

Strategic Plan - Working Copy

COUNTY/SCHOOL: BOONE/SHERMAN ELEMENTARY SCHOOL

ACCOUNTABILITY DESIGNATION: SUPPORT

SECTION I - MISSION STATEMENT - What are your beliefs about learning? What is your mission?

What are your core beliefs?

1. The culture of a school is shaped by the attitudes of the adults, strong instructional leadership and highly effective personnel. 2. Learning is the shared responsibility of the home, student, school and community. 3. Addressing students' social, emotional, and physical needs is just as important as meeting their intellectual needs. 4. Learning across the school is enhanced when teachers collaborate (share knowledge, ideas and techniques). 5. All students can learn if they are given adequate time, quality instruction and know they are cared about.

In a few compelling words and phrases, what is the mission of your school?

Sherman Elementary will provide a culture of collaboration which will focus on learning for all.

SECTION II - GOALS - What are your goals? What evidence will you use to determine success?

GOALS: After the study of student performance data, high quality learning conditions, management efficiency (and considering county priorities), what are your school's SMART(specific, measurable, attainable, realistic and timely) goals for improvement?

MEASUREMENT EVIDENCE (ME): For each goal you have set, what evidence will you use to determine that your actions are effective and that progress is being made?

Goal1. The percentage of students reaching proficiency in English/Language Arts as well as in Mathematics will be at 60 percent as measured by the 2016 summative assessment.

ME1. Student progress will be measured by the summative assessment.

Action Step	Timeline	Person(s) Responsible	Funding Source(s)	Progress Monitoring
1. Sherman Elementary will use the county-wide Power Standards for ELA and Math in all grade levels, K-6.	2015-2016	Administration and Classroom Teachers	County	Lesson Plans and e-Walks
2. Sherman Elementary Teacher Leaders will work with Dr. Chris Jakicic, and then train staff on how to create Common Formative Assessments (CFAs).	2015-2016	Administration and Teacher Leaders	Job embedded	Agendas and Sign-in Sheets; Lesson Plans
3. Sherman Elementary staff members will be offered the opportunity to participate in Saturday Collaborative Workshops four times with a paid stipend of \$150.00 focusing on Math Power Standards and Engage NY (as a supplement), Curriculum Mapping, Common Formative Assessments, Writing and ELA Power Standards.	Fall, 2015	Administration and Teacher Leaders	Title I Funding	Agendas, Handouts, and Sign-in Sheets
4. A team of roving substitute teachers will provide release time so that instructional staff members can participate in embedded follow-up and professional learning opportunities on Interim Assessments, STAR, Marzano's 6 Steps for Teaching Academic Vocabulary, John Strebe Strategies, Common Formative Assessments (CFAs), Curriculum Mapping, ELA Power Standards and Math Power Standards.	Fall, 2015	Administration and Teacher Leaders	Title I Funding	Agendas, Handouts and Sign-in Sheets
5. Sherman Elementary will provide Positive Parenting Workshops for parents to encourage parental involvement, with the ultimate goal of improving read and math skills at home.	2015-2016	Administration and Positive Parenting Facilitators	Title I Funding	Positive Parenting Agendas and Sign-in Sheets

6. Sherman Elementary will continue using STAR Reading, STAR Math and STAR Early Literacy to measure students' progress toward achieving goals.	2015-2016	Administration	County	STAR Reports
7. Sherman Elementary will continue the use of regularly scheduled collaborative team meetings and leadership team meetings, to review data, implement Power Standards and monitor implementation of the Strategic Plan.	2015-2016	Administration	Job embedded	Agendas, Notes and Sign-in Sheets
8. K-6 teachers will continue to teach Fry's Instant Word lists to mastery of 100 sight words per grade level in order to build students' fluency and reading comprehension.	2015-2016	Classroom Teachers	Job embedded	STAR Reports; Formative Assessments

Goal2. The students scoring at the lowest 25% as measured by the 2015 summative assessment will demonstrate a 10% growth as measured by the 2016 summative assessment.

ME2. Student progress will be measured by the summative assessment.

Action Step	Timeline	Person(s) Responsible	Funding Source(s)	Progress Monitoring
1. Sherman Elementary will provide additional support for students experiencing academic difficulty through small group instruction, differentiated instruction and Support for Personalized (SPL).	2015-2016	Administration; Interventionists	Job embedded	Schedules; Intervention Logs
2. Sherman Elementary teachers will progress monitor students on the STAR Reading and/or STAR Early Literacy assessments for growth in students' vocabulary in order to support fluency and reading comprehension.	2015-2016	K-6 Teachers	Job embedded	STAR Reports; Grade Level PLCs
3. Walk Abouts and Instructional Practice Inventory (IPI) data will improve classroom practice.	2015-2016	Administrators	Job embedded	Edivate 360 and IPI reports
4. Extended learning opportunities will be provided for targeted students through in-school and after-school tutoring and the Extended Day Program to support students in meeting learning targets.	2015-2016	Administration; Tutors	Job embedded	Extended Day records
5. Sherman Elementary teachers will provide Math and Reading Workshops to encourage parents helping their children at home to improve reading and math.	2015-2016	Classroom Teachers	Job embedded	Sign-in sheets
6. Teachers will be given release time in order to examine STAR Reading and Math, and STAR Early Literacy reports after each STAR screening so they will be able assist students in meeting learning goals.	2015-2016	Administrators	Job embedded	Schedules
7. Sherman Elementary will continue to fund the Moby Max program to accelerate learning in Reading/ELA and Math at home and during the summer.	2016-2017	Administration	Title I funds	Moby Max records

Goal3. Sherman Elementary will address the findings of the OEPA audit in the Strategic Plan by February 1, 2016.

