



Joan Martin Elementary Strategic Plan



SQF Planning Tool

School and System Quality Factors (SQF) Planning Tool

The Purpose of the SQF and SQF Planning Tool

The SQF is designed as a reflective tool for institutions to organize and focus their reflections on their ongoing improvement journey. As an institution utilizes the SQF for the first time, staff members are encouraged to become familiar with the School/System Quality Factors through a review of the factors and questions within the SQF. A review of the SQF will assist the institution in determining the necessary information and data analysis that will enable the institution to engage in a data driven process of internal reflection and assessment of your institution's current reality. This analysis and reflection will guide the identification of strengths and areas of need that provide the necessary data for successful improvement planning. This planning tool is designed to assist institutions in thinking about the data and information needed to guide the improvement journey.

How to use the SQF Planning Tool

To use this tool, institutions should have a copy of the SQF appropriate for their institution (school or system) and a copy of this planning tool.

- Look at the questions on the SQF and talk about the data and information necessary to answer each question.
- If you have the data or information necessary to answer that question, record those data sources in the first column listed as **data and information we have**
- If you do not have the data or information to answer the question, in the second column listed as **data and information we need**, you should record that data or information you need to be able to address the question.
- Once you have completed both columns for each factor on the planning tool, develop your plans to gather the data and information recorded in the second column (data and information we need)
- After you have gathered the data and information need, you should take all the data and information you identified in the first column along with what you have gathered from the second column and analyze that data for each factor.
- The final step is to use the results from your analysis of data to respond to the questions in the SQF. The SQF also has a narrative section that allows you to capture and summarize what you have learned from the analysis of the data for each factor.



Joan Martin Elementary Strategic Plan



Clear Direction The capacity to agree upon, define and clearly communicate to stakeholders the direction, mission and goals that the institution is committed to achieving. Mission and purpose driven and how this aligns with all actions that are then set out in a focused improvement plan along with ethical governance and leadership that undergirds all of it.				
Quality of Information to make meaningful decisions about this factor (Goals/Strategies/Interventions)	Data/Information Available (Evaluation)	Data/Information we need in order to make meaningful decisions about this factor *New Priorities **Continuing Priorities	Actions to take/Responsibility	Complete
<p>Goal: Joan Martin and the district have an established vision and mission for providing high expectations of learning for students.</p> <p>Purpose and Direction Strategies/Interventions: -Joan Martin and the district engage in continuous school improvement planning. -Joan Martin and the district have a Cognia Leadership Team that has representation from all schools. -Joan Martin and the district</p>	<p>Accreditation on SCOH Website Encrypted login site for Cognia Team Resources Cognia Leadership Teams TRC Professional Development Calendar and catalog</p> <p>Referenda</p> <p>Accreditation on SCOH Website for all SIPs Joan Martin</p>	<p>*1. Joan Martin and the district will engage community stakeholders in Cognia strategic planning.</p> <p><u>Data:</u> -Invitation and participation data -Survey data -Focus Group participation</p>	<p><u>Actions:</u> 1. Joan Martin and the district will be deliberate with inviting community stakeholders including students, parents, businesses, and civic groups for opinions on school improvement.</p> <p><u>Responsibilities:</u> 1. Cognia team along with Joan Martin Staff, faculty, and Building Principals 2. Superintendent, Director of Technology, and Director of HR and Compliance</p>	2018-2022



Joan Martin Elementary Strategic Plan



<p>solicit feedback from stakeholders.</p> <p>-Joan Martin and the district will communicate the vision and mission to stakeholders.</p> <p>-Joan Martin and the district will identify goals in the Strategic Plan.</p> <p>-Joan Martin and the district will meet bi-annually with schools and service departments to review the implementation of the school improvement process</p> <p>-Joan Martin and the district communicate student performance and school effectiveness with stakeholders.</p> <p>-Joan Martin's and the district's plans and results are documented and reviewed by Cognia for accreditation through an external review team.</p> <p style="text-align: center;"><u>Goal:</u></p> <p>Joan Martin and the district have governance and leadership that promote student performance and school effectiveness.</p> <p><u>Governance and Leadership Strategies/Interventions:</u></p>	<p>Elementary</p> <p>SCOH Website</p> <p>Newsletters</p> <p>Social Media Feeds:</p> <p>Facebook</p> <p>Twitter</p> <p>@scohbrickies</p>			
	<p>SCOH Website</p> <p>Calendar</p> <p>Board Approved School Calendar</p> <p>Skyward Student Management</p> <p>Annual Performance Report</p>	<p>*2. Joan Martin and the district will be deliberate with state assessment communication with students and parents.</p> <p style="text-align: center;"><u>Data:</u></p> <p>-State assessment reports</p> <p>-Phone log data</p> <p>-Workshop participation</p> <p>-Conference data</p> <p>-Data is logged in Skyward</p> <p>-Data is discussed and interpreted during frequent PLCs</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>2. Joan Martin and the district will communicate via phone, live workshops, and one-to-one meetings to increase knowledge of state assessment results. SCOH web page and Skyward access is provided.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>2. Cognia team along with Joan Martin Staff, faculty, and Building Principals</p> <p>Superintendent, Test Coordinator/Director of Curriculum and Instruction, and Director of College and Careers</p>	<p style="text-align: center;">2018-2022</p>
	<p>Accreditation on SCOH Website for all Profiles</p>	<p>*3. Joan Martin and the district will be deliberate with triangulation of data</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>3. Joan Martin and the district</p>	<p style="text-align: center;">2018-2022</p>



Joan Martin Elementary Strategic Plan



<p>-The School City of Hobart’s Board of Trustees establishes policies to ensure effective administration of the schools.</p> <p>-The School City of Hobart’s Board of Trustees will actively govern and provide resources to support the efforts of the superintendent, district staff, and families to ensure continuous student achievement for all students.</p>	<p>School City of Hobart</p> <p>Joan Martin Elementary</p> <p>Gallup Survey Data</p>	<p>sources for targeted actions.</p> <p style="text-align: center;"><u>Data:</u></p> <p>-Cognia Profile that is triangulated verses the volume of all data available.</p> <p>- A data warehouse with dashboards will assist with triangulation.</p>	<p>have to triangulate data for the profile to target areas of action.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>3. Cognia team along with Joan Martin Staff, faculty, and Building Principal</p> <p>Superintendent, Administrators, District Cognia Leadership</p>	
<p>-The Board will build and maintain collaborative relationships between the Board and the superintendent, all employment groups, the Cognia leadership team, as well as stakeholders in the community.</p> <p>-The Board’s policy will be executed through Administrative Guidelines.</p> <p>-Joan Martin and the district solicit feedback from stakeholders.</p> <p>-Joan Martin and the district maintain an evaluation system for certified staff that provides opportunities for continuous professional development.</p>	<p>Accreditation on SCOH Website</p> <p>SCOH Website Newsletters</p> <p>Social Media Feeds:</p> <p>Facebook</p> <p>Twitter @scohbrickies</p>	<p>**4. Joan Martin and the district will communicate the vision and mission to stakeholders through Joan Martin and the district Website, newsletters, and social media.</p> <p style="text-align: center;"><u>Data:</u></p> <p>-Website analytics</p> <p>-Social Media Analytics</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>4. The Public Relations and Professional Development Specialist will continue to market the vision and mission through newsletters and social media.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>4. Cognia team along with Joan Martin Staff, faculty, and Building Principal</p> <p>Superintendent, Public Relations and Professional Development</p>	<p>2018-2022</p>



Joan Martin Elementary Strategic Plan



<p>-Joan Martin and the district, in accordance with Board Policy, evaluate every employee.</p> <p>-Joan Martin and the district maintain an evaluation system for certified staff that provides opportunities for continuous professional development - including professional development to increase cultural competency within the school within the PD Catalog (Spring Sessions TBA) & attendance of Wabash Valley Training Sessions.</p>	<p>HR website encrypted on SCOH website: Contracts Benefits Recruitment Pamphlet Teacher Induction Substitute Teacher Induction TRC encrypted on SCOH website - Marzano Evaluation System and PD Calendar and Catalog SCOH encrypted Cognia Team Resource Referenda</p>	<p>**5. The Board will build and maintain collaborative relationships between the Board and the superintendent, all employment groups, the Cognia leadership team, as well as stakeholders in the community.</p> <p style="text-align: center;"><u>Data:</u></p> <p>-Employment agreements utilizing interest- based bargaining with the HTA -Employment agreements with Local 208. -Board Meetings, Minutes</p>	<p>Specialist, All Employees.</p> <p style="text-align: center;"><u>Actions:</u></p> <p>5. The Board will ensure a climate of open communications at board meetings and throughout Joan Martin and the district.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>5. The Board, Superintendent, Director of HR and Compliance, Business Manager, School Counselor</p>	<p>2018-2022</p>
	<p>School Student/Parent/Progr</p>	<p>**6. Public presentations at schools and Board meetings</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>6. The Superintendent will invite</p>	<p>2018-2022</p>



Joan Martin Elementary Strategic Plan



	<p>am Presentations: Board Meeting Student/Parent/Program Presentations Parent Involvement Action Packets</p>	<p>highlight success stories that exemplify work on the vision and mission.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -Recognition data -Certificate data 	<p>students to Board Meeting to demonstrate the success of mission work.</p> <p style="text-align: center;"><u>Responsibilities</u></p> <p>6. Superintendent, Executive Board and Superintendent Coordinator, Public Relations and Professional Development Specialist, and all employees</p>	
	<p>Board Policy Accreditation on SCOH Website for all SIPs School City of Hobart Joan Martin Elementary SCOH encrypted Cognia Team Resource</p>	<p>**7. The district will keep Board Policy updated as well as Joan Martin and the district and schools keeping their Cognia strategic plans current.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -Work Session Data -Board Policy Readings and Adoptions -Updated Board Policy -Annual Review and Revise Cognia Strategic Plans Submitted/Published 	<p style="text-align: center;"><u>Actions:</u></p> <p>7. The Board, Superintendent, Director of HR and Compliance, and Board Attorney will conduct work sessions to keep Board Policy, Administrative Guidelines, and Annual Notices up to date and communicated.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>7. Cognia team along with Joan Martin Staff, faculty, and Building Principal, Superintendent, Director of HR and Compliance, Board Attorney</p>	<p>2018-2022</p>



Joan Martin Elementary Strategic Plan



Healthy Culture

The shared values, beliefs, written and unwritten rules, assumptions and behavior of stakeholders within the school community that shapes the school's social norms and creates opportunities for everyone to be successful. A healthy school culture creates an environment in which the school community at all levels is actively engaged, feels empowered to effect positive change, enjoys congenial and supportive relationships and is supported and mentored for success.

