



180 DAY STRATEGIC ACTION PLAN

Julee Spann, Principal

Date:

Objective	STRATEGY (How the objective will be accomplished)	DELIVERABLE (Tangible evidence providing the objective has been accomplished)	STATUS OF DELIVERABLE			PERSON ACCOUNTABLE (Preferably, list only <u>one</u> name)
			BSC #1	BSC #2	BSC #3	
<p>High Academic Achievement 1.1: To increase % of students scoring proficient in ELA, K-5.</p>	<ul style="list-style-type: none"> ➤ Administrators and teachers will attend professional development including Cluster Meetings, PLCs, Mid-year planning meetings, and summer strategic planning meetings to enhance best practices in instructional pacing and alignment to standards, developing formative and summative assessments, giving specific feedback to students, Thinking Maps, Questioning, technology (LACUE, TNT, LATM), using textual evidence in all core subjects, and Kagan coop. learning structures to increase student performance and engagement. ➤ The Instructional Leadership Team will meet weekly to plan and make instructional decisions. ➤ Instructional materials will be purchased as needed to enhance classroom instruction. ➤ Technology-replace and add technology to enhance classroom instruction and engagement ➤ After school Tutoring will be provided for 3rd-5th grade students identified as struggling. Teachers will plan and analyze data from tutoring to coordinate with classroom instruction and RTI. ➤ Curriculum Coordinator, administrators, and classroom teachers will model/discuss field-tested strategies and student samples in grade level PLCs, content PLCs, and classrooms. ➤ All staff will have access to the Brain Pop subscription for curriculum support. ➤ Data analysis will occur bi-monthly to determine growth or lack thereof to drive instructional decisions. ➤ Track standards, monitor pacing guidelines, create common assessments, reflect using item analysis ➤ Family involvement activities will be conducted during the year (min. 5 with one focusing on improved literacy). Necessary supplies and materials will be provided to teachers and students as needed. 	<ul style="list-style-type: none"> ➤ Variety of related data, including but not limited to Pre- and Post-test results, formative assessments, Common Assessment results, observations and post-observation conferences, student samples ➤ Core lesson Plans with documentation of literacy strategies ➤ PLC records and student samples ➤ PD Agendas/Sign Ins ➤ RTI Placement Documentation ➤ Teacher observations and post-observation conferences ➤ Walk-throughs/Snapshots ➤ Title I requisitions ➤ Technology <ul style="list-style-type: none"> • Fixed assets documentation ➤ Purchase orders/invoices 	<ul style="list-style-type: none"> ➤ We have used the initial data analysis, progress monitoring, and midyear data analysis to schedule our RTI students and make ongoing adjustments as determined by the RTI committee. ➤ Students have been pre-assessed on the given ELA Common Assessment ➤ Technology is re-distributed as new technology is purchased. New staff members have received critical technology. ➤ Feedback and next steps have been given for snapshots. ➤ Title I requirements have been met. ➤ Attended a meeting with Judy Vail and redelivered the learning in Faculty Meeting ➤ Analyzed assessment guides, plan and paced instruction ➤ The School-wide Leadership Team met meet to establish the 2018-2019 calendar of events. ➤ ILT Meetings have been conducted once a week in the months of August-September ➤ Open House was held for all grade levels.on 9/20/18 ➤ 	<p>Instructional Leadership Team</p>		

