

# Loma Heights 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)					
	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
<b>Focus Priorities</b>						
1. Implement 90-Day PED plans	*Present to staff by Leadership Team at a Staff Meeting *Conduct CWTs & Feedback Meetings *Discuss implementation a Leadership meetings and take notes on progress as well as make adjustments and next steps.	*Sign in Sheets *CWT/Feedback notes *Leadership Meeting notes and documentation in DASH	Principal, Assistant Principal, Admin. Intern	*DASH 90 day plan *CWT/Feedback form		IP
2. Increase online instructional resources for teachers	*Utilize Canvas for PD *Utilize One Drive to share all school documents and resources and increase teacher use of sharing through One Drive.   *Support new staff members in the navigation of Canvas and One Drive	*Leadership Meeting notes *Notes from One on One meetings with teachers *Sign in Sheets *Canvas usage reports	Principal, Assistant Principal, Admin. Intern	*Canvas *One Drive		IP

3. Support language acquisition and academic outcomes for English Learners (EL)	<ul style="list-style-type: none"> <li>*Provide all staff an overview of multi-year plan</li> <li>*Provide all staff an overview of Year 1 Plan</li> <li>*Provide PD for teachers quarterly on 2 components/features.</li> <li>*Develop training resources to be used for new staff in the</li> </ul>	<ul style="list-style-type: none"> <li>*Lesson Plans</li> <li>*CWT/Feedback Mtgs. With SIOP checklist</li> </ul>	School SIOP Team	<ul style="list-style-type: none"> <li>*SIOP manuals</li> <li>*ACCESS Data, SBA Data, IPT Data</li> <li>*Bookmarks</li> </ul>		IP
4.. Strengthen gifted services to include targeted instruction, increased identification, and content integration	*Gifted Teacher will implement PETS curriculum with 3rd grade students and identify students with Gifted characteristics	*Increased number of Gifted referrals	AES facilitator	*MENSA curriculum		IP
5. Improve student behavior through systemic initiatives	<ul style="list-style-type: none"> <li>*Implement the following practices:</li> <li>*Restorative Practices</li> <li>*Time to Teach</li> <li>*7 Habits of Happy Kids</li> <li>*Growth Mindset</li> <li>*Class Dojo</li> <li>*The Book of "Awesome"</li> </ul>	<ul style="list-style-type: none"> <li>*Behavior referrals</li> <li>*Respect agreements</li> <li>*Circles</li> <li>*Teach To's</li> <li>*Refocus forms</li> <li>*Increase number of students in the book of Awesome</li> </ul>	Student Culture Team/RP Team	<ul style="list-style-type: none"> <li>*RP Training</li> <li>*Class Dojo</li> <li>*Prizes for The Book of "Awesome"</li> </ul>		IP
6. Establish common expectations for Professional Learning Communities (PLC's) in all schools	<ul style="list-style-type: none"> <li>*Develop Norms</li> <li>*Implement necessary components to be in line with district expectations for PLC</li> <li>*Meet through Collaboration meetings that will take place once a week of 90 minutes, review data, student work and conduct PD.</li> </ul>	*Collaboration meeting Protocol	Principal, Assistant Principal, Admin. Intern	<ul style="list-style-type: none"> <li>*Schedule to reflect a 90 minute block</li> <li>*Updated Collaboration Meeting Protocol</li> </ul>		IP

7. Prepare all students for college and career readiness	<ul style="list-style-type: none"> <li>*Plan and teach using the CCSS</li> <li>*Develop a Career Fair</li> <li>*Plan and teach lessons for college and career readiness developed by Counselor</li> </ul>	*Lesson Plans	Classroom teachers, Counselor	<ul style="list-style-type: none"> <li>*Planning Time</li> <li>*Community resources and contacts</li> </ul>		IP
8. Expand Virtual Academy to support traditional and non-traditional students	N/A					