Quality of Information to make meaningful decisions about this factor (Goals/Strategies/Interventions)	Data/Information Available (Evaluation)	Data/Information we need in order to make meaningful decisions about this factor *New Priorities **Continuing Priorities	Actions to take/Responsibility	Complete
<p><u>Goal:</u> -All students will develop an understanding and commitment to the democratic ideals of human dignity, justice and equality by focusing on productive citizenship in a democratic society.</p> <p><u>Citizenship Strategies/ Interventions:</u> -All stakeholders will develop positive personal and interpersonal skills including methods to improve the cultural competency of teachers,</p>	<p>SCOH TRC encrypted website: Brain Based Learning/Student Engagement <ul style="list-style-type: none"> • Mindfulness and Movement • Neuroscience and the Brain • Dr. Lori Desautels • Dr. Lori Desautels FAQ • Dr. Lori Artifacts • Ditch That </p>	<p>*1. All employees engage in brain-based, trauma informed, and social emotional learning.</p> <p><u>Data:</u> -Participation in PD -Application (Observation, Instructional Round) -Professional Learning Goal -Resiliency Team</p>	<p><u>Actions:</u> 1. During Late Start Wednesday meetings throughout the year, all employees will engage in sequenced PD sessions delivered by Dr. Lori Desautels from Butler University as well as outside conferences on trauma informed schools. All Staff will also participate in SEL training sessions.</p> <p><u>Responsibilities:</u> 1. Superintendent, Principals, All Employees, Dr. Lori, Michael</p>	<p>2018-2022</p>



Joan Martin Elementary Strategic Plan



<p>administrators, staff, parents, and students - such as the identification of all racial, ethnic, language-minority, cultural exceptional learning and socioeconomic groups along with culturally appropriate strategies for increasing educational opportunities and performance for represented groups</p> <p>-All students will develop positive leadership skills, ethics, school connectedness, and accountability.</p> <p>-All students will develop digital citizenship and practice acceptable technology usage.</p> <p>-Learning.com & SafeSchools</p> <p>-All students will learn necessary strategies to keep themselves safe and healthy.</p> <p>- Reset Room</p> <p>-The school community will collaborate to provide a safe and secure facility.</p> <p>Student Support:</p> <p>-All students will participate in</p> <p>-Multi-Tiered Support System (MTSS) based on academics and behavior.</p>	<p>Textbook</p> <ul style="list-style-type: none"> • Gender and the Brain • Teach Like A Pirate • Whole Brain Teaching 		McKnight	
<p>-All students will develop digital citizenship and practice acceptable technology usage.</p> <p>-Learning.com & SafeSchools</p> <p>-All students will learn necessary strategies to keep themselves safe and healthy.</p> <p>- Reset Room</p> <p>-The school community will collaborate to provide a safe and secure facility.</p> <p>Student Support:</p> <p>-All students will participate in</p> <p>-Multi-Tiered Support System (MTSS) based on academics and behavior.</p>	<p>SCOH TRC encrypted website:</p> <p>PIVOT Inspect/Skyward/MTSS Page Transition to Skyward</p> <p>PIVOT Early Warning Indicator System/Skyward - 5Labs Transition</p> <p>Pivot Website</p>	<p>*2. All students receive tiered support through MTSS.</p> <p style="text-align: center;"><u>Data:</u></p> <p>-MTSS Meetings</p> <p>-MTSS Plans</p> <p>-EWIS (Early Warning Indicator System)</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>2. During PLCs, teachers meet to discuss MTSS updates by grade level. MTSS Leadership Team follow-up with Tiered support (I, II, III).</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>2. Superintendent, Principals, Counselors, MTSS Leadership Team, and all teachers</p>	2018-2022
<p>-All students will participate in</p> <p>-Multi-Tiered Support System (MTSS) based on academics and behavior.</p>	<p>ASCA Training Information and Data</p>	<p>*3. All counselors attend ASCA Professional Development and deliver services.</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>3. All Counselors are completing full ASCA implementation training, including: PD sessions,</p>	2018-2022



Joan Martin Elementary Strategic Plan



		<p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -Participation in PD -Application (Observation, Instructional Round) 	<p>textbook studies, and homework assignments through National Trainer.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>3. Director of Guidance and Counseling Services, Superintendent, Counselors</p>	
	Gallup Survey Data	<p>*4. All students have access to a mental health counselor for social emotional needs.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -Referral data in Skyward -Caseload Data -Therapy session Data -MTSS Plans -EWIS (Early Warning Indicator Systems) 	<p style="text-align: center;"><u>Actions:</u></p> <p>4. Mental Health Counselor (MHC) works under the supervision of the Director of Guidance and Counseling. The MHC works with students one-on-one, in small groups, and spends time at the middle and high school where she offers social and emotional support services and helps build/sustain our trauma-sensitive culture. Also, the Brickie Clinic at HHS is adding a mental health counselor who can service all students.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>4. Superintendent, Director of Guidance and Counseling Services, Mental Health Counselor, Counselors, St. Mary's</p>	2018-2022



Joan Martin Elementary Strategic Plan



			Medical Center.	
	<p>Human Development and Wellness 2017-2018 Syllabus</p> <p>Wellness Plan Goals Example</p> <p>Pivot Inspect/MTSS Page Transition to Skyward</p> <p>Pivot Early Warning System/Transition to Skyward and 5Labs data warehouse</p> <p>Pivot Website</p>	<p>*5. Students work with Leadership Mentor/Drug Program Advisor, Wellness Coordinators for nutrition, activity, sleep, and mindfulness.</p> <p style="text-align: center;"><u>Data:</u></p> <p>-Wellness Plan Goal Data -Coordinated events and participation at the elementary schools -Wellness Coordinator Mentor Data -Leadership Mentor/Drug Program Advisor -EWIS: Attendance, Behavior, Course Grades (A,B,C Data)</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>5. Wellness Coordinators & Leadership Mentor/Drug Program Advisor implement a whole child wellness plan across the entire district, combining emotional fitness with physical fitness. Meet with students one-on-one to develop and implement developmentally appropriate programming for all students in the areas of mindfulness, good nutrition, sleep, and fitness.</p> <p>Coordinators also focus on how these factors impact overall health, wellness, and happiness. Coordinators help students set short-term and long-term goals so that they have a clear plan in place. Furthermore, the Wellness Coordinators additionally assist in reducing the anxiety that accompanies grade level transitions.</p> <p>A Leadership Mentor/Drug Program Advisor will assist with implementing leadership and drug</p>	2018-2022



Joan Martin Elementary Strategic Plan



			<p>programming with students.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>5. Superintendent, Wellness Coordinators, Leadership Mentor/Drug Program Advisor, Counselors, and Principals</p>	
	<p>SCOH encrypted on TRC SCOH School Safety Page</p> <p>SCOH School Safety Late Start Presentation Part 1</p> <p>SCOH School Safety Late Start Presentation Part 2</p> <p>SCOH CrisisGo FAQs</p> <p>School Safety on SCOH Public Website</p>	<p>*6. All stakeholders use tools and strategies for a safe school and community.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -CrisisGo Training Data -Crisis Review Meetings -Tabletop Exercise Data -Drill Data/Student Training (Structured/Unstructured Times) -Safe Schools Tip Data -Safe Zones -ALICE Training -Consistent emergency preparedness language and procedures throughout the district 	<p style="text-align: center;"><u>Actions:</u></p> <p>6. All staff utilize CrisisGo, a safety app downloaded on all school-issued devices. Also routinely practice safety drills and debrief/plan with Security Team.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>6. Superintendent, Director of School Safety, Security Team, Director of HR & Compliance, all employees</p>	2018-2022
	Restorative Practices and	**7. All students goal set, use Grit (Growth Mindset),	<p style="text-align: center;"><u>Actions:</u></p> <p>7. All students participate in</p>	2018-2022



Joan Martin Elementary Strategic Plan



	<p>Responsive Classroom Professional Development</p> <p>Human Development and Wellness 2017-2018 Syllabus</p> <p>Wellness Plan Goals Example</p> <p>Mindfulness</p> <p>Mindfulness 2</p> <p>Why Try and Resilience for Youth</p> <p>Free the Horses</p> <p>7 Habits of Happy Kids</p> <p>Bullying Prevention Grit and Growth Mindset</p>	<p>and strive for All My Life I want to Be a Brickie. Work! Work! Work!</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -Discipline Data -WhyTry PD and Application Data (Observation, Instructional Round) -Course Participation Data -Too Good For Drugs Courses and Graduation Participation -Free the Horses (Transitioning in 2019 to Too Good For Violence) -Think First. Stay Safe-Child Sexual Abuse Prevention Education -Red Ribbon Week -7 Habits of Happy Kids -Bullying Prevention -Martin Luther Fighting Fair -EWIS: Attendance, Behavior, Course Grades (A,B,C Data) 	<p>growth mindset curriculums through programs such as: Free the Horses, Think First, Stay Safe-Child Sexual Abuse Prevention, Mindfulness, Adult Roles and Responsibilities, and Human Development & Wellness. SCOH utilizes Why Try, and Resilience for Youth to teach coping strategies. Too Good For Drugs and Violence taught in grades 5.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>7. Health Teachers, Wellness Coordinators, Leadership Mentor/Drug Program Advisor, Superintendent, Director of Elementary Curriculum, Director of College and Careers, Principals, Counselors, Hobart Police Department, SROs, and Security Team</p> <p>2019 Free the Horses Transition to Too Good For Violence</p>
--	--	--	---