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	<ul style="list-style-type: none"> ➤ The School-wide Leadership Team will meet to establish the 2017-2018 calendar of events. The team will analyze the various formative assessment instruments, (DIBELS, Scantron, DSC, Accelerated Reader, etc.) that will be used in the year. Also, members of the team will be responsible for helping to set guidelines for the subcommittees such as PBIS, AR, and Quality. The School-wide Leadership Team will determine some of the forefront strategies that will be present in Professional Learning Communities/grade level meetings, faculty meetings, and in-services days. The team will meet to continuously analyze the performance of students, teachers, and parents in regards to the progress toward the outlined goals of the School Improvement Plan. ➤ The district's ELA Curriculum Consultant will meet with ELA teachers to assist in planning. ➤ Hire Certified Paras ➤ Recruit certified teachers during the Job Fair ➤ Recruit certified teachers through our McNeese Partnership 					
High Academic Achievement 1.2 To increase % of students scoring proficient in math, K-5.	<ul style="list-style-type: none"> ➤ Administrators and teachers will attend professional development including PLCs, Mid-year planning meetings, and summer strategic planning meetings to enhance best practices in instructional pacing and alignment to standards, developing formative and summative assessments, and giving specific feedback to students. ➤ The Instructional Leadership Team will meet weekly to plan and make instructional decisions. ➤ Analyze the comprehensive math data on all students who scored less than proficient on the DCA assessment; determine the RTI placements according to the data analysis. ➤ After school Tutoring will be provided for 3rd- 5th grade students identified as struggling. Teachers will plan and analyze data from tutoring to coordinate 	<ul style="list-style-type: none"> ➤ Variety of related data, including but not limited to Pre- and Post-test results, formative assessments, Common Assessment results, observations and post-observation conferences, student samples ➤ Core lesson Plans with documentation of mathematical strategies ➤ PLC records and student samples ➤ PD Agendas/Sign Ins ➤ RTI Placement Documentation ➤ Teacher observations and 	<ul style="list-style-type: none"> ➤ We have used the initial data analysis, progress monitoring, and midyear data analysis to schedule our RTI students and make ongoing adjustments as determined by the RTI committee. ➤ Students have been pre-assessed with a math Common Assessment and mid-year assessment. ➤ Technology is re-distributed as new technology is purchased. ➤ Feedback and next steps have been given for snapshots ➤ Title I requirements have been met. ➤ Attended a meeting with Judy Vail and redelivered the learning Faculty Meeting ➤ ILT Meetings have been conducted once a week in the months of August- 	Instructional Leadership Team		

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	<p>with classroom instruction and RTI.</p> <ul style="list-style-type: none"> ➤ Teachers will provide students more opportunities to engage in high level hands-on activities using Mathematical Practices to increase student achievement. ➤ Instructional materials and manipulatives will be purchased as needed to enhance classroom instruction in math and science. ➤ Teachers will participate in professional development on Compass elements and will use a variety of activities, including Thinking Maps, mid-year planning meetings, summer strategic planning, technology, and cooperative learning structures (Kagan) with a focus on rigor for students at their individual learning levels. ➤ Teachers will analyze data to determine appropriate daily RTI interventions for students. ➤ All staff will have access to the Brain Pop and Super Teacher worksheets subscription for curriculum support. ➤ Technology-replaced and add technology to enhance classroom instruction and engagement ➤ Data analysis will occur bi-monthly to determine growth or lack thereof to drive instructional decisions. ➤ Track standards, monitor pacing guidelines, create common assessments, and reflect using item analysis ➤ Family involvement activities will be conducted during the year (min. 2 with one focusing on STEM). Necessary supplies and materials will be provided to teachers and students as needed. ➤ <i>The School-wide Leadership Team will meet to establish the 2017-2018 calendar of events. The team will analyze the various formative assessment instruments (DIBELS, Scantron, DSC, Accelerated Reader, etc.) that will be used in the year. Also, members of the team will be responsible for helping to set guidelines for the subcommittees such as PBIS, AR, and Quality. The School-wide Leadership Team will determine some of the forefront</i> 	<p>post-observation conferences</p> <ul style="list-style-type: none"> ➤ Walk-throughs/Snapshots ➤ Title I requisitions ➤ Technology <ul style="list-style-type: none"> • Fixed assets documentation ➤ Purchase orders/invoices 			<p>September.</p> <ul style="list-style-type: none"> ➤ <i>The School-wide Leadership Team met meet to establish the 2018-2019 calendar of events.</i> ➤ <i>Open House was held for all grade levels on 9/20/18</i> ➤ 	

