

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.



Liberty Elementary Strategic Plan



- 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.



Liberty 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: The district has an established vision and mission for providing high expectations of learning for students.</p> <p>Purpose and Direction Strategies/Interventions: -The district and each school engage in continuous school</p>	<p>Accreditation on SCOH Website Encrypted login site for Team Resources Leadership Teams TRC Professional Development Calendar and Catalog</p>	<p>*1. The district will engage community stakeholders in strategic planning. <u>Data:</u> -Invitation and participation data -Survey data -Focus Group participation</p>	<p><u>Actions:</u> 1. 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. Superintendent. Director of Technology, Director of HR and</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



<p>improvement planning.</p> <ul style="list-style-type: none"> -The district has a Leadership Team that has representation from all schools. -The district solicits feedback from stakeholders. -The district will communicate the vision and mission to stakeholders. -The district will identify goals in the Strategic Plan. -The district will meet bi-annually with schools and service departments to review the implementation of the school improvement process -The district communicates student performance and school effectiveness with stakeholders. -The district's plan and results are documented and reviewed by AdvancED for accreditation through an external review team. 	<p>Referenda</p> <p>Accreditation on SCOH Website for all SIPs</p> <p>School City of Hobart</p> <p>Hobart High School</p> <p>Hobart Middle School</p> <p>Joan Martin Elementary</p> <p>Liberty Elementary</p> <p>Ridge View Elementary</p> <p>ELC at George Earle</p> <p>SCOH Website</p> <p>Newsletters</p> <p>Social Media Feeds:</p> <p>Facebook</p> <p>Twitter</p> <p>@scohbrickies</p>		<p>Compliance, and Building Principals.</p>	
--	---	--	---	--



Liberty Elementary Strategic Plan



<p>Goal:</p> <p>The district has governance and leadership that promotes student performance and school effectiveness.</p> <p><u>Governance and Leadership Strategies/Interventions:</u></p> <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>-The Board will build and maintain collaborative relationships between the Board and the superintendent, all</p>	<p>SCOH Website Calendar</p> <p>Board Approved School Calendar</p> <p>Skyward Student Management</p> <p>Annual Performance Report</p>	<p>*2. The district will be deliberate with state assessment communication with students and parents.</p> <p><u>Data:</u></p> <p>-Phone log dat</p> <p>-Workshop participation</p> <p>-Conference data</p>	<p><u>Actions:</u></p> <p>2. 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><u>Responsibilities:</u></p> <p>2. Superintendent, Test Coordinator, Director of College and Careers, Principals</p>	<p>2018-2022</p>
<p>-The Board will build and maintain collaborative relationships between the Board and the superintendent, all</p>	<p>Accreditation on SCOH Website for all Profiles</p> <p>School City of Hobart</p> <p>Hobart High School</p> <p>Hobart Middle School</p> <p>Joan Martin Elementary</p> <p>Liberty Elementary</p>	<p>*3. The district will be deliberate with triangulation of data sources for targeted actions.</p> <p><u>Data:</u></p> <p>-Profile that is triangulated verses the volume of all data available.</p> <p>-A data warehouse with dashboards will asses with</p>	<p><u>Actions:</u></p> <p>3. The district has to triangulate data for the profile to target areas of action.</p> <p><u>Responsibilities:</u></p> <p>3. Superintendent, Administrators, District Leadership</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



<p>employment groups, the leadership team, as well as stakeholders in the community.</p> <p>-The Board’s policy will be executed through Administrative Guidelines.</p> <p>The district solicits feedback from stakeholders.</p> <p>-The district, in accordance with Board Policy, evaluates every employee.</p> <p>-The district maintains 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>Ridge View Elementary ELC at George Earle</p> <p>Lilly Grant Triangulation of Data (on our encrypted website Teacher Resource Center TRC) :</p> <p>Learn More Surveys - See Lilly Grant above for data</p> <p>Indiana Youth Survey- See Lilly Grant above for data</p> <p>Gallup Survey - See Lilly Grant above for data</p>	<p>triangulation.</p>		
	<p>Accreditation on SCOH Website SCOH Website Newsletters</p>	<p>**4. The district will communicate the vision and mission to stakeholders through the district Website,</p>	<p><u>Actions:</u> 4. The Public Relations and Professional Development Specialist will continue to market</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



	<p>Social Media Feeds: Facebook Twitter @scohbrickies</p>	<p>newsletters, and social media.</p> <p style="text-align: center;"><u>Data:</u></p> <p>-Website analytics Social Media Analytics</p>	<p>the vision and mission through newsletters and social media.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>4. Superintendent, Public Relations and Professional Development Specialist, All Employees.</p>	
	<p>HR website encrypted on SCOH website: Contracts Benefits</p> <p>Recruitment Pamphlet</p> <p>Teacher Induction Substitute Teacher Induction</p> <p>TRC encrypted on SCOH website - Marzano Evaluation System and PD</p>	<p>**5. The Board will build and maintain collaborative relationships between the Board and the superintendent, all employment groups, the 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</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 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 Counsel</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



	<p>Calendar and Catalog</p> <p>SCOH encrypted AdvancED Team Resource</p> <p>Referenda</p>	<p>with Local 208.</p> <p>-Board Meetings, Minutes</p>		
	<p>School Student/Parent/Program Presentations:</p> <p>Board Meeting Student/Parent/Program Presentations</p> <p>Parent Involvement Action Packets</p>	<p>**6. Public presentations at schools and Board meetings highlight success stories that exemplify work on the vision and mission.</p> <p><u>Data:</u></p> <p>-Recognition data</p> <p>-Certificate data</p>	<p><u>Actions:</u></p> <p>6. The Superintendent will invite students to Board Meeting to demonstrate the success of mission work.</p> <p><u>Responsibilities</u></p> <p>6. Superintendent, Executive Board and Superintendent Coordinator, Public Relations and Professional Development Specialist, All Employees.</p>	<p>2018-2022</p>
	<p>Board Policy</p>	<p>**7. The district will keep Board Policy updated as well as the district and schools</p>	<p><u>Actions:</u></p> <p>7. The Board, Superintendent, Director of HR and Compliance,</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



	<p>Accreditation on SCOH Website for all SIPs School City of Hobart Hobart High School Hobart Middle School Joan Martin Elementary Liberty Elementary Ridge View Elementary ELC at George Earle</p> <p>SCOH encrypted AdvancED Team Resource</p>	<p>keeping their strategic plans current.</p> <p><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 Strategic Plans Submitted/Published 	<p>and Board Attorney will conduct work sessions to keep Board Policy, Administrative Guidelines, and Annual Notices up to date and communicated.</p> <p><u>Responsibilities:</u></p> <p>7. Superintendent, Director of HR and Compliance, Board Attorney</p>	
--	--	--	---	--

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. <u>Citizenship Strategies/</u></p>	<p>SCOH TRC encrypted website: Brain Based Learning/Student Engagement • Mindfulness and Movement • Neuroscience and the Brain</p>	<p>*1. All employees engage in brain-based, trauma informed, and social emotional learning. <u>Data:</u> -Participation in PD -Application (Observation, Instructional Round) -Professional Learning Goal</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</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



