

East Picacho Elementary 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 NMPED plans	1. Create 90-Day plan with the Instructional Leadership Team 2. Present the 90-Day plan to staff in order to create a common understanding and request feedback. 3. Conduct monthly meetings with Instructional CORE Team to update and monitor progress of 90-Day plan.	Completion of goals in the 90 day plan documented by outcomes for each goal	Nubia Tarazona Nicole Bowen Amber Romero and CORE Team	NMDASH Offline Workbook Leadership Action Plan 90 Day Plan		1. FO 2. FO 3. FO
2. Increase online instructional resources for teachers	1. Initiate collaboration between teachers and the instructional specialist to create Google Classrooms and share Google Docs with their grade levels. 2. Initiate collaborate between grade level teams and instructional specialist to create a common Google Doc for all grade level data	Completion of Google Classrooms and Google shared documents	Amber Romero Classroom Teachers	Google Classroom Accounts Google Shared Docs School wide data templates		1. IP 2. IP

3. Support language acquisition and academic outcomes for English Learners (EL)	1. Present professional development on the 8 components of SIOP and its features to all certified staff. 2. Demonstrate and implement monthly components and features of SIOP with pre and post self assessment during collaboration meetings.	Teachers implementing SIOP components documented in walk throughs. Pre and post self assessment data	Nubia Tarazona Nicole Bowen Instructional SIOP leaders	Pre and post self assessment forms		1. IP 2. IP
4.. Strengthen gifted services to include targeted instruction, increased identification, and content integration	1. Present MENSA curriculum to the third grade team with the assistance of the District Team.	Increase the number of students who are referred to the gifted program.	MENSA Team	MENSA Curriculum		1. IP
5. Improve student behavior through systemic initiatives	1. Conduct monthly student assemblies 2. Reward positive Student Referrals (Royal Knights) every Friday with a prize from treasure box. 3. Provide professional development, to all certified staff, on restorative justice practices. (Respect agreements developed and Community Building Circles)	Decrease of student office referrals	Nubia Tarazona Nicole Bowen Leadership Team and Restorative Practice Team	Kindness referral forms Treasure box prizes PD on respect agreements and community building circles		1. IP 2. FO 3.FO

6. Establish common expectations for Professional Learning Communities (PLC's) in all schools	1. Establish norms and expectations for PLC's . 2. Plan and implement collaboration meetings to take place once a week for 70 minutes- review data, student work, backwards plan and conduct professional development .	Collaboration forms to document progression of goals and data	Nubia Tarazona Nicole Bowen Classroom Teachers	PLC Agendas and Surveys for feedback Master schedule to reflect 70 minute block.		1. FO 2. IP
7. Prepare all students for college and career readiness	1. Develop and implement a career day with the assistance of the Counselor and Social Worker.	Increase awareness of different careers students can work towards	School counselor Social Worker	Community presenters		1. IP
8. Expand Virtual Academy to support traditional and non-traditional students	NA					

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District Priorities 2018-2021 Goal 2: Budgets & Facilities Management	2018-2021 Aligned Actions and Measurements					
	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. Communicate and follow up with lead secretary to ensure all student data is input into Synergy correctly. 2. Generate updated EL data, and report to Dual Language Department in a timely manner.	Reports from all departments will ensure student data and documentation is input in to Synergy correctly.	Teresa Erickson Cathy Garcia Silvia Mariscal Nubia Tarazona	Synergy Training Timely Synergy incednet reports		1. IP 2. IP
2. Determine facility needs to maximize student safety and engagement	1. Plan and implement monthly safety committee meetings. Agenda and minutes from these meetings will be provided to all staff members. Updates will also be sent out to all staff monthly. 2. Prepare and participate in School Crisis Prevention and Intervention Training Curriculum.	Sign in sheets and agenda to document safety meetings.	Nubia Tarazona Nicole Bowen Safety Committee	Safety Plan		1. IP 2. IP
3. Increase efficient use of financial resources	1. Maximize operation budget. 2. Use Title I funds for staff and new Instructional Specialist position to support at risk students.	Reports to document use of Title 1 Budget and Operational budget	Nubia Tarazona Jesus Herrera Cathy Garcia	Title 1 Budget Sheet Operational Budget Sheet		1. FO 2. FO