ME3. Progress will be measured by the timely updating of the Strategic Plan, and professional development agendas and sign-in sheets.

Action Step	Timeline	Person(s) Responsible	Funding Source(s)	Progress Monitoring
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The Sherman Elementary Leadership Team will create a school wide Discipline Policy based on the input of the total staff to ensure high expectations. A discipline rubric with levels of offense and appropriate punishment will result for primary grades and intermediate grades.	December-January 2016	Administrators; Leadership Team	Job embedded	Completed plan
Teachers will be trained on implementing teaching strategies and best practices which will engage students and provide more student-directed learning into the curriculum.	January - February 2016	Administration; Leadership Team	Title I Professional Development funds	Sign-in sheets and agendas
Teachers will be trained on how to implement the Lego Robotics Program as a non-traditional teaching method into the classroom.	January-February 2016	Administration; Leadership	Title I Professional Development funds	Sign-in sheets and agendas
Teachers will be trained on strategies for incorporating technology and the use of student-created products with technology into the classroom.	January-February 2016	Administration; Leadership Team	Title I Professional Development funds	Sign-in sheets and agendas
Teachers will be required to list instructional strategies and centers/learning stations used per week in their lesson plans.	2016	Administrators	Job Embedded	Review of lesson plans

NOTE: Red background for goal indicates no action items recorded for that goal.

SECTION III - PROFESSIONAL DEVELOPMENT NEEDS - What skills or knowledge are needed to accomplish your goals?

PROFESSIONAL DEVELOPMENT:

What skills enhancements/developments needs to occur to accomplish your goals? (Professional Development should be aligned with your beliefs, your mission, the self-study analysis, goals, action plan and any other local/state/federal compliance considerations).

Professional Development

Action Step	Timeline	Target Audience	Desired Method	Funding Source
Ideas to Improve Schoolwide Mathematics: Engage NY (as a supplement) (Dianna Campbell, Linda Hudson and Vertical Math Team Members-Embedded)	Fall, 2015	Classroom Teachers, PK-6	Face to Face	Title I funding and Job embedded Professional Learning
How to Create Common Formative Assessments (CFAs) (Chasity Wall, Linda Hudson, and Barbara Deal-Embedded)	2015-2016	Classroom Teachers, PK-6	Face to Face	Title I funding and Job embedded Professional Learning
Revisit John Strebe Strategies (Reagan Casto with follow-up in grade level PLC meetings)	Fall, 2015-Spring, 2016	Classroom Teachers, PK-6	Other:Specify	Title I funding and Job embedded Professional Learning
IPI Strategies for Increasing Student Engagement (Grade Level Team Meetings)	2015-2016	Classroom Teachers, PK-6	Other:Specify	Job embedded Professional Learning
		Classroom		

Joby Max Training (Kae Boyd and Tonya Pettry-Job Embedded)	Fall, 2015	Teachers, PK-6	Other:Specify	Job embedded
How to Use Interim Assessment (Angel Welch and Sherry Foster -Job Embedded) (Intended for grades K-6 and all Extended Day Teachers)	Fall, 2015	Classroom Teachers, PK-6	Face to Face	Title I funding and Job embedded Professional Learning
Revisit Marzano's 6-Step Process to Build Academic Vocabulary (Barbara Deal-Embedded)	Fall, 2015	Classroom Teachers, PK-6	Face to Face	Title I funding and Job embedded Professional Learning
Embedded Professional Learning Follow-Up Sessions (Power Standards, Common Formative Assessments, Curriculum Maps, STAR, New ELA Materials)	Fall, 2015	Classroom Teachers, PK-6	Face to Face Other:Specify	Title I funding and Job embedded Professional Learning
New ELA Materials Saturday Workshop	Fall, 2015	ELA Teachers, PK-6	Other:Specify	Title I funding (stipend)
Curriculum Mapping and Common Formative Assessments (Linda Hudson, Barbara Deal, and Chasity Wall)	Fall, 2015	Classroom Teachers, PK-6	Face to Face Other:Specify	Title I funding and Job embedded Professional Learning
Instructional Strategies and Best Practices for K-2 and 3-6 Classrooms (Barbara Deal-Saturday Collaborative Workshop)	January 30 and February 6, 2016	Classroom Teachers	Face to Face	Title I Professional Development Funds
Lego Robotics in the Classroom as a Non-Traditional Teaching Method (Brent Kirk-Saturday Collaborative Workshop)	January 30 and February 6, 2016	Classroom Teachers	Face to Face	Title I Professional Development Funds
Implementing Technology and Student-Created Products with Technology into the Classroom (Jacob Messer-Saturday Collaborative Workshop)	January 30 and February 6, 2016	Classroom Teachers	Face to Face	Title I Professional Development funds
Ideas for Engaging Students in Learning (Linda Hudson and Dianna Campbell-Curriculum Development)	January 13, 2016	Classroom Teachers	Face to Face	Job Embedded
Preparing a School wide Discipline Policy (Administration; Leadership Team; Grade Level PLCs)	January 20 through February 1, 2016	Classroom Teachers	Other:Specify	Job Embedded