

Mesilla Elementary 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:
	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. Implement 90-Day PED plans	1. Create a cheat sheet for staff and parents to quickly understand our school goals. 2. Provide support documents for planning to meet goals. 3. Use data boards to keep everyone updated on progress towards goals. 4. Quarterly ILT check-ins to measure progress of 90 day plan.	90 Day progress indicators, 30, 60 and 90 day check-ins	Principal, Assistant Principal, Instructional Leadership	1. Widely Important Goals sheet 2. Planned data meeting to check progress on data boards		IP
2. Increase online instructional resources for teachers	Create Canvas courses and use during the delivery of PD and include resources month by month for teachers to use by Specialized school teams (SIOP Cadre Team, Restorative Practices Cadre Team)	After each PD, the team will add resources to the Canvas courses. Check-ins completed by administration	Principal, Assistant Principal, Cadre Teams	Creation of canvas course		IP

<p>3. Support language acquisition and academic outcomes for English Learners (EL)</p>	<p>1. Provide PD in Aug., delivered by SIOF Cadre Team and administration. 2. Schedule and conduct planning sessions with team using resource documents from 90 day plan. 3. Provide EHA's for further PD and planning 4. Implement SIOF strategies in math beginning in October of 2018. 5. Follow up with Month to Month planning that is created by SIOF Cadre team.</p>	<p>During SIOF Cadre meeting, team will check in and assess the Month to month plan that they created. The team will identify areas that are going well according to teachers and they will re-teach the areas that teachers are struggling with while backwards planning. With this information, the month to month plan may be revised.</p>	<p>Principal, Assistant Principal, Cadre Teams</p>	<p>Month to month plan of SIOF rollout</p>		<p>IP</p>
<p>4.. Strengthen gifted services to include targeted instruction, increased identification, and content integration</p>	<p>1. Provide an "All About Me" snap shot sheet that provides details of the IEP that pertinent to instruction, like a quick glance from Case managers for students who receive gifted services 2. Accelerate math as necessary for the identified students 3. Conduct goal meetings with Case managers for AES, Teacher and parents, that are different from IEP's, these meetings are quick check ins to determine the students goals.</p>	<p>100% of all identified gifted students will have an "all about me sheet" by Sept. 1, Goal setting meetings will be set by 2nd semester to set goals.</p>	<p>Principal, Assistant Principal, SPED Case manager</p>	<p>1. All about me sheet 2. Scheduled meetings</p>		<p>IP</p>

<p>5. Improve student behavior through systemic initiatives</p>	<p>1. Align systems at Mesilla to support the goal such as Write up forms, displays, school 7 habit monthly partnerships across grade levels 2. Implement strategies to change the behavior (character building projects, Reflection Room, Warrior Academy with Coach) that focuses on school data of write ups in the area of Bullying, Physical Aggression and Disrespect 3. Provide Mindset Professional Development with ALL staff (to include misconceptions from parents and students).</p>	<p>30, 60 and 90 day check ins according to the 90 day plan.</p>	<p>Principal, Assistant Principal, R. Practices Cadre Team, Instructional Leadership team</p>	<p>1. Habit family lessons 2. Reflection room schedule. 3. Restorative justice month to month plan</p>		<p>IP</p>
<p>6. Establish common expectations for Professional Learning Communities (PLC's) in all schools</p>	<p>Build a schedule for Collaborative Meetings that include: (a) One time per month for planning backwards SIOP and CFA, (b) One time per month for a data meeting to disaggregate the CFA data, (c) One time per month to meet with the principal in a 1 to 1 setting to review TAP goals and CWT data, (d) One time per month PD to follow up on 90 day goals</p>	<p>The number of collaborative meetings that are identified in the action should be 100% per month. Check in each month during leadership meetings</p>	<p>Principal, Assistant Principal, Instructional Leadership</p>	<p>1. Making Content Comprehensible-SIOP book, 2. SIOP month to month plan, 3. Teacher action plans</p>		<p>IP</p>

7. Prepare all students for college and career readiness	1. Align CCSS vertically AND horizontally, in math (using SIOP template) 2. Align CFAs to measure CCSS 3. Identify intervention GAPS for students in grades K-2. 4. Provide intervention to identified students who will work with newly hired Interventionist.	By Spring 2018, all grades K-5 will be horizontally and vertically aligned with aligned CFAs. This will be measured by using individual teacher "scorecards" that are reviewed during monthly 1 to 1 meeting with principal, in CMs using the visual bards that identify % proficient and growth by school and by grade level.	Principal, Assistant Principal, Grade Level Teams	1. SIOP math template		IP
8. Expand Virtual Academy to support traditional and non-traditional students	NA	NA	NA	NA		NA

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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	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. Follow 5 second rule to easily identify if we are meeting goal, nearing goal or nowhere near meeting the goal. 2. Report to parents during open house and in parent newsletters 3. Post Data visuals in the CM room, create Data Binders and implement data reports that are sent to parents each month.	Use Checklist to check off identified steps in order to keep us on track by September 1st. Then establish ongoing process for ongoing data.	Principal, Assistant Principal		1. report to parents in the newsletter, teacher graphs and individual teacher score cards data binders, parent data report notes to each month.	IP
2. Determine facility needs to maximize student safety and engagement	1. Submit work orders and follow up with incomplete work orders by using the "open jobs" report in School Dude. 2. Create and implement teacher classroom safety plans that includes run, fight, hide plan 3. Set expectations with security officer to conduct perimeter checks, parking lot issues, volunteers in the building and help with conducting and improving safety drills.	Safety team meetings check in of safety drills using monthly scheduled calendar.	Principal, Assistant Principal, Safety Team		Completed work orders, teacher safety plans	IP