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High Academic Achievement 1.5 To decrease the number of student absences	<ul style="list-style-type: none"> ➤ Attendance procedures and encouragement are communicated through newsletters, letters, cover sheets, messengers, etc. ➤ Principal writes positive messages on all report cards of students with perfect attendance for 9 wks. ➤ TASC personnel distribute flyers in the morning car rider lines ➤ Truancy issues are addressed through conferencing and letters with parents ➤ Students wear jeans each Friday for weekly perfect attendance which includes no tardies or early check outs ➤ Students with perfect attendance are recognized monthly ➤ Students will participate in lessons for PBIS expectations. ➤ Various conferences will be attended to address various behavior strategies to support students academically, socially, and emotionally. 	<ul style="list-style-type: none"> ➤ Communication tracking ➤ JPams perfect attendance ➤ H: letters from MIS ➤ Meet with parents of students missing 5 or more days 	<ul style="list-style-type: none"> ➤ Met with parents who missed 5 or more days. ➤ Students with weekly perfect attendance have worn jeans ➤ All H: drive letters are sent as uploaded, investigations have been sent to CWA, and parent phone calls have been made ➤ Teachers document parent contact regarding absences before attendance investigations are completed. ➤ 			Nina Jones
High Academic Achievement 1.6 Reduce the number of students identified as At Risk for RTI	<ul style="list-style-type: none"> ➤ Curriculum Coordinator monitors RTI data weekly ➤ Meet monthly as an RTI team to reflect on student placement (admin, teachers, lead teacher, interventionists) ➤ Analyze student data in ILT Meetings monthly ➤ Provide Tutoring to 3rd-5th grade students ➤ Faculty and staff will attend conferences on behavior interventions and discipline strategies that work. 	<ul style="list-style-type: none"> ➤ RTI team agendas, data analysis, group adjustments, intervention adjustments ➤ ILT agendas ➤ Tutoring Sign In sheets ➤ Conference Certificates 	<ul style="list-style-type: none"> ➤ Data analysis, agendas and sign-in sheets on file ➤ ILT Meeting agendas on file ➤ RTI grade level meetings bi-monthly to analyze data for both academic and behavioral areas of concern ➤ 			Julee Spann
Safe Productive Environment 2.1 To increase positive behavior through monitoring school-wide results in PBIS.	<ul style="list-style-type: none"> ➤ A select group of teachers will attend PBIS training ➤ Students will participate in lessons for PBIS expectations. ➤ Students and staff will participate in anti-bullying awareness training. ➤ Students will participate in Red Ribbon Week activities. ➤ Students and staff will participate in sexual harassment (Title IX) training ➤ Admin will share PBIS data with staff for reflection and PDSA ➤ Distribute "Eagle Bucks" for positive behavior to be used each 9 weeks at the PBIS store ➤ 	<ul style="list-style-type: none"> ➤ Agendas/Sign-In & Registration Rosters ➤ Documented interventions ➤ Calendar ➤ SAPE documentation ➤ PBIS store each 9 weeks and track amount spent each 9 weeks 	<ul style="list-style-type: none"> ➤ Expectations reviewed-agendas and sign-in sheets on file ➤ Mrs. Williams, counselor, has documentation for RTI behavior ➤ Counselors conducts lessons on social and behavioral needs ➤ Comparative discipline data has been shared for reflective and discussion purposes ➤ Review of PBIS expectations with staff and students ➤ Interventions aligned and differentiated according to student patterns and needs ➤ 			Karen Hardy

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Safe Productive Environment 2.2 To reduce the number of missed days of instruction due to ISS/OSS.	<ul style="list-style-type: none"> ➤ grade level meetings to inform and explain expectations and protocol ➤ Aligned discipline and responsibility communication and accountability protocols and share reports daily/weekly with parents ➤ Conduct Social Skills Groups with identified students ➤ Leadership team presence, monitoring, and support in classrooms and common areas daily ➤ Weekly leadership meeting primarily focused on strategies to improve discipline and meeting student needs (IEPs, 504s, interventions, behavior plans, evaluations, counseling services, etc.) ➤ Competitive incentive programs targeting common negative behaviors. ➤ All teachers will provide a peaceful corner in their classrooms. ➤ The Dean of Discipline will provide classes with opportunities to win rewards through a Positively Peaceful Board. ➤ 	<ul style="list-style-type: none"> ➤ Agendas/Sign-In & Registration Rosters ➤ Documented interventions ➤ Conferencing logs; JPams and referral documentation ➤ Loss of privileges/recess detentions ➤ Class Discipline logs and weekly coversheet reports ➤ Copies of Behavior Sweep parent letters ➤ Social Skills Group Sign-In ➤ 	<ul style="list-style-type: none"> ➤ Agenda/Sign-in on file ➤ Intervention documentation on file with Mrs. Williams, counselor. ➤ Aligned discipline protocols, logs, and coversheets created and implemented ➤ Weekly coversheets on file sent to parents ➤ Weekly leadership meetings held for the purpose of reflection and strategy planning ➤ Concluded first competitive program targeting daily class with most "Os" in conduct. Began new competition focused on peaceful transitions. ➤ Schedule implemented for leadership team to provide presence, support, and monitoring during critical times and areas of the day. ➤ Conferencing logs, referral documentation/JCampus ODR on file with documented recess detentions in lieu of ISS/OSS ➤ Implementation of After School and In School Detention ➤ Parent Conferences and phone calls for positive and challenges ➤ 	Karen Hardy		
Safe Productive Environment 2.3 To ensure technology users will abide by the mandates and are aware of the consequences of utilizing network resources and electronic communications with students.	<ul style="list-style-type: none"> ➤ All school users will study and sign AUP & Electronic communication policy ➤ Remind about district policy about Remind ➤ Refresh on Act 837 ➤ Tech contacts provide support to teachers 	<ul style="list-style-type: none"> ➤ Signed documentation ➤ Agendas/Sign-in of in-services and faculty meetings ➤ 	<ul style="list-style-type: none"> ➤ AUP signed and on file ➤ Agendas/Sign-in on file 	Nina Jones		

