

# Conlee Elementary School 2018-2021 LCPS Strategic Plan

District Priorities 2018-2021 Goal 1: Student Success	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. Implement 90-Day PED plans	1. Review last years 90 day plan and analyze this years data with Leadership Team. 2. Develop a revised 90 plan based on the data, school challenges, and needs of the campus, with school Leadership team 3. Collaborate with Leadership Team and grade levels for input.	Staff will complete an evaluation to determine the effectiveness of the implementation.	Leadership team Principal	PED template Dash Rubric Data analysis from the 30/60/90 plans;	Not all actions were completed. Some had to be revisited this school year.	IP
2. Increase online instructional resources for teachers	1) Create files for teachers on one drive and upload all PLC information and all additional resources. 2) Provide PD for teachers to access uploaded resources.	PD Sign in sheets Resources uploaded	Instructional Specialist Principal & Assistant Principal	Weekly PLC		IP

3. Support language acquisition and academic outcomes for English Learners (EL)	1) Provide PLC time once a week for our SIOP Team to plan and execute our 1 year SIOP Plan. 2). Provide PD for teachers during PLC and /or during Staff Meetings to support instruction for our EL population.	1) PLC Agendas and sign in sheets 2) PD Agendas and sign in sheets 3) Walk throughs and SIOP team/Admin feedback to assess implementation quality and timelines. 4). SIOP 1 Year implementation plan	SIOP Team Principal & Assistant Principal Instructional specialist	SIOP 1 Year Plan SIOP materials		IP
4.. Strengthen gifted services to include targeted instruction, increased identification, and content integration	1) Integrate gifted academic instruction in the regular ed classrooms. 2) Identify populations of students identified as gifted. 3) Provide PD to teachers on Gifted SAT processes.	Number of SAT Packets Number of identified GT students Teacher Walk throughs	AES Facilitator. 2018-2019 identified GT students Number of GT SATS	SAT folders Teacher schedules		IP
5. Improve student behavior through systemic initiatives	1) Incorporate a daily 30-45 minute empathy block in the daily schedule. 2) Implement Restorative Practices on campus. 3) Create a positive behavior classroom for students who need additional support with social and coping skills.	Class Schedules PD for teachers on restorative practices Circles calendar PD for teacher and adult supports in the Positive behavior classroom.	Principal & Assistant Principal	Funds for PD		IP

6. Establish common expectations for Professional Learning Communities (PLC's) in all schools	1) Develop a PLC schedule for all grade levels and Groups 2) Develop norms with the campus mission in mind	Schedule Posted Norms are posted	Instructional Specialist Principal & Assistant Principal			IP
7. Prepare all students for college and career readiness	1) Students will review college and career opportunities and practices using Counseling Specials. 2) Organize a college and career fair to expose students to different careers.	Student reflection sheets Number of career presenters and sign in sheets	Counselor and Administration	Career volunteers		IP
8. Expand Virtual Academy to support traditional and non-traditional students	N/A	N/A	N/A	N/A	N/A	N/A

## Conlee Elementary School 2018-2021 Strategic Plan

District Priorities 2018-2021 Goal 2: Budgets & Facilities Management	2018-2021 Aligned Actions and Measurements					
	Key Actions	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. Improve state data reporting in all areas	Cross train Admin and Secretaries to ensure all students are accounted for and properly scheduled on Synergy.	40th 80th 120th day counts from Synergy	Principal. Secretary District Trainers	Synergy PD		IP
2. Determine facility needs to maximize student safety and engagement	Install a fire alarm system Install an intercom system Install an 8 foot fence	PPD work order completion	Principal PPD	PPD Budget		IP
3. Increase efficient use of financial resources	Purchase and service two way radios to be able to communicate.	Quotes receipt improved communication	Principal Secretary	Operational Budget		FO
4. Increase safety measures	Hire a full time security guard Revise visitor protocols to ensure minimal visitors in the building.	Security Guard Consistently follow Procedures for visitor with fidelity. Daily schedule	Security Guard Principal	Safety procedures and plan		IP



## Conlee Elemenatry School 2018-2021 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	Interview and hire screened applicants	Number of Highly of highly-effective teachers hired	Principal	HR Screening		IP
2. Increase efficiency of turnaround time in the hiring process	Create and submit Epars for new hires	Number of days between the submitted Epar and starting date	Principal	Ivisions HR staff		IP
3. Strengthen new teacher orientation process to support first-day readiness	Identify new teachers and collaborate with HR Staff to ensure attendance of all new teachers	New Teacher Sign in sheet	Principal	Emails HR staff		IP
4. Increase leadership capacity	Identify, support, and mentor staff to increase leadership capacity on campus	Leadership Mentor Logs	Principal	Mentor Logs		IP
5. Provide support for alternative licensure teachers	Appoint a mentor and provide weekly PD on various topics to include lesson planning, classroom management, and grading	Completed LCPS Mentor paperwork Sign in sheets for PD	Principal Assistant Principal Instructional Specialist HR staff	Mentor Logs. Sign in sheets for PD		IP

6. Increase substitute teacher pool	Recruit substitutes who substitute on campus	Substitute Logs	Principal Head Secretary HR Staff	Substitute Logs		IP
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