<p><u>Interventions:</u></p> <p>-All students will develop positive personal and interpersonal skills 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"> • Dr. Lori Desautels • Dr. Lori Desautels FAQ • Dr. Lori Artifacts • Ditch That Textbook • Gender and the Brain • Teach Like A Pirate • Whole Brain Teaching 		<p>sessions.</p> <p><u>Responsibilities:</u></p> <p>1. Superintendent, Principals, All Employees, Dr. Lori.</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 & Safe Schools</p>	<p>Pivot Inspect Skyward/ MTSS Page</p> <p>Pivot Early Warning System/Skyward-</p>	<p>*2. All students receive tiered support through MTSS.</p> <p><u>Data:</u></p> <p>-PLC Meetings -Tier Participation Data</p>	<p><u>Actions:</u></p> <p>2. During PLCs, all Teachers meet to discuss MTSS updates by grade level. MTSS Leadership Teams follow-up with Tiered support (I, II, III).</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



<p>-All students will learn necessary strategies to keep themselves safe and healthy. -The school community will collaborate to provide a safe and secure facility. Student Support: -All students will participate in -Multi-Tiered Support System (MTSS) based on academics and behavior.</p>	<p>5Labs Transition</p>		<p><u>Responsibilities:</u> 2. Superintendent, Principals, Counselors, MTSS Leadership Team, All Teachers</p>	
---	--------------------------------	--	---	--



Liberty Elementary Strategic Plan



	<p><u>ASCA Training Information and Data</u></p>	<p>*3. All counselors attend ASCA Professional Development and deliver services.</p> <p><u>Data:</u></p> <ul style="list-style-type: none">-Participation in PD-Application (Observation, Instructional Round)	<p><u>Actions:</u></p> <p>3. All Counselors are completing full ASCA implementation training, including: PD sessions, textbook studies, and homework assignments through National Trainer.</p> <p><u>Responsibilities:</u></p> <p>3. Director of Guidance and Counseling Services, Superintendent, Counselors</p>	<p>2018-2022</p>
--	--	---	---	------------------

	<p>Triangulation of Data (on our encrypted website Teacher Resource Center TRC) :</p> <p>Learn More Surveys - See Lilly Grant above for data</p> <p>Indiana Youth Survey- See Lilly Grant above for data</p> <p>Gallup Survey - See Lilly Grant above for data.</p>	<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> <p>-Referral data in Skyward -Caseload Data -Therapy session Data</p>	<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 Medical Center.</p>	<p>2018-2022</p>
	<p>Human Development</p>	<p>*5. Students work with</p>	<p style="text-align: center;"><u>Actions:</u></p>	<p>2018-2022</p>

	<p>and Wellness 2017-2018 Syllabus</p> <p>Wellness Plan Goals Example</p> <p>Pivot Inspect-Transition to Skyward / MTSS Page</p> <p>Pivot Early Warning System/Transition to Skyward abd 5Labs data warehouse</p> <p>Pivot Website-Transition to 5Labs</p>	<p>Leadership Mentor/Drug Program Advisor, Wellness Coordinators for nutrition, activity, sleep, and mindfulness.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -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>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>	
--	--	--	--	--



Liberty Elementary Strategic Plan



			<p>A Leadership Mentor/Drug Program Advisor will assist with implementing leadership and drug programming with students.</p> <p><u>Responsibilities:</u></p> <p>5. Superintendent, Wellness Coordinators, Leadership Mentor/Drug Program Advisor, Counselors, 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</p>	<p>*6. All stakeholders use tools and strategies for a safe school and community.</p> <p><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 	<p><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><u>Responsibilities:</u></p> <p>6. Superintendent, Director of School Safety, Security Team, Director of HR & Compliance, all Employees.</p>	2018-2022



Liberty Elementary Strategic Plan



	<p>FAQs</p> <p>School Safety on SCOH Public Website</p>			
	<p>Restorative Practices and 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>**7. All students goals set, use Grit (Growth Mindset), and strive for All My Life I want to Be a Brickie. Work! Work! Work!</p> <p><u>Data:</u></p> <ul style="list-style-type: none"> -Discipline Data -WhyTry PD and Application <p>Data ((Observation, Instructional Round)</p> <ul style="list-style-type: none"> -Course Participation Data -Too Good For Drugs Courses and Graduation Participation -EWIS: Attendance, Behavior, Course Grades 	<p><u>Actions:</u></p> <p>7. All students participate in growth mindset curriculums through programs such as: 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, 6, and 9.</p> <p><u>Responsibilities:</u></p> <p>7. Health Teachers, Wellness Coordinators, Leadership Mentor/Drug Program Advisor, Superintendent, Director of Elementary Curriculum, Director</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



	<p><u>Why Try and Resilience for Youth</u></p> <p><u>Grit and Growth Mindset</u></p> <p><u>Too Good For Drugs</u></p>	(A,B,C Data)	of College and Careers, Principals, Counselors, Hobart Police Department, SROs, Security Team	
	<p><u>Building Brickies</u></p> <p><u>Parent Involvement Action Packets</u></p> <p><u>Ready, Set Go</u></p>	<p>**8. All students are given opportunities for early education (Building Brickies, Pre-School, and Transition to Kindergarten)</p> <p><u>Data:</u></p> <ul style="list-style-type: none"> -Building Brickies Data -Ready Set Go Data -Transition to K Data -Dial Data -Early Identification MTSS/SPED/EL/HA Data 	<p><u>Actions:</u></p> <p>8. Building Brickies is an early childhood program for all SCOH families with children ages birth through kindergarten entry. Parent Educators provide families with monthly home visits, work with families through developmental monitoring, home visits, playgroups, and parent workshops.</p> <p><u>Responsibilities:</u></p> <p>8. Superintendent, Director of Early Learning and Education,</p>	2018-2022



Liberty Elementary Strategic Plan



			Building Brickies Staff, Counselors	
	<p>SCOH TRC encrypted website: SCOH School Safety Page</p> <p>Citizenship and Discipline Page</p> <p>SCOH School Safety Page</p> <p>School Safety on SCOH Public Website</p> <p>Report it! SafeSchools Alert - district's tip reporting service</p> <p>Citizenship and</p>	<p>**9. All students develop a digital presence that is safe.</p> <p><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) -EWIS: Attendance, Behavior, Course Grades (A,B,C Data) 	<p><u>Actions:</u></p> <p>9. 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><u>Responsibilities:</u></p> <p>9. Superintendent, Director of Elementary Curriculum, Media Center Specialists, Director of College and Careers, Professional Development Coordinator, Director of Technology, Principals, Teachers.</p>	2018-2022