Joan Martin Elementary Strategic Plan



	<p>Too Good For Drugs</p> <p>Martin Luther Fighting Fair</p> <p>Suicide Prevention Training for grade 5 (2019)</p>			
	<p>SCOH TRC encrypted website: SCOH School Safety Page</p> <p>SeeSaw</p> <p>Citizenship and Discipline Page</p> <p>School Safety on SCOH Public Website</p> <p>Report it! SafeSchools Alert - district's tip reporting service</p>	<p>**8. All students develop a digital presence that is safe.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -Annual Notices and Handbook Data -Student Internet Training Log by Class -Learning.com data -Safe Schools data -Digital Portfolio (Student Brand or SeeSaw) -EWIS: Attendance, Behavior, Course Grades (A,B,C Data) 	<p style="text-align: center;"><u>Actions:</u></p> <p>8. All students will receive Internet safety instruction and progressively learn more about digital citizenship and building their personal brands, one brick at a time.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>8. Superintendent, Director of Elementary Curriculum, Media Center Specialists, Director of College and Careers, Professional Development Coordinator, Director of Technology, Principals, Teachers, Media Specialists</p>	<p>2018-2022</p>



Joan Martin Elementary Strategic Plan



	<p>Citizenship and Discipline Page</p> <p>Annual Notices</p> <p>Student Handbooks</p>			
	<p>Service Learning</p> <p>Community Service Log Sheet</p> <p>Pivot Website</p> <p>Transition to Skyward and 5Labs data warehouse</p> <p>Cultivate Kindness Professional Development</p> <p>Community Service Form 2017-2018:</p> <p>Parent Involvement Communication</p>	<p>**9. All students have the opportunity to participate in service.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -School Logs of Service Hours - School Facebook page, monthly school newsletter, weekly notables, school website, and calendar. -District Focus newsletter and weekly notables -Classroom Facebook pages/newsletters -EWIS: Attendance, Behavior, Course Grades (A,B,C Data) -Pennies for Patients: Leukemia and Lymphoma Society -Riley's Wagons: Riley's 	<p style="text-align: center;"><u>Actions:</u></p> <p>9. Service Learning opportunities are ongoing for all students. All students in every class, however, focus on doing for others. Through events and all sorts of activities and programs, events, and activities - students form chain reactions built on serving others.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>9. Superintendent, Club Sponsors, Brickie Leaders, Student Council</p>	<p style="text-align: center;">2018-2022</p>



Joan Martin Elementary Strategic Plan



		<p>Children’s Hospital</p> <p>-Chasing Dreams Foundation</p> <p>-Food Drive Totals for annual Hobart Food Pantry Food Drive</p>		
	<p>-Student Council</p> <p>- Brickie Leaders</p> <p>- Care Corps</p> <p>- Hero Helpers</p> <p>-Other after school clubs</p>	<p>**10. Students have the opportunity to participate in an extracurricular activity that engages and connects them to school.</p> <p style="text-align: center;"><u>Data:</u></p> <p>-School Logs of Extra Curricular Participation</p> <p>-Student Participation data in Skyward and 5Labs data warehouse</p> <p>-EWIS: Attendance, Behavior, Course Grades (A,B,C Data)</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>10. School clubs and faculty members offer extracurricular opportunities to students throughout the school year.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>10. Club sponsors, Principals, and Superintendent</p>	2018-2022
	<p><u>Too Good For Drugs</u></p> <p><u>Why Try and Resilience for Youth</u></p> <p><u>Pivot Early Warning</u></p>	<p>**11. All students learn about drug free living.</p> <p style="text-align: center;"><u>Data:</u></p> <p>-Too Good For Drugs Courses and Graduation</p>	<p>**11. All students learn about drug free living through participation in growth mindset curriculums through programs that focus on drug free living through mindfulness, Too Good for Drugs, Restorative Practices S.M.A.R.T.</p>	2018-2022



Joan Martin Elementary Strategic Plan



	<p>System/Transition to Skyward and 5Labs data warehouse</p> <p>Restorative Practices and Responsive Classroom Professional Development - PD Catalog</p>	<p>Participation</p> <ul style="list-style-type: none">-Red Ribbon Week-Free the Horses-Why Try and Resilience for Youth	<p>Goals, and healthy living.</p> <p><u>Responsibilities:</u></p> <p>11. Wellness Coordinator, Leadership Mentor/Drug Program Advisor, SROs and Security Team, Club sponsors, Principals, and Superintendent, Director of Elementary Curriculum, Teachers, Home-School Coordinator, Hobart Police Department</p>	
--	---	--	--	--



Joan Martin Elementary Strategic Plan



High Expectations

An institution's stated commitment and demonstrated actions in support of high expectations for all stakeholders, including excellent student learning outcomes and success, high levels of teacher quality and support, leadership effectiveness, proactive community engagement, and valuable parent involvement.

Quality of Information to make meaningful decisions about this factor (Goals/Strategies/Interventions)	Data/Information Available (Evaluation)	Data/Information we need in order to make meaningful decisions about this factor *New Priorities **Continuing Priorities	Actions to take/Responsibility	Complete
<p>Goal:</p> <p>-All students will increase academic achievement with a specific focus on language arts and problem solving across the curriculum.</p> <p>Programming and Curriculum Strategies/Interventions:</p> <p>Curriculum Instruction and Assessment:</p> <p>The school-wide language of instruction is used regularly by faculty in their professional learning communities.</p>	<p>Elementary Curriculum Mapping Updates</p> <p>Digital Portfolio, WBL, and Service Learning Pages</p> <p>-SCOH Programs and Assessment</p>	<p>*1. All Joan Martin students will strive to meet grade level state standards with 80% proficiency, with the goal in mind to eventually graduate with state requirements including a high school diploma, employability skills, and college/career credentials.</p> <p><u>Data:</u></p> <p>-EWIS: Attendance, Behavior, Course Grades (A,B,C Data)</p> <p>-State and Local assessments</p>	<p><u>Actions:</u></p> <p>1. The SCOH is training all students early on to prepare for College and Career employability. This action is accomplished through our employability skills, participation in College Go Week, Naviance Curriculum, emphasis on service, and Project Based Learning.</p> <p>2. The district will communicate high expectations of college and careers 1-5 via phone, live workshops, one-to-one meetings, SCOH web page, newsletters, and Skyward access.</p>	<p>2018-2022</p>



Joan Martin Elementary Strategic Plan



<p>-All students will receive a curriculum based on defined expectations for student learning from the Indiana Academic Standards (IAS). -All students will increase skills identified in the Indiana Academic Standards as a result of regular data analysis to inform instruction and curricular needs as identified from professional learning communities.</p>		<p>-Grade level State Standard Benchmarks -Curriculum Map PBL Units</p>	<p><u>Responsibilities:</u> 1. Superintendent, Director of Counseling and Services, Director of Elementary Curriculum, Director of College and Careers, Counselors, Principals. All Teachers</p>	
<p><u>Professional Learning Communities Strategies/Intervention:</u> All teachers are a part of professional learning communities. Professional Learning Communities will participate in ongoing training of curriculum, data tools and analysis. Joan Martin and the district provide professional development</p>	<p>Elementary Curriculum Mapping Updates Joan Martin Master Schedule</p>	<p>*2. Joan Martin and the district provide rigorous curriculum opportunities through continuous curriculum programming and mapping. <u>Data:</u> -Curriculum Maps -Career Pathway Guides</p>	<p><u>Actions:</u> 2. A dynamic approach taken with curriculum mapping and programming since both are adjusted and regularly refined to align with student needs, legislative changes, and CCR needs. <u>Responsibilities:</u> 2. Superintendent, Director of Elementary Curriculum, Director of College and Careers, Principals, and all teachers.</p>	<p>2018-2022</p>
<p>a. Late Start Wednesdays b. Professional Development Calendar and Catalog c. Peer Mentoring /Co-teaching d. Joan Martin and the district are</p>	<p>Digital Portfolio, WBL, and Service Learning Pages ReadyNWI</p>	<p>*3. Joan Martin and the district partner with higher education to offer college and career awareness. <u>Data:</u></p>	<p><u>Actions:</u> 3. The SCOH is regularly providing new opportunities for our students to partake in experiences, build soft skills, participate in Early College awareness, and become more</p>	<p>2018-2022</p>



Joan Martin Elementary Strategic Plan



<p>sponsors of Professional Growth Points (PGPs) for license renewal.</p> <p>e. Joan Martin and the district establish flexible schedules so teachers can meet and practice what they have learned (or to continue their learning). Outside Professional Development, as Required, to Train Trainers for In-house Professional m Development</p>		<p>-Guest Speaker Data -Kuder Galaxy</p>	<p>college and career ready.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>3. Superintendent, Director of College and Careers, Director of Counseling Services, Community Leaders, Higher Ed. Partners, World of Work Coordinator, WBL Coordinator, principals, teachers, and guest speakers</p>	
<p>Joan Martin and the district provide professional development.</p> <p>Program components include the following:</p> <p>-Flexibility of Professional Development Opportunities</p> <p>a. A Professional Development Catalog is published annually-including professional development to increase cultural competency within the school within the PD Catalog (Spring Sessions TBA) & attendance of Wabash Valley Training Sessions.</p> <p>b. Peer Mentoring/Coaching Partner/Instructional Rounds are available</p> <p>c. Job-embedded training is available.</p> <p>d. Joan Martin and the district are</p>	<p>TRC encrypted on SCOH website - Marzano Evaluation System and PD Calendar and Catalog</p> <p>SCOH Evaluation Results Yearly Comparison</p>	<p>**4. Joan Martin and the district maintain an evaluation system for classified and certified staff that provides opportunities for continuous professional development.</p> <p style="text-align: center;"><u>Data:</u></p> <p>-Marzano Teacher/Administrator Evaluation Data -Classified Staff Data -Professional Development Calendar and Catalog -PGPs awarded -Outside Conference Participation</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>4. All staff are evaluated using the Marzano Focused Teacher Evaluation Model Framework. The Marzano Framework matches-up greatly with the eleot framework since it is so heavily focused on the most important stakeholder - the student/learner. Evaluations are based on measuring the degree students are engaged in their learning environment through the lens of various contexts or settings and not to gather data or evaluate a teacher’s performance. However, the data collected on student engagement can inform how well the teacher plans and facilitates learning experiences that promote student engagement.</p>	<p>2018-2022</p>



