

Mesilla Valley Leadership Academy 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	Key Actions: (List as many actions as needed in each box.)					Results of Key Actions from last year's plan: (Due September 1)	Focus Priority Status: IP = In Progress FO = Fully Operational
	Measured by:	Owner(s):	Resources Needed:				
Focus Priorities							
1. Implement 90-Day PED plans	Develop and communicate 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	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	Subscription fees		IP	

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

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 and Instructional Specialist	PLC resources and book study books, district curriculum specialists		IP
7. Prepare all students for college and career readiness	Plan and implement a 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 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	Principal, VLA facilitator at the school	Technology, time in the schedule		IP

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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)					
	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 synergy coding for STARS is correct.	No error on STARS report	Principal	Synergy		IP
2. Determine facility needs to maximize student safety and engagement	Assess 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	Coordinate a needs assessment by department to determine budget needs for next school year.	Budget reports	Principal	divisions reports		IP
4. Increase safety measures	Organize a safety assessment by SRO and LCPD, train staff in ALICE, Safety day planning and implementation, more frequent drills during the year	Action Steps on notes as per concerns or reports from agencies	Admin Team	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)					Focus Priority Status:
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Focus Priorities							
1. Increase communication and engagement with stakeholders	Communicate through frequent use of InTouch notification system, creation of school website, monthly 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	Principal	computer, phone		IP	
2. Implement review cycle for board policies, and communicate policy revisions with stakeholders	Build and utilize a foundation of committees to address strategic plan areas from community needs assessment data	surveys and feedback sessions	Principal, Community school liaison and community school Admin	survey data and surveys		IP	
3. Expand International Welcome Center (IWC) to support newcomers and families	Establish and maintain parent and family center at Lynn/MVLA to support families in the area of food, cloting, reading material and school supplies	Data on frequency of use of the center and feedback from parents and community	Community School Admin and Principal	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 School Year Plan and Evaluation of previous year's plan due September 1)					
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Focus Priorities						
1. Hire highly-effective teachers who meet identified district needs	Identify 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	Principal	applitrack frontline recruiting		IP
2. Increase efficiency of turnaround time in the hiring process	Communicate with HR to keep updated on hiring process at the district level.	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.	Principal 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 and Community school liaison	Time to meet on monthly half days, data from needs assessment and current strategic plan		IP

5. Provide support for alternative licensure teachers	Support alt license teachers by connecting them with IS support, assigning them a mentor, PLCs and take the teachers on peer walkthroughs	Meetings with alt license teachers	Principal and Instructional Specialist	Possible sub days to meet and plan		IP
6. Increase substitute teacher pool	Communicate a 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	Principal, Instructional Specialist, clerical staff	folders, lanyards, school handbooks		IP