Liberty Elementary Strategic Plan



	Discipline Page Annual Notices Student Handbooks			
	Service Learning Pivot Website-Transition to Skyward and 5Labs data warehouse Community Service Log Sheet Restorative Practices and Responsive Classroom Professional Development Community Service Form 2017-2018:	<p>**10. All students participate in service.</p> <p><u>Data:</u></p> <ul style="list-style-type: none"> -School Logs of Service Hours -Student Participation Data in Skyward -EWIS: Attendance, Behavior, Course Grades (A,B,C Data) 	<p><u>Actions:</u></p> <p>10. Service Learning opportunities are ongoing for all students. All students in every class, however, focus on doing for others.</p> <p><u>Responsibilities:</u></p> <p>10. Superintendent, Club Sponsors, Coaches, Brickie Leaders</p>	2018-2022



Liberty Elementary Strategic Plan



	<u>Parent Involvement Action Packets</u>			
--	--	--	--	--



Liberty 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 style="text-align: center;"><u>Goal:</u></p> <p>-All students will increase academic achievement with a specific focus on language arts and problem solving across the curriculum.</p> <p><u>Programming and Curriculum Strategies/Interventions:</u></p> <p>Curriculum Instruction and</p>	<p>Elementary Curriculum Mapping Updates</p> <p>Digital Portfolio</p> <p>SCOH Programs and Assessments</p>	<p>*1. All students will learn the expectations set by the state of Indiana through the Indiana Academic Standards in the areas of Language Arts and Problem Solving.</p> <p><u>Data:</u></p> <p>-<u>EWIS: Attendance, Behavior, Course Grades</u></p>	<p style="text-align: center;"><u>Actions:</u></p> <p>1. All students will receive a curriculum based on defined expectations for student learning from the Indiana Academic Standards.</p> <p>A. Critical Standards will be identified by staff, IDOE, and professional affiliates.</p> <p>B. Curriculum mapping will be</p>	<p style="text-align: center;">2018-2022</p>



Liberty Elementary Strategic Plan



<p>Assessment:</p> <p>The school-wide language of instruction is used regularly by faculty in their professional learning communities. All students will receive a curriculum based on defined expectations for student learning from the Indiana Academic Standards (IAS).</p> <p>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><u>Professional Learning Communities Strategies/Intervention:</u> All newly licensed teachers are</p>		<p>(A,B,C Data)</p> <ul style="list-style-type: none"> -Curriculum Map PBL Units -IDOE Website -District Website -Professional Development Calendar 	<p>completed to define scope and sequence by staff and include the following:</p> <ul style="list-style-type: none"> -Literacy Shifts and Mathematical Practices are used. -Indiana Academic Standards vocabulary identified. -Units of Study are identified along with standards and related assessments. -Curriculum maps are completed with Units of Study. <p>C.. Articulation of the defined curriculum will be achieved between the grade levels and across buildings.</p> <p>D. Curriculum will be published on the district Web site for the public.</p> <p>E. The planned curriculum on the Teacher Resource Center (District Website) will include instructional content, assessments, materials, resources, and processes for how</p>	
--	--	---	---	--



Liberty Elementary Strategic Plan



<p>assigned a mentor for a 1 year period. All new employees are provided an induction program. All teachers are a part of professional learning communities. Professional Learning Communities will participate in ongoing training of curriculum, data tools and analysis. The district provides professional development:</p> <ul style="list-style-type: none"> a. Late Start Wednesdays b. Professional Development Calendar and catalog c. Peer Mentoring /Co-teaching d. The district is a sponsor of Professional Growth Points (PGPs) for license renewal. e. The district establishes flexible schedules so teachers can meet and practice what they have learned (or to continue their 			<p>the school's curriculum and instructional strategies</p> <p>2. The district will communicate high expectations of college and careers k-12 via phone, live workshops, and one-to-one meetings. SCOH web page, newsletters, and Skyward access is provided.</p> <p><u>Responsibilities:</u></p> <p>1. Superintendent, Director of Counseling and Services, Director of Elementary Curriculum, Director of College and Careers, Counselors, Principals. All Teachers.</p>	
<p>e. The district establishes flexible schedules so teachers can meet and practice what they have learned (or to continue their</p>	<p>Elementary Curriculum Mapping Updates</p>	<p>2. Professional Learning Communities will participate in ongoing training of curriculum, data tools and analysis.</p>	<p><u>Actions:</u></p> <p>2. A dynamic approach taken with curriculum mapping and programming since both are adjusted and regularly refined to align with student needs,</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



<p>learning).</p> <p>g. Outside Professional Development, as Required, to Train Trainers for In-house Professional Development</p> <p>The district provides professional development.</p> <p>Program components include the following:</p> <ul style="list-style-type: none"> -Flexibility of Professional Development Opportunities <p>a. A Professional Development Catalog is published annually-including professional development to increase cultural competency within the school within PD Catalog (Spring Sessions TBA) and attendance of Wabash Valley Training Sessions.</p>	<p><u>Digital Portfolio</u></p>	<p>2.The district provides rigorous curriculum opportunities through continuous curriculum programming and mapping.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -Curriculum Maps -Pivot Data transitioning to Renaissance 360 Data -ISTEP Data -Kuder Galaxy 	<p>legislative changes, and CCR needs.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>2. Superintendent, Director of Elementary Curriculum, Director of College and Careers, Department and Grade-Level Chairs.</p>	
<p>b. Peer Mentoring/Coaching Partner/Instructional Rounds are available</p> <p>c. The district is a sponsor for Professional Growth Points (PGP) for license renewal.</p>	<p><u>Elementary Curriculum Mapping Updates</u></p>	<p>*3. Liberty Elementary will continue to pursue PBL and STEAM curriculum.</p> <p style="text-align: center;"><u>Data:</u></p>	<p style="text-align: center;"><u>Actions:</u></p> <p>3. Students will participate in STEAM activities across the grade levels. Cross-curricular teaching</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



<p>d. The district establishes flexible schedules so teachers can practice what they have learned (or to continue their learning).</p> <p>e. 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>SCOH STEM Applications: 2017-2018 PD Calendar & Catalog</p>	<p>-Standardized test scores focusing on Science and Math data</p> <p>-Pivot Data transitioning to Renaissance 360 Data</p> <p>-Pre and Post assessments</p>	<p>will occur when possible to make seamless learning incorporating Science, Technology, Engineering, Art, and Mathematics as an integral part of the learning experience.</p> <p><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.</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</p>	<p>TRC encrypted on SCOH website - Marzano Evaluation System and PD Calendar and catalog</p>	<p>**4. The district maintains an evaluation system for classified and certified staff that provides opportunities for continuous professional development.</p>	<p><u>Actions:</u></p> <p>4. All staff is 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</p>	<p>2018-2022</p>

<p>observe</p> <p>c. Schedules meetings among teachers to plan and evaluate instruction</p> <p>-Teacher Recognition</p> <p>a. Encouraging teachers to share experiences by writing articles, sharing at conferences, leading workshops, etc.</p> <p>b. Encouraging and financially supporting teachers to attend other means of professional development outside of the district.</p>	<p><u>SCOH Evaluation Results Yearly Comparison</u></p>	<p><u>Data:</u></p> <ul style="list-style-type: none"> -Marzano Teacher/Administrator Evaluation Data -Classified Staff Data -Professional Development Calendar and Catalog -PGPs awarded -Outside Conference Participation 	<p>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><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</u></p>	<p>**5. Professional Learning Communities will participate in ongoing training of curriculum, data tools and</p>	<p><u>Actions:</u></p> <p>5. Teachers meet in grade-level PLCs on a weekly and monthly</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