4. Increase safety measures	<ol style="list-style-type: none"> 1. Conduct monthly safety committee meetings to discuss safety plan 2. Evaluate drills with safety team 3. Review building parent sign in and out procedures with staff and parents. 4. New Security Position to maintain school safety. 	<p>Update Safety Plan.</p> <p>Surveys for feedback on monthly drills.</p>	<p>Nubia Tarazona Nicole Bowen Safety Committee</p>	<p>Safety Plan Security Guard</p>		<ol style="list-style-type: none"> 1. IP 2. IP 3. FO 4. FO
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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 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. Increase communication and engagement with stakeholders	1. Communicate schoolwide news to parents, using the district 'In Touch' communication system. 2. Utilize Facebook and School Web Page to communicate school news with parents and community stakeholders. 3. Communicate classroom news with parents, utilizing Class Dojo, Remind101 or SeeSaw.	Schoolwide information will be sent to parents utilizing District In Touch system. 100% of classroom teachers using a classroom communication app to communicate with parents documented by application platforms.	Nubia Tarazona Nicole Bowen Nancy Orta Amber Romero Classroom teachers	District In Touch training		1. IP 2. FO 3. FO
2. Implement review cycle for board policies, and communicate policy revisions with stakeholders	1. Review board policies during PTO meetings to offer input to the district team.	PTO meeting minutes to document discussion of board policies	Nubia Tarazona Nicole Bowen PTO members	Board policies to be reviewed		1. FO

3. Expand International Welcome Center (IWC) to support newcomers and families	NA						
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District Priorities 2018-2021 Goal 4: Quality in Human Resources	2018-2021 Aligned Actions and Measurements					
	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. Hire highly-effective teachers who meet identified district needs	1. Communicate with Human Resources when hiring staff to ensure that school requests for staffing are accurate.	divisions activity, applicant screenings and job postings	Nubia Tarazona Nicole Bowen Humans Resource Staff	Applitrack System		1. FO
2. Increase efficiency of turnaround time in the hiring process	1. Follow all EEOC protocols and procedures by collaborating with Human Resources to: interview qualified candidates, check references, and submit requests for hire in a timely manner	divisions activity, School hiring timeline followed	Nubia Tarazona Nicole Bowen Humans Resource Staff	Human Resources Department		1. FO
3. Strengthen new teacher orientation process to support first-day readiness	1. Assign new teachers on our campus, certified level II or level III mentor teachers.	Mentor teachers forms completed, sent to TLC	Nubia Tarazona Nicole Bowen New Teacher District Coordinators	LCPS Beginning Induction Program. School Site Instructional Specialist		1. FO

4. Increase leadership capacity	<p>1. Build leadership capacity within our building by referring candidates to Woodrow Wilson MBA program.</p> <p>2. Encourage and support teachers who are seeking National Boards.</p> <p>3. Provide support for teachers completing the Dossier process for licensure advancement.</p> <p>4. Share leadership for professional development opportunities, monthly.</p>	Increase the number teachers who participate in leadership opportunities.	Nubia Tarazona District Support for National Boards Teachers	NMTEACH rubric for exemplary scoring.		<p>1. IP.</p> <p>2. IP.</p> <p>3. IP.</p> <p>4. IP</p>
5. Provide support for alternative licensure teachers	<p>1. Provide alternative licensure teachers with a building mentor.</p> <p>2. Have teachers sign up for professional development of their choice to further enhance their skills.</p>	Alternative licensure evaluation	District Support for Teachers completing Alternative Licensure.	NMTEACH Rubric		<p>1. FO</p> <p>2. IP</p>
6. Increase substitute teacher pool	<p>1. Assist substitutes in observing required classroom hours on campus with primary, intermediate and sped classrooms.</p> <p>2. Develop a system to support substitutes when they are servicing East Picacho students.</p> <p>3. Educate community stakeholders about district opportunities to become a</p>	Substitute forms completed	Nubia Tarazona Human Resources Department	Human Resources Department		<p>1. IP</p> <p>2. IP</p> <p>3. FO</p>