

STRATEGY PLANNING WORKSHEET

GOAL 1: To increase student achievement in the core subject areas as measured by the LEAP, iLEAP, and GEE to a DPS of 120 by 2014.	District DPS 2006: 102.6 District DPS 2005: 109.3 District DPS 2004: 104.8	District GT 2006: 104.8 District GT 2005: 111.3 District GT 2004: 106.8
OBJECTIVE 1: To increase DPS from 102.6 to 107 with DPS release in Spring 2009.	SCIENTIFICALLY BASED RESEARCH STRATEGY (Derived from the underlying causes) - Employing a variety of instructional techniques to adapt lessons to individual students and small groups raises achievement.	
<p>NSDC STANDARD FOR STAFF DEVELOPMENT: (Identify which standard(s) will be addressed.)</p> <ol style="list-style-type: none"> 1. Context: Effective school staff development is aligned with the school's and the district's strategic plan and is funded by a line item in the budget. 2. Process: Effective school staff uses content that has proven value in increasing student learning and development. 3. Content: Effective school staff increases administrator's and teacher's understanding of how to provide school environment and instruction that are responsive to the developmental needs of children in grades pre-K through 12. 		

ACTION PLAN

Expected Outcomes	Activities	Persons Responsible	Target Audience And Timelines	Procedures for Evaluating Implementation and/or Effectiveness of Each Activity
Assessments and activities are available at appropriate Bloom's level.	<p>Hold vertical and horizontal work sessions at each grade level in each core subject.</p> <p>Develop assessments and activities at the appropriate Bloom's level, aligned with LEAP/GEE/iLEAP.</p>	Supervisors Administrators Teachers	Teachers; Ongoing	<p>Assessments and activities will be evaluated using test data to determine their impact on student achievement.</p> <p>Lesson Plans</p>
Teacher activities implement the LA. Comprehensive Curriculum effectively.	Collaborative Planning Grade level/departmental collaboration	Supervisors Administrators Teachers	Teachers Ongoing	Review of teacher folios, lesson plans, classroom observations, 5 minute walk-throughs, as well as 2009 test data will be analyzed to determine the effectiveness of the strategies on increasing student achievement.

Teachers collaborate electronically to share best practices	Teachers network through Groupwise, Oncourse and shared folders.	Teachers in grade level and/or departments	Ongoing	Feedback from teachers who use electronic network for collaboration.
Teachers gain additional ideas through collaborative planning across the district.	Utilization of Staff Development days, common planning periods, early dismissals, etc. to map out units and develop assessments and activities in vertical and horizontal teams between grade levels	Supervisors Administrators Teachers	Ongoing	Staff Development Days Agendas Completed Unit maps and assessments. Lesson Plans
Teachers observe and implement best practices	Implement peer observation schedule Maintain a resource library with examples of effective best teaching practices.	Administrators Teachers Librarians	Ongoing	Peer observation documents on file Utilization of library
Teachers develop common standards of effective practices.	Through mentor teachers, staff development, 5 minute walk-throughs and other professional development activities, all professionals will develop a common understanding of best practices. Use formal and informal observations and 5 minute walk throughs to provide feedback to teachers regarding student engagement and critical thinking.	Supervisors Administrators Mentor Teachers Teachers	Administrators Teachers; Ongoing	Process folios Observations 5 minute walk throughs Lesson plans Staff or professional development agendas Observation report
Effective after school, extended day, and summer programs will be utilized to improve student achievement.	Research-based after school or extended day instruction Alternative and enrichment programs using effective practices and strategies.	Administrators Teachers	Oct. 07- June 09	List of appropriate programs and records of implementation

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OBJECTIVE 2: To increase percent proficient by 4 percentage points in all core subject areas by spring 2009.	SCIENTIFICALLY BASED RESEARCH STRATEGY (Derived from the underlying causes) - Employing a variety of instructional techniques to adapt lessons to individual students and small groups raises achievement.	
<p>NSDC STANDARD FOR STAFF DEVELOPMENT: (Identify which standard(s) will be addressed.)</p> <p>1. Context: Effective school staff development is aligned with the school's and the district's strategic plan and is funded by a line item in the budget.</p> <p>2. Process: Effective school staff uses content that has proven value in increasing student learning and development.</p> <p>3. Content: Effective school staff increases administrator's and teacher's understanding of how to provide school environment and instruction that are responsive to the developmental needs of children in grades pre-K through 12.</p>		

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Daily instruction will be differentiated based on data analysis of individual students	<ul style="list-style-type: none"> * Staff Development for all teachers * Provide models for new teachers of data-driven differentiated instruction. * Provide follow-up and support for implementation. <ul style="list-style-type: none"> • Increase focus on how to meet the needs of all students recognizing prior knowledge and mastery of skills. • Provide support for teachers based on individual needs. • Provide strategies for teachers to use in building student interaction/engagement through interest, learning styles, use of self-selected reading, instructional support, structures, and other methodologies. 	Administrators Mentor teachers Teachers Staff	Teachers Ongoing	Staff development agenda Process folios 5 minute walk throughs