Joan Martin Elementary Strategic Plan



<p>sponsors for Professional Growth Points (PGP) for license renewal.</p> <p>e. Joan Martin and the district establishes flexible schedules so teachers can practice what they have learned (or to continue their learning).</p> <p>f. Outside Professional Development, as required, to train teachers for In- house Professional Development</p> <p>-Provisional Support/ Administrative Support Team</p> <p>a. Aligns and organizes staff development</p> <p>b. Supports teachers both emotionally and technically</p> <p>c. Essential link for empowering teachers to learn and grow</p> <p>d. Establishing flexible schedules so teachers can practice what they have learned (or continue their learning)</p> <p>-Collaborative Development</p> <p>a. Encourages and facilitates team teaching and peer mentoring</p> <p>b. Provides teachers time to visit each other’s classrooms to observe</p> <p>c. Schedules meetings among teachers to plan and evaluate instruction</p>			<p style="text-align: center;"><u>Responsibilities:</u></p> <p>4. Superintendent, Director of HR & Compliance, All Principals, Director of Elementary Curriculum, Director of College and Careers, Director of Guidance and Counseling Services</p>	
	<p><u>Elementary Curriculum Mapping Updates</u></p> <p><u>Early Warning System/Transition to Skyward and 5Labs data warehouse</u></p> <p><u>Pivot Website</u></p> <p><u>Transition to Flow360 for Formative Assessments</u></p>	<p>**5. Professional Learning Communities will participate in ongoing training of curriculum, data tools and analysis.</p> <p style="text-align: center;"><u>Data:</u></p> <p>-PLC Meeting Data</p> <p>-Curriculum Maps</p> <p>-Formative Data <u>Assessments</u></p> <p>-<u>Transition to Flow360 for Formative Assessment</u></p> <p>-EWIS: Attendance, Behavior, Course Grades (A,B,C Data)</p> <p>-MTSS Meeting Data and Plans</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>5. Teachers meet in grade-level and department PLCs on a weekly and monthly basis to learn about new curricular efforts and programs, tools, needs, and developments as well as data analysis.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>5. Superintendent, Director of Technology, Professional Development Coordinator, Superintendent, Director of HR & Compliance, All Principals, Director of Elementary Curriculum, Director of College and Careers, Director of Guidance and Counseling Services, and teachers</p>	<p style="text-align: center;">2018-2022</p>



Joan Martin Elementary Strategic Plan



<p>-Teacher Recognition a. Encouraging teachers to share experiences by writing articles, sharing at conferences, leading workshops, etc. b. Encouraging and financially supporting teachers to attend other means of professional development outside of Joan Martin and the district.</p>	<p>TRC encrypted on SCOH website Professional Development Offerings - PD Calendar and Catalog Teacher Induction SCOH ARC encrypted: Cabinet Meetings Administrative Retreat for School Year Planning and PD</p>	<p>**6. Joan Martin and the district empower staff through job embedded professional development, peer coaching, mentors, outside professional conferences, and college courses.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -Professional Development Calendar and Catalog -PLC for Curriculum Mapping -PGPs awarded -Outside Conference Participation -Instructional Rounds -Mentors Assigned 	<p style="text-align: center;"><u>Actions:</u></p> <p>6. All teachers and administrators participate in weekly PD meetings on Wednesdays during Late Start. The SCOH hosts several recurring and special events for our staff and others across the state.. Superintendent always sends out invites to all teachers and administrators to attend PD sessions and also welcomes proposals from staff members to do so.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>6. Superintendent, Director of Technology, Professional Development Coordinator, Superintendent, Director of HR & Compliance, All Principals, Director of Elementary Curriculum, Director of College and Careers, Director of Guidance and Counseling Services, and teachers, Leadership Mentor/Drug Program Advisor</p>	<p style="text-align: center;">2018-2022</p>
	<p>Elementary Curriculum Mapping Updates</p>	<p>**7. Joan Martin and the district provide collaborative learning opportunities for sharing and growth.</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>7. See above. Additional opportunities are provided before, during, and after school on a</p>	<p style="text-align: center;">2018-2022</p>



Joan Martin Elementary Strategic Plan



	<p>SCOH ARC encrypted) Cabinet Meetings</p> <p>Administrative Retreat for School Year Planning and PD</p> <p>TRC encrypted on SCOH website Professional Development Offerings - PD Calendar and Catalog</p> <p>Teacher Induction</p> <p>SCOH ARC encrypted: Cabinet Meetings</p> <p>Administrative Retreat for School Year Planning and PD</p>	<p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -Professional Development Calendar and Catalog -PLC for Curriculum Mapping -PGPs awarded -Outside Conference Participation -Instructional Rounds -Mentors Assigned -Marzano Teacher Peer Evaluation 	<p>daily/weekly basis. Summer opportunities additionally available. Also, teachers go on and offer instructional rounds to replicate best practices. Can evaluate one other in Marzano, non-punitively.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>7.Superintendent, Director of Technology, Professional Development Coordinator, Superintendent, Director of HR & Compliance, All Principals, Director of Elementary Curriculum, Director of College and Careers, Director of Guidance and Counseling Services, and teachers, Leadership Mentor/Drug Program Advisor</p>	
--	---	---	--	--

Impact of Instruction The capacity of every teacher to purposefully and intentionally create an environment that empowers all students to be successful in their learning and reach expected levels of achievement including readiness to transition to the next level of learning or career pathway.				
Quality of Information to make meaningful decisions about this factor (Goals/Strategies/Interventions)	Data/Information Available (Evaluation)	Data/Information we need in order to make meaningful decisions about this factor *New Priorities **Continuing Priorities	Actions to take/Responsibility	Complete
<p style="text-align: center;"><u>Goal</u></p> <p>-All students will read and comprehend a variety of genres (types) and informational text, as well as communicate ideas through writing.</p> <p style="text-align: center;"><u>Language Arts Strategies/Interventions:</u></p> <p>-Curriculum, Instructional, and Assessment: -All students will increase skills in reading and writing through monitoring progress on Indiana Academic Standards. -All students will increase reading and writing skills as a result of participating in</p>	<p>SCOH STEM Applications: 2017-2018</p> <p>Elementary Curriculum Mapping Updates</p> <p>Brickie Maker and Innovator Faire</p> <p>Career Pathway Guide</p> <p>CRISS Professional Development</p>	<p>*1. All Joan Martin students will participate in STEM/STEAM opportunities</p> <p style="text-align: center;"><u>Data:</u></p> <p>-State STEM Certification -Curriculum Maps -Career Pathway Guide -Maker Fair Participation -Maker Spaces -Club Participation -Project Lead the Way Student Module Data</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>1. Joan Martin and the district will continue to seek programming as well as after school opportunities for STEM/STEAM. SCOH will also add makerspaces and will continue to host and promote our maker innovator fair. All teachers will implement PLTW modules with fidelity.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>1. Superintendent, All Principals, Director of Elementary Curriculum, Director of College and Careers, Teachers, Director of Technology, Professional Development Coordinator</p>	<p style="text-align: center;">2018-2022</p>



Joan Martin Elementary Strategic Plan



<p>balanced literacy. -All students will increase fluency and comprehension by using reading skills/strategies with a variety of texts across the curriculum. -All students will increase communication skills by writing across the curriculum. -All students will increase reading and writing skills by using technology tools across the curriculum. -All students will participate in Creating Independence Through Student-owned Strategies (CRISS).</p> <p style="text-align: center;"><u>Goal:</u></p> <p>-All students will use problem solving skills to think critically and apply knowledge and reason to solve problems.</p> <p style="text-align: center;"><u>Problem Solving Strategies/ Interventions:</u></p> <p>Curriculum, Instructional and Assessment:</p> <p>-All students will increase skills in mathematics through monitoring progress on Indiana</p>	<p>Project Lead the Way</p>			
	<p>Elementary Curriculum Mapping Updates</p> <p>CRISS Professional Development</p> <p>MTSS Plan</p> <p>EL Plan</p> <p>SCOH Programs and Assessment</p> <p>Project Lead the Way</p>	<p>*2. All Joan Martin students will participate in project/problem based learning.</p> <p style="text-align: center;"><u>Data:</u></p> <p>-Curriculum Maps -Career Pathway Guide -Project Lead the Way Student Module Data</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>2. Teachers meet in grade levels, cross-curricularly, and by department with Director of Elementary Curriculum/Director of College and Careers to embed STEM/STEAM in all maps.</p> <p>Teachers meet with MTSS teams and additional services staff for adaptations.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>2. Superintendent, All Principals, Director of Elementary Curriculum, Director of College and Careers, and All Teachers</p>	2018-2022
	<p>Digital Portfolios</p>	<p>*3. All Joan Martin students will create digital portfolios that showcase their work and growth.</p> <p style="text-align: center;"><u>Data:</u></p> <p>-Seesaw Data</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>3. All students create, develop, and publish/present a digital portfolio that includes a personal statement, study and career interests, resume, showcase pieces, extracurriculars, certifications, academics, internships/jobs, community</p>	2018-2022



Joan Martin Elementary Strategic Plan



<p>Academic Standards (IAS). -All students will increase problem solving skills through differentiated instruction across the mathematics curriculum that emphasizes conceptual understanding. -All students will use reasoning and critical thinking to solve problems through applied mathematics across the curriculum that provide relevant, concrete, and everyday problems.</p>		<p>-Google Sites Data -Administrative Portfolio Review of Student Portfolios (Each Semester)</p>	<p>service, and course artifacts from every grade level/course (1+/semester).</p> <p><u>Responsibilities:</u> 3. Superintendent, Director of College and Careers, Professional Development Coordinator, Director of Technology, Principals, and teachers</p>	
<p>-Students participating in career academies will use the defined curriculum set forth by industry and/or institution that established them. -All students will increase problem solving skills by using technology tools across the curriculum. -All students will participate in Creating Independence Through Student-owned Strategies (CRISS).</p> <p><u>Student Support:</u> -Students will participate in Multi-Tiered Support System</p>	<p>TRC encrypted on SCOH website Professional Development Offerings - PD Calendar and Catalog</p> <p>SCOH Programs and Assessment</p> <p>Dyslexia PD and Screenings</p> <p>Digital Portfolios</p> <p>Khan Academy</p>	<p>** 4. All Joan Martin students will increase fluency and comprehension by using reading skills/strategies with a variety of texts across the curriculum.</p> <p><u>Data:</u> SCOH Programs and Assessment include: Classroom Assessments-running records, rubrics, checklists, quizzes, unit tests, Checklists, Common Formative Assessments (CFAs), Leveled Literacy Intervention (LLI), Formal scales, Guided Reading,</p>	<p><u>Actions:</u> 4. All Teachers trained on reading skills/strategies. Newsela, ReadWorks, Khan Academy, and other programs are used to measure and build on literacy skills. Close reading strategies, Guided Reading, balanced literacy approaches, and reading workshops held to promote and sustain the development of these skills/strategies.</p> <p>Teachers meet with MTSS teams and additional services staff for adaptations.</p> <p><u>Responsibilities:</u> 4. Superintendent, Director of</p>	<p>2018-2022</p>



