

Mesa Middle 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
Focus Priorities						
1. Implement 90-Day PED plans	Articulated the 90 day plan to all staff, students, and the school community. Confronted the school's challenges based on data reviews for the 30, 60 and 90 day reviews.	CWT to see standards based instruction, lesson plans and content & language objectives, parent input surveys.	Principal	90 day plan, CWT online form, school budget, PD towards 90-day plan, District Support		<i>IP</i>
2. Increase online instructional resources for teachers	Utilize the district's online instructional guides in canvas. Supported teachers with All-In Learning access and clickers to enhance rigorous instruction, assessment, and progress monitoring.	Standards based lesson plans that are aligned to the districts instructional guides. Data collected from progress monitoring from CFAs and daily usage from All In.	Assistant Principal	District support to purchase All-In for our teachers. Districts' instructional guide.		IP

<p>3. Support language acquisition and academic outcomes for English Learners (EL)</p>	<p>Established a SIOP team for the school and communicated that they needed to attend district SIOP PD. Spearheaded our school SIOP plan helping teachers to implement instructional strategies to enhance learning in all classrooms and support ELLs students' language acquisition and academic outcomes. Continued PD for all staff in SIOP, progress monitoring, and supporting of our language learners in all classes. Assured our mono-lingual Spanish speakers have devices to translate when needed in all of their classes.</p>	<p>Completion and on-going monitoring of our SIOP school plan CWT throughs in all classrooms to observe SIOP strategies and language objectives in the classroom. Students being successful in all of their classes through support of having the devices in their classes.</p>	<p>Assistant Principal</p>	<p>District provided/on-going PD in SIOP Devices for students to use in classes</p>		<p>FO</p>
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4. Strengthen gifted services to include targeted instruction, increased identification, and content integration

Conducted intentional scheduling for our gifted students to meet their individual needs and areas in need of acceleration and challenging rigorous curriculum. Coordinated a specific class where gifted students meet with their gifted peers each day and work on their targeted areas of giftedness along with social interactions. Expanded offerings of honors and VLA courses for students with needed acceleration. Clarified students who are not identified as gifted to help increase identification of gifted students.

Master schedule created to meet the scheduling needs of our gifted and honor students. Gifted Seminar class taught by highly qualified gifted teacher to provide challenging and rigorous experiences. Increase in the number of students identified and assessed for AES.

Principal and AES Facilitators

Qualified AES teacher Computer to work on scheduling District support with expectations for AES Synergy for scheduling

FO

<p>5. Improve student behavior through systemic initiatives</p>	<p>Have PD at the beginning of the year for all staff in creating and keeping appropriate relationships with all students. On-going PD for teacher in relationships Implement a Restorative Plan for improving student behavior through systemic initiatives. Which will focus on students learning new skills to work through social/emotional issues and interactions. Create uniform expectations and behaviors for all middle schools in the classroom and whole school.</p>	<p>Completed PD with all staff and PD materials implemented into classrooms in the first two weeks of school. Restoravitve plan created and implemented Common expectations and behaviors among all middle schools.</p>	<p>Restorative Team Admin Team</p>	<p>PD from district for Restorative Team and admin Time to meet</p>		<p><i>IP</i></p>
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Created classroom and office referrals based on the expectations identified, including means of addressing when a student does not meet expectations (Work with Social Worker, Community Service, etc.). Devised and implemented a Re-Integration Plan for students and parents for those students who are coming back from an alternative setting (School or Hospitalization or Suspension) to further assist the student to be successful upon their return to school.

Decrease in Number of students suspended or referred to the office

FO

<p>6. Establish common expectations for Professional Learning Communities (PLC's) in all schools</p>	<p>Collaborative work among all teacher with their vertical/horizontal departmental PLC group weekly to analyze data from PARCC assessments, NMSBA, and standards-based CFA's to find student levels of proficiency. Facilitated backwards planning in subject areas that are aligned to the standards, district scope and sequence, and also enables teachers to create highly engaging student-centered instruction. The plans will also focus on meeting the academic and language needs of all students using SIOP strategies in all classes.</p>	<p>Agendas and weekly PLCs for all departments Data Analysis, CWT, Lessons Plans</p>	<p>T. Chacon Instructional Leadership Team</p>	<p>PLC Calendar Computers LP, etc</p>		<p><i>IP</i></p>
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<p>7. Prepare all students for college and career readiness</p>	<p>All learning experiences will be prompted by backwards planning, challenged by rigor, and be relevant in order to prepare all students for success on assessments, which will be utilized to monitor their proficiency. Student learning experiences will also be focused on increasing their real-world skills and applying their content knowledge to vocational and real-world applications. Promoted Vocational and technical learning experiences for all students through our elective classes, which build vocational and technical skills.</p>	<p>CWT, LPs, Master Schedule</p>	<p>Assistant Principal Leadership Teams</p>	<p>Budget, materials for vocational items, PLC time</p>	<p><i>IP</i></p>
<p>8. Expand Virtual Academy to support traditional and non-traditional students</p>	<p>Identified and helped cross enroll students in our school and in VLA for those in the Virtual Academy. Communicated to these students that there are extra-curricular activities for them, if they want to participate in Athletics or Activities for Non-Traditional Students. Clarified students as gifted or non-gifted and established who needs acceleration for a class that is not offered at our school, in order to meet their academic needs.</p>	<p>Master Schedule, Students participating in extra-curricular activities, students in accelerated/ honors classes</p>	<p>Principal</p>	<p>Support from District VLA director. Synergy</p>	<p><i>IP</i></p>

