

Desert Hills Elementary School 2018-2021 LCPS Strategic Plan

District Priorities 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)						Focus Priority Status:
	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)		IP = In Progress FO = Fully Operational
Focus Priorities							
1. Implement 90-Day PED plans	*Share plan with staff in grade level team meetings to review plan and recommend revisions as needed facilitated by representative of Leadership Team. *Meet with Leadership Team to review and analyze data to revise plan as needed.	Completed Plan, Leadership Meeting Minutes and Sign- In Sheets	*Leadership Team *Principal *Assistant Principal *Instructional Specialist *Admin Interns	*Istation Data *PARCC Assessment Data			IP
2. Increase online instructional resources for teachers	*Purchase online resources to support CCSS, support students at their individual skill level, and generate targeted differentiated support at all skill levels *Continue training of SIOP Modules through Canvas	*Usage of programs *Completion of SIOP training via Canvas Modules *Progress Monitoring of students' academic achievement	*Principal *Assistant Principal *Admin. Interns *Instructional Specialist	Software - RAZ Kids, IXL, Splash Math, ISTATION			IP
3. Support language acquisition and academic outcomes for English Learners (EL)	*Launch SIOP modules in Canvas *Introduce the short term and long term plans for Desert Hills for the 2018-2019 school year by SIOP Team. *Implement SIOP short and long term plans	*Teachers completion of SIOP training *Classroom walk throughs *PD in PLC *Agendas *Sign in sheets	*Principal *Assistant Principal *Admin. Interns *Instructional Specialist *School SIOP Team	SIOP textbook - <i>Making Content Comprehensible</i> . *ACCESS Data *PARCC Data *Istation Data *SBA Data *IPT Data			IP

4. Strengthen gifted services to include targeted instruction, increased identification, and content integration	*Identify students for teacher referral to SAT *Screen to identify gifted students *Provide PD on differentiated instruction *Implement the PETS curriculum in 3rd grade by AES Facilitator	*Increased number of gifted referrals *Lesson Plans *Classroom observations	*Teachers *AES Facilitator *Principal *Assistant Principal *Instructional Specialist	*PETS Curriculum		IP
5. Improve student behavior through systemic initiatives	*Implemented Restorative Practices *Continue PD on Restorative Practices	*Classroom Respect Agreements *Community Circles *Decrease in office Referrals	*Principal *Assistant Principal *Admin. Interns *Instructional Specialist	*Restorative Practices Training *Posted Respect Agreement in all Classrooms		IP
6. Establish common expectations for Professional Learning Communities (PLC's) in all schools	*Enforce Grade Level Norms for Collaboration *Developed PLC Respect Agreement and grade level norms *Facilitate PD based on needs of grade level team *Scheduled 60 minute PLC time per grade level *Analyze student data to develop next steps	*Exit Tickets *Agendas and Sign- In Sheets *Classroom Walkthroughs	*Grade Level Teams *Principal *Assistant Principal *Admin. Interns *Instructional Specialist	*Master Schedule to ensure grade levels have time to meet in PLC and Grade Level Collaboration		IP

<p>7. Prepare all students for college and career readiness</p>	<p>*Adhere to CCSS to academically prepare students at each grade level *Utilize data to identify disparities among student groups to effectively reach the students most in need. *Develop classroom Respect Agreements to promote student accountability, and problem solving throughout all grade levels *Produce evidence to show the use of higher level thinking through questioning, discussions and activities in all the classrooms</p>	<p>*Lesson Plans *Academic Intervention Plans *Student Intervention Documentation</p>	<p>*Classroom Teachers *Principal *Assistant Principal *Instructional Specialist *Counselor</p>	<p>*PLC Time, Grade Level Planning Time, CCSS, Instructional Guides, Depths of Knowledge Wheel, Sentence Stems</p>		<p>IP</p>
<p>8. Expand Virtual Academy to support traditional and non-traditional students</p>	<p>N/A</p>					

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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	*Continue to accurately enter all student information in Synergy *Ensure SPED students and EL students are tagged in Synergy *Update Accu Rosters *Document referrals in Synergy	*STARS Report *Accurate Documentation for all students	*Classroom Teachers	*Access to Synergy *Accurate Accu Rosters *Meeting all SPED indicators		IP
2. Determine facility needs to maximize student safety and engagement	*Chair Safety Team Meetings *Prepare procedures, policies, protocols in place to ensure the safety of all students. *Continue periodic walk through by Custodians and Security Guard to identify potential hazards to ensure the safety of the campus	*Safety team meeting minutes and sign in sheets *Work order completion	*Classroom Teachers *Principal *Assistant Principal *Custodians, Security Guard, Safety Team	*School-dude		IP
3. Increase efficient use of financial resources	*Ensure the usage of financial resources are aligned to 90 day plan, student success and academic achievement	*All PO request forms should align to 90 day plan, student success, and academic achievement	*Principal *Assistant Principal *All Classroom Teachers *Finance Secretary	*List of needs tied to student success or academic achievement *90 Day Plan		IP

