

Tombaugh Elementary 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)					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. Identify key root causes of minimal student achievement. 2. Analyze student performance data. 3. Construct and facilitate goals with specific actions to increase student achievement. 4. Align instructional practice/strategy to data outcomes. 5. Grade levels will develop common assessments, grading rubrics and utilize results to drive instruction.	Documentation in the scheduled 30/60 day reviews and review of 90 day plan.	Leadership team, grade-level teams, instructional specialist, and administrators.	PED templates, Data Analysis, and scheduled PLCs.		IP	
2. Increase online instructional resources for teachers	1. Provide professional development on how to access instructional guides. 2. Budget monies to pay for licenses for on-line educational programs.	Budget expenditures will be monitored.	Administration, leadership team, and instructional specialist.	Computers, laptops, calendar, budget.		IP	

3. Support language acquisition and academic outcomes for English Learners (EL)	<ol style="list-style-type: none"> 1. Conduct a comprehensive review of all EL records. 2. Identify all EL students. 3. Check and monitor all EL students to ensure correct placing. 4. Provide SIOP training to all faculty and staff. 5. Implement SIOP strategies in the classroom. 	Professional development session agendas and participants. Lesson Plans	Administration, Title I leader, and teachers.	Funding for professional development.		IP
4. Strengthen gifted services to include targeted instruction, increased identification, and content integration	<ol style="list-style-type: none"> 1. Identify under-represented populations for gifted services. 2. Provide a continuum of services to meet the needs of identified gifted students. 3. Provide professional development to teachers on identifying "gifted" characteristics. 4. Provide training in procedure for recommending students for GT testing. 5. Integrate gifted academic instruction into content classes. 	Percentage of students identified as gifted.	Administration and teachers.	Funding for professional development/funding for substitutes.		IP
5. Improve student behavior through systemic initiatives	<ol style="list-style-type: none"> 1. Initiate restorative practices. 2. View restorative practice videos by all staff. 3. Provide professional development on developing Respect Agreement. 4. Provide professional development on Circle Development. 	Improved the collection of student behavior referral data.	Tombaugh staff	None		IP

6. Establish common expectations for Professional Learning Communities (PLC's) in all schools	1. Develop PLC expectations for campus. 2. Create functional schedule to set up and schedule weekly PLCs for each grade level. 3. Provide agenda for weekly PLC to include expectations.	Expectations posted, self-assessment of PLC, PLC minutes and participants' signatures.	Administration and instructional specialist.	None		IP
7. Prepare all students for college and career readiness	1. Provide instruction based on CC standards with fidelity and consistency to the curriculum.	Classroom instruction, walk-throughs and evaluations.	Administration, instructional specialist and teachers.	None		IP
8. Expand Virtual Academy to support traditional and non-traditional students	N/A	N/A	N/A	N/A		N/A

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District Priorities 2018-2021 Goal 2: Budgets & Facilities Management	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. Improve state data reporting in all areas	1. Ensure compliance of the LCPS master calendar. 2. Ensure compliance of the State Testing Expectations.	PED reports on accuracy and compliance	Administration	Test Data		IP
2. Determine facility needs to maximize student safety and engagement	1. Conduct a campus walk-through to identify potentially unsafe areas.	Campus Checklist monitored by Safety Team, periodical Safety Drills.	Administration, office personnel, security guard, teachers	Checklist		IP
3. Increase efficient use of financial resources	1. Review campus budget and identify balance in each account. Utilize budget monies in a timely manner to meet campus needs.	Budget report	Administration	Divisions		IP
4. Increase safety measures	1. Maintain clean school building. 2. Maintain safe, clean school grounds. Conduct scheduled safety drills.	Monthly Drill reports.	Administration, office personnel, security guard, teachers	District Drill Procedures		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)					
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Focus Priorities						
1. Increase communication and engagement with stakeholders	1. Provide staff with weekly calendar of activities through email. 2. Provide accessibility of Tombaugh 90 day plan and strategic plan. 3. Schedule "open house" nights for each grade level. 4. Maintain announcements on school marquee. 5. Message and communicate with staff, parents and community with Remind 101.	Copies of emails and plans, copies of parent sign in sheets and flyers	Administration	Outlook, Remind 101		IP
2. Implement review cycle for board policies, and communicate policy revisions with stakeholders	Inform Stakeholders of board polices available on district website through PFO	PFO meetings agendas and sign in sheets	Administration	Board Policies, website		IP
3. Expand International Welcome Center (IWC) to support newcomers and families	N/A	N/A	N/A	N/A	N/A	N/A

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District Priorities 2018-2021 Goal 4: Quality in Human Resources		2018-2021 Aligned Actions and Measurements (Current School Year Plan and Evaluation of previous year's plan due September 1)					Focus Priority Status:
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Focus Priorities							
	1. Hire highly-effective teachers who meet identified district needs	1. Check teacher applications. 2. Ensure candidates have appropriate qualifications.	Hire more Highly Qualified Teachers	Administration	Applitrack		IP
	2. Increase efficiency of turnaround time in the hiring process	1. Ensure hiring committee follows LCPS policies and procedures. 2. Check required references. 3. Submit recommendations to HR within a 24 hour time period.	Time span between interview and hiring.	Administration and hiring committee	Applitrack		IP
	3. Strengthen new teacher orientation process to support first-day readiness	Provide policies and logistics about Tombaugh Elementary. Instructional specialist will support new teachers with instructional . planning. Mentor teacher will provide support.	Classroom observation	Administration , Instructional Specialist, Menor Teacher.	Mentor teacher checklist		IP
	4. Increase leadership capacity	1. Provide opportunity for each grade level to have a representative in leadership team. 2. Provide opportunities for teachers to present professional development on "Wednesday Workshops." 3. Name lead teacher for each school committee.	More teachers will score highly effective on Domain 4	Administration	Domain 4 rubrics and Artifacts.		IP

5. Provide support for alternative licensure teachers	Support teachers in complying with district certification policies.	Alternative licensed teachers will complete certification	Administration.	HR Documentation, certificates		IP
6. Increase substitute teacher pool	1. Encourage PFO parents to advertise the need for substitutes.	More substitutes hired, and communication with PFO members.	Administration	subfinder		IP