	<p>Updates</p> <p>Pivot Early Warning System/Transition to Skyward and 5Labs data warehouse</p> <p>Pivot Website</p> <p>Transition to Flow 360 for Formative Assessment</p>	<p>analysis.</p> <p><u>Data:</u></p> <ul style="list-style-type: none"> -PLC Meeting Data -Curriculum Maps -ISTEP Data -Reading and Phonics Inventory -Formative Data Assessments -Transition to Flow360 for Formative Assessment -EWIS: Attendance, Behavior, Course Grades (A,B,C Data) -MTSS Meeting Data and Plans 	<p>basis to learn about new curricular efforts and programs, tools, needs, and developments as well as data analysis. .</p> <p><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, Grade Level/Department Chairs.</p>	
	<p>TRC encrypted on SCOH website</p> <p>Professional Development Offerings - PD Calendar and</p>	<p>**6. The district empowers staff through job embedded professional development, peer coaching, mentors, outside professional conferences, and college</p>	<p><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</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



	<p>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>ReadyNWI</p>	<p>courses.</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 	<p>others across the state, including Ready NWI. 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, Grade Level/Department Chairs. Leadership Mentor/Drug Program Advisor</p>	
	<p>Elementary Curriculum Mapping</p>	<p>**7. The district provides collaborative learning opportunities for sharing and</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>7. See above. Additional opportunities are provided before,</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



	<p>Updates</p> <p>SCOH ARC encrypted)</p> <p>Cabinet Meetings</p> <p>Administrative Retreat for School Year Planning and PD</p> <p>TRC encrypted on SCOH website</p> <p>Professional Development Offerings - PD Calendar</p> <p>Teacher Induction</p> <p>SCOH ARC encrypted)</p>	<p>growth.</p> <p><u>Data:</u></p> <ul style="list-style-type: none"> -Professional Development Calendar -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 	<p>during, and after school on a 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><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, Grade Level/Department Chairs.</p>	
--	---	---	--	--



Liberty Elementary Strategic Plan



	<u>Cabinet Meetings</u>			
	<u>Administrative Retreat for School Year Planning and PD</u>			



Liberty Elementary Strategic Plan



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</u> Strategies/Interventions:</p> <p>-Curriculum, Instructional, and Assessment:</p>	<p>SCOH STEM Applications: 2017-2018</p> <p>Elementary Curriculum Mapping Updates</p> <p>Brickie Maker and</p>	<p>*1. All students will participate in STEM/STEAM opportunities</p> <p style="text-align: center;"><u>Data:</u></p> <p>-State STEM Certification -Curriculum Maps -Maker Spaces -Maker Fair Participation</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>1. 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.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>1. Superintendent, All Principals, Director of Elementary</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



<p>-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 balanced literacy..</p>	<p>Innovator Faire Career Pathway Guide</p>	<p>-Club Participation -Competition Data</p>	<p>Curriculum, Director of College and Careers, Grade Level Contacts (Elementary) Department Chairs (Secondary), Director of Technology, Professional Development Coordinator.</p>	
<p>-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 participate in Creating Independence Through Student-owned Strategies (CRISS)</p>	<p>Elementary Curriculum Mapping Updates CRISS Professional Development</p>	<p>*2. All students will participate in project/problem based learning. <u>Data:</u> -Curriculum Maps</p>	<p><u>Actions:</u> 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. <u>Responsibilities:</u> 2. Superintendent, All Principals, Director of Elementary Curriculum, Director of College and Careers, Grade/Department Chairs, All Teachers.</p>	<p>2018-2022</p>
<p>Goal: -All students will use problem solving skills to think critically and apply knowledge and reason</p>	<p>Digital Portfolios</p>	<p>*3. All students will create digital portfolios that showcase their work and</p>	<p><u>Actions:</u> 3. All students create, develop, and publish/present a digital portfolio</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



<p>to solve problems.</p> <p><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 Academic Standards (IAS).</p> <p>-All students will increase problem solving skills through differentiated instruction across the mathematics curriculum that emphasizes conceptual understanding.</p>	<p>SeeSaw</p>	<p>growth.</p> <p style="text-align: center;"><u>Data:</u></p> <p>-Seesaw Data -Google Sites Data -Administrative Portfolio Review (Each Semester)</p>	<p>that includes a personal statement, study and career interests, resume, showcase pieces, extracurriculars, certifications, academics, internships/jobs, community service, and course artifacts from every grade level/course (1+/semester).</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>3. Superintendent, Director of College and Careers, Professional Development Coordinator, Director of Technology, Principals.</p>	
<p>-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>-Students participating in career academies will use the defined</p>	<p>SCOH- Programs and Assessment</p> <p>Digital Portfolios</p> <p>Khan Academy</p> <p>SCOH TRC encrypted website:</p>	<p>* 4. All students will increase fluency and comprehension by using reading skills/strategies with a variety of texts across the curriculum.</p> <p style="text-align: center;"><u>Data:</u></p> <p>-SCOH Programs and</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>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</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



<p>curriculum set forth by industry and/or institution that established them.</p> <p>-All students will increase problem solving skills by using technology tools across the curriculum.</p> <p>-All students will participate in Creating Independence Through Student-owned Strategies (CRISS)</p> <p style="text-align: center;"><u>Student Support:</u></p> <p>-Students will participate in Multi-Tiered Support System (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</p>	<p><u>Literacy Resources</u></p> <p><u>Professional Development Offerings - PD Calendar-catalog</u></p> <p><u>NEWSELA</u></p> <p><u>ReadWorks</u></p> <p><u>SeeSaw</u></p> <p>Wilson Reading and Foundations</p> <p><u>MTSS Plan</u></p> <p><u>EL Plan</u></p> <p><u>SCOH Program and</u></p>	<p>Assessment</p> <p>include:</p> <p>Classroom Assessments-running records, rubrics, checklists, quizzes, unit tests, final exams</p> <p>Common Formative Assessments (CFAs)- Department/Grade Level CFAs, Pivot, Rubrics, Checklists, Leveled Literacy Intervention (LLI), System 44, Read 180, Formal scales, Guided Reading, Wilson Reading and Foundations.</p> <p>Accelerated Reading and Math</p> <p>Dyslexia K-2 Screening</p> <p>Transition to FLOW 360 for Formative Assessment</p> <p>Benchmark Assessments-Lexile (RI), writing</p>	<p>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 style="text-align: center;"><u>Responsibilities:</u></p> <p>4. Superintendent, Director of Elementary Curriculum, Director of College and Careers, Professional Development Coordinator, Director of Technology, Principals.</p>	
---	---	---	---	--