<p>Teachers will be aware of and implement effective strategies that meet the needs of all students within the school system.</p>	<p>Study the needs of students within the school system. Determine effective strategies for varying groups of learners. Provide information/training to teachers on research-based strategies. Topics could include:</p> <ul style="list-style-type: none"> • The importance of relationships between African-American students and their teachers to their academic performance. • Effective use of differentiation, student engagement, critical thinking and other strategies targeted to meeting needs of all students. • Utilization of alternative classes, schedules and other strategies to address needs of students. • Identify, track and provide support for students as needed to improve student achievement. • Continue to identify, train and utilize the most effective teachers as mentors to new and/or struggling teachers. • Explore mechanisms to better coordinate SBLC, DIBELS, and other methods for continuous progress monitoring to ensure interventions. 	<p>Supervisors Principals Staff Development Coordinator Teachers SBLC Chairman</p>	<p>Ongoing</p>	<p>School Improvement Plans Professional Growth Plans Lesson Plans Process Folios Staff development agendas</p>
<p>Increase emphasis on critical thinking and constructive responses in classrooms</p>	<p>Provide on-going training in critical thinking, constructive responses in classroom instruction and assessment.</p> <ul style="list-style-type: none"> • Develop assessments for reading/writing strategies 	<p>Supervisors Administrators Teachers Staff Development Coordinator</p>	<p>ongoing</p>	<p>Assessments on file</p>

	<ul style="list-style-type: none">• Identify teachers who are exhibiting exemplary practice and plan a process to share their expertise through peer observations, video taping, sharing their expertise at staff development sessions• Staff development days are used to address specific instructional and assessment needs of teachers• Teachers collaborate to plan assessments and share critical thinking strategies.			
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STRATEGY PLANNING WORKSHEET

GOAL 2: To provide Professional Development to increase student achievement in the core subject areas and enhance interpersonal relationships.	District DPS 2006: 102.6 District DPS 2005: 109.3 District DPS 2004: 104.8	District GT 2006: 104.8 District GT 2005: 111.3 District GT 2004: 106.8
OBJECTIVE 1: To provide teachers and staff with prevention/intervention strategies that enhance student interpersonal relationships.	SCIENTIFICALLY BASED RESEARCH STRATEGY (Derived from the underlying causes) - Interactive teaching strategies are more likely to result in student examination of alternative courses of action, leading to the development of positive lifestyle choices.	
NSDC STANDARD FOR STAFF DEVELOPMENT: (Identify which standard(s) will be addressed.) Context: Effective school staff development requires and fosters the norm of continuous improvement. Process: Effective school staff development uses content that has proven value in increasing student learning and development. Content: Effective school staff development addresses diversity by providing awareness and training related to the knowledge skills and behaviors needed to ensure that an equitable and quality education is provided to all students.		

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Improved School Climate	Positive behavior support Character Links Consultants	Supervisors Administrators Teachers	Students Teachers	Drop in number of stakeholders who ID bullying as a problem in our district.
Fewer discipline referrals	Capital Area Human Services Heritage Ranch – Vickie Ellis, Contact Harmony Outreach Services	Supervisors Administrators Teachers	Students	Drop in bullying related referrals by 10%.

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OBJECTIVE 2: To provide a variety of Professional Development activities that enhance teachers' ability to use technology in the classroom.	SCIENTIFICALLY BASED RESEARCH STRATEGY (Derived from the underlying causes) Student use of computer databases and simulations can increase motivation and interest, as well as higher order thinking skills.	
<p>NSDC STANDARD FOR STAFF DEVELOPMENT: (Identify which standard(s) will be addressed.)</p> <p>Context: Effective school staff development requires and fosters the norm of continuous improvement.</p> <p>Process: Effective school staff development uses content that has proven value in increasing student learning and development.</p> <p>Content: Effective school staff development addresses diversity by providing awareness and training related to the knowledge skills and behaviors needed to ensure that an equitable and quality education is provided to all students.</p>		

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Increase integration of technology in curriculum	Promote: INTECH INTECH II LEAD TECH Local Conferences LACUE Atomic Learning	Supervisors Administrators Technology Facilitators	Teachers	Lesson Plans
Increase teacher proficiency in technology	Monthly Professional Development through tech facilitators available	Supervisors Administrators Technology Facilitators	Teachers	State Technology Professional survey
Increase student achievement	Textbook publishers train yearly in technology component.	Supervisors Administrators	Teachers	Test Scores

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OBJECTIVE 3: To create and implement Professional Development plans that coordinate district and school level new teacher induction and employee retention programs.	SCIENTIFICALLY BASED RESEARCH STRATEGY (Derived from the underlying causes) - High quality Professional Development based on student needs, content knowledge, and includes opportunities for teachers to discuss instructional strategies, and ways to improve them, can be linked to new teacher success and retention.	
<p>NSDC STANDARD FOR STAFF DEVELOPMENT: (Identify which standard(s) will be addressed.)</p> <p>Context: Effective school staff development requires and fosters the norm of continuous improvement.</p> <p>Process: Effective school staff development uses content that has proven value in increasing student learning and development.</p> <p>Content: Effective school staff development addresses diversity by providing awareness and training related to the knowledge skills and behaviors needed to ensure that an equitable and quality education is provided to all students.</p>		