3. Increase efficient use of financial resources	1. Utilize the leadership team to identify needs of the school and plan possible solutions 2. Discuss needs of school and fundraising with PTO 3. Streamline process for staff to request funds 4. Align all requests to 90 Day goals.	100% of requests must be: 1. aligned to 90 day plan, safety needs or identified areas from PTO and ILT	Principal, Assistant Principal, PTO, ILT	1. Leadership team meeting minutes, 2. Monthly PTO meeting minutes 3. PO form created by Mrs. Polanco when requesting funds.		IP
4. Increase safety measures	1. Follow up ALICE training guidance and suggestions 2. Practice ALL drills during Safety Days, once each semester. 3. Create and implement classroom safety plans where teachers have identified a plan for each possible scenario (ABC scenarios) 4. Communicate safety plan, review and debrief after	Sept. 1 all safety plans are complete, 1 lockup drill, 3 fire drills.	Principal, Assistant Principal, teachers, safety team	1. Agenda for follow up ALICE training, individual safety plans,		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 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

<p>1. Increase communication and engagement with stakeholders</p>	<p>1. Give parents monthly data reports that help them identify where their students are academically. 2. Give updates during PTO meeting where admin and two members of the leadership team will be present. 3. Give parents information about standards, grading and Mesilla culture during Open House. 4. Create and deliver monthly newsletters to include Mesilla news regarding upcoming events and celebrations. 5. Share data sheets, and information about the Title I compact during P/T Conferences. 6. Generate information from the monthly newsletters, and upcoming events onto the school website. 7. Utilize In touch communication system to communicate important information about school safety and school information. 8. Students will have the opportunity to join Student Council that will be part of giving information to all students in the school. 9. Conduct Circle time will in class to discuss Respect</p>	<p>Communications survey to all parents, students and staff a the end of the 1st nine weeks.</p>	<p>Principal, Assistant Principal, Classroom teachers</p>	<p>Monthly newsletters, Intouch system for parent communication, of staff respect agreement</p>		<p>IP</p>
<p>2. Implement review cycle for board policies, and communicate policy revisions with stakeholders</p>	<p>Review board policies and revisions at Staff Meetings, SAC meetings and PTO meetings</p>	<p>Sign in sheets, Agenda, Input/Feedback</p>	<p>Principal, Assistant Principal, Admin. Intern, SAC Team</p>	<p>Board Policies</p>		<p>IP</p>

3. Expand International Welcome Center (IWC) to support newcomers and families	N/A	NA	NA	NA		NA
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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	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. Determine needs of students to determine type of teacher to hire, example: Autism, NM PreK, Inclusion 2. Align interview questions to position available.	The number of staff actually hired that meets 85% of the needs of the students.	Hiring Team at Mesilla	Pre-designed questions for each position		IP
2. Increase efficiency of turnaround time in the hiring process	1. Collaborate with Human Resources 2. Interview in a timely manner 3. Check references and submit a request for hire in a timely manner	Timeline is followed at school level	Principal, Assistant Principal	Applitrack, Visions		IP
3. Strengthen new teacher orientation process to support first-day readiness	1. Activate mentorship within the grade level for new staff and check in for any identified support 2. Support teacher during 1 to 1s with administration based on CWTs, teacher needs and orientation requirements.	Principals will check-in with new staff during 1 to 1s to ask about needs and support (80 to 100% of needs will be met through TAP, CWT feedback, timeliness of necessary documentation).	Mentor Teacher, Principal, Assistant Principal	Aligned CWT forms for each domain, mentorship forms for new teachers		IP

4. Increase leadership capacity	Provide Opportunities for the Instructional Leadership Team to lead, SIOP Team, R. Practices Team, Action Partners and Across grade level partners	90% of Professional development will: 1. Have ILT input 2. Be delivered by Action Partner or ILT	Principal, Assistant Principal	SIOP math planning template, month to month plans for restorative justice and SIOP, action partners guidance		IP
5. Provide support for alternative licensure teachers	1. Activate mentorship within the grade level for new staff 2. Support teacher during 1 to 1s with administration based on CWTs, and teacher needs 3. Practice consistent communication expectations with all staff, but also check with new teacher to ensure understanding.	Principals will check-in with new staff during 1 to 1s to ask about needs and support (80 to 100% of needs will be met).	Principal, Assistant Principal	Aligned CWT forms for each domain		IP
6. Increase substitute teacher pool	1. Provide support for substitutes while in your building (show them where classroom is, provide school map and teachers who can help in a hurry 2. Advertise district opportunities to become a sub on Class Dojo	1.Increased number of substitutes 2. Decreased number of vacancies	Principal, Assistant Principal	Subfinder, Class Dojo, classroom map		IP