Liberty Elementary Strategic Plan



<p>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>Assessments Plan</p> <p>CRISS Professional Development</p>	<p>assessment, spelling inventory, quarterly standards based assessments, SPI External Summative Assessments- DIAL, ESGI, ILEARN, IAM, ISPROUT (preK), IREAD3, WIDA, Portfolios</p> <ul style="list-style-type: none"> -Khan Academy Data -NEWSLA Data -Readworks Data -Literacy PD Training -SeeSaw Data -Google Sites Data 		
	<p>SCOH Programs and Assessment Dyslexia PD and Screenings Digital Portfolios</p> <p>Pivot Inspect / MTSS Page</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 include:</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</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



	<p>Elementary Curriculum Mapping Updates</p> <p>Digital Portfolios</p> <p>SCOH TRC encrypted website: Literacy Resources</p> <p>Professional Development Offerings - PD Calendar- catalog</p> <p>NEWSELA</p> <p>ReadWorks</p> <p>SeeSaw</p>	<p>Classroom Assessments- running records, rubrics, checklists, quizzes, unit tests, final exams</p> <p>Common Formative Assessments (CFAs)- Department/Grade Level CFAs, Pivot, Rubrics, Checklists, Leveled Literacy Intervention (LLI), Formal scales, Guided Reading, Wilson Reading and Foundations.</p> <p>Accelerated Reading and Math</p> <p>Dyslexia K-2 Screening</p> <p>Transition to Flow 360 for Formative Assessment</p> <p>Benchmark Assessments- Lexile (RI), writing assessment, spelling inventory, quarterly standards based assessments,</p>	<p>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><u>Responsibilities:</u></p> <p>5. Superintendent, Director of Elementary Curriculum, Director of College and Careers, Professional Development Coordinator, Director of Technology, Principals.</p>	
--	--	--	--	--



Liberty Elementary Strategic Plan



	<p>Wilson Reading and Foundations EL Plan</p> <p>TurnItIn</p>	<p>SPI External Summative Assessments- ISTEP+, ILEARN, IAM, ISPROUT (preK) IREAD3, WIDA, 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>Elementary Curriculum Mapping Updates</p> <p>Digital Portfolios</p>	<p>**6. 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 style="text-align: center;"><u>Data:</u></p> <p>SCOH Programs and Assessment</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</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



	<p>SCOH TRC encrypted website Math</p> <p>Professional Development Offerings - PD Calendar-Catalog</p> <p>Khan Academy Playbook</p> <p>SeeSaw</p>	<p>include: Classroom Assessments- running records, rubrics, checklists, quizzes, unit tests, final exams Common Formative Assessments (CFAs)- Department/Grade Level CFAs, Pivot, Rubrics, Checklists, Leveled Literacy Intervention (LLI), Formal scales, Wilson Reading, Foundations Benchmark Assessments- Lexile (RI), writing assessment, spelling inventory, quarterly standards based assessments, SPI External Summative Assessments- ILEARN, IAM, ISPROUT (preK), IREAD3, WIDA, Portfolios -Khan Academy Data</p>	<p>knowledge on scaleable practices through co-teaching, PD sessions, instructional rounds, and out-of-school PD sessions,</p> <p><u>Responsibilities:</u></p> <p>6. Superintendent, Director of Elementary Curriculum, Director of College and Careers, Professional Development Coordinator, Director of Technology, Principals. Grade Level/Department Chairs.</p>	
--	---	---	---	--



Liberty Elementary Strategic Plan



		<ul style="list-style-type: none"> -Math PD Training -SeeSaw Data -Google Sites Data 		
	<p>SCOH Programs and Assessment</p> <p>Pivot Inspect / MTSS Page</p> <p>Elementary Curriculum Mapping Updates</p> <p>Digital Portfolios</p> <p>Professional Development Offerings - PD Calendar and Catalog</p>	<p>**7. All students will increase problem solving skills by using technology tools across the curriculum.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -Curriculum Maps -Professional Development Calendar -Job embedded PD Data -Seesaw Data -Google Sites Data -Graduation Pathways Data -Career Interests Data 	<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 style="text-align: center;"><u>Responsibilities:</u></p> <p>7. Superintendent, Director of Elementary Curriculum, Director of College and Careers, Professional Development Coordinator, Director of Technology, Principals. Grade Level/Department Chairs.</p>	2018-2022



Liberty Elementary Strategic Plan



	Digital Portfolios			
	SeeSaw			



Liberty 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</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 	<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>2018-2022</p>



Liberty Elementary Strategic Plan



<p>Resources and Compliance who helps coordinate the employment and training of employees. The district recruits, employs, and mentors qualified professional staff.</p> <p>Support staff, including bus drivers, custodians, and food service employees, are hired according to qualifications and training. The district maintains an evaluation system for classified and certified staff that provides opportunities for continuous professional development.</p> <p>The district employs a</p>		<ul style="list-style-type: none"> -Curricular Programming -Safety Plans -CPF Emergencies -Demographic Study -ADM Data -Financial Debt Data 	1. Superintendent, Business Manager, Board of Trustees	
	<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:</p>	<p>**3. The district will</p>	<p><u>Actions:</u></p>	2018-2022



Liberty Elementary Strategic Plan



<p>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 the District Strategic Plan.</p> <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</p>	<p>District planning</p> <p>10 Year Maintenance Plan</p> <p>10 Year Technology Plan</p> <p>Bond Upgrades</p> <p>Bus Replacement Plan</p> <p>Budget Planning Information (Encrypted)</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>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 -CPF Emergencies -Demographic Study -ADM Data -Financial Debt Data -Form 9 Data -Form 30A Data -Grant Awards 	<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. -Student safety, learning environment, maintaining equipment and introduction of new technologies into the classroom are budget priorities. -An appropriation contingency line is budgeted each year for unexpected expenses to prevent cuts in educational programs and staffing. -Tax rate neutral negotiable one 	
--	---	---	---	--



Liberty Elementary Strategic Plan



<p>Special Education Cooperative.</p> <p>-The district has a English Language Coordinator.</p> <p>-The district employs a 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 employs a Food Services Director to provide a healthy menu of nutrition for students.</p> <p>-The district employs a Director of Transportation and Bus Mechanical staff to provide safe transport to and from school, as well as other school sponsored</p>			<p>year notes are issued to maintain and improve infrastructure, safety and technology upgrades.</p> <p><u>Responsibilities:</u></p> <p>3. Superintendent, Business Manager, Board of Trustees</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>Hobart Educational Foundation</p> <p>Hobart Community</p>	<p>**4. The district will apply for grants that it is eligible to increase resources.</p> <p><u>Data:</u></p> <p>-Superintendent’s Mail</p> <p>-Federal/State/ Local Grants</p> <p>-Foundation Grants</p> <p>-Grant awards</p> <p>-Expenditure Reports</p>	<p><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 staffing, programming, and resourcing needed for our students to partake in the best educational experiences possible.</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



