

MacArthur 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)					
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. Present 90 day plan to teachers focusing on the 3 goals: ELA, Math, Behavior. 2. Implement the information on the 90 day plan in their classrooms and when planning with their teams.	1. Rigor in CFAs 2. CWTS 3. Data Presentations in Collaboration Meetings 4. Feedback Meetings	Principal, AP, IS	90 day plan, Teacher buy-in, Leadership Input, Data Protocol for CMs	This will be carried over from last year. It impacted our school by raising our school grade from an F to a C.	IP	
2. Increase online instructional resources for teachers	1. Include all relevant instructional resources on OneDrive and Canvas 2. Provide training for teachers on how to access these online tools	1. Survey given to teachers where they identify the online resources that they are using on a weekly basis	Principal, AP, IS	Working Technology, Internet Access, Time for training, One Drive access	This will be different for our school because we will have all important documents in a central location for each person to access when needed	IP	

<p>3. Support language acquisition and academic outcomes for English Learners (EL)</p>	<p>1. Introduce SIOP model to staff 2. Implement the 8 components over a 2 year period. 3. Offer support and PD as needed.</p>	<p>1. Present the plan and have focused SIOP discussions in collaboration meetings. 2. Observe the components as they are introduced in CWTs. 3. Perform learning walks to gauge individualized support for each teacher. 4. Common lesson plans throughout school once initiative is rolled</p>	<p>Principal, AP, IS and Instructional Leadership Team</p>	<p>SIOP Plan, SIOP books and materials, Title I funds for Instructional leadership team to perform learning walks</p>	<p>SIOP will be a new initiative for us this year. This will impact us by streamlining lesson plans and providing a common template for all to use when planning.</p>	<p>IP</p>
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<p>4.. Strengthen gifted services to include targeted instruction, increased identification, and content integration</p>	<p>1. Offer support to teachers when completing packets for gifted students. 2. Offer accelerated academic interventions before they qualify to meet their individual needs. 3. Support the gifted and talented teachers that come to meet with our third grade students and teachers</p>	<p>1. Survey the teachers to see how better we can support them. 2. Ensure that teachers work together collaboratively to promote advanced instruction for students that may need it. 3. The number of referrals for gifted and talented services and also the number of identified students in our building will increase</p>	<p>Principal, AP, SAT Team, IS</p>	<p>SAT packets, Survey Monkey</p>	<p>Streamlining the AES identification process and providing support for our Gifted students will increase their education and create more opportunities for success.</p>	<p>IP</p>
<p>5. Improve student behavior through systemic initiatives</p>	<p>1. Implement School-wide Restorative Practices</p>	<p>1. Select 5 students that had extensive behavioral issues last school year and keep track of the office referrals for the first semester.</p>	<p>Principal, AP, IS, Teachers</p>	<p>Templates for Restorative Circles, Respect Agreements, and Affective Statements</p>	<p>Restorative practices will create a systematic approach for student behavior. It will help keep students in classrooms and support their needs in order to increase learning time.</p>	<p>IP</p>

<p>6. Establish common expectations for Professional Learning Communities (PLC's) in all schools</p>	<p>1. Organize collaboration meetings that are well planned and relevant for stakeholders 2. The agenda will include: data analysis and creation of next steps, SIOP PD and ELL data, SAT referrals and discussion about effective student interventions</p>	<p>1. Send out the agenda beforehand and give teachers a say in what they would like to discuss, 2. Analyze data and ensure that each team is meeting goal proficiencies, artifacts in Domains 1 and 4?</p>	<p>Principal, AP, IS</p>	<p>Data protocol sheet, time built into Master Calendar</p>	<p>Collaboration meeting will drive quality instruction and create successful students in our school. Professional learning communities will further support our educational staff and create classrooms with quality instructions for student success</p>	<p>IP</p>
<p>7. Prepare all students for college and career readiness</p>	<p>1. Implement 90 day plan 2. Build rigorous CFAs and plan matching daily instruction 3. Discuss and Analyze data to ensure that students are making expected growth and are being challenged academically in their classrooms.</p>	<p>1. Rigor in CFAs 2. CWTS 3. Data Presentations in Collaboration Meetings 4. Feedback Meetings</p>	<p>Principal, AP, IS, Teachers</p>	<p>90 day plan, Teacher buy-in, Leadership Input, Data Protocol for CMs</p>	<p>Students will be able to make educated decisions for themselves and what they need educationally. They will become successful when they use their knowledge throughout the educational process.</p>	<p>IP</p>
<p>8. Expand Virtual Academy to support traditional and non-traditional students</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p></p>	<p>N/A</p>

