

# 2016-2017 Sutherland Strategic Plan Goals

## Sutherland Strategic Plan

2016-2017

**Goal 1: Increase Student Achievement resulting in improvements in learning gains and grade level proficiency.**

Increase grade level proficiency rates in all content areas to 95% to include each student subgroup through the use of identified best practice strategies and consistent monitoring for needed adjustments.	Kristy Cantu Rob Magoulis Grade Level Teachers VE Teachers	Initiate  August 2016	On-going	Results
Increase achievement levels of minority students in all grades by 10% as measured by classroom, district and state assessments	Kristy Cantu Rob Magoulis Grade Level Teachers MTSS	August 2016		
Increase the number of K-5 English Language Learners who score on or above grade level as measured by state assessments. Research based strategies, resources and support to faculty, students and families will be utilized.	Kristy Cantu Rob Magoulis MTSS Grade Level Teachers Bi-lingual assistant	August 2016		
Increase the number of K-5 Exceptional Student Education students who score at or above grade level by 10% on state assessments utilizing academic interventions and progress monitoring.	VE Teachers Grade Level Teachers MTSS	August 2016		
Increase the percentage of students in gifted and talented programs by 10%	Gifted Teacher Grade Level Teachers	August 2016		

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<b>Increase the percentage of students scoring at or above grade level on state assessments by 10%</b>	Grade Level Teachers MTSS	August 2016		
<b>Maintain a school attendance rate of 95% or higher and reduce the number of students with tardies by 5%</b>	Child Study Team	Initiate August 2016	On-going Child Study Team meets biweekly to review data	.

**Goal 2: Ensure curriculum, instruction, and assessment is designed and delivered with a focus on continuous improvement of student engagement and academic achievement.**

<b>Include all elements of the Marzano framework in all professional development Pre-K-5 as measured by the percentage of teachers participating in identified professional development opportunities to better prepare students for rigorous coursework.</b>	Leadership Team Kristy Cantu Rob Magoulis Sarah Berry	August 2016		
<b>Increase the quality of engaging reading, writing, math and science instruction to prepare minority and economically disadvantaged students at all levels for rigorous coursework by using proven strategies lead to increased student learning</b>	Grade Level Teachers  District content area coaches	August 2016		
<b>Monitor the curriculum implementation through the use of observation rubrics using iObservation to gather data to determine effectiveness of</b>	Kristy Cantu Rob Magoulis	August 2016		

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implementation and inform PD plans				
Increase the number of opportunities for and participation in community-wide summer reading and math programs that include incentives for students (Summer Bridge, learning challenges)	Kristy Cantu Rob Magoulis PTA	Summer 2016		
Analyze learning benchmarks for grades K-2 to determine and monitor curriculum effectiveness and readiness for grades 2 and 3 using yearly comparisons with SAT 10 results	MTSS Primary Teachers	Initiate July 2016		.
Utilize formative assessments for reading, writing, math and science aligned to Florida Standards K-5 as part of a school wide assessment plan to support teachers in making effective instructional decisions	Teachers Kristy Cantu Rob Magoulis	August 2016		.
Utilize curriculum guides including appropriate formative and summative assessments in all subject areas to support teachers in using the guides through Professional Development	Leadership Team	August 2016		
Increase the number of students participating in STEM or equivalent after school opportunities to include students from the primary grades.	Kristy Cantu Rob Magoulis	September 2016		.

Conduct data review of nine week reports to ensure alignment of programs, assessments and conduct expectations	SBLT Grade Level Teachers	October 2016		.
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<p><b>Increase the level of effectiveness of PLC's by using Lesson Study and PLC rubrics along with a revised PLC schedule.</b></p>	<p>Leadership Team</p>	<p>August 2016</p>		
<p><b>Increase students' proficiency levels in ELA by providing site based professional development during the 15-16 school year</b></p>	<p>Grade level teachers  District content specialists  Leadership Team</p>	<p>August 2016</p>		
<p><b>Focus the site based PD on implementation of the Marzano framework, formative assessments, and lesson study using effective PLCs as measured by survey results</b></p>	<p>Leadership Team  Grade level teachers</p>	<p>July 2016</p>		
<p><b>Provide site-based mentors for new teachers to Pinellas County as well as to our school. This would include teachers in their first 3 years. Mentoring, coaching, and job-embedded professional development based on needs would be supported by the assigned mentors.</b></p>	<p>Kristy Cantu Rob Magoulis  Marylisa Martin  Biagia Turner</p>	<p><b>Initiate</b>  <b>July 2016</b></p>		
<p><b>Provide site-based professional development based on prioritized needs identified through teacher appraisal data, deliberate practice, and teacher survey results</b></p>	<p>Kristy Cantu Rob Magoulis Sarah Berry</p>	<p>August 2016</p>		

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**Goal 3: Develop and sustain a healthy, respectful, caring, safe learning environment for students, faculty, staff and community resulting in individual employee learning, student achievement and overall school improvement.**

