

Zia Middle 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 and revise focus areas from previous school year with leadership team. 2. Present plan to teacher advisory committee for input. 3. Review plan at 30/60/90 days and revise based on needs with teacher advisory committee.	Quarterly input of progress in NM DASH.	Leadership Team & Teacher Advisory Committee			
2. Increase online instructional resources for teachers	1. Conduct quarterly spot checks of staff access to online instructional resources. 2. Develop and facilitate PD for staff on available supplemental resources using learning labs to support instruction.	PD Tracking through Teach Point. Staff user reports from adopted campus online resources.	Leadership Team	Teach Point Portal		
3. Support language acquisition and academic outcomes for English Learners (EL)	1. Review and ensure placement of EL students in proper ELD course. 2. Conduct data meeting during PLC . 3. Facilitate PD for staff on language objectives and SIOP lesson plan.	1. Tableau report on proper student placement. Sign-in sheets of staff training and PLCs	Leadership Team, Teachers	District and state guidelines		

4.. Strengthen gifted services to include targeted instruction, increased identification, and content integration	1. Utilize the SAT process to support identification of gifted students and use department/team meetings for discussion.	Quarterly SAT review of identified students.	Leadership Team, AES facilitators	Protocol for identifying and providing gifted services		
5. Improve student behavior through systemic initiatives	1. Continue the process of Love and Logic to support positive behavior. 2. Integrate restorative practices	1. Tracking of PD via Learning Labs, PLCs and 1/2 days.	Leadership Team	Love and Logic Books, Restorative PD		
6. Establish common expectations for Professional Learning Communities (PLC's) in all schools	1. Ensure establishment of PLC norms and expectations during PLC w/Admin. 2. Review norms and expectations at each PLC session.	1. Staff attendance sign-in sheets and agendas. - Establish	Leadership Team/ Department Chairs	PLC norms		
7. Prepare all students for college and career readiness	1. Utilize advisory each Friday to focus and teach college and career readiness lessons. 2. Conduct Next Step events in the fall and spring to support transition for 8th grade students	1. Walkthroughs of classrooms during advisory. 2. Agendas/flyers of Next Step events and sign-in sheets	Leadership Team, Teachers	Advisory Curriculum, Partnership with high schools and local colleges		
8. Expand Virtual Academy to support traditional and non-traditional students	1. Review current district virtual academy requirements and processes. 2. Establish communication and marketing of available courses for students during Next Steps events in the fall and spring and during course selection.	1. Marketing flyers provided to students. 2. Student participation in course selection.3. Number of students enrolled in VA.	Leadership Team, AES facilitators	Guideline of services provided in Virtual Academy		

Zia Middle School 2018-2021 LCSD Strategic Plan

District Priorities 2018-2021 Goal 2: Budgets & Facilities Management		2018-2021 Aligned Actions and Measurements					
Focus Priorities		Key Actions: (List as many actions ad 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		1. Establish performance goals for all tested areas in 90 Day Plan. 2. Track student learning through common assessments with support from data tracking sytem.	1. Data reports via All in Learning, TTM, Study Island, and Previ Diagnostics.	Leadership Team, Department Chairs	Title funding for supplementa l resources.		
2. Determine facility needs to maximize student safety and engagement		1. Conduct a safety walk three times a year. 2. Meet monthly with safety team to review safety needs.	1. Team notes and agendas after each session.	Safety Team	District protocols to align plans		
3. Increase efficient use of financial resources		1. Conduct a needs asesment of needed resources by department. 2. Review and revise school budgets with staff and parents.	1. School Advisory Committee and TAC Agendas. 2. Spring Needs Assessment	Leadership Team, SAC Team			
4. Increase safety measures		1. Establish and implement campus access procedures. (a) Utilize the raptor system to check in and check out parents and students. (b) Include procedures in the student-parent handbook. (c) Communicate procedures during school assemblies to students and parents. (d) Coordinate communication with local law enforcement.	1. Raptor reports posted online 2. Handbook posted online 3. Expectation assemblies in August/January 4. SRO on campus	Leadership Team, Office staff	Funding for raptor system		

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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 communication tools with all stakeholders, to include: (a) social media tools, (b) weekly newsletter, (c) monthly facebook live and (d) communication Wednesday, (e) encourage participation in the school advisory committee	1. Newsletters/web site postings 2. Number of likes/hits on social media platforms.	Leadership Team	Access to social media			
2. Implement review cycle for board policies, and communicate policy revisions with stakeholders	1. Communicate access to board policies through school student-parent handbook. 2. Discuss and review during SAC meetings, open house etc.	1. Handbook available online and in print as requested. 2. SAC agenda and meeting notes. Parent input	Leadership Team				
3. Expand International Welcome Center (IWC) to support newcomers and families	1. Maintain a strong relationship with the IWC support staff. 2. Established ELL Committee. 3. Encourage monthly parent meetings with IWC staff	1. ELL Lead communication with IWC rep. 2. ELL Committee Meeting Agenda Monthly parent	Leadership Team, ELL Lead				

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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. Follow established state and district procedures in hiring highly effective teachers. 2. Establish hiring committee according to established CBA agreement.	1. Hiring process protocol via online resource 2. Interview notes by each committee member	Leadership Team, Hiring Committee	District hiring manual		
2. Increase efficiency of turnaround time in the hiring process	Interview in timely manner after job applicants are vetted - Interview on a timely manner insuring references are conducted within same time frame	Number of days taken to bring said individual to position.	Principal, Assistant Principal			
3. Strengthen new teacher orientation process to support first-day readiness	1. Establish Learning Wednesdays for additional PD support for new staff. 2. Coordinate with district support staff on resources for new staff. 3. Track PD session using Teach Point PD Tracking System.	1. Teach Point PD Reports. 2. Assigned mentor teachers to new staff and communication with district staff.	Leadership Team	Coordination of support with district-school		
4. Increase leadership capacity	1. Establish Teacher Advisory Committee to advise on school decisions. 2. Seek presenters for Learning Wednesdays PD.	1. Agendas and sign-in sheets. 2. Teach Point PD report.	Leadership Team, TAC Members	HR assistance in offering positions		

5. Provide support for alternative licensure teachers	1. Establish Learning Wednesdays for additional PD support for new staff. 2. Coordinate with district support staff on resources for new staff.	1. Teach Point PD Reports. 2. Assigned mentor teachers to new staff and communication with district staff.	Leadership Team	Coordination of support with district-school		
6. Increase substitute teacher pool	1. Establish substitute teacher manual with strategies for a successful school day. 2. Provide a brief orientation for new substitute teachers to our campus. 3. Provide a campus badge as a way for substitute to feel a part of our staff. 4. Admin will make walkthroughs to substitute rooms to provide support and do a quick check-in.	1. Feedback forms	Leadership Team	Funding for training prior to start of school for all substitutes.		