Mesa Middle School 2018-2021 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 2: Budgets & Facilities Management						Focus Priority Status: IP = In Progress FO = Fully Operational
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)	
1. Improve state data reporting in all areas	Ensured all classes used for master schedule are the correct STAR code and teachers are highly qualified for those STAR Codes. Assured that all EL students are enrolled in required courses and the appropriate STAR code are used and recognized that teachers meet the HQ for those sections. Ensured all SPED students are enrolled in required courses and made sure that the appropriate STAR code is used for courses. Ensured that teachers meet the HQ for those sections. Insured that all school discipline incidents are correctly entered into Synergy.	40, 80, 120 day counts and compliance reports from the PED for STARs 100% accuracy and compliance for EL and SPED students for their placements, as seen in Tableau 100 % compliance from discipline report from district office for School Discipline Incidents	Principal	Synergy, STARs Manual, Support from C. Mullins, Dual Language Dept Tableau Access		<i>IP</i>

<p>2. Determine facility needs to maximize student safety and engagement</p>	<p>Conducted weekly Operational and Instructional Leadership meetings to discuss instructional engagement and overall school safety. Safety team walk-throughs to assure the facilities and practices school-wide are brought up to state expectations for our school-wide safety plan to ensure the safety of everyone. Enter all work orders and follow through on their completion by the responsible department in PPD to ensure safety. Impassioned that all staff, students, and parents are knowledgeable and provided training in their roles in our responses to any emergency that may take place at our school.</p>	<p>Leadership calendar and minutes from meetings Safety team meeting minutes and completed school safety plan School dude work order completion data Completion of monthly required drills and reported to the district office safety department Fire inspection report from City Fire Marshals office</p>	<p>Instructional and Operation Leadership Teams</p>	<p>Support from District Safety Department, PD resources for school safety, SRO</p>		<p>FO</p>
<p>3. Increase efficient use of financial resources</p>	<p>Ensured a high Return Of Investment for all request and purchases, as well as expenditures helping to achieve our Academic and Operational goals for our school</p>	<p>School Budget expenditures are in line with our 90-day and safety plan</p>	<p>Principal and Leadership Teams</p>	<p>Funding from district office</p>		<p>IP</p>

<p>4. Increase safety measures</p>	<p>Facilitated weekly Operational Leadership meetings to discuss overall school safety. Safety team walk-throughs to ensure the facilities and practices school-wide are up to state expectations for our school-wide safety plan to assure the safety of everyone. Enter all work orders and follow through on their completion by the responsible department in PPD to ensure safety. Impassioned that all staff, students, and parents are knowledgeable and provided training in their roles in our responses to any emergency that may take place at our school.</p>	<p>Leadership calendar and minutes from meetings Safety team meeting minutes and completed school safety plan School work order completion data Completion of monthly required drills and reported to the district office safety department Fire inspection report from City Fire Marshals office</p>	<p>Operation Leadership Team</p>	<p>Support from District Safety Department, PD resources for school safety, SRO</p>		
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Mesa Middle School 2018-2021 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 3: Communication, Trust, and Human Relations						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. Increase communication and engagement with stakeholders	<p>Displayed admin calendars for all admin so all stakeholders are aware of our availability.</p> <p>Ensured our availability to meet with all stakeholders to address their concerns.</p> <p>Communicated with parents through multiple methods (Snap Chat, Text messaging, Facebook, Robo Phone Calls) to provide info to all stakeholders.</p> <p>Conducted monthly and when needed School Advisory Meetings for all stake holders to attend to be given face to face time with admin to inform about budgeting, scheduling, school safety, etc. and also address their concerns and needs.</p>	<p>Admin calendars Meetings with parents, so less complaints to District office about not being able to meet with admin</p> <p>Communications sent via social media sites and reports from school wide text and phone calls</p> <p>Agendas and minutes from SAC meetings.</p>	<p>Admin Team Technology Lead</p>	<p>Microsoft Calendars, Computers, Social Media Sites, InTouch Access</p>		<p><i>IP</i></p>