<p>events.</p> <p>-The district has a Director of School Safety and the City of Hobart partners with 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 employs a Director of Technology and Director of Information Technology Services who work with to provide leadership for technology.</p> <p>-Central Office Administrators, the</p>	<p>Foundation</p> <p>Legacy Foundation</p>		<p><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><u>Data:</u></p> <ul style="list-style-type: none"> -Career Pathway Guide -Career Pathway Sector Participation -CTE Concentrator Data -Early College Data -Certificate Completion -Technical Certificate Completion 	<p><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><u>Responsibilities:</u></p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



<p>Director of Technology, and the Technology Professional, Development Coordinator provide leadership and development for technology and media resources across the district.</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 partner with St. Mary's Medical Center for the Brickie Community Health Clinic.</p>		<p>-STGEC Completion -Associate Degree Completion -Form 30A Data</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>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>**6. The district will be strategic with partners for course offerings.</p> <p><u>Data:</u></p> <p>-Career Pathway Guide -Ready NWI Meetings -Higher Education Partners -Employer Partners</p>	<p><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><u>Responsibilities:</u></p> <p>6. Superintendent, Director of Guidance and Counseling</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



	<p>Ready NWI</p> <p>Hobart University</p>		<p>Services, Director of Human Resources & Compliance, Director of College and Careers, Principals, CTE Instructors, Community Partners, WBL Coordinator, World of Work Coordinator, and Higher-Ed Partners.</p>	
	<p>Recruitment Brochure</p> <p>HTA Collective</p> <p>Bargaining Agreement</p> <p>Teacher Compensation Worksheet Example</p> <p>Teacher Compensation</p>	<p>**7. The district will be competitive on recruiting high quality teachers and staff through compensation and benefit packages.</p> <p><u>Data:</u></p> <ul style="list-style-type: none"> -Recruitment Fair Data -Applicant Tracking System Data in Frontline -Contracts 	<p><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>2018-2022</p>



Liberty Elementary Strategic Plan



			<p><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>	
	<p>TRC encrypted on SCOH website</p> <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</p>	<p>**8. All teachers will receive support for continuing education and professional development to support curriculum and program delivery.</p> <p><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 	<p><u>Actions:</u></p> <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 Advanced Placement, Dual Credit, and CTE courses.</p> <p><u>Responsibilities:</u></p> <p>8. Superintendent, Board of Trustees, Director of Human Resources & Compliance, Business Manager, Director of</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



	<p><u>Planning and PD</u></p> <p><u>Dual Credit Tuition Reimbursement Program</u></p> <p><u>Teacher Induction</u></p> <p>TRC encrypted on SCOH website - <u>Marzano Evaluation System and PD Calendar and Catalog</u></p>	<p>-PGPs awarded</p> <p>-Outside Conference Participation</p> <p>-Instructional Rounds</p> <p>-Mentors Assigned</p> <p>-Marzano Teacher Peer Evaluation</p> <p>Tuition Reimbursement Program</p> <p>-PD Calendar and Catalog</p>	<p>Elementary Curriculum, Director of College and Careers, and Principals.</p>	
	<p><u>Technology</u></p> <p><u>Professional Development Offerings - PD Calendar</u></p>	<p>**9. All teachers will receive technology professional development and support.</p> <p><u>Data:</u></p> <p>-Professional Development Calendar and Catalog</p>	<p><u>Actions:</u></p> <p>9. Given that the SCOH is 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</p>	<p>2018-2022</p>

		<ul style="list-style-type: none"> -New Teacher Induction -Administrative Retreat and Cabinet Meeting Agendas -PLC for Curriculum Mapping -PGPs awarded -Outside Conference Participation -Instructional Rounds 	<p>utilize.</p> <p><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><u>Data:</u></p> <ul style="list-style-type: none"> -Plans -Technology Plans -Curricular Programming -Safety Plans -Emergencies 	<p><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 longevity.</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



	<p><u>Bond Upgrades</u></p> <p><u>Bus Replacement Plan</u></p>	<p>-Demographic Study</p> <p>-ADM Data</p> <p>-Financial Debt Data</p>	<p><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. The district will offer health services through school nurses or the Brickie Clinic.</p> <p><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><u>Actions:</u></p> <p>11. 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><u>Responsibilities:</u></p> <p>11. Superintendent, Board of Trustees, Director of Facilities, Business Manager, Director of IT, Director of Technology.</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



	<p>NISEC Website</p> <p>English Learners (on encrypted Teacher Resource Center TRC)</p> <p>Pivot Inspect / MTSS Page Transition to Skyward</p> <p>Pivot Early Warning System Transition to Skyward and 5 Labs Data Warehouse</p> <p>Pivot Website Transition to Flow 360</p> <p>EL Plans</p>	<p>**12. The district will ensure students will receive special education services through NISEC or the English language program.</p> <p style="text-align: center;"><u>Data:</u></p> <p>-EWIS: Attendance, Behavior, Course Grades (A,B,C Data)</p> <p>-MTSS Meeting Data and Plans</p> <p>-Special Education Data</p> <p>-EL Data</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 Coordinator - the SCOH will ensure students receive special education services through NISEC and/or the English language program.</p> <p style="text-align: center;"><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</p>	<p>2018-2022</p>
--	--	---	--	------------------



Liberty Elementary Strategic Plan



			Resources & Compliance.	
--	--	--	-------------------------	--

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</p>	<p>SCOH TRC encrypted website: College and Careers Career Pathway Guide 2018-2019 CCR: Graduation Pathways, Diploma</p>	<p>*1. All students will have a plan for post graduation that includes early college through Hobart University or a career and technical, education concentrator path.</p> <p style="text-align: center;"><u>Data:</u></p>	<p><u>Actions:</u> 1. SCOH Counselors and Administrators, along with our College Coach through Ivy Tech Community College, work with all secondary students to help them choose a pathway option, schedule courses, understand prerequisites needed for Early College, and</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



<p>level.</p> <p><u>Career Strategies/Interventions:</u></p> <p><u>Curriculum:</u></p> <p>-All students will participate in career awareness.</p> <p>-All students will participate in career exploration.</p> <p>-All students will participate in small learning communities and community education</p> <p><u>Student Support:</u></p> <p>-All students will participate in College Go activities.</p> <p>-Students will participate in Junior Achievement</p> <p>-Students will participate in Naviance College and Career Planning</p> <p>-Students will participate in Mighty Acorns (3-5)</p> <p>-All 4th Graders will tour the</p>	<p>Options, Hobart University, Digital Portfolio, WBL, and Service Learning Pages</p> <p>SCOH College and Career Pages</p> <p>Hobart University</p> <p>Pivot Inspect / MTSS Page Transition to Skyward</p> <p>Pivot Early Warning System / Transition to Skyward and 5 Labs data Warehouse</p> <p>Pivot Website Transition to Flow 360</p>	<p>-EWIS: Attendance, Behavior, Course Grades (A,B,C Data)</p> <p>-Career Pathway Guide</p> <p>-Work Ethic Certificate Data</p> <p>-Curriculum Map PBL Units</p> <p>-Service Participation on Skyward</p> <p>-Career Pathway Sector Participation</p> <p>-CTE Concentrator Data</p> <p>-Early College Data</p> <p>-Certificate Completion</p> <p>-Technical Certificate Completion</p> <p>-STGEC Completion</p> <p>-Associate Degree Completion</p> <p>-National Clearinghouse Data</p>	<p>what certification(s), diploma, and/or degree a student is working towards obtaining. Diploma requirements, service/work-based learning, and postsecondary-ready competency options also addressed with students. All information is available in our College and Careers tab on the SCOH website and in our Graduation Pathway.</p> <p><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)</p>	
---	--	---	--	--



