

# (Monte Vista Elementary School) 2018-2021 LCPS Strategic Plan

<b>District Priorities 2018-2021 Goal 1: Student Success</b>		<b>2018-2021 Aligned Actions and Measurements</b> (Current School Year Plan and Evaluation of previous year's plan due September 1)					<b>Focus Priority Status:</b>
<b>Focus Priorities</b>		<b>Key Actions:</b> (List as many actions as needed in each box.)	<b>Measured by:</b>	<b>Owner(s):</b>	<b>Resources Needed:</b>	<b>Results of Key Actions from last year's plan:</b> (Due September 1)	IP = In Progress FO = Fully Operational
1. Implement 90-Day PED plans	<ul style="list-style-type: none"> <li>* Provide PD to Leadership Team</li> <li>* Review previous year's 90 Day Plan</li> <li>* Identify school challenges</li> <li>* Develop 18-19 SY 90 Day Plan</li> </ul>	Leadership Team survey to determine quality of PD and analysis of the review	Principal	PED templates; survey; data analysis from 30/60/90 day plans			
2. Increase online instructional resources for teachers	<ul style="list-style-type: none"> <li>* Provide meaningful technology PD (e.g., Office365, Canvas, Google Classroom, etc.)</li> <li>* Make available digital resources to staff (e.g., Resource List, Website Links, Staff Google Classroom, Canvas utilization)</li> </ul>	<ul style="list-style-type: none"> <li>* Teachers trained</li> <li>* Digital Resources made available</li> </ul>	Principal	Time in PLCs			IP

<p>3. Support language acquisition and academic outcomes for English Learners (EL)</p>	<ol style="list-style-type: none"> <li>1. SIOP Team continues training and monitors implementation.</li> <li>2. Support staff helps school with placement of ELs.</li> <li>3. Case managers ensure that IEP goals reflect language needs for ELs with special needs.</li> <li>4. Provide professional development to bilingual teachers to implement standards-based, high-level instruction in Spanish.</li> <li>5. Develop and implement a plan to expand dual language into upper grades.</li> </ol>	<ol style="list-style-type: none"> <li>1. Walk-throughs and administrator feedback to assess implementation quality</li> <li>2. Professional development session agendas and participants</li> <li>3. Professional development session agendas and participants. Review of IEP goals</li> <li>4. Professional development session agendas and participants.</li> <li>5. Plan developed and implemented</li> </ol>	<ol style="list-style-type: none"> <li>1. Executive Director of Bilingual and Migrant Education</li> <li>2. Dean of ELs</li> <li>3. Assistant Superintendent of Special Student Service, 4. Associate Superintendent of Equity, Innovation, and Social Justice and Associate Superintendent of Curriculum and Instruction</li> <li>5. Executive Director of Bilingual and Migrant Education</li> </ol>	<p>Funding for professional development</p>		<p>IP</p>
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<p>4. Strengthen gifted services to include targeted instruction, increased identification, and content integration</p>	<ol style="list-style-type: none"> <li>1. Identify under-represented populations for gifted services</li> <li>2. Provide a continuum of services to meet the needs of identified gifted students.</li> </ol>	<ol style="list-style-type: none"> <li>1. Percentage of students identified as gifted</li> <li>2. Placement of AES teacher on master schedule to teach PETS curriculum to 3rd grade students.</li> </ol>	<p>Principal, AES Teacher</p>	<p>Master Schedule; PETS curriculum</p>		<p>IP</p>
<p>5. Improve student behavior through systemic initiatives</p>	<ol style="list-style-type: none"> <li>1. Improve the collection of student behavior data.</li> <li>2. Implement Restorative Practices programs to address behavior</li> </ol>	<ol style="list-style-type: none"> <li>1. Accuracy of the data based on prior year data;</li> <li>2. Program evaluation</li> </ol>	<p>Principal, assistant principal, counselor, and social worker</p>	<p>Funding for external program evaluation</p>		<p>IP</p>
<p>6. Establish common expectations for Professional Learning Communities (PLC's) in all schools</p>	<ol style="list-style-type: none"> <li>1. Develop PLC expectations</li> <li>2. Provide professional development on established expectations</li> <li>3. Monitor implementation of expectations for PLCs</li> </ol>	<ol style="list-style-type: none"> <li>1. Expectations are published</li> <li>2. Self assessment of PLC</li> </ol>	<p>Principal, Assistant principal, instructional specialist</p>	<p>Laptops, chart paper, markers, self-assessment</p>		<p>IP</p>

7. Prepare all students for college and career readiness	1. Ensure students have access to current technology resources.	1. New student technology in the building.	1. Principal 2. Technology Teacher	Funding for technology upgrades		IP
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8. Expand Virtual Academy to support traditional and non-traditional students	NA	NA	NA	NA	NA	NA
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## (Monte Vista Elementary School) 2018-2021 Strategic Plan