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Safe Productive Environment 2.4 To maintain a safe, orderly, civil, and positive learning environment so that students and employees do feel safe while at school or school-related activities	<ul style="list-style-type: none"> ➤ All school personnel will receive training on the following CPSB policies and sign/date documentation as required by CPSB policy: <ol style="list-style-type: none"> 1. Bullying and Hazing Policy/Training 2. Sexual Harassment 3. Employee Code of Conduct 4. Child Abuse Policy & Employee Alcohol, Drug, and Substance Abuse Training 5. Corporal Punishment Policy ➤ ACT 837 review 	<ul style="list-style-type: none"> ➤ Signed documents ➤ Agendas/Sign-in ➤ List of completed webinars as appropriate 	<ul style="list-style-type: none"> ➤ Signed documents ➤ Agendas/Sign-in 			Nina Jones
Safe Productive Environment 2.5 To preserve the public trust, personal and institutional integrity, all CPSB employees will be informed of the expectations and legalities of professional and ethical behavior.	<ul style="list-style-type: none"> ➤ To preserve the public trust, personal and institutional integrity, all CPSB employees will be informed of the expectations and legalities of professional and ethical behavior. 	<ul style="list-style-type: none"> ➤ All school personnel will complete the state mandated training on Ethics. 	(No reporting is necessary in this objective for BSC #1 and BSC #3)			Nina Jones
Stakeholder Satisfaction 3.1 To improve communication methods with stakeholders	<ul style="list-style-type: none"> ➤ The webmaster will update the online calendars. ➤ The webmaster will keep the website current. ➤ The principal will publish newsletters, announcements, brochures, and/or other forms of written communication including marquee ➤ Teachers and staff will use Blackboard and classroom newsletters to post announcements, classroom procedures, home learning with attachments, and class news as well as to post school-wide activities, information, and events. ➤ Teachers will communicate with parents in a variety of ways: phone, in person conferences, weekly coversheets, email, and/or Remind ➤ Teachers will update JCampus. ➤ Teachers will participate in technology training as needed through CPSB tech classes. ➤ Principal will send weekly staff announcements ➤ School messenger will be used to communicate 	<ul style="list-style-type: none"> ➤ Updated blackboards or websites maintained by classroom teachers at all grade levels and monitored by Leadership Team ➤ Intermittent monitoring of teacher Blackboard sites ➤ Grades are updated frequently on JCampus ➤ Certificates for trainings ➤ Conference Logs (hard copy and/or JCampus communication) ➤ Copies of various forms of written communication ➤ Messenger log 	<ul style="list-style-type: none"> ➤ Updated blackboards or websites maintained by classroom teachers at all grade levels and monitored by Leadership Team ➤ Intermittent monitoring of teacher Blackboard sites ➤ Grades are updated frequently on JCampus ➤ Certificates for trainings ➤ Conference Logs (hard copy and/or JCampus communication and updates) ➤ Copies of various forms of written communication ➤ School Messenger log on file ➤ Parent conference logs updated ➤ Weekly announcements on file ➤ Marquee updated Bi-weekly ➤ School Messengers done as needed 			Julee Spann Heather LaFleur