# Loma Heights Elementary School 2018-2021 Strategic Plan

District Priorities 2018-2021 Goal 2: Budgets & Facilities Management		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. Improve state data reporting in all areas	*Ensure the registrar enters students correctly in Synergy *Ensure EL students and SPED students are tagged correctly in Synergy *Review Accuroster reports with teachers	No errors on STARS reports	Principal, Registrar	Synergy training		IP	
2. Determine facility needs to maximize student safety and engagement	*Open and critical conversations with PPD about safety concerns    *Safety meetings held monthly to determine safety concerns.	*Work order completions, *Safety meeting agenda, notes, sign in sheets	Principal, Safety Team	*Schooldude		IP	
3. Increase efficient use of financial resources	*Ensure that all expenditures align to 90 day plan goals	*PO request forms list how the purchase ties to our 90 day plan	Finance Secretary, Principal	*90 day plan		IP	
4. Increase safety measures	*Safety Team audit and update school Safety Plan *Utilize School Security Guard	*Safety Plan completion *Drill reports	Safety Team	*Safety Plan *Security Guard		IP	

## Loma Heights Elementary School 2018-2021 Strategic Plan

District Priorities 2018-2021  Goal 3: Communication, Trust, and Human Relations	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
<b>Focus Priorities</b>						
1. Increase communication and engagement with stakeholders	Provide ongoing communication with stakeholders by: <ul style="list-style-type: none"> <li>*Use ClassDojo to communicate with families</li> <li>*Use of Circles with families</li> <li>*Change format of PTO meetings</li> <li>*Recruit more stakeholders to participate in SAC</li> </ul>	*The number of families who are signed up for ClassDojo posts <ul style="list-style-type: none"> <li>*Sign in sheets</li> </ul>	Principal, Assistant Principal, Admin. Intern, Classroom Teachers	*ClassDojo *Circle training		IP
2. Implement review cycle for board policies, and communicate policy revisions with stakeholders	*Review board policies and revisions at Staff Meetings, SAC meetings and PTO meetings	Sign in sheets, Agenda, Input/Feedback	Principal, Assistant Principal, Admin. Intern, SAC Team	*Board Policies		IP
3. Expand International Welcome Center (IWC) to support newcomers and families	N/A					IP

# Loma Heights Elementary School 2018-2021 Strategic Plan

District Priorities 2018-2021  Goal 4: Quality in Human Resources	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
<b>Focus Priorities</b>						
1. Hire highly-effective teachers who meet identified district needs	*Communicate with Human Resources when hiring staff *Ensure that requests for staffing is accurate	Job postings, applicant screenings	Principal, Assistant Principal	Applitrack, Visions		IP
2. Increase efficiency of turnaround time in the hiring process	*Collaborate with Human Resources *Interview in a timely manner *Check references and submit a request for hire in a timely manner	Timeline is followed at school level	Principal, Assistant Principal	Applitrack, Visions		IP
3. Strengthen new teacher orientation process to support first-day readiness	*Assign new teacher mentors within school campus	Mentor teacher forms completed, sent to TLC Mentor teacher training	Principal, Assistant Principal, mentors	Mentor teacher form		IP

4. Increase leadership capacity	<ul style="list-style-type: none"> <li>*Offer leadership opportunities for PD and district initiatives</li> <li>*Mentor Administrative Intern</li> <li>*Encourage teachers to apply for Masters Programs and mentor them in their leadership roles</li> </ul>	Increase in the number of teachers who participate in leadership opportunities	Principal, Assistant Principal	NM Teach rubric that reflects Level 5 Leadership opportunities		IP
5. Provide support for alternative licensure teachers	<ul style="list-style-type: none"> <li>*Provide alternative licensure teachers with a building mentor</li> <li>*Have teachers sign up for PD cadre of their choice to enhance their skills</li> </ul>	*Alternative licensure evaluation and documentation	Principal, mentor	NM Teach rubrics		IP
6. Increase substitute teacher pool	<ul style="list-style-type: none"> <li>*Provide support for substitutes while in your building</li> <li>*Advertise district opportunities to become a sub on Class Dojo</li> </ul>	<ul style="list-style-type: none"> <li>*Increased number of substitutes</li> <li>*Decreased number of vacancies</li> </ul>	Principal, Assistant Principal	Subfinder, Dojo		IP