Joan Martin Elementary Strategic Plan



<p>(MTSS) based on achievement and behavior levels - including methods to improve the cultural competency of teachers, administrators, staff, parents, and students - such as the identification of all racial, ethnic, language-minority, cultural exceptional learning and socioeconomic groups along with culturally appropriate strategies for increasing educational opportunities and performance for represented groups.</p> <ul style="list-style-type: none"> -Students will participate in enriched and high ability courses based on achievement levels. -Students who qualify for additional services will be provided extra instructional support -Students will participate in after-school clubs and extracurricular activities. 	<p>SCOH TRC encrypted website: Literacy Resources</p> <p>Professional Development Offerings - PD Calendar and Catalog</p> <p>NEWSELA</p> <p>ReadWorks</p> <p>SeeSaw</p> <p>Wilson Reading and Foundations</p> <p>Guided Reading</p> <p>MTSS Plan</p> <p>EL Plan</p> <p>Journey's Reading</p>	<p>Wilson Reading and Foundations.</p> <p>Accelerated Reading and Math</p> <p>Dyslexia K-2 Screening</p> <p>Transition to Flow360 for Formative Assessment</p> <p>Benchmark Assessments- Lexile, quarterly standards based assessments, PI</p> <p>External Summative Assessments- ISTEP+, ILEARN, IAM, IREAD3, WIDA, Digital Portfolios</p> <ul style="list-style-type: none"> -Khan Academy Data -NEWSELA Data -Readworks Data -Literacy PD Training -SeeSaw Data -Google Sites Data -Journey's Data 	<p>Elementary Curriculum, Director of College and Careers, Professional Development Coordinator, Director of Technology, Principals, and teachers</p>	
--	--	--	---	--



Joan Martin Elementary Strategic Plan



	<p>SCOH Programs and Assessment</p> <p>PIVOT Inspect / MTSS Page</p> <p>Transition to Skyward</p> <p>Elementary Curriculum Mapping Updates</p> <p>Digital Portfolios</p> <p>SCOH TRC encrypted website: Literacy Resources</p> <p>Professional Development Offerings - PD Calendar and Catalog</p> <p>SeeSaw</p> <p>NEWSELA</p>	<p>**5. All students will increase communication skills by writing across the curriculum.</p> <p style="text-align: center;"><u>Data:</u></p> <p>SCOH Programs and Assessment</p> <p>Include: Classroom Assessments- running records, rubrics, checklists, quizzes, unit tests, Rubrics, Checklists, Leveled Literacy Intervention (LLI), Formal scales, Wilson Reading, Foundations</p> <p>Accelerated Reading and Accelerated Math Transition to Flow360 for Formative Assessment</p> <p>Benchmark Assessments- Lexile (RI), quarterly standards based assessments, PI</p> <p>External Summative Assessments- ISTEP+,</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>5. All Teachers trained on writing skills/strategies. Strategies such as: 6+1 Traits of Writing, Yes Ma'am, Hamburger Method 3-5, Lucy Calkins Units of Writing, and Writing Workshops will be used in cross-curricular ways to reinforce the development and refinement of these skills. Khan Academy and other programs are used to measure and build on writing skills.</p> <p>Teachers meet with MTSS teams and additional services staff for adaptations.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>5. Superintendent, Director of Elementary Curriculum, Director of College and Careers, Professional Development Coordinator, Director of Technology, Principals, and teachers</p>	<p>2018-2022</p>
--	---	---	---	------------------



Joan Martin Elementary Strategic Plan



	<p>ReadWorks</p> <p>Wilson Reading and Foundations</p> <p>MTSS Plan</p> <p>EL Plan</p>	<p>I LEARN, IAM, IREAD3, WIDA, Digital Portfolios</p> <p>-Khan Academy Data</p> <p>-Literacy PD Training</p> <p>-SeeSaw Data</p> <p>-Google Sites Data</p>		
	<p>SCOH Programs and Assessment</p> <p>PIVOT Inspect/MTSS Page</p> <p>Transition to Skyward</p> <p>Elementary Curriculum Mapping Updates</p> <p>Digital Portfolios</p> <p>SCOH TRC encrypted website</p> <p>Math</p> <p>Professional</p>	<p>**6. All Joan Martin students will use reasoning and critical thinking to solve problems through applied mathematics across the curriculum that provide relevant, concrete, and everyday problems.</p> <p style="text-align: center;">Data:</p> <p>SCOH Programs and Assessment</p> <p>include:</p> <p>Classroom Assessments- running records, rubrics, checklists, quizzes, unit tests, Rubrics, Checklists, Leveled Literacy Intervention (LLI), Formal scales</p> <p>Transition to Flow360 for</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>6. 21st-century skills involving critical thinking and problem-based learning activities will be incorporated into courses in a cross-curricular manner through curriculum mapping. A focus on the math process standards will be implemented. Teachers will work together to continue being more deliberate with breaking these skills down for students and will increase knowledge on scaleable practices through co-teaching, PD sessions, instructional rounds, and out-of-school PD sessions.</p> <p>Teachers meet with MTSS teams and additional services staff for adaptations.</p>	<p>2018-2022</p>



Joan Martin Elementary Strategic Plan



	<p>Development Offerings - PD Calendar and Catalog</p> <p>Khan Academy</p> <p>SeeSaw</p> <p>enVision Math 2.0 1-5 Curriculum</p> <p>Fastt Math/Fraction Nation</p>	<p>Formative Assessment</p> <p>Benchmark Assessments- Lexile, quarterly standards based assessments, PI</p> <p>External Summative Assessments- ISTEP+, ILEARN, IAM, IREAD3, WIDA, Digital Portfolios</p> <p>-Khan Academy Data -Math PD Training -SeeSaw Data -Google Sites Data -enVision online Data and student grades</p>	<p style="text-align: center;"><u>Responsibilities:</u></p> <p>6. Superintendent, Director of Elementary Curriculum, Director of College and Careers, Professional Development Coordinator, Director of Technology, Principals, and teachers</p>	
	<p>SCOH Programs and Assessment</p> <p>PIVOT Inspect/MTSS Page</p> <p>Transition to SKyward</p> <p>Elementary Curriculum Mapping</p>	<p>**7. All Joan Martin students will increase problem solving skills by using technology tools across the curriculum.</p> <p style="text-align: center;"><u>Data:</u></p> <p>-Curriculum Maps -PD Calendar and Catalog</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>7. Technology staff members and the Technology Professional Development Coordinator work with all teachers to design and implement learning activities and assessments in cross-curricular ways that embody the 21st-century skills needed for CCR.</p>	<p>2018-2022</p>



Joan Martin Elementary Strategic Plan



	<p>Updates</p> <p>Digital Portfolios</p> <p>Professional Development Offerings - PD Calendar</p> <p>Digital Portfolios</p> <p>SeeSaw</p> <p>enVision Math 2.0 online component Fastt Math/Fraction Nation</p>	<p>-Job embedded PD Data</p> <p>-Seesaw Data</p> <p>-Google Sites Data</p> <p>-enVision online Data and student grades</p>	<p><u>Responsibilities:</u></p> <p>7. Superintendent, Director of Elementary Curriculum, Director of College and Careers, Professional Development Coordinator, Director of Technology, Principals, and teachers</p>	
--	---	--	--	--



Joan Martin Elementary Strategic Plan



Resource Management

The ability of a school to plan, secure, and allocate its resources (human, material, and fiscal) to meet the needs of every learner. Resources align to learner-centric priorities; is able to find and support high quality talent; integrates digital resources; provides access to digital resources and strategically analyzes use of resources and outcomes/success.

Quality of Information to make meaningful decisions about this factor (Goals/Strategies/Interventions)	Data/Information Available (Evaluation)	Data/Information we need in order to make meaningful decisions about this factor (New and Continuing Priorities)	Actions to take/Responsibility	Complete
<p><u>Goal:</u> All students' achievement is ensured by providing resources and services necessary to support success.</p> <p><u>Resources and Support Systems</u></p> <p><u>Strategies/Interventions:</u> The district employs a Director of Human Resources and Compliance who helps coordinate the employment and training of employees. Joan Martin and the district recruit, employ,</p>	<p>Vision2020/Referenda</p> <p>SCOH encrypted ARC: District planning</p>	<p>*1. The district received a capital improvement bond for large scale building improvements.</p> <p><u>Data:</u></p> <ul style="list-style-type: none"> -Facility Plans -Technology Plans -Staffing Plans -Curricular Programming -Safety Plans -CPF Emergencies -Demographic Study -ADM Data 	<p><u>Actions:</u></p> <p>1. Receiving the capital improvement bond for large scale building improvements equips the SCOH to plan for the future and ensure our funds are available for future infrastructure needs.</p> <p><u>Responsibilities:</u></p> <p>1. Superintendent, Business Manager, Board of Trustees</p>	<p>2018-2022</p>



