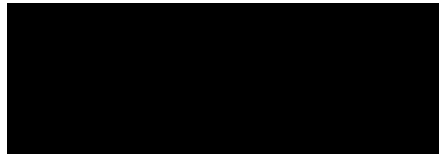


Harmar Elementary Building Plan with Implementation Details



BUILDING PLAN

IRN 015297

SMART GOALS

Goal 1: Student Performance Content Area: **Reading**

GOAL 1: The district will implement research based strategies to ensure that the achievement rates on state reading measures for all grade levels and subgroups (SWD and ED) will meet AYP goals(growth rate = 3.85% per year) through 2014.

STRATEGIES, INDICATORS AND PROGRESS MEASURES

STRATEGY 1.A: The District will use formative assessments to monitor student progress and to make instructional decisions.

	Baseline Measure	Progress Measure		Progress Measure		Progress Measure		Progress Measure		Progress Measure	
ADULT IMPLEMENTATION INDICATOR	September 2011	Jan 2012	Actual Results	June 2012	Actual Results	Jan 2013	Actual Results	June 2013	Actual Results	June 2014	Actual Results
100% of teachers will consistently implement formative assessments in an ongoing cycle of continuous improvement.	Establish baseline September, 2011	25% of All Teachers		50% of All Teachers		75% of All Teachers		100% of All Teachers		100% of All Teachers	
STUDENT PERFORMANCE INDICATOR	September 2011	Jan 2012	Actual Results	June 2012	Actual Results	Jan 2013	Actual Results	June 2013	Actual Results	June 2014	Actual Results
100% of students, with emphasis on the SWD and ED subgroups, will meet indicator targets or show improvements on Short Cycle Assessments that are aligned with the Ohio Content Standards.	No baseline for K-12 Reading. Establish baseline September, 2011	K-12 10% increase from Sept, 2011		K-12 10% increase from Jan, 2012		K-12 10% increase from June, 2012		K-12 10% increase from Jan, 2013		K-12 100% or 10% increase from June, 2013	

4.09.2010

IMPLEMENTATION DETAILS

ACTION STEPS	Monitoring Evidence/Data Sources	Person(s) Responsible/ Groups	Implementation Timeline												Resources Needed: Budget/Material/ Technology		
			August	September	October	November	December	January	February	March	April	May	June	July			
1.A.1. Provide professional development on formative assessments.	Agendas Sign-in sheets	Curriculum Director, Principals, Formative Assessment teams, PLC teams						2010	X	X	X						PD money, time, facilitator costs, trainers, adequate facilities
H1.A.1. Participate in district professional development on formative assessments.	Agendas Sign-in sheets	Principal, Formative Assessment teams, PLC teams						2010	X	X	X						Time
1.A.2. Identify & write essential learning targets in student friendly language with visual evidence.	Walk-throughs Assessment maps	Academic and/or grade level teams	2010	X	X	X	X	X	X	X	X	X	X				Time, Money
H1.A.2.a Provide professional development to identify and write essential learning targets in student friendly language	Agendas Sign-in sheets	Principal, Formative Assessment Team		2010	X	X	X	X	X	X	X	X	X				Time
H1.A.2.b Post essential learning targets in the classroom as <i>I can...</i> statements	Walk-throughs	Principal, Formative Assessment Team			2010	X	X	X	X	X	X	X	X				Time
1.A.3. Use scaffolding as a strategy to identify intervention and enrichment.	Scaffolding Kit	Academic & grade level teams Teachers	2010	X	X	X	X	X	X	X	X	X	X				Time, Money, PD
H1.A.3. Use scaffolding as a strategy to identify intervention and enrichment.	Benchmark ladder books from Muskingum ESC; PLC teams meeting minutes	Academic & grade level teams Teachers			2010	X	X	X	X	X	X	X	X				Time, Money

SMART GOALS

Goal 1: Student Performance Content Area: **Reading**

GOAL 1: The district will implement research based strategies to ensure that the achievement rates on state reading measures for all grade levels and subgroups (SWD and ED) will meet AYP goals(growth rate = 3.85% per year) through 2014.