4. Increase safety measures	*Continue Safety team reviews and updated safety plan *Attained Security Guard on campus	*Updated and completed Safety Plan communicated to all teachers, parents, and community stakeholders	*Classroom Teachers *Principal *Assistant Principal *Custodians, Security Guard, Safety Team	*Security Guard *Teacher input *Updated Safety Plan		IP
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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	*Activated use of Remind to communicate with families *Communicate with families through monthly Newsletter to inform them of current events *Create activities and events that encourage families and community partners to participate *Facilitate monthly PTO meetings *Initiate Family Circles	*The number of families who are signed up for Remind *PTO meeting sign in sheets and minutes	*Principal, *Assistant Principal, *Classroom Teachers, *Parents, *Community partners	*Remind *Family Newsletter *Implementation of Family Circles		IP
2. Implement review cycle for board policies, and communicate policy revisions with stakeholders	*Inform all stakeholders at Staff Meetings, SAC Meetings and PTO Meetings of revisions for board policies	*Staff Meeting, PTO Meeting, and SAC meeting Sign-In Sheets and minutes	*Principal, *Assistant Principal, *Classroom Teachers, *Parents, *Community partners	*Set Dates for PTO meetings and board policies, Staff Meetings, and SAC meetings		IP
3. Expand International Welcome Center (IWC) to support newcomers and families	N/A	N/A	N/A	N/A		N/A

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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	*Ensure requests for staffing is accurate *Screen and interview qualified applicants *Communicate with Human Resource department when hiring staff	*All vacancies filled by highly qualified teachers	*Human Resource Department *Principal *Assistant Principal	*AppliTrack *Interview questions aligned to NMTeach highly effective rubric *Highly effective interview committee *Confidentiality		IP
2. Increase efficiency of turnaround time in the hiring process	*Adhere to a timely interview process through reference checks and submission of recommendation to hire	*Submit recommendation to hire within 24 hours of interview	* Human Resource Department *Principal *Assistant Principal	*AppliTrack *EPAR		IP
3. Strengthen new teacher orientation process to support first-day readiness	*Assign new teachers a highly qualified mentor at grade level within school campus	*Completed Mentor Application and Agreement form	*Human Resource Department	*Mentor Application and Agreement form		IP

4. Increase leadership capacity	<ul style="list-style-type: none"> *Arrange opportunities for teacher lead PLCs at least twice a month *Provide Administrative Interns a Mentorship *Make available professional learning opportunities for all staff members *Encourage teachers to share their learning with colleagues through teacher lead professional learning *Create opportunities for teachers to be involved in professional learning based on teacher strengths and interests 	<ul style="list-style-type: none"> *Increasing the number of teachers who participate in leadership opportunities *Teacher lead professional learning agendas and sign-in sheets 	<ul style="list-style-type: none"> *Principal, Assistant Principal, Instructional Specialist, All Grade Level Teachers 	<ul style="list-style-type: none"> *Professional Learning Opportunities, and NM Teach Rubric that reflects Exemplary Leadership Opportunities 		IP
5. Provide support for alternative licensure teachers	<ul style="list-style-type: none"> *Support teachers in completing their required alternative licensure courses to acquire their level I teaching licensure *Provide alternative license teachers a mentor at their grade level 	<ul style="list-style-type: none"> *NM Teach Summative Evaluation *Complete Required Courses 	<ul style="list-style-type: none"> *Principal, Assistant Principal, Instructional Specialist, Teacher Mentor 	<ul style="list-style-type: none"> *NM Teach Rubrics *Program protocol for attaining licensure 		IP
6. Increase substitute teacher pool	<ul style="list-style-type: none"> *Assist with substitutes in observing the required classroom hours in primary, intermediate and SPED classrooms. 	<ul style="list-style-type: none"> *Documentation of observation hours 	<ul style="list-style-type: none"> *Human Resource Department * Principal *Assistant Principal 	<ul style="list-style-type: none"> *Documentation log form 		IP