<p>2. Implement review cycle for board policies, and communicate policy revisions with stakeholders</p>	<p>Joined committee and attended meetings to review board policies and regulations for our district. Communicated with all stakeholders the revisions and updates to all board policy and regulations through all forms of communication listed above and through our SAC and faculty meetings.</p>	<p>Participation in Review Committee Messages send through social media and also our agendas and minutes from our SAC and faculty meetings.</p>	<p>Principal</p>	<p>District selection to be a part of the Review Committee Social Media Sites</p>		<p>IP</p>
<p>3. Expand International Welcome Center (IWC) to support newcomers and families</p>	<p>Assisted Dual-Language department and the IWC coordinator from OHS on providing support and assistance for our newcomers and their families. Developed intentional scheduling and planning for our newcomers to ensure their success both academically and social/emotionally. Oversaw the distribution of electronic devices for newcomers to translate for their courses into their native language.</p>	<p>Meetings with Dual Language and IWC coordinator Newcomers schedules Newcomers received devices</p>	<p>Assistant Principal Bilingual Lead</p>	<p>Support from Dual-Language Department and IWC from OHS Electronic Devices Synergy</p>		<p>IP</p>

Mesa Middle School 2018-2021 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 4: Quality in Human Resources						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	Ensured hiring of qualified and highly effective instructional and relational teachers to meet the needs of our school. Conducted calls to references for the top three candidates for any position being interviewed for to ensure the hiring of a qualified and the right candidate.	Teacher evals and school-wide data (academic and othe areas)	Principal	HR to screen qualified candidates for postions Access to Frontline for candidate information		FO
2. Increase efficiency of turnaround time in the hiring process	Conducted interviews in a timely fashion after the positions have closed and the applicants have been screened by HR. Communicated with references and entered the ePAR correctly into Visions so that HR can do their part in the hiring process and offering the position. Consulted with HR to keep updated on hiring process through their office.	Interview packets for all applicants, Interview schedule, ePARs entered into Visions	Admin Team	Access to Frontline, Visions, HR completing and successfully screening of qualified Applicants.		FO

<p>3. Strengthen new teacher orientation process to support first-day readiness</p>	<p>Ensured that all new teachers names are given to the Teacher Learning Center so they can be schedule for the Teacher Jump Start meetings and also for the New Teacher Induction Program. Assigned new teachers with highly qualified mentor teachers at the school site to ensure they're supported. Advised new teachers on a consistent basis to ensure they're supported by admin in all areas. Willing to be a guest speaker for the New Teacher Induction Program.</p>	<p>New teachers participating in the NTEP. New teachers matched with HQ mentors as seen through their applications and Evals Individual teacher meetings notes</p>	<p>Admin Team Mentors</p>	<p>Support from TLC and Academic Specialist</p>		<p><i>IP</i></p>
<p>4. Increase leadership capacity</p>	<p>Arranged and assisted identified teacher leaders to seek out licensure in admin and also teachers who're licensed admin in an intern role to build capacity, their experience at the building level, and our administration pool for our district. Chaired two leadership teams (Operational and Instructional) for more teacher leaders to be provided the opportunity to have a voice and make decisions for the whole school.</p>	<p>Admin internships for identified leaders growth in the admin pool for our district Agendas and minutes from Leadership meetings</p>	<p>S. Rodriguez</p>	<p>Support from HR and district office in allowing internships with teacher leaders.</p>		<p><i>IP</i></p>

<p>5. Provide support for alternative licensure teachers</p>	<p>Ensured that all new teachers names are given to the Teacher Learning Center so they can be schedule for the Teacher Jump Start meetings and also for the New Teacher Induction Program. Assigned new teachers with highly qualified mentor teachers at the school site to ensure they're supported. Advised new teachers on a consistent basis to ensure they're supported by admin in all areas. Willing to be a guest speaker for the New Teacher Induction Program.</p>	<p>New teacher participating in the NTEP. New teachers matched with HQ mentors as seen through their applications and Evals Individual teacher meetings notes</p>	<p>Admin Team Mentors</p>	<p>Support from TLC and Academic Specialist</p>		<p><i>IP</i></p>
<p>6. Increase substitute teacher pool</p>	<p>Consulted with our stakeholders about possibly joining the district as a substitute teacher. Ensured that our students are well behaved and treat our guest teachers with respect when they have a guest teacher in their classroom, so guest teachers will continue to be a guest teacher.</p>	<p>Increase in Guest Teacher pool Decrease in misbehaviors for guest teachers</p>	<p>Admin Team Mentors</p>	<p>Support from HR when we refer candidates for the Guest Teacher pool to get them processed</p>		<p><i>IP</i></p>