STRATEGIES, INDICATORS AND PROGRESS MEASURES

STRATEGY 1.B: Teachers will conduct an overview of and consistently implement Marzano’s instructional strategies to refine current practices.

ADULT IMPLEMENTATION INDICATOR	Baseline Measure	Progress Measure		Progress Measure		Progress Measure		Progress Measure	
	September 2012	Jan 2013	Actual Results	June 2013	Actual Results	Jan 2014	Actual Results	June 2014	Actual Results
100% of teachers will consistently implement Marzano identified instructional strategies	Establish Baseline September, 2012	50% of teachers will implement 2 identified strategies		100% of teachers will implement 2 identified strategies		50% of teachers will implement 3 identified strategies		100% of teachers will implement 3 identified strategies	
STUDENT PERFORMANCE INDICATOR	September 2012	Jan 2013	Actual Results	June 2013	Actual Results	Jan 2014	Actual Results	June 2014	Actual Results
100% of students, with emphasis on the SWD and ED subgroups, will meet indicator targets or show improvements on Short Cycle Assessments that are aligned with the Ohio Content Standards.	No baseline for K-12. Establish baseline September, 2012	K-12 10% increase from Sept, 2012		K-12 10% increase from Jan, 2013		K-12 10% increase from Jun, 2013		K-12 100% or 10% increase from Jan, 2014	

1.B.4. Add Marzano Strategies to the Walkthrough tool.	Walk-through tool	Administrative Team/Peer Team								2 0 1 3									Actual tool
1.B.5. Monitor use of identified Marzano strategies.	Walk-throughs	Principals Teacher-Based Teams								2 0 1 3	X	X	X	X					Actual monitoring tool
H1.B.5. Monitor use of identified Marzano strategies.	Walk-throughs	Principals Teacher-Based Teams								2 0 1 3	X	X	X	X					Actual monitoring tool
1.B.6. Provide teachers with a self-assessment tool that reflects use of Marzano’s strategies.	Self assessment tool	Principals Teacher-Based Teams								2 0 1 3									Actual monitoring tool/self assessment tool
H1.B.6. Use district self-assessment tool that reflects use of Marzano’s strategies	Self assessment	Principals Teacher-Based Teams								2 0 1 3	X	X	X	X					District self/assessment tool
1.B.7 Establish a Subgroup Advisory Committee comprised of General Ed., Special Ed. and administrators to advise the DLT on research-based methods to reduce the gap between general ed. and appropriate subgroups.	Agendas Minutes Action Plans	Curriculum Dir. Student Ser Coord. Special Ed. Supervisor Gifted Coordinator		2 0 1 0	X	X	X	X	X	X	X	X	X	X					Time
H1.B.7 Participate on a Subgroup Advisory Committee to advise the BLT on research-based methods to reduce the gap between general ed. and appropriate subgroups.	Agendas Minutes Action Plans	Principal Committee members		2 0 1 0	X	X	X	X	X	X	X	X	X					Time	

SMART GOALS

Goal 1: Student Performance Content Area: **Reading**

GOAL 1: The district will implement research based strategies to ensure that the achievement rates on state reading measures for all grade levels and subgroups (SWD and ED) will meet AYP goals(growth rate = 3.85% per year) through 2014.

STRATEGIES, INDICATORS AND PROGRESS MEASURES

STRATEGY 1.C: Create and sustain a Professional Learning Community to ensure implementation of highly effective formative assessment and instructional practices.