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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	1. Maintain accurate records for attendance daily. 2. Report CFA data regularly. 3. Keep accurate records of students testing, what test they take, and reported to district	1. Run daily report from synergy to check. 2 Turn in and discuss the data in CM meetings. 3. Accurate records kept of students testing and who is missing to administer make up tests	AP, IS, and Social worker	Synergy	Actions will improve process for our school and the district to secure funds for our students educational process. It will help increase the testing processes as well for students	IP
2. Determine facility needs to maximize student safety and engagement	1. Conduct regular ground and building walk through. 2. Communicate with custodian issues or needs reported or seen by him. 3. Work ordered turned filled out in a timely manner	1. Collected needs that show when issue is fixed. 2. Use o school dude to track problems reported and status	Principal, AP, Custodial Staff, All Staff	School Dude Software, PPD	Aesthetics of building will improve to create a warm welcoming environment for students, staff and families.	IP

<p>3. Increase efficient use of financial resources</p>	<p>1. Weekly Budget meeting with front office staff 2. Monthly reports to staff regarding budget and expenditures</p>	<p>1. Compute the budget weekly using IVisions. 2. Monthly notes and reports from leadership meeting regarding expenditures and areas to safe</p>	<p>Principal, AP, Secretaries, & Leadership team</p>	<p>IVisions, EXCEL, & technology</p>	<p>Financial support for classrooms will be utilized better with more consistent monitoring of our funds.</p>	<p>IP</p>
<p>4. Increase safety measures</p>	<p>1. Limit the amount of visitors in and out of the hallways. 2. Place a barrier and adult in the main entrance to monitor visitors in building. 3. Enhance the security of our grounds by getting more cameras and adjust the motion sensors in our building</p>	<p>1. Require sign in & sign out 2. Provide escorts to visitors in the building. 3. Communicate with safety team and downtown staff as to what our needs are.</p>	<p>Principal, AP, Front office staff, Custodians, All Staff</p>	<p>Computer, security system/cameras</p>	<p>Better securing our school will create a better learning environment for our students and decrease interruptions to the teachers during the instructional day.</p>	<p>IP</p>

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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. Send monthly news letters to parents/guardians of students. 2. Weekly collaboration meetings and monthly staff meetings. 3. Implement class Dojo and Remind 101 to communicate regularly with parents and staff. 4. Email or phone call to downtown admins regularly to address an issues or pass on important information	1. compilation of monthly news letter sent. 2. Responses on Dojo and Remind 101. 3. collected notes, emails, and messages kept	Principal, AP, Staff	Technology, internet, telephones,	More parent involvement within our school. Our students will be better supported in the education process because parents will know what is going on.	IP
2. Implement review cycle for board policies, and communicate policy revisions with stakeholders	N/A					
3. Expand International Welcome Center (IWC) to support newcomers and families	N/A (We do not have these in elementary school)					

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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	1. Screen subjects in interviews using questions based on the positions.	1. Create questions that require highly qualified answers from the candidate.	Principal & AP	CCSS, Job descriptions for position	Students will have highly qualified teachers in the classrooms and produce quality work from rigorous instruction	IP
2. Increase efficiency of turnaround time in the hiring process	N/A					
3. Strengthen new teacher orientation process to support first-day readiness	1. Provide mentors for new teachers to our building both within grade level and the building. 2. Provide support for our teachers in the beginning teacher education program.	1. Assign mentors to new teachers 2. Provide times for mentors and new teachers to meet with each other	Principal, AP, Mentor teachers	PD, Beginning Teacher Program.	1. Grade levels will plan together and support their team through mentoring each other. 2. support provided for new teacher through the district initiative for beginning teachers	IP

4. Increase leadership capacity	1. Provide individual leadership roles for our teachers to participate in. 2. Make leadership teams for our school and divide teachers into those roles.	1. teacher participation in various leadership roles throughout the school year. 2. Create leadership teams to focus on different areas of need in our school. 3.	Principal & AP	Leadership PD, Leadership role models, Leadership books	1. Concentrated leadership groups to provide efficient and timely decisions that are focused to the success of our students	IP
5. Provide support for alternative licensure teachers	1. Identify teachers in this role in a timely manner and offer support Mentors will also be assigned to teachers working through this process.	1. Provide mentor teacher to help throughout the year.	Principal, AP, Mentor teachers	Beginning teacher program, mentor teacher EHA from Title I	Supported alternative licensure teachers will create meaningful classrooms and rigorous lesson for students they are responsible for.	IP
6. Increase substitute teacher pool	N/A					