

Strategic Plan Area	
Teaching and Learning at Elementary	
Plan:	2021-22 Goal: By the end of grade 3, our 3rd grade students will increase their reading levels by 5% based on the CKLA assessments. Currently, our 3rd grade students are ___% proficient at reading at grade level.
Action 1	CKLA reading series implementation including literacy instructional coaching
Action 2	CKLA testing interim assessment training on reviewing data and developing action plans.
Do:	Status Update
Action 1	Fall report: 90% of elementary teachers have completed 100% of the CKLA implementation items (attendance reporting tool).
	Winter report: Based on classroom walk-throughs, 90% of teachers will be using the required components in their daily lesson components.
Action 2	By October 15, 100% of teachers will have at least 3 proactive action steps planned to improve reading and/or math achievement based on periodic STAR testing and CKLA testing.
Study:	Status Update
	By January 2022, 60% of students will have met their mid-year progress towards their STAR reading and math AGR goals based on the STAR periodic testing given in the winter of 21-22.
ACT:	Status Update
	Based on the results of the Winter STAR testing, we will develop the action plans for the 22-23 school year.

Strategic Plan Area	
Teaching and Learning at Middle School	
Plan:	2021-22 Goal: By the end of grade 6, our 6th grade students will increase their reading proficiency by 5% from the fall to winter STAR testing.
Action 1	Implement literacy instructional coaching to focus on The Writing Revolution and academic vocabulary instruction.
Action 2	STAR testing interim assessment training on reviewing data and developing action plans.
Do:	Status Update
Action 1	Fall report: 100% of teachers that were planned to receive the literacy coaching PD have received the training.
	<p>Winter report:</p> <ol style="list-style-type: none"> 1. Based on walk-throughs, 80% of teachers are using the literacy strategies received in the fall PD and CESA 8 coaching cycles. 2. Based on walk-throughs, 80% of teachers have daily academic vocabulary posted and/or discussed within the lesson.
Action 2	By October 15, 100% of teachers will have at least 3 at least 3 proactive action steps planned to improve reading and/or math achievement based on periodic STAR testing.
Study:	Status Update
	By January 2022, 60% of students will have met their mid-year progress towards their STAR reading and math based on the STAR periodic testing given in the winter of 21-22.
ACT:	Status Update
	Based on the results of the Winter STAR testing, we will develop the action plans for the 22-23 school year.

Strategic Plan Area	
Teaching and Learning at High School	
Plan:	2021-22 Goal: By the end of grade 9, our 9th grade students will increase their reading proficiency by 5% from the fall to winter STAR testing.
Action 1	Implement literacy instructional coaching to focus on The Writing Revolution and academic vocabulary instruction.
Action 2	STAR testing interim assessment training on reviewing data and developing action plans.
Do:	Status Update
Action 1	Fall report: 100% of teachers that were planned to receive the literacy coaching PD have received the training.
	<p>Winter report:</p> <ol style="list-style-type: none"> 1. Based on walk-throughs, 80% of teachers are using the literacy strategies received in the fall PD and CESA 8 coaching cycles. 2. Based on walk-throughs, 80% of teachers have daily academic vocabulary instruction used, posted, and/or discussed within the lesson.
	<p>Spring report:</p> <ol style="list-style-type: none"> 1. Based on walk-throughs, 85% of teachers are using the strategies received in our winter literacy coaching cycles. 2. Based on walk-throughs, 90% of teachers have daily academic vocabulary instruction used, posted, and/or discussed within the lesson.
	<p>End of the year report:</p> <ol style="list-style-type: none"> 1. Based on walk-throughs, 95% of teachers are using the strategies received in our winter literacy coaching cycles. 2. Based on walk-throughs, 100% of teachers have daily academic vocabulary instruction used, posted, and/or discussed within the lesson.
Action 2	By October 15, 100% of teachers will have at least 3 proactive action steps planned to improve reading and/or math achievement based on periodic STAR testing.
Study:	Status Update
	By January 2022, 60% of students will have met their mid-year progress towards their STAR reading and math based on the STAR periodic testing given in the winter of 21-22.
ACT:	Status Update
	Based on the results of the Winter STAR testing, we will develop the action plans for the 22-23 school year.

Strategic Plan Area	
Engagement, Culture, and Communication	
Plan:	2021-22 Goal: Implement the Leader in Me program within all buildings.
Action 1	Leader in Me implementation including professional development
Action 2	Add Leader in Me into secondary advisory periods
Do:	Status Update
Action 1	Fall report: 90% of staff have completed the initial professional development training on Leader in Me.
	Winter report: Based on classroom walk-throughs, 100% of teachers will be using Leader in Me strategies in their classroom.
Action 2	By October 15 based on classroom walk-throughs, 100% of secondary teachers will have Leader in Me activities in the advisory periods
Study:	Status Update
	Spring report: Based on classroom walk-throughs, 100% of teachers will be using Leader in Me strategies in their classroom.
ACT:	Status Update
	Based on a student feedback survey and teacher end of the year survey, we will develop action plans for the 22-23 school year.

Strategic Plan Area	
Engagement, Culture, and Communication	
Plan:	2021-22 Goal: Conduct quarterly staff satisfaction surveys.
Action 1	Implement a quarterly satisfaction survey to address the continuous improvement strategies developed based on the feedback from the 2021 School Perceptions Survey. The target areas are: Admin communication, MS-HS student discipline, feedback on job performance, school and department information is communicated in a timely and effective manner, and I remain updated on matters that are important to my work.
Do:	Status Update
Action 1	Quarter 1 report: Across all areas, the feedback has shown 50% improvement over the 2021 levels.
	Quarter 2 report: Across all areas, the feedback has shown 60% improvement over the 2021 levels.
	Quarter 3 report: Across all areas, the feedback has shown 70% improvement over the 2021 levels.
	Quarter 4 report: Based on the 2022 School Perception Staff Survey, 80% of the target areas have shown improvement.
Study:	Status Update
	Quarter 1: Study the results and make adjustments where needed.
	Quarter 2: Study the results and make adjustments where needed.
	Quarter 3: Study the results and make adjustments where needed.
ACT:	Status Update
	Based on the results of the 2022 spring School Perceptions Survey, we will develop the action plans for the 22-23 school year.

Strategic Plan Area	
Finance and Operations	
Plan:	2021-22 Goal: Communicate the referendum message to stakeholders in an effective and efficient manner.
Action 1	Conduct a School Perceptions Community Survey on a referendum for April 2022
Do:	Status Update
Action 1	Because of effective messaging, 40% of our community will have completed the Community Survey by the early November.
	Based on the feedback given from the survey, the School Board will decide to pursue a school referendum for 3 years starting with the 2022-23 school year.
Study:	Status Update
	November 2021: Study the results and make adjustments where needed.
	By mid-January, complete the referendum question for publication on the April 2022 election ballot.
ACT:	Status Update
	Based on the results of the 2022 April election, we will develop the action plans for the 22-23 school year based on the results.