	Baseline Measure	Progress Measure		Progress Measure		Progress Measure		Progress Measure		Progress Measure	
ADULT IMPLEMENTATION INDICATOR	May, 2010	Jan 2011	Actual Results	June 2011	Actual Results	Jan 2012	Actual Results	June 2012	Actual Results	June 2013	Actual Results
100% of district employees will become knowledgeable of PLC practices and attend PLC meetings regularly, when scheduled, or otherwise indicated.	Establish baseline May, 2010	25% of All Employees		50% of All Employees		75% of All Employees		100% of All Employees		100% of All Employees	
STUDENT PERFORMANCE INDICATOR	September, 2011	Jan 2012	Actual Results	June 2012	Actual Results	Jan 2013	Actual Results	June 2013	Actual Results	June 2014	Actual Results
100% of students, with emphasis on the SWD and ED subgroups, will meet indicator targets or show improvements on Short Cycle Assessments that are aligned with the Ohio Content Standards.	No baseline for K-12 Reading. Establish baseline Sept, 2011.	K-12 10% increase from Sept, 2010		K-12 10% increase from Jan, 2011		K-12 10% increase from Jun, 2011		K-12 10% increase from Jan, 2012		K-12 100% or 10% increase from Jun, 2012	

IMPLEMENTATION DETAILS

ACTION STEPS	Monitoring Evidence/Data Sources	Person(s) Responsible/ Groups	Implementation Timeline												Resources Needed: Budget/Material/ Technology	
			August	September	October	November	December	January	February	March	April	May	June	July		
1.C.1 Review with all employees and orient new staff on Professional Learning Community practices	Agenda Sign-in sheets	DLT BLT/BPLC		2 0 1 0	X	X	X	X	X	X	X	X	X			Time
1.C.2. Create time for District Leadership Team (DLT) to meet.	Schedule Agenda	Administrative Team Co-chairs DLT		2 0 1 0				2 0 1 0			2 0 1 1			2 0 1 1		Time, money
H1.C.2. Create time for Building Professional Learning Community (BPLC) to meet	Schedule Agenda	Principal BPLC	2 0 1 0	X	X	X	X	X	X	X	X	X	X			Time
1.C.3. Provide direction, monitoring, and feedback for the building level PLCs/BLTs.	Meeting agendas PLC Timeline PLC Protocols	Principals DLT members at BLT level Form Assessment Team		2 0 1 0	X	X	X	X	X	X	X	X	X			Time, Implementation Plan
1.C.4. Provide regularly occurring collaboration, embedded within the school day, which focuses on instruction, best practices, data and responds to the four core questions of a PLC.	Meeting agendas Meeting minutes Schedule	Admin/Staff scheduling at school day BPLC		2 0 1 0	X	X	X	X	X	X	X	X	X			Time, model schedules
H1.C.4. Participate in regularly occurring collaboration, embedded within the school day, which focuses on instruction, best practices, data and responds to the four core questions of a PLC.	Meeting agendas Meeting minutes Schedule	BPLC Principal scheduling at school day	2 0 1 0	X	X	X	X	X	X	X	X	X	X			Time, model schedules

1.C.5. Develop collective commitments to district vision from relevant stakeholders	Collective commitments Meeting agendas Surveys	DPLC BPLC Admin/Peers	2 0 1 0																Time, exemplars of commitments
H1.C.5. Review and comply with collective commitments to district vision	Collective commitments	Principal Teacher based teams	2 0 1 0	X	X	X	X	X	X	X	X	X	X						Time
1.C.6. Provide clear, consistent, and timely communication throughout the district and community.	District website Newsletters	IT department	2 0 1 0																District Website
H1.C.6 Provide clear, consistent, and timely communication throughout the building and community	District website Newsletters Progressbook Conferences	IT department Teacher based teams Principal	2 0 1 0	X	X	X	X	X	X	X	X	X	X						

SMART GOALS

Goal 2: Student Performance Content Area: **Mathematics**

GOAL 2: The district will implement research based strategies to ensure that the achievement rates on state mathematics measures for all grade levels and subgroups (SWD and ED) will meet AYP goals(growth rate = 5.95% per year) through 2014.

STRATEGIES, INDICATORS AND PROGRESS MEASURES

STRATEGY 2.A: The District will use formative assessments to monitor student progress and to make instructional decisions.

