

Lynn Middle School 2018-2021 LCPS Strategic Plan

2018-2021 Aligned Actions and Measurements (Current School Year Plan and Evaluation of previous year's plan due September 1)						
District Priorities 2018-2021 Goal 1: Student Success						Focus Priority Status:
Focus Priorities	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
1. Implement 90-Day PED plans	Develop the 90 Day Plan Draft, Review and Refine 90 Day Plan with Staff, Post the 90 Day Plan in the PLC room, Align 1 goal from 90 Day plan in each Teachers' Action Plan	90 day plan in Dash	Admin Team, Leadership Team and Instructional Specialist	Time and Paper, PLC		IP = In Progress
2. Increase online instructional resources for teachers	Inform teachers about the goal of increasing online instructional resources, Assist the teachers in identify the lessons which might be exemplars to be shared, collaborating to support teachers in evaluating/identifying outstanding lessons	PO proposals submitted to Title 1 and processed	Admin Team, Leadership Team and Instructional Specialist	Supscription fees		IP

3. Support language acquisition and academic outcomes for English Learners (EL)	1 Implement SIOP training for staff . 2. Support case managers to ensure that IEP goals reflect language needs for ELs with special needs. 3. Utilize interventionist to support Ell's with language acquisition 4. Utilize community administrator and parent center to provide services and resources in home language	Evidence of SIOP strategies being used in classrooms, observed in walkthroughs, in lesson plans, etc.	Admin Team, Leadership Team and Instructional Specialist and SPED Lead and Interventionist	SIOP resources		IP
4. Strengthen gifted services to include targeted instruction, increased identification, and content integration	1. Identify under-represented populations for gifted services 2. Provide a continuum of services to meet the needs of identified gifted students. 4. Integrate gifted academic instruction into content classes. 5. Utilize project based Learning to provide alternative avenues for students to display their giftedness. 6. Train teachers on how to identify and meet the needs of gifted students	Number of gifted students in accelerated courses, VLA and gifted seminar, feedback from gifted students	Admin Team, Leadership Team and Instructional Specialist, AES facilitators	Gifted seminar curriculum, VLA resources and access		IP
5. Improve student behavior through systemic initiatives	Revise referral form for behavior and increase use of notes in synergy, accurate reporting of discipline incidents in synergy	Number of referrals to office and frequency of notes in synergy, feedback from staff	Admin Team	Rdistrict restorative practices resources		IP

6. Establish common expectations for Professional Learning Communities (PLC's) in all schools	Establish PLC process and schedule led by the IS to incorporate teacher voice and choice in the PLC schedule and process	Agendas for PLC meetings and district half days	Admin Team and Instructional Specialist	PLC resources and book study books, district curriculum specialists		IP
7. Prepare all students for college and career readiness	Implementation of career day at school and possibly a career fair Implement college days throughout the year, also creation of a career conference where students can choose what they want to go and learn about with community partners	Number of college and career related events at school	Admin Team, Leadership Team, Instructional Specialist, and teachers	College and community resources, volunteers, guest speakers, conference materials		IP
8. Expand Virtual Academy to support traditional and non-traditional students	Increase enrollment of middle school students in VLA courses for acceleration	Number of students taking an successfully completing the courses	Admin Team, VLA facilitator at the school	Technology, time in the schedule		IP

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District Priorities 2018-2021 Goal 2: Budgets & Facilities Management						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)	
Focus Priorities						
1. Improve state data reporting in all areas	Make sure all synergy coding for STARS is correct.	No errors on Stars report.	Admin Team	Synergy		IP
2. Determine facility needs to maximize student safety and engagement	Assessment of the building for safety and engagement by district team	Report from district of needs assessment	Admin Team	Report from assessment		IP
3. Increase efficient use of financial resources	Review of how funds were spent last year and planning how to best allocate funds this year - especially Title 1	Budget reports	Admin Team, Leadership Team	divisions reports		IP
4. Increase safety measures	Assessment by SRO and LCPD, train staff in ALICE, Safety day planning and implementation, more frequent drills during the year	Report from SRO/Fire/etc. agencies	Admin Team, Leadership Team, Safety Committee	SRO, Fire, agencies that support		IP

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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)					
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Focus Priorities						
1. Increase communication and engagement with stakeholders	Frequent use of InTouch notification system, creation of school website, montly staff meetings and twice a month leadership meetings, Facebook live and Youtube Principal's chats	Intouch reports and number of views on facebook and youtube	Admin Team	computer, phone, InTouch system, Website, Facebook		IP
2. Implement review cycle for board policies, and communicate policy revisions with stakeholders	Review board policy and revisions at staff meetings, SAC meeting, school committee meetings and PTO meetings	Surveys and feedback sessions	Admin Team, Leadership Team, Parents, Teachers, Community Schools Laision	survey data and surveys		IP
3. Expand International Welcome Center (IWC) to support newcomers and families	Creation of parent and family center at Lynn/MVLA to support families in the area of food, clothing, reading material and school supplies. Also Coordinate with IWC staff at feeder high school to support EL population.	Data on frequency of use of the center and feedback from parents and community	Admin Team	donations, organization al items and signage		IP

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District Priorities 2018-2021 Goal 4: Quality in Human Resources	2018-2021 Aligned Actions and Measurements					(Current
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Focus Priorities						
1. Hire highly-effective teachers who meet identified district needs	Interview qualified candidates that fit the mission and vision of the school, creation of rigorous interview questions that are more behavioral in nature	retention of teachers and evaluations	Admin Team, staff	applitrack frontline recruiting		IP
2. Increase efficiency of turnaround time in the hiring process	Hold interviews in a timely manner after posting closes and is screened, delegate interview committee to APs to support timeliness of process	The amount of time to choose a candidate	Admin Team	applitrack, Apps, interview questions		IP
3. Strengthen new teacher orientation process to support first-day readiness	Assign new teachers a school-based teacher mentor and connect them with IS at the school for support.	New teacher meetings and feedback from them in PLCs, etc.	Admin Team, and Instructional Specialist	mentors for new teachers		IP
4. Increase leadership capacity	Grow the shared leadership model of our community schools through the creation of strategic planning committees where all teachers participate	Attendance at committee meetings, revisions and progress on school strategic plan	Admin Team, Leadership Team, Instructional Specialist, Community Schools Liaison	Time to meet on monthly half days, data from needs assessment and current strategic plan		IP
5. Provide support for alternative licensure teachers	Provide mentor to Alt Lic teacher in order to provide more support.	Meetings with alt license teachers	Admin Team, and Instructional Specialist	Possible sub days to meet and plan		IP

6. Increase substitute teacher pool

Continue to put positive message out about what is going on at our schools to attract subs and volunteers to our school, creation of sub packets to equip them for success and creation and use of a substitute survey for them to leave feedback

Feedback from sub surveys

Admin Team, Leadership Team, Instructional Specialist, and Office Staff

folders, lanyards, school handbooks

IP