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	reminders and school events					
Stakeholder Satisfaction 3.2 To host family involvement activities focused on increasing student achievement. *Academic Focus	<ul style="list-style-type: none"> ➤ The Leadership Team & Action for Team Partnerships along with the instructional staff will plan and implement a minimum of two family activities (Family Reading Picnics, Drive Thru Breakfast, STEM Night) ➤ Book Fair ➤ Meet & Greet ➤ Grade Level Parent Nights ➤ PK Round Up ➤ Kindergarten Round Up ➤ PK Teachers will conduct home visits ➤ PK Teachers will administer placement test ➤ Parents informed of a transition meeting to prepare students for kindergarten. ➤ Guidance regarding kindergarten registration will be given to parents ➤ Pre-Kindergarten students will participate in a “Move-up Day” to kindergarten. ➤ Parents are provided with a summer reading lists and websites to promote literacy opportunities. ➤ Parenting Leadership Workshops from Sept-27th –Nov.8th 	<ul style="list-style-type: none"> ➤ ATP Family Involvement Plan ➤ Agendas & Sign in sheets ➤ <i>Principal Notes</i> (newsletter, flyer, calendar) ➤ <i>Plus Deltas</i> 	<ul style="list-style-type: none"> ➤ Signed documents ➤ Agendas/Sign-in ➤ Meet & Greet held in August ➤ Open House 9/20/18 ➤ Grandparent’s Day 9/4/18 ➤ Plus Deltas 		Nina Jones	
Stakeholder Satisfaction 3.3 To increase employee capacity and leadership *School Data* Please keep all Plus/Deltas & Staff survey information on file at the school that pertains to job related	<ul style="list-style-type: none"> ➤ Mentor teachers have been assigned for all new staff or long-term subs at BES. ➤ One mentor teacher is taking part in the district mentor teacher experience and redelivers new strategies as well as orientations ➤ 1/3 of the Leadership Team rotates out annually to allow for new members to take part in the school leadership experience. ➤ Teachers are given a survey to demonstrate their areas of interest in school support and leadership ➤ Principal is participating in Principal Fellowship and 	<ul style="list-style-type: none"> ➤ Leadership Team agendas ➤ Plus/Delta feedback ➤ PD in-service agendas and sign in sheets ➤ Survey results ➤ School data to drive PD 	<ul style="list-style-type: none"> In-service and meeting Agendas Sign in sheets Mentor teachers assigned in supporting TAP Leadership Team Training TAP Leadership Team Certification Leader Summit Understanding Poverty Coding Socratic Seminar SRCL Lab Leader New Teacher Mentors 		Julee Spann	

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training.	Facilitator Training with add on certification and endorsements <ul style="list-style-type: none"> ➤ Three staff members are currently pursuing advanced degrees for new certifications (sped, ed. leadership) ➤ Professional Development opportunities are reviewed by leadership team to evaluate for value as relates to vision and goals of BES ➤ In-service trainings aligned to school goals and needs as determined by COMPASS, testing data, and surveys/feedback 		New Teacher Academy Guidebook IMPACT Epiphany Little Bits Culturally Relevant Teaching Culturally Relevant Leadership Whole Brain PBIS Data Based Decision Making DIG Model Lesson PBIS Booster Discipline Issues & Sped ATP SWLA Resource Info Workshop August and after school SPED workshops			
Operational Efficiency 4.1 To decrease the number of days teachers are absent from school.	<ul style="list-style-type: none"> ➤ Ms. Jones will give teachers their 2017- 2018 attendance record ➤ Personal notes and recognition will be given monthly for perfect attendance 	<ul style="list-style-type: none"> ➤ 2017 – 2018 Attendance Records ➤ 2018-2019 Attendance Records 	<ul style="list-style-type: none"> ➤ 17-18 data on file ➤ 18-19 data printed monthly ➤ You Started It! cards are given to teachers with perfect attendance with personal notes from an administrator ➤ Comparative data is shared from previous years 			Julee Spann
Operational Efficiency 4.2 Wellness To increase the number of personnel participating in health events sponsored by Risk Management.	<i>The district offers strategies and tracks data for these objectives.</i>					
Operational Efficiency 4.3 Technology To increase the student: computer ratio						
Operational Efficiency 4.4 To improve teacher and leader effectiveness.						
Operational Efficiency 4.5 To improve recruitment and retention of quality						

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staff.						