Liberty Elementary Strategic Plan



<p>high school for career pathway and early college planning.</p> <ul style="list-style-type: none"> -All 5th Graders will tour Purdue NW -A Walk into my Future -Community/Parents/and guardians will develop career education knowledge. -All students will participate in school to career planning preparation. -Students will participate in after-school clubs and extracurricular activities -The district encourages community groups to collaborate with schools to support student learning. <p>A. Liberty students will be referred to the High Ability program and, when qualified, they will be bused to the High</p>	<p>Khan Academy</p> <p>Pivot Inspect / MTSS Page Transition to Skyward</p> <p>Pivot Website</p>	<p>*2. All students use Khan Academy to individualize learning as well as prepare for college readiness and early college eligibility.</p> <p><u>Data:</u></p> <ul style="list-style-type: none"> --EWIS: Attendance, Behavior, Course Grades (A,B,C Data) -Khan Academy Participation Data -Learn More website -Junior Achievement Inc. -College Go Activities -Shirley Heinze -Chicago Field Museum -PLTW Training -Purdue Northwest -Dunes Learning Center 	<p><u>Actions:</u></p> <p>2.The School City of Hobart has a comprehensive PSAT/SAT preparation plan that capitalizes on the use of Khan Academy as not only a high-quality test preparation tool but an excellent resource for assessing specific skills and standards.</p> <p><u>Responsibilities:</u></p> <p>2. Superintendent, Director of Counseling and Services, Counselors, Director of College and Careers, Director of Technology, Principals. Grade Level/Department Chairs</p>	<p>2018-2022</p>
---	---	--	---	------------------



Liberty Elementary Strategic Plan



<p>Ability program (grades 2-5) B. Students and parents will be invited to attend Student/Teacher Conferences, academic progress conferences, and use Skyward Parent Portal. Community members will be invited to engage students by mentoring, internships, and service opportunities, such as Junior Achievement and Teaching Gardens, and Mighty Acorns. C. The School City of Hobart Foundation supports student learning through awarding grants for innovative projects and programs. D. Hobart Food pantry provides service opportunities E. Tri Kappa provides awards for art show. F. Intervention: Clubs and Extra-Curricular</p> <p>1. Students will participate in clubs and extracurricular</p>	<p>SCOHR TRC encrypted website: College and Careers</p> <p>Pivot Inspect / MTSS Page- Transition to Skyward</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 5 Labs</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>-Work Ethic Certificate Data</p> <p>-Curriculum Map PBL Units</p> <p>-PBIS Data</p> <p>-ReadyNWI Meetings</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.</p>	<p>2018-2022</p>
--	---	--	---	------------------



Liberty Elementary Strategic Plan



<p>activities</p> <p>A. Academic Support</p> <p>B. Academic Enrichment</p> <p>C. Athletics</p> <p>D. Performing Arts</p> <p>E. Maker Faire</p>	<p>Data Warehouse</p> <p>Pivot Website</p> <p>PBIS</p> <p>ReadyNWI</p> <p>Department of Workforce</p> <p>Development Employability Skills</p>			
	<p>SCOH TRC encrypted website:</p> <p>College and Careers</p>	<p>**4. All students will participate in career awareness.</p> <p><u>Data:</u></p> <ul style="list-style-type: none"> -Career Study Trip Data -College Visits -Guest Speakers 	<p><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</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



		<ul style="list-style-type: none"> -On-site - Virtual Study Trip - WBL Data -Naviance Curriculum -Curriculum Maps -Kuder Galaxy - Indiana Career Explorer -Career Finder 	<p>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, WBL Coordinator.</p>	
	<p>SCOH TRC encrypted website: College and Careers</p> <p>CCR: Graduation Pathways, Diploma Options, Hobart University, Digital Portfolio, WBL, and Service Learning Pages</p>	<p>**5. All students will participate in career exploration.</p> <ul style="list-style-type: none"> -Career Study Trip Data -College Visits -Guest Speakers -On-site - Virtual Study Trip - WBL Data -Naviance Curriculum -Master Schedule -Curriculum Maps - Indiana Career Explorer -Kuder Galaxy 	<p style="text-align: center;"><u>Actions:</u></p> <p>5. All students will participate in age-appropriate career exploration activities from k-12. 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>2018-2022</p>

		<ul style="list-style-type: none"> -Indiana Career Explorer -Career Finder 	<p>5. Superintendent, Director of Counseling and Services, Counselors, Director of College and Careers, Director of Technology, Principals, WBL Coordinator.</p>	
	<p>CCR: Graduation Pathways, Diploma Options, Hobart University, Digital Portfolio, WBL, and Service Learning Pages</p> <p>CCR: Graduation Pathways, Diplom</p>	<p>**6. Students will participate in small learning communities/career pathways.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -EWIS: Attendance, Behavior, Course Grades (A,B,C Data) -Career Pathway Guide -Master Schedules -Curriculum Map PBL Units -Service Participation on Skyward -Career Pathway Sector Participation 	<p style="text-align: center;"><u>Actions:</u></p> <p>6. All students will partake in sequenced activities in groups that align with their preferred career pathway interests, and data will be tracked through surveys in Schoolwires to study the trajectory of shifts, changes, and trends in pathway interests. Such interests will align with changing pathway additions/revisions at the high school level in a backward design approach.</p> <p style="text-align: center;"><u>Responsibilities:</u></p> <p>6. Superintendent, Director of Counseling and Services, Counselors, Director of College</p>	<p>2018-2022</p>

		<ul style="list-style-type: none"> -CTE Concentrator Data -Early College Data -Certificate Completion -Technical Certificate Completion -STGEC Completion -Associate Degree Completion -National Clearinghouse Data -Graduation Pathway Data 	<p>and Careers, Director of Technology, Principals, College and Career Liaison, WBL Coordinator.</p>	
	<p>Financial Aid Resources on SCOH Public Website</p> <p>Parent Involvement Action Packets</p>	<p>**7. All parents/guardians are provided workshops on college testing, early college, career and technical education, and cash for college.</p> <ul style="list-style-type: none"> -FASFA Completion -Local Scholarship Awards -Workshop Attendance 	<p style="text-align: center;"><u>Actions:</u></p> <p>7. Counselors, Administrators, and Directors work to help parents understand college testing, early college, career and technical education, and 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>2018-2022</p>



