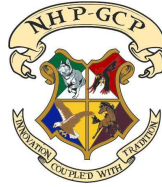


Goal 1. District Procedures and Expectations

To continue to establish a system that is proactive with personnel matters and routines.

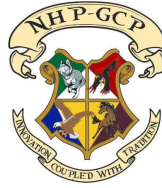
Strategy/Activity	Target Population	Responsibility	Time Frame	Resources Needed/Actions to take (Including PD)	Evaluation Method	Status
Create a system to continuously track the current certification status of all certified personnel.	Teachers and other certified personnel	Assistant Superintendent, Superintendent	By June 2020	Assign secretary to document all teacher certifications dates	List of procedures with template letters and timeline	



2. Teaching and Learning (District Goal)

- Develop a shared, systematic approach to explicitly teach, integrate, and encourage positive behaviors.

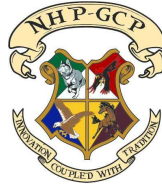
Strategy/Activity	Target Population	Responsibility	Time Frame	Resources Needed/Actions to take (Including PD)	Evaluation Method	Status
Provide professional development to support the implementation of PBIS districtwide.	Teachers K-6	Principals	December 2019	What is PBIS? Positive Behavior Interventions & Supports Handout One-Activity Handout Two-Implementation Tool Watch the BEST INTRO VIDEO! Watch the Presentation Live! https://www.youtube.com/watch?v=RnjpVoLInPk https://www.pbis.org/school/swpbis-for-beginners/pbis-faqs	<input type="checkbox"/> All teachers have participated in PD Building-wide expectations for all common areas have been <input type="checkbox"/> Created <input type="checkbox"/> Posted <input type="checkbox"/> Taught	



2. Teaching and Learning (District Goal)

- Ensure that all staff actively participate in professional development focused on inclusive and culturally proficient practices that improve learning and school cultures.

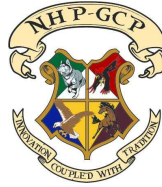
Strategy/Activity	Target Population	Responsibility	Time Frame	Resources Needed/Actions to take (Including PD)	Evaluation Method	Status
Professional Development in Cultural Diversity	All employees	Director of Curriculum, Instruction, and Technology	By October 2019	Global Compliance Network (GBN) training video via internet	Track viewings via GCN	
Create Inclusivity Committee	Community members, librarians, all stakeholders	Superintendent	October 2019	Schedule 5 meetings throughout the year (Oct., Nov., Jan, March, May)	Development of truly inclusive classroom libraries	



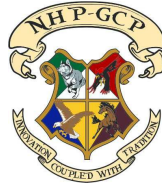
2. Teaching and Learning (District Goal)

- Implement and ensure high-quality, consistent curriculum and learning experiences within each grade span and across the district with an emphasis on communication, empathy, learner’s mindset, technology and media literacy, collaboration, and innovation.

Strategy/Activity	Target Population	Responsibility	Time Frame	Resources Needed/Actions to take (Including PD)	Evaluation Method	Status
Creation of Common Assessments across grade levels and district. All teachers will agree upon what is important to be measured and teach accordingly.	Teachers	DCIT, Principals, Teachers	Throughout the year	Two-Hour Days	Common Assessments created by teachers	
Creation of new report card to address differences in grading	All stakeholders	DCIT, Principals, Teachers	By June 2020?	Meetings scheduled monthly by DCIT	Revised report card	
Hiring of Instructional Coach for Reading who will work with all teachers of reading toward the	All teachers of reading	DCIT, Principals , IC	Throughout the year	Monitoring of IC’s schedule so that it reflects differentiated professional development	Review and monitoring of IC’s schedule Survey teacher needs	



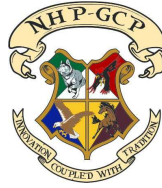
implementation of consistent teaching practices					Track each teacher's involvement with PD	
Add Hand Chimes to GCP and HGS	GCP and HGS interested students	DCIT, Principals of GCP and HGS	October 2019	Hand Chimes, Sheet Music PD for Music teacher	At least one performance this school year	
Administrators will report monthly on progress toward Board's Teaching and Learning goals	Board of Education	Principals, Superintendent	Monthly throughout June 2020	Google Document	Google Document submitted monthly from administrators with progress toward Board goals	



2. Teaching and Learning

- Continue mentorship of principals.

Strategy/Activity	Target Population	Responsibility	Time Frame	Resources Needed/Actions to take (Including PD)	Evaluation Method	Status
Create a plan that supports principal growth and leadership with quality professional development.	Principals	Superintendent	2019-20 school year	Schedule professional development	Monitoring of plan	
Mentoring of new principal	Principal	Superintendent	2019-20 school year	Weekly meetings	Minutes	
Mentoring of probationary principals	Principals	Superintendent	2019-20	Monthly meetings	Minutes	



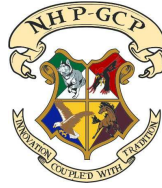
3. Building Relationships

To continue to develop and improve working relationships and presence with all stakeholders including Board of Education trustees, administrators, teachers, students, and community members by scheduling, attending, and following up on meetings with each constituent throughout the school year.

Strategy/Activity	Target Population	Responsibility	Time Frame	Resources Needed/Actions to take (Including PD)	Evaluation Method	Status
Coffee Hours with Superintendent	Families	Superintendent	4x per year	Schedule coffee hours, advertise through social media, Connect Ed	Sign-in sheets	
Meetings with PTA Presidents	PTA Presidents	Superintendent	3-4x per year	Schedule meetings	Sign-in sheets, minutes	
Component Meetings with Superintendents	Component Superintendents	Superintendent	monthly	Schedule meetings	Completion of meetings	
Meetings with Unit Presidents	Teachers, Secretaries, Monitors, Custodians	Superintendent	5-6 x per year	Schedule meetings	Completion of meetings	



Meet and Greets	All employees	Superintendent	4x per year	Schedule meetings at each school	Completion of Meet and Greets	
Student Council members to participate in Board of Education Meetings	Student Council Members	Student Council advisors, Principals, Superintendent	One time per year per school when BOE is at their school	Meet with Student Council advisors and members and invite to meetings Define role of Student Council member at BOE meeting	Presence and short presentation at BOE meeting	



4. Establishing a Picture of Fiscal Future

To establish lines of communication with community/taxpayers regarding District finances and encourage input from all stakeholders.

Strategy/Activity	Target Population	Responsibility	Time Frame	Resources Needed/Actions to take (Including PD)	Evaluation Method	Status
Continue budget input sessions and posting on website	All stakeholders	Assistant Superintendent for Business, Superintendent	January 2020 until May 2020	Three Budget Input Sessions at building BOE Meetings	Collection of statements from stakeholders	
Create a survey for community input	All stakeholders	Assistant Superintendent for Business, Superintendent	Create by December 2019 for sending in January 2020	Google Forms Connect Ed Website	Collection and analysis of responses and sharing at April's Board Meeting and posting on website	