

Hillrise 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 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	Design and implement NM required 90 day plans to set goals for instructional improvements in the areas of math and language arts. Engage leadership team in development of goals. Monitor progress toward goals at regular intervals.	DASH implementation report. Sign in sheets and agendas from Leadership team meetings	Hillrise Administrators, Instructional Specialist, and Hillrise Teacher Leadership Team	NM DASH platform, and feedback from DASH mentor		IP
2. Increase online instructional resources for teachers	Provide professional development to teachers to access and utilize all instructional guides located on LCPS Canvas.	Agendas and sign in sheets from PLCs	Hillrise administrators, Instructional Specialist, and grade level teachers. LCPS content specialists	Training by LCPS content specialists		IP

<p>3. Support language acquisition and academic outcomes for English Learners (EL)</p>	<p>Design site master plan for SIOP implementation. Identify a core SIOP coaching team that will meet monthly to monitor implementation of SIOP strategies and design ongoing job-embedded PD and coaching for Hillrise Staff. Organize Parent Advisory Counsel meeting to provide targeted information to parents of EL students.</p>	<p>Agendas and sign in sheets from SIOP trainings and site meetings. Feedback from SIOP coaching team. Classroom walk throughs. ACCESS data PARCC data for ELs. PAC agendas</p>	<p>Hillrise SIOP coaching team/Bilingual team, administrators, and classroom teachers</p>	<p>Training for SIOP coaches, and support from LCPS bilingual dept.</p>		<p>IP</p>
<p>4.. Strengthen gifted services to include targeted instruction, increased identification, and content integration</p>	<p>Coordinate scheduling of AES facilitator for services to include gifted services and accelerated general instruction in math. Teach PETS program to targeted general educ classes. Train general educ. teachers to identify quality referrals to go through SAT process and proceed to AES testing.</p>	<p>AES facilitator schedule showing detail of services provided including PETS program, gifted instruction, and Accelerated programming. Increase in number of students qualifying for AES services</p>	<p>Administration, AES facilitator, LCPS AES liaison, general education teachers, SAT team</p>	<p>Support and communication between site and LCPS Special Student Services Dept. including AES coordinators and diagnosticians</p>		<p>IP</p>

5. Improve student behavior through systemic initiatives	Implement Restorative Practices at Hillrise. Set goals for steps to implement entire program over time, and provide ongoing professional development for all staff as we progress through implementation. Monitor use of RP to ensure accountability. Provide opportunities for teachers and staff to ask questions, clarify RP practices, and request modeling or coaching.	Agendas and sign-in sheets from RP trainings and PLCs, Classroom walkthrough feedback, I.S. notes from observations and coaching.	Administration, Instructional Specialist, Classroom teachers,	Ongoing district professional development on Restorative Practices		IP
6. Establish common expectations for Professional Learning Communities (PLC's) in all schools	Schedule consistent weekly PLCs and grade level common planning time.	Master schedule	Hillrise Administration, and Instructional Specialist	Support for instructional topics by LCPS content specialists and/or related coordinators		IP
7. Prepare all students for college and career readiness	Design and deliver high quality instruction based on Common Core standards at each grade level. Organize annual Career Day where students learn about different career paths from community professionals.	Lesson plans aligned to CCSS. Career Day fliers and materials including sign in sheets for presenters.	Hillrise School Culture committee, Administration, Classroom teachers	District support via training and PLCs for Counselors		IP

8. Expand Virtual Academy to support traditional and non-traditional students	Utilize the VLA for accelerated students who need 7th grade math content.	Enrollment forms and facilitator notes	Hillrise Administration and AES facilitator	District support to allow Elementary students to access accelerated material through VLA		IP
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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	Participate in district training on accurate data entry. Monitor attendance reporting and send alerts when attendance is not taken. Review Accuroster reports to identify errors in student scheduling. Monitor Tableau for error reports and respond by cleaning up errors.	Accuroster reports, STARS reports, Synergy error reports	Hillrise admin, Registrar, Synergy dept.	Training from LCPS synergy dept.		<u>IP</u>
2. Determine facility needs to maximize student safety and engagement	Maintain an active Safety Committee, which will meet monthly to discuss facility needs and school safety. Review and revise state mandated safety plan for submission.	Safety team membership, Safety team meeting minutes, School safety plan	Hillrise Safety team, Admin	Support from LCPS PPD dept. and Safety officers		IP
3. Increase efficient use of financial resources	Engage stakeholders in opportunities to review budget and provide input on expenditures.	Hillrise budget stakeholder meeting agendas and sign in sheets	Hillrise admin, Leadership team	Support from LCPS Finance dept.		IP
4. Increase safety measures	Maintain an active Safety Committee, which will meet monthly to discuss facility needs and school safety. Review and revise State mandated safety plan.	Safety team membership, Safety team meeting minutes, School safety plan	Hillrise Safety team, Admin	Support from LCPS PPD dept. and Safety officers		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	Communicate weekly with parents via classroom newsletters or postings on classroom internet platform (remind, class dojo, etc.). Maintain up to date school website.	Newsletters and printouts from online communication platform, Hillrise website	Classroom teachers, admin, and webmaster	District website platform		<u>IP</u>
2. Implement review cycle for board policies, and communicate policy revisions with stakeholders	Provide information about policy reviews and revisions to staff and parents through email, staff meetings, SAC meetings and PTO meetings	Copies of communication with stakeholders,	Admin	Communication from district office about policy reviews and revisions.		IP
3. Expand International Welcome Center (IWC) to support newcomers and families	Provide support to newly enrolling students and their families when coming from international destinations, including offering information about IWC located at nearest high school.	notes from office regarding referrals to IWC	Hillrise admin and office, Hillrise bilingual team	Support and/or fliers from IWC.		IP

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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 that school requests for staffing are accurate	Job posting requests	Hillrise admin	Communication with HR		IP
2. Increase efficiency of turnaround time in the hiring process	Ensure efficiency and timeliness in requesting positions to be posted, conducting interviews, and submitting epar.	divisions activity School hiring timeline followed	Hillrise admin	Communication with HR		IP
3. Strengthen new teacher orientation process to support first-day readiness	Assign mentor for new teachers	signed mentor agreements	Hillrise admin	Communication with district "new teacher liaison"		IP
4. Increase leadership capacity	Implement an Academic Leadership committee to investigate and promote opportunities for teacher leaders to provide on-site PD for colleagues. Mentor teachers working on administrative internships.	Academic leadership committee minutes. Mentor logs	Academic leadership committee, Admin, Instructional Specialist	Support from LCPS content specialists.		IP

5. Provide support for alternative licensure teachers	Identify alternative licensure teachers and assign a mentor to support them. Provide coaching and modeling by Instructional specialist. Communicate with HR regarding alternative licensure specific issues.	Mentor forms, CWT	Mentor, Alt. Licensure teachers, admin, I.S.	District support for alt. licensure teachers		IP
6. Increase substitute teacher pool	Advertise opportunities to become a substitute teacher with LCPS	District substitute teacher fliers	Hillrise office staff	Communication with HR		IP