

Picacho Middle School 2018-2021 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	1. Develop a 90 day plan by August 30th of every school year with support of PPE and the Picacho Leadership team.	School Improvement	PMS ADMIN and Instructional Coach	Data for planning		FO
2. Increase online instructional resources for teachers	Provide technology and programs for teachers to use in the classrooms. Include the following programs: IXL, Achieve 3000, All in Learning, Brainpop, Discovery Techbook, ExploreLearning (Gizmos)	Growth in PARCC, and ACCESS testing, NMSBA, SBA, EOC's	All PMS Staff	Funding for programs.		FO
3. Support language acquisition and academic outcomes for English Learners (EL)	Provide teachers with continued SIOP training as per PMS/District SIOP implementation plan. Provide ELL students the Rosetta Stone program to improve academic English proficiency. Provide teachers with ACCESS scores to identify language skills and deficits to improve instruction.	More Students showing Growth on ACCESS testing.	All PMS Staff	Funding and Training for Rosetta Stone		FO

4.. Strengthen gifted services to include targeted instruction, increased identification, and content integration.	Provide all Gifted students instruction aligned to district AES curriculum. Provide teacher training , by the district, on how to identify potential AES students.Ensure gifted students attend bi-monthly meetings for support.	Additional students being identified for AES	PMS Admin, AES facilitators, Support from central office staff	Training must be provided by LCPS Dept. of Instruction		FO
5. Improve student behavior through systemic initiatives	Initiate staff training on Restorative Practices. Implement Restorative Practices in an effort to improve culture.	Fewer referrals for out of school suspension; fewer students being referred for long term suspension.	All PMS Staff	Training must be provided by LCPS Dept. of Instruction, as well as on going training for PMS staff		FO
6. Establish common expectations for Professional Learning Communities (PLC's) in all schools.	Implement a structured plan for PLC meetings on a biweekly basis.	Artifacts	PMS admin and the Instructional Coach are responsible for planning and organizing this plan.	NA		FO
7. Prepare all students for college and career readiness.	Implement Avid Program schoolwide. Prepare all students for college and career readiness through effective instruction, interventions, career planning, guest speakers, field trips and hands on experiences.	High school graduation rates.	All PMS Staff	Appropriate funding for programs		FO
8. Expand Virtual Academy to support traditional and non-traditional students.	Provide a VLA -Geometry course to eligible students.	Student attendance.	VLA staff and PMS staff/admin.			FO

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Picacho Middle School 2018-2021 LCSD Strategic Plan

District Priorities 2018-2021 Goal 2: Budgets & Facilities Management	2018-2021 Aligned Actions and Measurements (Current					
	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	Make sure all information for state reporting is entered accurately. Learn and understand processes and procedures in the various systems.	Reduced number of errors on any state reports.	PMS Admin.	Communication from Central Office Staff.		IP
2. Determine facility needs to maximize student and staff safety.	Improve school safety by continuing to meet with Physical Plant staff; Ensure work orders are submitted in a timely manner. Hold safety team meetings monthly at school level.	Safety team notes. Notes on action steps taken when concerns arise. School is safe and looks clean and well kept.	Custodial staff, Admin., and PPD staff	Appropriate funding.		IP
3. Utilize financial resources effectively and efficiently.	Ensure that our budget is used to improve and support instruction in the classroom. Conduct needs assessment for classroom instruction by department.	Teachers and students have what they need for instruction.	PMS admin and Head secretary. Central office finance Dept.	Appropriate funding per capita.		IP

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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 ad 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	Use intouch messaging to invite parents to school advisory programs. Provide Parent Involvement program to engage parents in lifelong learning opportunities at PMS. Send information in English and Spanish.	Increased parent attendance. Document using signature pages.	PMS Admin., Parent Involvement personnel	Funding for Parents. Building use.		FO
2. Implement review cycle for board policies, and communicate policy revisions with stakeholders	Share information from board meetings at School Advisory Council and Parent Teacher Organization Meetings. Send district handbooks home with all students.	Feedback from staff, SAC /PTO meeting notes	PMS Admin.	N/A		FO
3. Expand International Welcome Center (IWC) to support newcomers and families	Collaborate with IWC personnel to improve support for parents.	More programs put in place for parents.	IWC coordinator and PMS Admin.	Funding for programs.		FO

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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	Interview highly qualified teachers who are applying for a position. Assure they have proper licensure and /or certification. Meet with new teachers monthly as follow up.	Highly qualified staff are hired for PMS positions.	PMS ADMIN	N/A		FO
2. Increase efficiency of turnaround time in the hiring process	Interview job candidates as soon as posted positions are closed.	Positions filled within 10 days of being posted.	PMS ADMIN. and HR Staff	HR Dept must be more efficient in this process.		FO
3. Strengthen new teacher orientation process to support first-day readiness	Support new teachers by providing appropriate role models/mentors, and experienced teachers for year long mentorship. Provide "New Teacher" orientation for teachers new to the building.	New teachers remaining in our school	PMS admin and leadership team.	Planning and funding for mentors		FO
4. Increase leadership capacity	Encourage teachers to move up in levels, get masters degrees and take on leadership roles with in their teams. Train PMS assistant principals so that they are ready to take over their own schools.	Assistant principals being ready to take on their own schools.	PMS ADMIN	N/A		FO

5. Provide support for alternative licensure teachers	Support new teachers by providing appropriate role models/mentors and professional development.	Alternative licensed teachers remain teaching in our school.	PMS Admin., leadership team	HR Dept.		FO
6. Increase substitute teacher pool	Keep a list of viable/experienced subs that can be reached prior to absences. Help recruit substitute teachers when ever possible.	Increased numbers of available substitutes.	PMS Admin., leadership team, school sub finder	HR Dept.		FO