2018-2021 Aligned Actions and Measurements						
District Priorities 2018-2021 Goal 2: Budgets & Facilities Management	<b>Key Actions:</b> (List as many actions as needed in each box.)	<b>Measured by:</b>	<b>Owner(s):</b>	<b>Resources                      Needed:</b>	<b>Results of Key                      Actions from last                      year's plan:</b> (Due September 1)	<b>Focus Priority                      Status:</b> IP = In Progress FO = Fully Operational
<b>Focus Priorities</b>						
1. Improve state data reporting in all areas	Record student codes correctly	Accuroster	Principal, Assistant Principal Head Secretary Assistant Secretary	Synergy; PD on coding		<i>IP</i>
2. Determine facility needs to maximize student safety and engagement	Conduct emergency drills with various scenarios and immediately debrief to enhance the protocol. Director of Public Safety visit to assess needs of school	Survey of all stakeholders on school safety	School Safety Team, Principa, Assistant Principal Security Guard	Safety Team and protocol for emergency evacuations; Debriefing meeting; staff input		IP

3. Increase efficient use of financial resources	Create school budget based on needs assessment, determined by Leadership Team to prioritize funds; in conjunction with 90-day plan	Allocation of money to provide for school needs, determined by school budget	School Leadership Team, Principal Elias Casaus, Assistant Principal Theresa Saenz-Telles; Head Secretary Raquel Cherem	visions to generate reports of school accounts, as well as generate Pos		IP
4. Increase safety measures	Create Safety Team to develop needs assessment. Update school safety plan. Execute various emergency drills/evacuations and implement immediate debriefing. Research restorative practices and implement respect agreements and circles. Utilize campus security guard for safety concerns.	Revised safety plan and emergency drills/evacuation. Stakeholder survey of safety plan	School Safety Team, Principal, Assistant Principal Security Guard	Safety Team and protocol for emergency evacuations; Debriefing meeting; staff input		IP

## (Monte Vista Elementary) 2018-2021 Strategic Plan

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
<b>Focus Priorities</b>						
1. Increase communication and engagement with stakeholders	Create strategic plan for Monte Vista and post it online. Include aligned grade-level plans. Utilize social media and school website to update stakeholders about school events.	Plans created and posted for stakeholder review	School stakeholders: Administration and teachers	Training to support development of SSP		<i>IP</i>
2. Implement review cycle for board policies, and communicate policy revisions with stakeholders	Retrieve revised board policies as well as inform stakeholders of policy revisions.	Board policies retrieved and shared with stakeholders <b>through PLC, Parent Engagement Meetings (e.g., Annual Title I meetings, etc.)</b>	School stakeholders: Administrations and teachers	Revised Board Policies		IP
3. Expand International Welcome Center (IWC) to support newcomers and families	N/A					



## (Monte Vista Elementary) 2018-2021 Strategic Plan

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	Submit posting requisition. Create Interview committee that contains adequate members of certified/classified staff. Develop interview questions. Adhere to interview Highly Qualified applicants that HR has screened for each position.	Completed Hiring Process	Interview Committee: adequate members of certified/classified staff	Applitrac		IP
2. Increase efficiency of turnaround time in the hiring process	Implement key actions, listed above, quickly.	Completed Hiring Process	Interview Committee: adequate members of certified/classified staff	Applitrac		IP
3. Strengthen new teacher orientation process to support first-day readiness	Pair a novice teacher with a seasoned mentor teacher. Inform new teachers of available trainings.	Attendance of new teachers at new teacher trainings	Principal Assistant Principal	Calendar of Training dates		IP
4. Increase leadership capacity	Designate English Learner Lead Teacher for bilingual program; Designate Lead teacher for SPED; Utilize leadership team to disseminate 90-day plan, to all stakeholders. Attend Leadership academies designated for administration.	Adherence to items on agendas of bilingual/SPED meetings and Leadership Academies	Principal Assistant Principal	Calendar of Training dates		IP

5. Provide support for alternative licensure teachers	Explain NMTeach Rubric for alternative licensed teacher; Pair ALT with a seasoned mentor teacher. Provide coaching support.	Effective score on NM Teach Observation Tool	Principal Assistant Principal	NM Teach Rubric, Kagan strategies/support materials		IP
6. Increase substitute teacher pool	Build rapport with highly effective substitute teachers and place them on school-wide list for teachers to call the	Effective performance when substitute teaching	Principal, Assistant Principal Head Secretary	NM Teach Rubric, Kagan strategies/support materials Corral: District personnel in charge of substitute teachers		IP