

Fairacres Elementary 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)					
	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. Implement 90-Day PED plan	Review data with Leadership and develop 90 Day Plan goals. Review 90 plan with staff. Ensure updates are entered DASH at 30, 60 and 90 day review cycle.	Walkthroughs, Focused PLC discussion, formal and informal assessments	Fairacres staff and Admin.	DASH resources		<i>IP</i>
2. Increase online instructional resources for teachers	Focused training on the Canvas site provided by administration and/or teacher. Introduce all teachers and staff to Canvas in order to access resources such as Science, ELA and Math instructional guides	Learning and knowing how to manuvor Canvas for resources such as Science, ELA, Math instructional Guides and Test Security	Fairacres staff and Admin.	Teacher laptops		<i>IP</i>
3. Support language acquisition and academic outcomes for English Learners (EL)	Focused training from district to SIOP committee. SIOP committee will teach/train staff throughout the year. Implement SIOP Strategies in all classrooms throughout the year.	PLC discussions, SIOP/Vocabulary PD, walkthroughs, formal and informal assessment	Fairacres Staff and Admin.	District SIOP training		<i>IP</i>

<p>4.. Strengthen gifted services to include targeted instruction, increased identification, and content integration</p>	<p>Facilitate gifted services to all 3rd grade students at Fairacres in order to screen gifted services. Gifted teacher will meet with other high achieving students to assess candidates for SAT referrals. Increase identification by a streamlined SAT process. Review paperwork by gifted teacher so referrals are completed in a timely manner. Coordination with support of gifted teacher, to SAT packet review with AES Lead so that the Cognitive Abilities Test can be given promptly. Gifted teacher will use integrated units with AES groups so students address academic content at a higher level than their grade level peers.</p>	<p>Increase in gifted identification/referrals, streamlined and timely SAT process for new referrals and packets, lesson plans</p>	<p>Gifted teacher, admin., staff</p>	<p>Gifted Teacher and admin.</p>		<p>IP</p>
<p>5. Improve student behavior through systemic initiatives</p>	<p>Implement Restorative Practices K-5. Train a team of teachers to be part of Restorative Practices implementation. Restorative Practice Team will train staff on Respect Agreements and Circles. Implement both Circles and Respect Agreements K-5 throughout</p>	<p>Walkthroughs, Focused PLC discussion, Staff/student culture surveys, Fewer discipline referrals. Classroom Respect Agreements</p>	<p>Restorative Practice Team, staff, admin</p>	<p>Restorative Practice Resources and documents</p>		<p>IP</p>

6. Establish common expectations for Professional Learning Communities (PLC's) in all schools	Generate a PLC calendar to ensure we cover all topics during PLC: ELA, Math, Writing, Student Data, SAT. Create a Respect Agreement for each grade level to follow during PLCs. Ensure we have at least one PLC per month for EAs. We will begin having a Sped. PLC once a week this school year.	PLC Calendar, data from Data Meetings, meeting notes and agendas, sign in sheets	Teachers and Admin.	District Calendar		<i>IP</i>
7. Prepare all students for college and career readiness	Ensure all teachers (K-5) are teaching grade level standards.	PLC discussions, Lesson Plans, Walkthroughs, Observations, Formal and informal Assessments	Teachers, Staff, and Admin.	Variety of ELA and Math resources		<i>IP</i>
8. Expand Virtual Academy to support traditional and non-traditional students	N/A	N/A	N/A			

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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	Ensure all state reporting document deadlines are met and data is accurate.	Reports and data. No Errors on STARS report.	Principal			IP
2. Determine facility needs to maximize student safety and engagement	Submit work orders in a timely manner. Weekly meeting with Lead custodian to discuss bulding needs. Follow up with Matthew Dynek on workorders that have not been completed in a timely manner. Meet with Safety Committee once a month to discuss safety issues and/or concerns.	Monthly safety meeting minutes, completed work orders	Lead custodian, admin.	None		IP
3. Increase efficient use of financial resources	Manage school budget as per district guidelines. Determine budget needs for each grade level, as a needs assessment, to plan for next school year's budget.	School year balanced budget, completed grade level needs assessment plans	Administratio n	Grade Level needs assessment		IP
4. Increase safety measures	Create Safety committee. Meet at least once a month to discuss building safety concerns/issues. Constant communication with Security Guard. Administer monthly safety drills.	Agenda, notes, action items on safety notes so determine next steps.	Assistant Principal and Safety committee	none		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	Utilize a variety of communication apps to communicate with both staff and parents (Remind, InTouch, email, phone calls, texts, etc). Have a regularly scheduled monthly staff meeting. Ensure that agendas are provided to staff prior to meetings and PLCs.	Parent and staff involvement of school activities. Staff Agendas, Weekly Item Sheets	Admin.	Applications		IP
2. Implement review cycle for board policies, and communicate policy revisions with stakeholders	Review board policy and revisions at staff meetings, SAC meetings, and PTO meetings	Sign in sheets, staff feedback, agendas, etc.	Admin.	Board Policy revisions		IP
3. Expand International Welcome Center (IWC) to support newcomers and families	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 all persons interviewed/hired meet district requirements	Hiring highly qualified staff	Admin.	HR Support		IP
2. Increase efficiency of turnaround time in the hiring process	Apply all HR procedures for hiring. Submit AppliTrack, ePars, etc. in a timely manner.	Efficient and Effective hiring of staff	Admin.	None		IP
3. Strengthen new teacher orientation process to support first-day readiness	Ensure new teachers have a mentor. Ensure new teachers have all the support, supplies and materials needed to effectively and efficiently run a classroom.	Data, walkthroughs, PLC discussions, data	Admin.	Content materials, technology for teacher and students		IP
4. Increase leadership capacity	Identify building teacher leaders. Encourage teachers to take the lead on initiatives and join leadership and or PD teams	Leadership Teams, PD Teams, Presentations, Agendas	Admin.	District Pdoportunities		IP
5. Provide support for alternative licensure teachers	Ensure teachers have mentors and are made aware of all district meetings, deadlines and accountability.	PLC discussions, walkthroughs, observations, student data, formal and informal assessments	Admin.	District support for Alt. License teachers		IP

6. Increase substitute teacher pool

Communicate with parents/community /staff the process of becoming a substitute with the district. Ensure current subs that come to Fairacres have all necessary items when subbing.

increase substitute pool, emergency lessons plans, substitute folder with all important info.

Admin.

IP