	Baseline Measure	Progress Measure		Progress Measure		Progress Measure		Progress Measure		Progress Measure	
ADULT IMPLEMENTATION INDICATOR	September 2010	Jan 2011	Actual Results	June 2011	Actual Results	Jan 2012	Actual Results	June 2012	Actual Results	June 2013	Actual Results
100% of teachers will consistently implement formative assessments in an ongoing cycle of continuous improvement.	Establish baseline September, 2010	25% of All Teachers		50% of All Teachers		75% of All Teachers		100% of All Teachers		100% of All Teachers	
STUDENT PERFORMANCE INDICATOR	January 2011	June 2011	Actual Results	Jan 2012	Actual Results	June 2012	Actual Results	Jan 2013	Actual Results	June 2013	Actual Results
100% of students, with emphasis on the SWD and ED subgroups, will meet indicator targets or show improvements on Short Cycle Assessments that are aligned with the Ohio Content Standards.	No baseline for K-12 Mathematics. Establish baseline Jan, 2011	K-12 10% increase from Jan, 2011		K-12 10% increase from June, 2011		K-12 10% increase from Jan, 2012		K-12 10% increase from June, 2012		K-12 100% or 10% increase from Jan 2013	

IMPLEMENTATION DETAILS

ACTION STEPS	Monitoring Evidence/Data Sources	Person(s) Responsible/ Groups	Implementation Timeline												Resources Needed: Budget/Material/ Technology		
			August	September	October	November	December	January	February	March	April	May	June	July			
2.A.1. Provide professional development on formative assessments.	Agendas Sign-in sheets	Curriculum Director, Principals, Formative Assessment teams, PLC teams							2 0 1 0	X	X	X					PD money, time, facilitator costs, trainers, adequate facilities
H2.A.1. Participate in district professional development on formative assessments.	Agendas Sign-in sheets	Principal, Formative Assessment teams, PLC teams						2 0 1 0	X	X	X						Time
2.A.2. Identify & write essential learning targets in student friendly language with visual evidence.	Walk-throughs Assessment maps	Academic and/or grade level teams	2 0 1 0	X	X	X	X	X	X	X	X	X	X				Time, Money
H2.A.2.a Provide professional development to identify and write essential learning targets in student friendly language	Agendas Sign-in sheets	Principal, Formative Assessment Team		2 0 1 0	X	X	X	X	X	X	X	X	X				Time
H2.A.2.b Post essential learning targets in the classroom as <i>I can. . .</i> statements	Walk-throughs	Principal, Formative Assessment Team			2 0 1 0	X	X	X	X	X	X	X	X				Time
2.A.3. Use scaffolding as a strategy to identify intervention and enrichment.	Scaffolding Kit	Academic & grade level teams Teachers	2 0 1 0	X	X	X	X	X	X	X	X	X	X				Time, Money, PD
H2.A.3. Use scaffolding as a strategy to identify intervention and enrichment.	Benchmark ladder books from Muskingum ESC PLC teams meeting minutes	Academic & grade level teams Teachers			2 0 1 0	X	X	X	X	X	X	X	X				Time, Money

2.A.4. Identify Power Indicators.	Meeting Agendas Identified Power Indicators	Academic and/or grade level teams	2 0 1 0	X	X	X	X												Time, Money
H2.A.4. Participate in identifying power indicators	Meeting agendas Identified power indicators	Formative Assessment Team Academic and/or grade level teams	2 0 1 0	X	X	X	X												Time
2.A.5. Develop short cycle assessments based on power indicators.	Agendas, completed assessments, scoring record	Academic and/or grade level teams	2 0 1 0	X	X	X	X												Time, Money
H2.A.5. Participate in development of short cycle assessment based on power indicators	Agendas, completed assessments, scoring record	Academic and/or grade level teams	2 0 1 0	X	X	X	X												Time
2.A.6. Implement short cycle assessments.	Agendas, completed assessments, scoring record	Teachers								2 0 1 1	X	X	X	X					Time, Money
H2.A.6. Implement short cycle assessments.	Agendas, completed assessments, scoring record	Teachers								2 0 1 1	X	X	X	X					Time
2.A.7. Consistently monitor use of short cycle and formative assessments.	Completed scheduled tasks, walk-throughs identified in lesson plans	Principals, PLC teams, Academic and/or grade level teams									2 0 1 1	X	X						AYP targets by grade levels and subgroups Monitoring tools,
H2.A.7. Consistently monitor use of short cycle and formative assessments.	Completed scheduled tasks, walk-throughs identified in lesson plans	Principals, PLC teams, Academic and/or grade level teams									2 0 1 1	X	X						AYP targets by grade levels and subgroups Monitoring tools
2.A.8. Provide professional development on data analysis of various student data sources.	Agendas, sign-in sheets	Curriculum Director									2 0 1 1	X	X						Time, Money, PD Facilitator
H2.A.8 Participate in professional development on data analysis of various student data sources	Agendas Sign-in sheets	PLC teams Principal									2 0 1 1	X	X						Time

