2021 LCSD Strategic Plan

District Priorities 2018-2021 Goal 2: Budgets & Facilities Management	2018-2021 Aligned Actions and Measurements <span style="float: right;">(Current</span>					
Focus Priorities	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
1. Improve state data reporting in all areas	Attend trainings provided by the district. Secretaries, Bilingual Lead, Sped Lead and Admin	Synergy	Administration and Staff	Synergy training times		IP = In Progress
2. Determine facility needs to maximize student safety and engagement	Bring the fire marshal out to our building to get feedback regarding student safety, as well as having a full time security guard to secure the campus.	Efficient fire drills and everyone on the campus will be checked in and out of the front desk. SAFETY NOTES, DRILL Reports?	Administration and Staff	Fire Marshall scheduled, Schedule with Todd Gregory and coordinate efforts with CHS Admin.		IP = In Progress
3. Increase efficient use of financial resources	Inspect budget items in order to make sure there are no duplicate purchases as well as spending based on needs.	We will have a balanced budget.	Administration	Track spending from each account and align purchases with our Strategic and 90 Day Plan.		IP = In Progress

4. Increase safety measures	Simulate Fire and emergency drills will be run on a regular basis in order to maintain efficiency and safety.	Staff and students will evacuate the building in a safe and timely manner.	Administration and Staff	Schedule drills and include obstacles at times to ensure we can safely clear our building.		IP = In Progress
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## Columbia Elementary 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 Remind 101, Class Dojo, Columbia Facebook Page, weekly class newsletters and our school website to keep families informed of school events. Designate a Fall and Spring open house as well as Boo Hoo Breakfast, Muffins with Mom, Breakfast with Dad, Thanksgiving Family Lunch, parent conferences and Academic Nights.	Columbia parent attendance rates will increase from 2017-2018.	Administration	Access to paper and copy machines, teacher support of Class Dojo (PLC support) and access to InTouch		IP = In Progress
2. Implement review cycle for board policies, and communicate policy revisions with stakeholders	Review board policies by semester and if there are changes, send them home in a newsletter as well as on Class Dojo.	We will have records of all Dojo messages and newsletters sent home to parents.	Administration	Board Updates		IP = In Progress
3. Expand International Welcome Center (IWC) to support newcomers and families	Provide information on the IWC to families as we meet to discuss resources city-wide. Our social workers will also mention the IWC's to families as they work with families.	Greater attendance at the IWC, with some representation from Columbia families.	Administration			IP = In Progress

## Columbia Elementary 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	1. Screen for identified needs . 2. Focused preference given for candidtates with specific needs	Summative Evaluations will show more Effective to Exemplary	Admin, HR Department	Access to Applitrack and Screenings.		IP = In Progress
2. Increase efficiency of turnaround time in the hiring process	Close interview process within 48 hours . 2. Call references	Interviews will be closed within 48 hours.	Administration	HR communication and follow-through with		IP = In Progress
3. Strengthen new teacher orientation process to support first-day readiness	Provide support to new or alt teacher, provide support through assignment of a mentor teacher, admin touch base with each new teacher to answer questions and provide support; provide support through PLC for new teachers	New and alt teachers will have higher summative evaluations.	Administration	HR communication and follow-through with recommendation		IP = In Progress
4. Increase leadership capacity	1. Select Leadership Team strategically in order to become teacher-leaders within the building 2. Draw experience from two admin interns 3. Create and utilize a Restorative Justice/Behavior Team 3. Utilize STEM teacher through leadership role to provide data reports to staff	Teachers from the Leadership Team will lead more.	Administration	School connections and communication		IP = In Progress

5. Provide support for alternative licensure teachers	:Provide support through assignmnet of a mentor teacher, admin touch base with each new teacher to answer questions and provide support; provide support through PLC for new teachers	Alt license teachers will end with suuccessful school years.	Administratio n	HR communicat ion and follow- through with recommend ation		IP = In Progress
6. Increase substitute teacher pool	Send communication out to Columbia families via newsletters, social media and email in order to let all know that we want them to be apart of our LCPS team to support children through subbing.	More substitute teachers will enter the pool	Administratio n	HR communicat ion and follow- through with recommend ation		IP = In Progress