Joan Martin Elementary Strategic Plan



<p>and mentor qualified professional staff. Support staff, including bus drivers, custodians, and food service employees are hired according to qualifications and training. Joan Martin administration and the district maintain an evaluation system for classified and certified staff that provides opportunities for continuous professional development.</p> <p>The district employs a Business Manager who follows the state's funding formula and recommends appropriations that are representative of revenue received and plans a budget to achieve the implementation of Joan Martin and the district Strategic Plan.</p>		-Financial Debt Data		
	<p>Vision2020/Referenda</p> <p>SCOH encrypted ARC: District planning</p>	<p>*2. The district received an operational bond to offset the property tax caps due in 2020.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -Policy Analytics Report -Transportation Plan -Bus Replacement Plan -Financial Debt Data 	<p style="text-align: center;"><u>Actions:</u></p> <p>2. The operational bond that offsets property tax caps helps citizens in Hobart and business owners to operate in a fiscally beneficial manner and thus improves morale and relationships between all stakeholders.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>2. Superintendent, Business Manager, Board of Trustees</p>	2018-2022
	<p>SCOH encrypted ARC: District planning</p> <p>10 Year Maintenance Facility Project Plan</p> <p>10 Year Technology Plan</p> <p>Bond Upgrades</p> <p>Bus Replacement Plan</p> <p>Budget Planning Information (Encrypted)</p>	<p>**3. The district will budget and protect assets and financial stability.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -Facility Plans -Technology Plans -Staffing Plans -Curricular Programming -Safety Plans -Facility Emergencies -Demographic Study 	<p style="text-align: center;"><u>Actions:</u></p> <p>3. Through budgeting and preparing our assets and ensuring we are financially stable, the SCOH is able to ensure the safety and security of our current and future needs and the well-being of our current and future Brickies including the following.</p> <ul style="list-style-type: none"> -Resources are budgeted yearly to maintain sufficient staffing to promote educational programs. 	2018-2022



Joan Martin Elementary Strategic Plan



<p>-The district employs a Director of Elementary Curriculum, a Director of College and Careers, as well as a Director of Guidance Services for student achievement academically and social-emotionally.</p> <p>- The district has a Director of Special Education through the Northwest Indiana Special Education Cooperative.</p> <p>-The district has an English Language Coordinator.</p> <p>-The district employs a</p>	<p>Boiler Plant Study</p> <p>Curriculum Maps</p> <p>SCOH College and Careers Website</p> <p>CNA Plan (Special Ed)</p> <p>EL Plans</p> <p>Maintenance Page</p> <p>Emergency Preparedness Plans (CrisisGo)</p>	<p>-ADM Data</p> <p>-Financial Debt Data</p> <p>-Form 9 Data</p> <p>-Form 30A Data</p> <p>-Grant Awards</p>	<p>-Student safety, learning environment, maintaining equipment and the introduction of new technologies into the classroom are budget priorities.</p> <p>-An appropriation contingency line is budgeted each year for unexpected expenses to prevent cuts in educational programs and staffing.</p> <p>-Tax rate neutral negotiable one year notes are issued to maintain and improve infrastructure, safety and technology upgrades.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>3. Superintendent, Business Manager, Board of Trustees</p>	
<p>Director of Support Services who leads site and facility maintenance in order to provide a safe, clean, and comfortable learning environment.</p> <p>-The district employ a Food Services Director to provide a healthy menu of nutrition for students.</p> <p>The district employs a</p>	<p>SCOH Grants</p> <p>Round 2 Lilly Grant for Mental Health Counselor</p> <p>Title IV Part A Grant 2017-2018</p> <p>Technology Grants</p>	<p>**4. Joan Martin and the district will apply for eligible grants to increase resources.</p> <p style="text-align: center;"><u>Data:</u></p> <p>-Superintendent’s Mail</p> <p>-Federal/State/ Local Grants</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>4. The Superintendent, Directors, and other involved parties are in regular communication with one another regarding the availability of grants, ability to secure grants, and the provided ability to follow-up on acquired grants that allow for the best</p>	<p>2018-2022</p>



Joan Martin Elementary Strategic Plan



<p>Director of Transportation and Bus Mechanical staff to provide safe transport to and from school, as well as other school sponsored events.</p> <p>The district has a Director of Safety and Operations and the City of Hobart partners with Joan Martin and the district to provide personnel for safety (School Resource Officers-SROs) and learning opportunities.</p> <p>-The school community will collaborate to provide a safe and secure facility.</p> <p>-The district employ a Director of Technology and Director of Information Technology Services who work with to provide leadership for technology.</p>	<p>Hobart Educational Foundation</p> <p>Hobart Community Foundation</p> <p>Legacy Foundation</p>	<p>-Foundation Grants</p> <p>-Grant awards</p> <p>-Expenditure Reports</p>	<p>staffing, programming, and resourcing needed for our students to partake in the best educational experiences possible.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>4. Superintendent, Director of Elementary Curriculum, Director of College and Careers, Business Manager, Board of Trustees, Employees</p>	
	<p>Career Pathway Guide 2018-2019</p> <p>CCR: Graduation Pathways, Diploma Options, Hobart University, Digital Portfolio, WBL, and Service Learning Pages</p> <p>SCOH College and Career Pages</p> <p>Hobart University</p>	<p>**5. The district will be strategic with career and technical education funding in order to offer college and career-ready programming.</p> <p style="text-align: center;"><u>Data:</u></p> <p>-Career Pathway Guide</p> <p>-Career Pathway Sector Participation</p> <p>-CTE Concentrator Data</p> <p>-Early College Data</p> <p>-Certificate Completion</p> <p>-Technical Certificate</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>5. Given the IDOE’s changes with graduation pathways and the caveat regarding concentrators and concentrations in CTE, the SCOH will be strategic through networking with our community partners and higher-ed partners. Also, such changes will be represented by our Early College CTE programs on-site, at the Porter Career Center, or at Ivy Tech campuses.</p>	<p>2018-2022</p>



Joan Martin Elementary Strategic Plan



<p>-Central Office Administrators, the Director of Technology, and the Technology Professional, Development Coordinator provide leadership and development for technology and media resources across Joan Martin and the district.</p>		<p>Completion</p> <ul style="list-style-type: none"> -STGEC Completion -Associate Degree Completion -Form 30A Data 	<p style="text-align: center;"><u>Responsibilities:</u></p> <p>5. Superintendent, Director of Guidance and Counseling Services, Director of Human Resources & Compliance, Director of College and Careers, Principals, CTE Instructors, WBL Coordinator, World of Work Coordinator, Community Partners, Higher-Ed Partners</p>	
<p>-The district employs a Coordinator of Student Health Services to assist the Central Office with ensuring proper health and safety measures, as well as partners with St. Mary's Medical Center for the Brickie Community Health Clinic.</p>	<p>Career Pathway Guide 2018-2019</p> <p>CCR: Graduation Pathways, Diploma Options, Hobart University, Digital Portfolio, WBL, and Service Learning Pages</p> <p>SCOH College and Career Pages</p> <p>Hobart University</p> <p>Ready NWI</p>	<p>**6. The district will be strategic with establishing partnerships for course offerings.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -Career Pathway Guide -Ready NWI Meetings -Higher Education Partners -Employer Partners 	<p style="text-align: center;"><u>Actions:</u></p> <p>6. SCOH will continue to work with our existing partners and will work with new partners and our higher learning colleagues to offer course offerings aligned with student interest and demands based on job market projections.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>6. Superintendent, Director of Guidance and Counseling Services, Director of Human Resources & Compliance, Director of College and Careers, Principals, CTE</p>	<p style="text-align: center;">2018-2022</p>



Joan Martin Elementary Strategic Plan



			Instructors, Community Partners, WBL Coordinator, World of Work Coordinator, and Higher-Ed Partners	
	Recruitment Brochure HTA Collective Bargaining Agreement Teacher Compensation Worksheet Example Teacher Compensation	<p>**7. Joan Martin and the district will be competitive on recruiting high quality teachers and staff through compensation and benefit packages.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -Recruitment Fair Data -Applicant Tracking System Data in Frontline -Contracts 	<p style="text-align: center;"><u>Actions:</u></p> <p>7. Through regularly attending recruiting fairs, networking, and connecting with our current and former students, the SCOH will continue to recruit high-quality teachers. As demonstrated, the SCOH will continue to offer competitive salaries and benefit packages that (along with the culture of our schools, resources, and infrastructure) attract and retain high-quality teachers.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>7. Superintendent, Board of Trustees, Director of Human Resources & Compliance, Director of Elementary Curriculum, Director of College and Careers, and Principals</p>	2018-2022
	TRC encrypted on SCOH website	**8. All teachers will receive support for	<u>Actions:</u>	2018-2022



Joan Martin Elementary Strategic Plan



	<p>Professional Development Offerings - PD Calendar and Catalog</p> <p>Teacher Induction</p> <p>SCOH ARC encrypted)</p> <p>Cabinet Meetings</p> <p>Administrative Retreat for School Year Planning and PD</p> <p>Dual Credit Tuition Reimbursement Program</p> <p>Teacher Induction</p> <p>TRC encrypted on SCOH website - Marzano Evaluation System and PD Calendar and Catalog</p>	<p>continuing education and professional development to support curriculum and program delivery.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -Professional Development Calendar and Catalog -Teacher Induction -Administrative Retreat and Cabinet Meeting Agendas -PLC for Curriculum Mapping -PGPs awarded -Outside Conference Participation -Instructional Rounds -Mentors Assigned -Marzano Teacher Peer Evaluation Tuition Reimbursement Program -PD Calendar and Catalog 	<p>8. The SCOH will continue to use any available funds, through grants or other means, to ensure teachers are able to gain the credentialing and professional development needed for teaching Cognia Placement, Dual Credit, and CTE courses.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>8. Superintendent, Board of Trustees, Director of Human Resources & Compliance, Business Manager, Director of Elementary Curriculum, Director of College and Careers, and Principals</p>	
	<p>Technology</p>	<p>**9. All teachers will receive technology</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>9. Given that the SCOH is</p>	<p>2018-2022</p>



Joan Martin Elementary Strategic Plan



	<p>Professional Development Offerings - PD Calendar and Catalog</p>	<p>professional development and support.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -Professional Development Calendar and Catalog -PLC for Curriculum Mapping -PGPs awarded -Outside Conference Participation -Instructional Rounds 	<p>one-to-one and bolsters a strong technology infrastructure, we will continue to ensure all staff members are provided with ongoing, differentiated support and training for existing, refined, and new technology we utilize.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>9. Superintendent, Board of Trustees, Director of Human Resources & Compliance, Director of technology, Technicians, Director of Elementary Curriculum, Director of College and Careers, and Principals, Professional Development Coordinator</p>	
	<p>SCOH encrypted ARC: District planning</p> <p>SCOH encrypted on TRC SCOH School Safety Page</p> <p>Technology Plan Review</p>	<p>**10. All facilities will be maintained and updated for safety, technology, and longevity.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -Facility Plans -Technology Plans -Curricular Programming 	<p style="text-align: center;"><u>Actions:</u></p> <p>10. The Superintendent will routinely meet with the Board of Trustees, Director of IT, Director of Technology, Business Manager, and the Director of Facilities to ensure our facilities and grounds are maintained and updated for safety, technology, and</p>	<p>2018-2022</p>