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Maintain highly qualified teachers	Professional development activities for team building and collaboration	Supervisors Administrators	Teachers	Employee data
Retain and support successful new teachers	School site new teacher orientation with mentor to review procedures and curriculum prior to school start.	Supervisors Administrators	Teachers	New teacher survey
Active committee for professional development at each school	Create and support a Professional development committee at each school site to determine faculty needs and follow-up requirement for redelivery.	Administrators Staff Development Committee	Teachers	Committee minutes.

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OBJECTIVE 4: Provide teachers with Professional Development that covers current and innovative instructional strategies.	SCIENTIFICALLY BASED RESEARCH STRATEGY (Derived from the underlying causes) - High quality staff development is essential if teachers are to consistently apply research based strategies in their classrooms.	
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More effective use of Comprehensive Curriculum	Teachers attend local and regional/state conferences	Administrators Teachers Staff Development Committee	Teachers Ongoing	Lesson Plans
Increased use of student centered activities	Teachers attend local and regional/state conferences and peer re-delivery	Administrators Teachers	Teachers Ongoing	State Technology Professional survey
Increase student achievement	Teacher implement research based practices aligned with state and national standards.	Administrators Teachers	Teachers Ongoing	Test Scores

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<p>GOAL 3: To improve district operational functions and educational services to facilitate student achievement.</p>	<p>District DPS 2006: 102.6 District DPS 2005: 109.3 District DPS 2004: 104.8</p>	<p>District GT 2006: 104.8 District GT 2005: 111.3 District GT 2004: 106.8</p>
<p>OBJECTIVE 1: To improve the recruitment of highly qualified minority teachers.</p>	<p>SCIENTIFICALLY BASED RESEARCH STRATEGY (Derived from the underlying causes) - Well qualified teachers significantly benefit and increase student achievement.</p>	
<p>NSDC STANDARD FOR STAFF DEVELOPMENT: (Identify which standard(s) will be addressed.) Context: Requires skillful school and district leaders who guide continuous instructional improvement. Process: Uses learning strategies appropriate to the intended goal. Content: Prepares educators to understand and appreciate all students, create safe, orderly and supportive learning environments, and hold high expectations for their academic achievement.</p>		

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<p>A faculty that reflects the ethnic diversity of the student population.</p>	<p>1. Develop local job fair. 2. Attend local college/university job fairs. 3. Develop a recruitment pamphlet to be sent to the education department of historically black colleges/universities.</p>	<p>Supervisors School Principals</p>	<p>New Teachers Ongoing</p>	<p>Increased number of hire forms for minority applicants.</p>

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<p>OBJECTIVE 2: To explore the implementation of a foreign language curriculum at the elementary and middle school levels.</p>	<p>SCIENTIFICALLY BASED RESEARCH STRATEGY (Derived from the underlying causes) - There are significant benefits to beginning language learning early and continuing through an articulated sequence of study.</p>	
<p>NSDC STANDARD FOR STAFF DEVELOPMENT: (Identify which standard(s) will be addressed.) Context: Staff development that improves the learning of all students organizes adults into learning communities whose goals are aligned with school and district. Process: Effective school staff use multiple sources of information to guide improvement and demonstrate its impact. . Content: Effective school staff increases administrator's and teacher's understanding of how to provide school environment and instruction that are responsive to the developmental needs of children grades preK-12.</p>		

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<p>Enrichment of student's academic achievement.</p>	<p>1. Plan a site visit to a public elementary and middle school in which a foreign language program has been implemented.</p>	<p>Supervisors</p>	<p>Elementary and Middle school August 2008</p>	<p>Implementation of a foreign language.</p>

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<p>OBJECTIVE 3: Develop a plan to address future technology goals and their impact on facilitating student achievement.</p>	<p>SCIENTIFICALLY BASED RESEARCH STRATEGY (Derived from the underlying causes) - A technology rich educational environment supports student achievement and lifelong learning.</p>	
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<p>Substantially improve technology infrastructure.</p>	<ol style="list-style-type: none"> 1. Research and implement an economical and efficient solution for continued connection of schools and central office. 2. Research and implement an economical and efficient solution for continued Internet access at the schools and central office. 3. Develop solutions to ensure a strong, secure, well-supported network infrastructure. 4. Maintain security of the network in terms of disaster recovery and backups. 5. Maintain reasonable and economically feasible life cycle and replacement plan for existing computers and software. 	<p>Technology Supervisor Consultant</p>	<p>All school communities Ongoing.</p>	<p>Fewer Help Desk requests. Increased bandwidth to computers Increased manageability of network</p>