<b>Conduct PTA meetings monthly and promote membership</b>	<b>Kristy Cantu PTA</b>	<b>Initiate July 2016</b>	<b>On-going</b>	<b>Results</b>
<b>Increase the number of business partnerships that support various efforts within the school.</b>	Faye Alderman PTA	July 2016		
<b>Conduct professional development on progressive discipline and the utilization of conduct reports</b>	MTSS	August 2016		
<b>Ensure we have an active and documented PMAC program which addresses the responsibilities to provide an environment reflective of the District's core value of cultural competence.</b>	Danielle Matthews  Cindy Wall	September 2016		
<b>Ensure the implementation of a research based, fully operational behavior plan which includes staff training to assure effective</b>	MTSS	August 2016		

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<b>implementation resulting in improved student behavior. School wide expectations</b>				
<b>Monitor and review school crisis plan to ensure the documented plans address the unique issues and are ready to execute in the event of an emergency.</b>	Safety Team	August 2016		
<b>Improve the professional culture and morale at the school site by improving identified areas of need as a result of the district and school-based accreditation survey.</b>	Kristy Cantu Rob Magoulis	Initiate August 2016	On-going	Results .
<b>Improve upon a recognition and reward process for teachers</b>	Kristy Cantu Rob Magoulis	August 2016		

**Goal 4: Provide equity and excellence of education by increasing overall performance and eliminating the gaps between minority and non-minority student outcomes by reducing the disparity in graduation rates, proficiency scores on assessments, participation and performance in accelerated courses, disciplinary infractions, and placement in Exceptional Student Education programs.**

<b>Sutherland Elementary will eliminate the gap between proficiency rates on state required</b>	<b>Teachers MTSS Kristy Cantu Rob Magoulis</b>	<b>August 2016</b>		
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assessments for black and non-black students.				
Reduce the disparity in the rates of disciplinary infractions between black and non-black students	Teachers Kristy Cantu Rob Magoulis	August 2016		
Increase the number of minority students who score on or above grade level on the FSA by providing resources, research based strategies and needed support to students, teachers and staff	Teachers Kristy Cantu Rob Magoulis MTSS	August 2016		
Increase the percentage of minority and socio-economically disadvantaged students in the gifted program by 3% annually.	Teachers Gifted teacher MTSS			
Ensure the implementation of plans to provide one-to-one mentoring for minority students	Danielle Matthews			

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<b>Ensure we have approved, research based and fully operational behavior plans that include teachers and staff training to assure effective implementation to reduce minority referrals and suspensions</b>	MTSS			

**Goal 5: Develop and sustain effective and efficient use of all resources for improved student achievement and fiscal responsibility.**

Implement, monitor and improve Extended Learning Programs (remediation/enrichment) as measured by student achievement data and student population	MTSS  Grade Level Teachers  Community Partners  PTA	September 2016		
Ensure the budget process is consistent, follows all PCSB policies and is transparent to stakeholders	<b>Kristy Cantu</b> <b>Denise Torro</b>	<b>August 2016</b>		
Improve the development and monitoring of the school improvement plan by routine reviews of progress on goals, action plans and timelines and ensuring alignment of the school plan with the District goals	<b>Leadership Team</b> <b>SAC</b>	<b>July 2016</b>		

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Ensure that allocated resources are directly correlated with student growth scores and learning gains using reviews of progress monitoring data with school staff to track student progress and make necessary adjustments	<b>Kristy Cantu Rob Magoulis Denise Torro</b>	<b>August 2016</b>		
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### 6: Provide quality technology and business services to optimize operations, communications and academic results.

Communicate the school's digital learning plan for the use of electronic resources (digital content, devices etc) for student access for in-school, after-school and out of school time...Implementation of 3 year plan	Sarah Berry	August 2016		
Create the Principal's Teacher Task Force to provide input and feedback as it relates to student achievement, instruction and the school's continuous improvement efforts	<b>Kristy Cantu</b>	<b>August 2016</b>		
Continue to monitor the development and use of brochures for Sutherland highlighting major accomplishments, programs and needed parent information	<b>Kristy Cantu</b>	<b>July 2016</b>		
Maintain content to existing school website utilizing Schoolwires technology that will function as a robust communication and promotional tool with respect to school and district information/initiatives	<b>Sarah Berry Denise Torro Kristy Cantu Rob Magoulis Laura Wilhelm</b>	<b>August 2016</b>		

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Utilize best practices for internal/external communication	<b>All stakeholders</b>	<b>August 2016</b>		
Increase the number of ipads to support grade level needs	<b>Sarah Berry</b>	<b>August 2016</b>		
Provide differentiated professional development based on the needs of staff as it relates to instructional technology	<b>Sarah Berry Laura Wilhelm</b>	<b>August 2016</b>		
Implementation of 3 year technology plan to include acquisition of resources and professional development	<b>Kristy Cantu Rob Magoulis Sarah Berry Laura Wilhelm</b>	<b>August 2016</b>		