Joan Martin Elementary Strategic Plan



	<p><u>Bond Upgrades</u></p> <p><u>Bus Replacement Plan</u></p>	<p>-Safety Plans</p> <p>-Facility Emergencies</p> <p>-Demographic Study</p> <p>-ADM Data</p> <p>-Financial Debt Data</p>	<p>longevity.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>10. Superintendent, Board of Trustees, Director of Facilities, Business Manager, Director of IT, Director of Technology</p>	
	<p><u>Health Services</u></p> <p><u>Athletic Requirements/Trainer</u></p> <p><u>Brickie Community Health Clinic</u></p>	<p>**11. Joan Martin and the district will offer health services through school nurses or the Brickie Clinic.</p> <p style="text-align: center;"><u>Data:</u></p> <p>-SCOH Nurse Data</p> <p>-Brickie Clinic Data</p> <p>-EWIS: Attendance, Behavior, Course Grades (A,B,C Data)</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>11. Joan Martin and the district will offer health services through school nurses or the Brickie Clinic by continuing our partnership with Saint Mary's and expanding services through our approved building project at Hobart High School.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>11. Superintendent, Board of Trustees, Director of Facilities, Business Manager, Director of IT, Director of Technology</p>	<p style="text-align: center;">2018-2022</p>
	<p><u>NISEC Website</u></p> <p><u>English Learners (on encrypted Teacher Resource Center)</u></p>	<p>**12. Joan Martin and the district will ensure students will receive special education services through NISEC or the English</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>12. Through the utilization of MTSS and our wraparound services including NISEC, our counseling services, and our EL</p>	<p style="text-align: center;">2018-2022</p>



Joan Martin Elementary Strategic Plan



	<p>TRC)</p> <p>Pivot Inspect / MTSS Page Transition to Skyward</p> <p>Pivot Early Warning System / Transition to Skyward and 5Labs data warehouse.</p> <p>Pivot Website Transition to Flow 360</p> <p>EL Plans</p>	<p>language program.</p> <p><u>Data:</u></p> <ul style="list-style-type: none"> -PIVOT EWIS: Attendance, Behavior, Course Grades (A,B,C Data) -MTSS Meeting Data and Plans -Special Education Data -EL Data 	<p>Coordinator - the SCOH will ensure students receive special education services through NISEC and/or the English language program.</p> <p><u>Responsibilities</u></p> <p>12. Superintendent, NISEC District Director, EL Coordinator, Director of Guidance and Counseling Services, Principals, All Teachers, Director of Elementary Curriculum, Director of College and Careers, Director of Human Resources & Compliance</p>	
--	---	---	--	--



Joan Martin Elementary Strategic Plan



Efficacy of Engagement

The capacity to engage learners and other stakeholders in an effective manner to improve learning outcomes. Engages the entire stakeholder education community in purposeful and meaningful efforts/activities that drive their active participation; checks in regularly with the stakeholder community and gathers their perceptions, opinions and feedback and has a plan to utilize the feedback and can show how it affected change in actions and/or processes. Ensures comprehensive services for all learners.

Quality of Information to make meaningful decisions about this factor (Goals/Strategies/Interventions)	Data/Information Available (Evaluation)	Data/Information we need in order to make meaningful decisions about this factor (New and Continuing Priorities)	Actions to take/Responsibility	Complete
<p>Goal: All students will demonstrate the skills and knowledge necessary for managing the dual role of productive and successful community member and wage earner by gaining employment in a career or by continuing education at the post-secondary level.</p> <p>Career Strategies/Interventions: Curriculum: -All students will participate in</p>	<p>SCOH TRC encrypted website: College and Careers</p> <p>Career Pathway Guide 2018-2019</p> <p>Digital Portfolio, WBL, and Service Learning Pages</p> <p>SCOH College and Career Pages</p>	<p>*1. All Joan Martin students will discuss options for post graduation that include early college through Hobart University or a career and technical education concentrator path.</p> <p>Data: -PIVOT EWIS: Attendance, Behavior, Course Grades (A,B,C Data) -Career Pathway Guide -Curriculum Map PBL Units</p>	<p>Actions:</p> <p>1. SCOH Counselors and Administrators, work with all students to help them be aware of college and career pathway options. All information is available in our College and Careers tab on the SCOH website and in our Graduation Pathway.</p> <p>2. All 4th grade students participate in a College and Career Awareness through a tour and preview of Hobart University.</p>	<p>2018-2022</p>



Joan Martin Elementary Strategic Plan



<p>career awareness. -All students will participate in career exploration. -Students will participate in small learning communities/career pathways.</p> <p><u>Student Support:</u> -All students will participate in comprehensive guidance and counseling. -Community/Parents/and guardians will develop career education knowledge.</p>	<p>Pivot Inspect / MTSS Page Transition to Skyward</p> <p>Pivot Early Warning System Transition to Skyward and 5Labs data warehouse</p> <p>Pivot Website Transition to Flow 360</p>		<p style="text-align: center;"><u>Responsibilities:</u></p> <p>1. Superintendent, Director of Counseling and Services, Counselors, Director of College and Careers, Director of Technology, Principals, World of Work Coordinator, WBL Coordinator, and teachers.</p>	
<p>-All students will participate in school to career planning preparation. -Students will participate in after-school clubs and extracurricular activities -Joan Martin and the district encourage community groups to collaborate with schools to support student learning.</p>	<p>Khan Academy</p> <p>PIVOT Inspect/MTSS Page Transition to Skyward</p> <p>Pivot Website</p> <p>Digital Portfolio, WBL, and Service Learning Pages</p>	<p>*2. All students use Khan Academy, IXL, and STAR/FLOW 360 to individualize learning as well as prepare for college readiness and early college eligibility.</p> <p style="text-align: center;"><u>Data:</u></p> <p>-EWIS: Attendance, Behavior, Course Grades (A,B,C Data) -Khan Academy Participation Data -IXL Participation Data -STAR/FLOW 360</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>2. All Joan Martin students use Khan Academy, IXL, and STAR/FLOW 360 to individualize learning as well as prepare for college readiness and early college eligibility.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>2. Superintendent, Director of Counseling and Services, Counselors, Director of College and Careers, Director of Technology, Principals, and teachers</p>	<p style="text-align: center;">2018-2022</p>



Joan Martin Elementary Strategic Plan



	<p>SCOH TRC encrypted website: College and Careers</p> <p>PIVOT Inspect/MTSS Page Transition to Skyward</p> <p>Digital Portfolio, WBL, and Service Learning Pages</p> <p>Elementary Curriculum Mapping Updates</p> <p>Pivot Inspect / MTSS Page</p> <p>Pivot Early Warning System / Transition to Skyward and 5Labs data warehouse</p> <p>Pivot Website</p>	<p>Participation Data</p> <p>*3. All students will engage in employability skills training and participate in Work-based Learning.</p> <p style="text-align: center;"><u>Data:</u></p> <p>-EWIS: Attendance, Behavior, Course Grades (A,B,C Data)</p> <p>-Curriculum Map PBL Units</p> <p>-WBL Data</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>3. All students learn about employer expectations through daily announcements, posters displayed in all buildings, embedded learning activities, assessments, experiences (on-site, virtual, and off-site), and WBL opportunities.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>3. Superintendent, Director of Counseling and Services, Counselors, Director of College and Careers, Director of Technology, Principals, College and Career Liaison, WBL Coordinator, and teachers</p>	<p>2018-2022</p>
--	---	---	--	------------------



Joan Martin Elementary Strategic Plan



	<p>PBIS</p> <p>ReadyNWI</p> <p>-Department of Workforce Development Employability Skills</p>			
	<p>SCOH TRC encrypted website: College and Careers</p> <p>Digital Portfolio, WBL, and Service Learning Pages</p>	<p>**4. All students will participate in career awareness.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -Career Study Trip Data -College Visits -Guest Speakers -On-site - Virtual Study Trip - WBL Data -Naviance Curriculum -Indiana Career Explorer -Kuder Galaxy -Career Finder -Curriculum Maps 	<p style="text-align: center;"><u>Actions:</u></p> <p>4. Through embedded learning activities, assessments, experiences (on-site, virtual, and off-site), surveys, and WBL opportunities, students learn about career opportunities aligned with their interests and abilities.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>4. Superintendent, Director of Counseling and Services, Counselors, Director of College and Careers, Director of Technology, Principals, College and Career Liaison, WBL Coordinator, and teachers</p>	<p>2018-2022</p>
	<p>SCOH TRC encrypted website:</p>	<p>**5. All students will participate in career</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>5. All students will participate in</p>	<p>2018-2022</p>



Joan Martin Elementary Strategic Plan



	<p>College and Careers</p> <p>Digital Portfolio, WBL, and Service Learning Pages</p>	<p>exploration.</p> <ul style="list-style-type: none"> -Career Study Trip Data -Guest Speakers -On-site - Virtual Study Trip - WBL Data -Naviance Curriculum -Indiana Career Explorer -Kuder Galaxy -Career Finder -Curriculum Maps -Participate in College Go Week activities 	<p>age-appropriate career exploration activities from 1-5. Such events will be virtual, on-site, and off-site. These activities will help students explore the critical thinking, behavior analysis, conflict resolution, problem-solving, workplace expectations, and communication skills required within varying career fields.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>5. Superintendent, Director of Counseling and Services, Counselors, Director of College and Careers, Director of Technology, Principals, College and Career Liaison, WBL Coordinator, and teachers</p>	
	<p>Financial Aid Resources on SCOH Public Website</p> <p>Parent Involvement Communication</p>	<p>**6. All parents/guardians are provided workshops on cash for college.</p> <ul style="list-style-type: none"> -529 Savings Plan -Workshop Attendance -Virtual Workshop Offerings 	<p style="text-align: center;"><u>Actions:</u></p> <p>6. Counselors, Administrators, and Directors work to help parents understand cash for college. Such workshops and tutorials will also be offered virtually to increase participation.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>6. Superintendent, Director of Counseling and Services, Director</p>	<p>2018-2022</p>



Joan Martin Elementary Strategic Plan



			of College and Careers, Counselors, and Principals, College and Career Liaison	
--	--	--	--	--



Joan Martin Elementary Strategic Plan



Implementation Capacity

The ability of a school to execute, with consistency, actions designed to improve organizational and instructional effectiveness.

