

Vista Middle School 2018-2021 Strategic Plan

2018-2021 Aligned Actions and Measurements (Current School Year Plan and Evaluation of previous year's plan due September 1)						
District Priorities 2018-2021 Goal 1: Student Success						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. Develop and facilitate professional development for all teachers. 2. Address building challenges based on the 30, 60, 90 day review and collaborate with leadership team to provide support.	Teacher Survey to determine quality of professional development and analysis of the review	Administrative team	Survey Monkey, Agendas, PED template, data analysis for 30, 60, 90 day plans		FO
2. Increase online instructional resources for teachers	1. Inform all teachers the location of instructional guides in the learning management system (canvas). 2. Provide professional learning for all teachers via PLC and department meetings to access and engage with instructional resources.	Materials posted, teachers trained	Administrative team	Time in PLC and department meetings.		IP

<p>3. Support language acquisition and academic outcomes for English Learners (EL)</p>	<p>1. Provide Professional development in the area of SIOP with an emphasis in lesson planning specifically content and language objectives. 2. Collaborate with teachers so they understand how to write content and language objectives that are aligned to state and district standards. 3. Provide a template to all teachers for lesson plans to aligned to mandatory SIOP model.</p>	<p>Observation and discussion of classroom walkthroughs and curricular assessment.</p>	<p>Administrative team</p>	<p>Google classroom, continuation of SIOP modeling</p>		<p>FO</p>
<p>4. Strengthen gifted services to include targeted instruction, increased identification, and content integration</p>	<p>1. Ensure that highly qualified gifted endorsed teachers are provided additional preparation time to ensure instruction meets high expectations. 2. Organize through SAT, school-wide curricular assessment data and teacher observation to provide for more identification of gifted and talented students. 3. Enrich AES Scope and Sequence to ensure the process skills of critical thinking, creative thinking, achievement, self efficacy and social emotional needs in all content areas. This will be followed through with effective lesson planning in the content subjects.</p>	<p>More qualified students in the gifted and talented program. Knowledge of the expectations of the mandates of the program</p>	<p>Administrative team</p>	<p>State curriculum. Scope and sequence mandated information Teacher designed assessments to measure students academic success</p>		<p>IP</p>

5. Improve student behavior through systemic initiatives	<p>1. Implement Restorative Practices through out our school, such as building relationships, circles, and Respect Agreements. 2. Collaborate with teachers on professional development on how to enable their students to be emotionally aware and use appropriate language to use with students to avoid adverse secondary behavior. 3. Establish a plan for Counselors to design and implement a character building program that includes: making good choices and self esteem and socio-emotional learning.</p>	Less discipline referrals put in Synergy. Implementation of PD resources based on Restorative practice.	Administrative team	PD for Restorative Justice. Counselor designed curriculum for classroom implementation.		IP
6. Establish common expectations for Professional Learning Communities (PLC's) in all schools	<p>1. Refine grade level teams through the PLC process. 2. Establish norms in collaboration with teachers and administration. 3. Explain expectations and create an agenda for each PLC. 4. Maintain minutes for clarification so these expectations are clear and concise.</p>	Collection of minutes to include data checks, lesson plans, tracking of students, open discussion about curriculum and vertical teaming	Administrative team	Common planning time		IP
7. Prepare all students for college and career readiness	<p>1. Kudor Assessment 2. College Board Assessment 3. High School Transition 4 year plan 4. Grade level field trips to guide students interests for the future. 5. Advisory discussions on different colleges and the requirements for entrance</p>	Students interest inventories signify college interest.	Administrative team	Access to inventories. Community involvement for field trips		FO

8. Expand Virtual Academy to support traditional and non-traditional students

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District Priorities 2018-2021 Goal 2: Budgets & Facilities Management		2018-2021 Aligned Actions and Measurements					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. Improve state data reporting in all areas	1. Ensure there is optimal access to our state reporting program: Synergy. 2. Analyze daily attendance records. 3. Support teachers to ensure grading is adhered to by district policy.	Synergy program, tableau , pearsonaccessnet .	Administrative team	access to Synergy		FO	
2. Determine facility needs to maximize student safety and engagement	Focus on safety at Vista by utilizing bond monies to add additional fencing, gates, and a door in the main office.	Continue to debrief after each drill and during safety meetings to anticipate other safety issues.	Administrative team	Policies and procedures in all classrooms		FO	
3. Increase efficient use of financial resources	Endeavor to understand budget policy through district trainings with CFO. Practice fiscal responsibility with the school budget.	iVision budget report	Administrative team	Knowledge of budget through training and district support		FO	

4. Increase safety measures	Focus on safety drills including fire drills, shelter in place and lockdowns implementing different scenarios that may occur during an actual event. Clarify misconceptions with teachers to ensure they are familiar with school policy as it pertains to safety.	Fewer office referrals, meeting with safety team, updating safety plan,	Administrative team	Collaboration with district safety personnel		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 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	1. Post relevant information for students and parents on school website. 2. Invite stakeholders to school music and athletic functions. 3. Parent information meetings. 4. Notification of important events	Documentation of such events. School Survey	Administrative team and teachers	calendar of relevant events		FO
2. Implement review cycle for board policies, and communicate policy revisions with stakeholders	Notify stakeholders regarding revision and encourage attending Board Meeting and District Advisory Council.	Attendance at Board Meetings or DAC. Increase in questions/discussion from staff.	Administrative team and teachers			IP
3. Expand International Welcome Center (IWC) to support newcomers and families	Collaborate Vista's IWC coordinator and work with registrar to identify students with biligual needs.		Administrative team and teachers			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	Ensure all applicants prior to the interview process meet all mandatory requirements of the position	Only highly qualified persons are hired	Administrative team and district personnel	Access to applications prior to interview.		FO
2. Increase efficiency of turnaround time in the hiring process	Submit accurate request for hires. Communicate with HR for updates on district hiring process.	Efficiency of hire time	Administrative team and district personnel	Expedited processes in place to hire more efficiently		FO
3. Strengthen new teacher orientation process to support first-day readiness	Work with the district to provide additional 1st year teacher information. Additional days on home campus for support and mentoring. Assign mentor at school site.	Work with district personnel to ensure quality of trainings	Administrative team and district personnel	Processes and procedures for new personnel		IP
4. Increase leadership capacity	Attend all district administrator trainings for Principals and Assistant Principals	Information is implemented and on the home campus	Administrative team and district personnel	Better communication on mandatory trainings that are relevant to curricular needs on the		FO

5. Provide support for alternative licensure teachers	1. Assign teacher mentors at school site 2. Empower teachers in the program to meet the mandates of the program.3. Work with local University to provide additional support if necessary	Completion of the program	Administrative team and district personnel	Knowledge of alternative licensure mandates and support from district		IP
6. Increase substitute teacher pool	Inform stakeholders of Human Resources district job fairs	More subs to hire within the pool	Administrative team and district personnel	More applicants		FO