SMART GOALS

Goal 2: Student Performance Content Area: **Mathematics**

GOAL 2: The district will implement research based strategies to ensure that the achievement rates on state mathematics measures for all grade levels and subgroups (SWD and ED) will meet AYP goals(growth rate = 5.95% per year) through 2014.

STRATEGIES, INDICATORS AND PROGRESS MEASURES

STRATEGY 2.B: Teachers will conduct an overview of and consistently implement Marzano’s instructional strategies to refine current practices.

ADULT IMPLEMENTATION INDICATOR	Baseline Measure	Progress Measure		Progress Measure		Progress Measure		Progress Measure	
	September 2012	Jan 2013	Actual Results	June 2013	Actual Results	Jan 2014	Actual Results	June 2014	Actual Results
100% of teachers will consistently implement Marzano identified instructional strategies	Establish Baseline September, 2012	50% of teachers will implement 2 identified strategies		100% of teachers will implement 2 identified strategies		50% of teachers will implement 3 identified strategies		100% of teachers will implement 3 identified strategies	
STUDENT PERFORMANCE INDICATOR	September 2012	Jan 2013	Actual Results	June 2013	Actual Results	Jan 2014	Actual Results	June 2014	Actual Results
100% of students, with emphasis on the SWD and ED subgroups, will meet indicator targets or show improvements on Short Cycle Assessments that are aligned with the Ohio Content Standards.	No baseline for K-12. Establish baseline Sept, 2012	K-12 10% increase from Sept, 2012		K-12 10% increase from Jan, 2013		K-12 10% increase from Jun, 2013		K-12 100% or 10% increase from Jan, 2014	

SMART GOALS

Goal 2: Student Performance Content Area: **Mathematics**

GOAL 2: The district will implement research based strategies to ensure that the achievement rates on state mathematics measures for all grade levels and subgroups (SWD and ED) will meet AYP goals(growth rate = 5.95% per year) through 2014.

STRATEGIES, INDICATORS AND PROGRESS MEASURES

STRATEGY 2.C: Create and sustain a Professional Learning Community to ensure implementation of highly effective formative assessment and instructional practices.

	Baseline Measure	Progress Measure		Progress Measure		Progress Measure		Progress Measure		Progress Measure	
ADULT IMPLEMENTATION INDICATOR	May 2010	Jan 2011	Actual Results	June 2011	Actual Results	Jan 2012	Actual Results	June 2012	Actual Results	June 2013	Actual Results
100% of district employees will become knowledgeable of PLC practices and attend PLC meetings regularly, when scheduled, or otherwise indicated.	Establish baseline May, 2010	25% of All Employees		50% of All Employees		75% of All Employees		100% of All Employees		100% of All Employees	
STUDENT PERFORMANCE INDICATOR	January 2011	June 2011	Actual Results	Jan 2012	Actual Results	June 2012	Actual Results	Jan 2013	Actual Results	June 2013	Actual Results
100% of students, with emphasis on the SWD and ED subgroups, will meet indicator targets or show improvements on Short Cycle Assessments that are aligned with the Ohio Content Standards.	No baseline for K-12. Establish baseline Jan, 2011	K-12 10% increase from Jan, 2011		K-12 10% increase from June, 2011		K-12 10% increase from Jan. 2012		K-12 10% increase from June, 2012		K-12 100% or 10% increase from Jan, 2013	