The capacity to implement processes and practices with consistency and with high quality prevents the naysayer statements of “see, nothing with these kids” when really it was a matter of poor implementation; and the knowledge and systems in place to identify poor versus excellent implementation from goal setting to professional development and from curriculum to project based learning.

Data/Information Available (Evaluation)	Quality of Information to make meaningful decisions about this factor (Goals/Strategies/Interventions)	Data/Information we need in order to make meaningful decisions about this factor (New and Continuing Priorities)	Actions to take/Responsibility	Complete
<p>Goal:</p> <p>-Maintaining an assessment system to monitor and document results to improve student performance and school effectiveness.</p> <p>Using Results for Continuous Improvement Strategies/Interventions:</p> <p>-Joan Martin and the district engage in continuous school improvement planning.</p>	<p>PIVOT Early Warning Indicator System Transition to Skyward and 5Labs data warehouse</p> <p>PIVOT Inspect/MTSS Page Transition to Skyward</p> <p>-SCOH Programs and Assessment</p>	<p>*1. Joan Martin and the district use a data warehouse for creating formative assessment and warehousing all test data that is integrated with the student management system and Early Warning Indicator System (EWIS).</p> <p><u>Data:</u></p> <p>-Skyward Student Management System</p> <p>-5Labs data warehouse</p>	<p><u>Actions:</u></p> <p>1. Through using Skyward and the 5Labs data warehouse Early Warning Indicator System (EWIS) - all staff will monitor attendance, behavior, and conduct (ABC's) and formative assessments for reviewing and reteaching and will meet in PLCs with MTSS teams on a weekly basis to discuss and update student needs.</p> <p><u>Responsibilities:</u></p> <p>1. Superintendent, MTSS</p>	<p>2018-2022</p>



Joan Martin Elementary Strategic Plan



<p>-Joan Martin and the district maintain a Profile that uses comparison and trend data of Student Characteristics, Student Performance, School Effectiveness, and School and Community Contexts, as well as SCOH Programs and Assessments. Assessment System Framework.</p> <p>-Joan Martin and the district implement a comprehensive assessment system.</p> <p>-Professional Learning Communities will participate in ongoing training of data tools and analysis.</p> <p>-Joan Martin and the district communicate student performance and school effectiveness with stakeholders.</p>		<p>-EWIS: Attendance, Behavior, Course Grades (A,B,C Data)</p> <p>-Transition to Flow360 for Formative Assessment</p> <p>-Curriculum Maps</p> <p>-SCOH Programs and Assessment include: Classroom Assessments- running records, rubrics, checklists, quizzes, unit tests, Rubrics, Checklists, Leveled Literacy Intervention (LLI), Formal scales, Guided Reading, Wilson Reading and Foundations.</p> <p>Dyslexia K-2 Screening</p> <p>Benchmark Assessments- Lexile, quarterly standards based assessments, PI</p> <p>External Summative Assessments- ISTEP+, IREAD3, ILEARN, IAM, WIDA</p>	<p>Leadership Team, Director of Elementary Curriculum, Director of Counseling and Services, Director of College and Careers, Director of Technology, and All Teachers</p>	
--	--	---	---	--



Joan Martin Elementary Strategic Plan



	<p>PIVOT Inspect/MTSS Page</p> <p>PIVOT Early Warning Indicator System Transition to Skyward and 5Labs data warehouse.</p>	<p>*2. Joan Martin and the district uses the Early Warning Indicator System (EWIS) for MTSS.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -Renaissance Flow 360 -Skyward Student Management System -EWIS: Attendance, Behavior, Course Grades (A,B,C Data) -MTSS Meetings and Plans 	<p style="text-align: center;"><u>Actions:</u></p> <p>2. EWIS used in PLCs to proactively identify students who are at risk of facing setbacks that will negatively affect their future. The EWIS, along with our MTSS, provides interventions as needed and works with appropriate partners to meet the needs of all students. In PLCs, the staff can collaboratively identify students at risk of not meeting important academic goals (1-5) and explore underlying causes leading to academic risks, attendance issues, behavioral issues, and conduct.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>2. Superintendent, MTSS Leadership Team, Director of Elementary Curriculum, Director of Counseling and Services, Director of College and Careers, Wellness Coordinators, Leadership Mentor/Drug Program Advisor, Director of Technology, Principals, and Teachers</p>	<p>2018-2022</p>
	<p>Professional Development Offerings - PD</p>	<p>*3. Professional Learning Communities will participate in ongoing professional</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>3. During weekly PLCs, all teachers meet to discuss MTSS</p>	<p>2018-2022</p>



Joan Martin Elementary Strategic Plan



	<p>Calendar and Catalog</p> <p>Elementary Curriculum Mapping Updates</p> <p>Pivot Inspect / MTSS Page Transition to Skyward</p> <p>Pivot Early Warning System Transition to Skyward and 5Labs data warehouse</p>	<p>development of data tools and analysis.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -Curriculum Maps -PLC Meetings -MTSS Meetings and Plans 	<p>updates by grade level. MTSS Leadership Teams follow-up with Tiered support (I, II, III).</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>3. Superintendent, MTSS Leadership Team, Principals, and All Teachers</p>	
	<p>Accreditation on SCOH Website</p> <p>Encrypted login site for Cognia Team Resources</p> <p>Cognia Leadership Teams</p> <p>TRC Professional Development Calendar and Catalog</p> <p>Cognia Shared</p>	<p>**4. Joan Martin and the district, will engage in continuous school improvement planning to be accredited by Cognia through Cognia Leadership Teams meeting regularly by goal areas to monitor implementation of their Cognia Strategic Plan.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -Cognia Profile Analysis -Cognia School 	<p style="text-align: center;"><u>Actions:</u></p> <p>4. The Cognia Leadership Team will meet quarterly to discuss updates, additions, and modifications to all plans and programs. Leaders will share out summary reports for their respective domain(s), and a data-driven discussion will follow along with game planning for addressing our next steps.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>4. Superintendent, Cognia</p>	<p>2018-2022</p>



Joan Martin Elementary Strategic Plan



	<p>Google Folder</p>	<p>Improvement Plan Review and Revise</p> <ul style="list-style-type: none"> -Cognia District Strategic Plan Review and Revise -Cognia Committee Meetings -Accreditation on SCOH Website -Encrypted login site for Cognia Team Resources -TRC Professional Development Calendar and Catalog -Cognia Shared Google Folder 	<p>Leadership Teams, Administrators, and teachers</p>	
	<p>Accreditation on SCOH Website</p> <p>Encrypted login site for Cognia Team Resources</p> <p>Cognia Leadership Teams</p> <p>TRC Professional Development Calendar and Catalog</p> <p>Cognia Shared Google Folder</p>	<p>**5. Joan Martin and the district will identify goals in the Strategic Plan based on data analysis annually which will yield changes that may be necessary in goal areas to achieve the vision.</p> <p style="text-align: center;"><u>Data:</u></p> <p>-Profile Data Analysis Meetings annually will yield changes that may be necessary in goal areas to achieve the vision.</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>5. The Cognia Leadership team will meet annually to identify our Strategic Plan goals to make sure all stakeholders involved are together to desegregate our data.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>5. Superintendent, Cognia Leadership Team</p>	<p>2018-2022</p>



Joan Martin Elementary Strategic Plan



		<p>*Triangulation of Data in Profile by Area</p> <ul style="list-style-type: none"> - Cognia Leadership Team Meetings by goal areas to monitor implementation of Cognia Action Plans. -District Cognia leadership Meetings to review the progress and assist in their annual revision process. 		
	<p>Accreditation on SCOH Website Encrypted login site for Cognia Team Resources Cognia Leadership Teams TRC Professional Development Calendar SCOH encrypted ARC: District planning</p>	<p>**6. Joan Martin administration will meet with the district's service department heads to monitor progress on the Cognia Strategic Plan.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -District Director Weekly Meetings -District Data Meetings will meet bi-annually with schools and service departments to review implementation of the school improvement process 	<p style="text-align: center;"><u>Actions:</u></p> <p>6. With our end goals in mind, Joan Martin and the district will regularly meet with the service department heads to receive updates on progress and deficiencies in alignment with our priorities. When we meet, we will make strategic adjustments to our approaches and use of resources to best serve our students and address our needs.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>6. Superintendent, Cognia Leadership Team</p>	2018-2022
	<p>Accreditation on SCOH Website</p>	<p>**7. Professional Learning Communities will participate in ongoing training of</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>7. All Principals, the Director of Elementary Curriculum, and</p>	2018-2022



Joan Martin Elementary Strategic Plan



	<p>Encrypted login site for Cognia Team Resources</p> <p>Cognia Leadership Teams</p> <p>TRC Professional Development Calendar and Catalog</p> <p>Pivot Inspect / MTSS Page Transition to Skyward</p> <p>Pivot Early Warning System/Transition to Skyward and 5Labs data warehouse.</p>	<p>curriculum, data tools and analysis.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -PLC Meeting Data -Curriculum Maps -Formative Data Assessments -Transition to Flow360 for Formative Assessment -EWIS: Attendance, Behavior, Course Grades (A,B,C Data) -MTSS Meeting Data and Plans -Skyward -5Labs data warehouse -Professional Development Calendar and Catalog -Outside Conference Participation -Instructional Rounds -Mentors Assigned -Marzano Teacher Peer Evaluation 	<p>Director of College and Careers will regularly meet and then work with PLCs to review student learning by using evidence from the formative and summative assessments in our Balanced Assessment System Framework.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>7. Superintendent, Director of Elementary Curriculum, Director of College and Careers, Principals, Director of Technology, and all Teachers</p>
--	--	--	--