

University Hills Elementary School 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)					
	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 in all schools	1. Develop 90 Day Plan with School Leadership team. 2. Communicate the 90 Day Plan goals with staff by September 1st. 3. Establish individual PDP goals aligned to 90 Day Plan goal areas by September 20th. 4. Review of progress towards achieving school wide goals and make adjustments as needed during monthly collaborative grade level team meetings.	Completed plan September 1st PDPs by September 20th PLC/Collaboration notes, agendas and lesson plans that evidence discussion of 90 Day Plan	Principal/Assistant Principal	PED templates; time in PLCs to review; Leadership Retreat to develop plan		<i>IP = In Progress</i>
2. Increase online instructional resources for teachers	1. Resources posted on campus i-drive. 2. Provide teachers with support/training on how to access district information during PLC.	Material posted Teachers trained	Leadership Team	Time in PLCs, appropriate technology		IP

<p>3. Support language acquisition and academic outcomes for English Learners</p>	<p>1 Implement SIOP training for grade level teams and monitor implementation. 2. Provide professional development for case managers to ensure that IEP goals reflect language needs for ELs with special needs. 3. Provide professional development to bilingual teachers to implement standards-based, high- level instruction in Spanish.</p>	<p>1. Walk-throughs and administrator feedback to assess implementation quality. 2. Professional development session agendas and participants. Review of IEP goals 4. Professional development session agendas and participants and lesson plans. 5. Plan developed and implmented</p>	<p>1. Executive Director of Bilingual and Migrant Education 2. SSSA 3. School SIOP Team 4. Principal and Assistant Principal</p>	<p>Funding and time for professional development and planning.</p>		<p>IP</p>
<p>4. Strengthen gifted services to include targeted instruction, increased identification, and content integration.</p>	<p>1. Identify under-represented populations for gifted services 2. Identify characteristics of students who may benefit from Gifted services. 3. Provide a continuum of services to meet the needs of identified gifted students. 4. Integrate gifted academic instruction into content classes. 5. Professional development for GE teachers to provide enriched and differentiated interventions for students.</p>	<p>Increase of the percentage of students who are identified as gifted. Agendas and lesson plans reflecting professional development for differentiation and intervention.</p>	<p>SSSA, Gifted Facilitator, Principal and Assistant Principal, General Education Teachers</p>	<p>Funding for professional development, curriculum development; identification services</p>		<p>IP</p>

5. Improve student behavior through systemic initiatives	1. Improve the collection of student behavior data. 2. Professional development and Implementation of programs and strategies to address behavior -Frog Street Curriculum --Kimoichis Program -Restorative Practices	1. Decrease of student discipline referrals 2. Decrease in overall negative student behaviors	All staff	Time for professional development, Funding for professional development with Mr. Oliver		IP
6. Establish common expectations for Professional Learning Communities (PLC's) in all schools	1. Develop school wide PLC protocol and expectations. 2. Monitor implementation and provide feedback of expectations for all grade levels. 3. Work with LCPS content specialists to develop a plan for aligning K-5 standards and assesments to support instruction.	1. Expectations are published 2. Exit Tickets for PLC's when appropriate	1-3. Deputy Superintendent of Instruction and Deputy Superitendent for Operations & Leadership 4.Associate Superintendent of Curriculum & Instruction	Funding for task force meetings (substitutes)		IP
7. Prepare all students for college or career readiness	NA	NA	NA	NA		
8. Expand Virtual Academy to support traditional and non-traditional students	NA	NA	NA	NA		

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District Priorities 2018-2021 Goal 2: Budget & Facilities Management	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. Improve state data reporting in all areas	Ensure that all data entry staff are trained annually on appropriate and accurate data entry requirements. Review entered data regularly to ensure accurate reporting	District review of data reported	Registrar, school admin	District training		<u>IP</u>
2. Determine facility needs to maximize student safety and engagement	1. Conduct weekly walkthroughs to ensure that the facility is in good condition and safe. 2. Assess any concerns identified at monthly safety team meetings	BWT notes, workorders and safety team meeting notes	Safety team, lead custodian, school admin, staff			IP
3. Increase efficient use of financial resources	1. Conduct monthly review of budget expenditures. 2, Conduct yearly review and comparison of budgets to determine accurate line item budget amounts and reaccuring costs and expenditures	yearly budgets and budget requests	school admins and lead secreatry			IP
4. Increase safety measures	Conduct daily, weekly and monthly safety walkthroughs and assess any actions needed to ensure safety	notes	All staff			IP

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District Priorities 2018-2021 Goal 3: Communication Trust 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. Create school three-year strategic plan that aligns with distrct startegic plan 2. Align 90-day plans to strategic plan 3. Share strategic plans and 90 day plans with SAC/PTO and all stakeholders..	Copies of strategic and 90 day plans	School Admin			<u>IP</u>
2. Implement review cycle for board policies, and communicate policy revisions with stakeholders	Review board policy and revisions at staff meetings, SAC meeting and PTO meetings	Sign in sheets, staff feedback, agendas, etc	NA	NA		IP
3. Expand International Welcome Center (IWC) to support newcomers and families	NA	NA	NA	NA		

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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	Screen applicants carefully to ensure that applicants are highly qualified Follow up in a timely manner, following all EEOC protocols and procedures- Collaborate with Human Resources, interview in a timely manner, check references and submit requests for hire in a timely manner	successful hiring of needed staff	School Admin			<u>IP</u>	
2. Increase efficiency of turnaround time in the hiring process	Assign new teacher mentors within school campus	NA	NA	NA		IP	
3. Strengthen new teacher orientation process to support first-day readiness	Assign new teacher mentors within school campus	NA	NA	NA		IP	
4. Increase leadership capacity	Encourage leadership opportunities on campus with students through teaching of 7 Habits, Encourage committee participation/leadership teams with staff,	Teachers lesson plans, Committee notes/agenda Increased leadership activities led by staff				IP	
5. Provide support for alternative licensure teachers	Assign new teacher mentors within school campus, serve as primary evaluator for alt. licensure teachers	Mentor teachers forms completed, sent to TLC				IP	

6. Increase substitute teacher pool

Assist with substitutes in observing required classroom hours on campus with primary, intermediate and sped classrooms. Provided support for building substitute through a sub handbook and important things to know sheet when they come to our school. Advertise the need for substitutes in the district at PTO,SAC and parent involvement events.

Substitute forms completed

IP