

Sierra 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)					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. Implement 90-Day PED plans	1. Working on CFA's by implementing departmental planning and PLC's 2. Build relationships with students using AVID strategies and resources through advisory. 3. Implementing two components of restorative practice through advisory and as an accountability tool for behavioral expectations.	1. Data in PLC's. 2. Develop data cards for student's feedback regarding rapport with staff through advisory. 3. Decrease in office referrals	Administration , Instructional Specialist, Teachers and Staff	Time for development of adviosry curriculum. All in Learning software. Advisory Team training Calvin Oliver in order to be a resource to staff.		IP	
2. Increase online instructional resources for teachers	Utilizing All in Learning to engage students and track their progress.	Program analysis of users.	Administration , Instructional Specialist, and teachers utilizing program.	All in Learning Licenses and training.		IP	

3. Support language acquisition and academic outcomes for English Learners (EL)	1. Utilize ELD classes to support all ELL students 2. Construct master schedule to break up ELD classes into levels to better support all levels of students	1. Growth in ACCESS	Administration , Instructional Specialist, and Staff	Clear outcomes for ELD classes.		FO
4. Strengthen gifted services to include targeted instruction, increased identification, and content integration	Implementation of a pull out rotation for enrichment curriculum for our gifted population.	Curriculum used by AES facilitators, project based enrichment	Administration , AES Facilitators, Staff	Time to make a pull out rotation schedule. Staff willing to modify assignments during pull out rotation.		FO
5. Improve student behavior through systemic initiatives	Implement new discipline matrix that is aligned to Restorative Justice. Parent contact as primary source of intervention to build rapport. Utilize the strategies from Restorative Justice	Discipline Reports on Synergy Quarterly	All Staff	Schedule a weekly time for progress monitoring and reward time		IP
6. Establish common expectations for Professional Learning Communities (PLC's) in all schools	1. Hire an Instructional Specialist. 2. Utilize PLC time to establish norms for data driven instruction. 3. Building community by having teachers share their strengths during PLC	Norms and attendance at PLC's	All Staff	Schedule a weekly time for PLC's by department.		IP
7. Prepare all students for college and career readiness	1. Utilize AVID resources for all students through advisory and classes. 2. WICOR strategies utilized throughout all classes	AVID resources used in classrooms throughout the campus	All Staff	PD for AVID resources through advisory and		IP

8. Expand Virtual Academy to support traditional and non-traditional students	Utilize the spots given by the Virtual Learning Academy.	Pacing guides in VLA classes	Facilitators and administrators for VLA courses	Technology and time built in schedule		FO
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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	Utilize Tableau data biweekly to correct any errors in student data input into synergy.	40-day reporting feedback, no errors on STARS report	Administration and Instructional Specialist	Tableau Access for Administration and Instructional Specialist		FO
2. Determine facility needs to maximize student safety and engagement	Implement monthly safety meetings to ensure that campus is secure. Utilizing portable for adult activities only. Having a team that ensures the safety of the campus daily.	Attendance at Safety Meetings. Scheduling for student safety.	Administration, Custodians, Security and Safety team	Increase the number of security cameras on campus		FO
3. Increase efficient use of financial resources	Refer to Leadership teams to discuss and determine how funds will be used to increase student success. Budgeting by departments at beginning of year.	Reviewing budget use by department to ensure compliance.	Administration and Department heads	Budgets from each department, Scheduled meeting times with leadership teams		IP

4. Increase safety measures	Bring all students within building to increase student safety. Practice all drills with students to raise awareness. Implement ALICE training.	Lock down drills and evacuation. Safety team debriefing. Debriefing and collaborating with fire marshal	Admin and all staff	Safety team, AIICE training for safety team, PD time to roll it out on campus		FO
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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	Utilize a school remind for parents and staff. Utilize the InTouch program connected to Synergy. Communicate weekly using a newsletter.	Artifacts and reporting logs from INTouch	Administration and all staff	synergy, technology, updated parent information		FO
2. Implement review cycle for board policies, and communicate policy revisions with stakeholders	Filter any policy or regulations updates to all stakeholders from Sierra	Communication logs. Feedback from stakeholder's through SAC.	Administration	Information from Board meetings, Technology, updated parent information		IP
3. Expand International Welcome Center (IWC) to support newcomers and families	Utilize IWC liason (Erika Martinez) to support the stakeholders and our ELD staff.	Parent Contact Logs	Administration and Erika Martinez	Updated information on Synergy.		IP

Sierra Middle School 2018-2021 LCSD Strategic Plan

District Priorities 2018-2021 Goal 4: Quality in Human Resources	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. Hire highly-effective teachers who meet identified district needs	Communicate with Human Resources when hiring staff to ensure that school requests for staffing is accurate.	Postings in applitrack	ADMIN	Human Resources flow chart with job descriptions		IP
2. Increase efficiency of turnaround time in the hiring process	Hold Interviews in a timely manner. Ideas: Collaborate with Human Resources, interview in a timely manner, check references and submit requests for hire in a timely manner.	Timeline	Admin and All Staff	Applitrack and Human Resources		FO
3. Strengthen new teacher orientation process to support first-day readiness	Assign a mentor on campus that is Highly Effective or above.	NMTeach evaluations	Admin and all staff	NMTeach summative evaluations.		FO
4. Increase leadership capacity	Provide opportunities for shared leadership on campus by building leadership teams	Attendance sign in at leadership meetings	Admin and All Staff	Scheduled time for leadership meetings		FO
5. Provide support for alternative licensure teachers	Assign a mentor on campus that is aware of campus needs. Walkthroughs and feedback meetings	Sign in logs from meetings with partnerships.	Admin and All Staff	Scheduled time for leadership meetings		IP
6. Increase substitute teacher pool	Provide on campus support when a substitute is on campus to maintain the pool we currently have	Log of returning substitutes.	Admin and All Staff	Experienced substitutes		IP