Liberty Elementary Strategic Plan



		-Virtual Workshop Offerings	7. Superintendent, Director of Counseling and Services, Director of College and Careers, Counselors, Principals.	
--	--	-----------------------------	--	--

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 w 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</p>	<p>Pivot Early Warning System</p> <p>Transition to Skyward and 5 Labs data warehouse</p> <p>Pivot Inspect / MTSS Page Transition to</p>	<p>*1. The district uses a data warehouse for creating formative assessment and warehousing all test data that is integrated with the student management system and Early Warning Intervention System (EWIS).</p>	<p><u>Actions:</u></p> <p>1. Through using Skyward, and 5Labs data warehouse and the Early Warning Indicator System (EWIS) - all staff will monitor attendance, behavior, and conduct (ABC's) and formative assessments for reviewing and</p>	<p>2018-2022</p>



Liberty Elementary Strategic Plan



<p><u>Improvement Strategies/Interventions:</u></p> <ul style="list-style-type: none"> -The district and each school engage in continuous school improvement planning. -The district maintains 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. -The district implements a comprehensive assessment system. -Professional Learning Communities will participate in ongoing training of data tools and analysis. -The district communicates student performance and school effectiveness with stakeholders. 	<p>Skyward</p> <p>-SCOH Programs and Assessment</p>	<p><u>Data:</u></p> <ul style="list-style-type: none"> -Skyward Student Management System -5Labs data warehouse -EWIS: Attendance, Behavior, Course Grades (A,B,C Data) -Transition to Flow360 for Formative Assessment -Curriculum Maps -SCOH Programs and Assessment include: Classroom Assessments- running records, rubrics, checklists, quizzes, unit tests, final exams Common Formative Assessments (CFAs)- Department/Grade Level CFAs, Rubrics, Checklists, 	<p>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> <ol style="list-style-type: none"> 1. Superintendent, MTSS Leadership Team, Director of Elementary Curriculum, Director of Counseling and Services, Director of College and Careers, Leadership Mentor/Drug Program Advisor, Director of Technology, All Teachers. 	
---	---	--	--	--



Liberty Elementary Strategic Plan



		<p>Leveled Literacy Intervention (LLI), Formal scales, Guided Reading, Wilson Reading and Foundations.</p> <p>Dyslexia K-2 Screening</p> <p>-Transition to Flow360 for Formative Assessment</p> <p>Benchmark Assessments- Lexile (RI), writing assessment, spelling inventory, quarterly standards based assessments, SPI External Summative Assessments- ISTEP+, IREAD3, ILearn, IAM, ISPROUT (PreK) WorkKeys, AP Exams, WIDA,</p>		
--	--	---	--	--



Liberty Elementary Strategic Plan



	<p>Pivot Inspect / MTSS Page</p> <p>Pivot Early Warning System Transition to Skyward and 5Labs data warehouse.</p>	<p>*2. The district uses an Early Warning Intervention System (EWIS) for MTSS.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -Five Star Pivot Program -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 needs of all students. In PLCs, the staff can collaboratively identify students at risk of not meeting important academic goals (K-12) 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, Director of Technology, All Teachers, and the</p>	<p>2018-2022</p>
--	--	--	---	------------------



Liberty Elementary Strategic Plan



			Director	
<p>Professional Development Offerings - PD 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>*3. Professional Learning Communities will participate in ongoing professional development of data tools and analysis.</p> <p><u>Data:</u></p> <ul style="list-style-type: none"> -Curriculum Maps -PLC Meetings -MTSS Meetings and Plans 	<p><u>Actions:</u></p> <p>3. During weekly PLCs, all Teachers meet to discuss MTSS updates by grade level. MTSS Leadership Teams follow-up with Tiered support (I, II, III).</p> <p><u>Responsibilities:</u></p> <p>3. Superintendent, MTSS Leadership Team, All Teachers</p>	2018-2022	
<p>Accreditation on</p>	<p>**4. The district and each</p>	<p><u>Actions:</u></p>	2018-2022	



Liberty Elementary Strategic Plan



	<p><u>SCOH Website</u> <u>Encrypted login site for AdvancED Team Resources</u> <u>Leadership Teams</u> <u>TRC Professional Development Calendar and Catalog</u> <u>AdvancED Shared Google Folder</u></p>	<p>school will engage in continuous school improvement planning to be accredited through Leadership Teams meeting regularly by goal areas to monitor implementation of their Strategic Plan.</p> <p style="text-align: center;"><u>Data:</u></p> <ul style="list-style-type: none"> -Profile Analysis -School Improvement Plan Review and Revise -District Strategic Plan Review and Revise - Committee Meetings -Accreditation on SCOH Website -Encrypted login site for Team Resources -TRC Professional Development Calendar and Catalog -AdvancED Shared Google 	<p>4. The 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, Leadership Teams, Administrators</p>	
--	--	---	--	--



Liberty Elementary Strategic Plan



		Folder		
	<p>Accreditation on SCOH Website</p> <p>Encrypted login site for AdvancED Team Resources</p> <p>Leadership Teams</p> <p>TRC Professional Development</p> <p>Calendar and catalog</p> <p>AdvancED Shared Google Folder</p>	<p>**5. 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>*Triangulation of Data in Profile by Area</p> <p>- Leadership Team Meetings by goal areas to monitor implementation of Action Plans.</p> <p>-District AdvancEd leadership Meetings to</p>	<p style="text-align: center;"><u>Actions:</u></p> <p>5. The 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, Leadership Team</p>	2018-2022



Liberty Elementary Strategic Plan



		review the progress and assist in their annual revision process.		
	Accreditation on SCOH Website Encrypted login site for AdvancED Team Resources AdvancEd Leadership Teams TRC Professional Development Calendar and Catalog SCOH encrypted ARC: District planning	<p>**6. The district will meet with the district's service department heads to monitor progress on the Strategic Plan.</p> <p>Data:</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><u>Actions:</u></p> <p>6. With our end goals in mind, 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><u>Responsibilities:</u></p> <p>6. Superintendent, Leadership Team - including Department Heads.</p>	2018-2022
	Accreditation on	**7. Professional Learning Communities will participate	<p><u>Actions:</u></p>	2018-2022

	<p>SCOH Website Encrypted login site for AdvancED Team Resources AdvancEd Leadership Teams TRC Professional Development Calendar and Catalog Pivot Inspect / MTSS Page Transition to Skyward Pivot Early Warning System Transition to Skyward</p>	<p>in ongoing training of 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 -Teacher Induction -Outside Conference Participation 	<p>7. All Principals, Department Chairs, and the Director of Elementary Curriculum and 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><u>Responsibilities:</u></p> <p>7. Superintendent, Director of Elementary Curriculum, Director of College and Careers, Principals, Director of Technology, All Teachers.</p>	
--	--	---	---	--



Liberty Elementary Strategic Plan



		<ul style="list-style-type: none">-Instructional Rounds-Mentors Assigned-Marzano Teacher Peer Evaluation		
--	--	--	--	--