

Mesilla Park 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)					
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)	Focus Priority Status: IP = In Progress FO = Fully Operational
1. Implement 90-Day PED plans	1. Review current data and revise goals. 2. Conduct SIOP and Math curriculum PD for staff. 3. Implement a clear process for data meetings/PLC that ensures collaboration of best practices.	1. Completed 90-day plan for 18-19 SY 2. Teacher survey to determine quality of PD and future needs. 3. Quality and completion of PLC notes (best practices and commitments documented)	1. Leadership Team 2. SIOP Team and Math Goal Team 3. Teachers and Admin	1. 17-18 data 2. SIOP and Math materials 3. Calendar and Template	2018 Data shows that 15% of SWD scored proficient in reading where 51% scored proficient overall. 2018 Data shows that 27% of ELs scored proficient in reading where 51% scored proficient overall. 2018 Data shows that less than 10% of SWD scored proficient in Math where 36% scored proficient	IP
2. Increase online instructional resources for teachers	Provide PD and time for the utilization of Canvas courses	Enrollment by teachers in courses and evidence in lessons	Teachers and Admin	Time on PD days, Content specialist PD	Introduced teachers to Canvas platform and Go sign me up for district and site PD.	IP

<p>3. Support language acquisition and academic outcomes for English Learners (EL)</p>	<p>1 Continue SIOP training for teams and monitor implementation. 2. Provide professional development to all support staff regarding placement of ELs.</p>	<p>1. Walk-throughs and administrator feedback to assess implementation quality 2. Professional development session agendas and participants. 3. Roll out plan for implementation</p>	<p>Funding for professional development</p>	<p>Classroom Teachers</p>	<p>2018 Data shows that 27% of ELs scored proficient in reading where 51% scored proficient overall. 2018 Data shows that 19% of ELs scored proficient in Math where 36% scored proficient overall. School report card indicates below zero student growth in lowest performing groups for ELs with 0.25 in ELA and -.19 in Math.</p>	<p>IP</p>
<p>4.. Strengthen gifted services to include targeted instruction, increased identification, and content integration</p>	<p>1. Identify under-represented populations for gifted services 2. Launch PETS critical thinking activity by AES facilitator in 3rd grade classes to identify potential candidates</p>	<p>1. SAT referrals, teacher data of upper quartile</p>	<p>Percentage of students identified as gifted via referrals 2. Academic plans for higher performing students</p>	<p>Teachers, admin, SAT team, AES Facilitator</p>	<p>2018 SY had less than 10 AES referrals.</p>	
<p>5. Improve student behavior through systemic initiatives</p>	<p>1. Improve the collection of student behavior data. 2. Implement program to address behavior -Restorative Practices</p>	<p>1. Accuracy of the data based on prior year data; 2. Program evaluation</p>	<p>1. E & E Goal Team 2. Staff</p>	<p>Restorative Practice training/PD</p>	<p>Decrease #of referrals from 18-19 SY</p>	<p>IP</p>

6. Establish common expectations for Professional Learning Communities (PLC's)	1. Develop PLC expectations based on district expectations 2. Provide professional development on established expectations 3. Monitor implementation of expectations for PLCs at all K-5 grade levels	1. Expectations are published 2. Self assessment of PLC 3. Attend PLCs and review minutes 4. Send weekly agendas in WIS	1-3. Admin and teachers	Funding for substitutes	Teams met weekly for at least 180 minutes for collaboration meetings	IP
7. Prepare all students for college and career readiness	NA					
8. Expand Virtual Academy to support traditional and non-traditional students	NA					

Mesilla Park Elementary 2018-2021 LCSD Strategic Plan

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	1. Attend any trainings provided by district and state 2. Improve processes for identifying sub-populations	1-2. Accurate reports	Registrar and Admin	Dates of trainings	Secretaries and Admin attended training for Synergy and reporting, Corrected errors in the system	IP
2. Determine facility needs to maximize student safety and engagement	1. Submit work orders as needed for safety issues 2. Survey parents/stakeholders to identify opportunities for improvement.	1. Issues resolved by work order completion 2. Survey completion and results	Head secretary and Admin	School nurse, Maintenance Direct? Communication with PPD	Consistent collaboration with custodial, office staff and safety team	IP
3. Increase efficient use of financial resources	1. Monitor monthly budgetary expenditures	1. Budget covering expenses	Head secretary and Admin	Monthly Budget report out	Returned money to district that was not spent of instruction	IP
4. Increase safety measures	1. Submit work orders as needed for safety issues 2. Survey parents/stakeholders to identify opportunities for improvement. 3. Hire and daily collaboration with SRO 4. Attended August ALICE training 5. Limit building access	1. Safety survey completed by staff and parents	Head Secretary, E & E Goal Team, and Admin	E&E meeting notes, Updated safety plan	Waiting for security and safety updates from 2014 Bond Election	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	1. Survey parents and community on how to effectively communicate with them on a regular basis	Survey results	E & E Goal Team and Admin	Access to survey	Monthly calendars sent home to parents, Monthly PTO, Weekly item sheets to staff	IP
2. Implement review cycle for board policies, and communicate policy revisions with stakeholders	1. Share policies and revisions with staff and parents	Staff survey results	Admin	Board policy revision	Shared policy changes and updates at monthly staff meetings and PTO	IP
3. Expand International Welcome Center (IWC) to support newcomers and families	1. Provide information about IWC to families	Family participation	Staff	Notes from district updates	Shared information at staff meetings and PTO and attended DAC	IP

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District Priorities 2018-2021 Goal 4: Quality in Human Resources		2018-2021 Aligned Actions and Measurements					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. Hire highly-effective teachers who meet identified district needs	1. Verify staff credentials when asked by central office Facilitate screening process for candidates and make recommendations	Admin	HR	Frontline Training, HR process updates	Fully staffed with Highly qualified teachers	IP	
2. Increase efficiency of turnaround time in the hiring process	1. Send feedback to HR after position has been filled.	Admin	HR	Process of communication from HR	Staff hired by beginning of school	IP	
3. Strengthen new teacher orientation process to support first-day readiness	1. Send new teachers to BTIP and support in building assign mentors from Level II and III tiers	Admin	HR	BTIP Implementation calendar, Mentor Volunteers	Sent new teachers to BTIP	IP	
4. Increase leadership capacity	1. Provide opportunity for Recruitment staff to participate in roles of choice	Admin	Superintendent's Office, Leadership team	LEAD candidates, Leadership team	Gave Level III teacher leaders opportunities to be in charge, Mentored a admin completing internship,	IP	
5. Provide support for alternative licensure teachers	1. Meet on regular basis and review processes and progress	Admin	HR	Process of alternative licensure procedures	2 alternative licensed staff in 17-18 SY		

6. Increase substitute teacher pool

1. Recruit any community members who are interested

Admin

HR

List of quality subs

Supported long term and subs that frequent our building