IMPLEMENTATION DETAILS

ACTION STEPS	Monitoring Evidence/Data Sources	Person(s) Responsible/ Groups	Implementation Timeline												Resources Needed: Budget/Material/ Technology	
			August	September	October	November	December	January	February	March	April	May	June	July		
2.C.1 Review with all employees and orient new staff on Professional Learning Community practices	Agenda Sign-in sheets	DLT BLT/BPLC		2010	X	X	X	X	X	X	X	X	X			Time
2.C.2. Create time for District Leadership Team (DLT) to meet.	Schedule Agenda	Administrative Team Co-chairs DLT		2010			2010			2011			2011			Time, money
H2.C.2. Create time for Building Professional Learning Community (BPLC) to meet	Schedule Agenda	Principal BPLC	2010	X	X	X	X	X	X	X	X	X	X			Time
2.C.3. Provide direction, monitoring, and feedback for the building level PLCs/BLTs.	Meeting agendas PLC Timeline PLC Protocols	Principals DLT members at BLT level Form Assessment Team		2010	X	X	X	X	X	X	X	X	X			Time, Implementation Plan
2.C.4. Provide regularly occurring collaboration, embedded within the school day, which focuses on instruction, best practices, data and responds to the four core questions of a PLC.	Meeting agendas Meeting minutes Schedule	Admin/Staff scheduling at school day BPLC		2010	X	X	X	X	X	X	X	X	X			Time, model schedules
H2.C.4. Participate in regularly occurring collaboration, embedded within the school day, which focuses on instruction, best practices, data and responds to the four core questions of a PLC.	Meeting agendas Meeting minutes Schedule	BPLC Principal scheduling at school day		2010	X	X	X	X	X	X	X	X	X			Time, model schedules

2.C.5. Develop collective commitments to district vision from relevant stakeholders	Collective commitments Meeting agendas Surveys	DPLC BPLC Admin/Peers	2 0 1 0																Time, exemplars of commitments
H2.C.5. Review and comply with collective commitments to district vision	Collective commitments	Principal Teacher based teams	2 0 1 0	X	X	X	X	X	X	X	X	X	X						Time
2.C.6. Provide clear, consistent, and timely communication throughout the district and community.	District website Newsletters	IT department	2 0 1 0																District Website
H2.C.6 Provide clear, consistent, and timely communication throughout the building and community	District website Newsletters Progressbook Conferences	IT department Teacher based teams Principal	2 0 1 0	X	X	X	X	X	X	X	X	X	X						

SMART GOALS

Goal 3: Expectations and Conditions: **School Climate**

GOAL 3: By 2014, Marietta City Schools will provide a safe, inviting, and high achieving environment that promotes personal and academic excellence as evidenced by a 70% approval rating from stakeholders, and a 5% decrease in discipline referrals.

STRATEGIES, INDICATORS AND PROGRESS MEASURES

STRATEGY 3.A: Create a positive school climate that promotes student, staff, family and community involvement.

	Baseline Measure	Progress Measure		Progress Measure		Progress Measure		Progress Measure		Progress Measure	
ADULT IMPLEMENTATION INDICATOR	September 2011	Jan 2012	Actual Results	June 2012	Actual Results	Jan 2013	Actual Results	June 2013	Actual Results	June 2014	Actual Results
100% of staff will contribute to an environment that is safe, inviting, motivating, engaging, and promotes high expectations using positive School climate practices.	Baseline determined September, 2011.	60% of staff will use positive school climate practices		70% of staff will use positive school climate practices		80% of staff will use positive school climate practices		100% of staff will use positive school climate practices		100% of staff will use positive school climate practices	
STUDENT PERFORMANCE INDICATOR	September 2011	Feb 2012	Actual Results	Sept 2012	Actual Results	Feb 2013	Actual Results	Sept 2013	Actual Results	Feb 2014	Actual Results
100% of all students will show a decrease in the number of students leaving the district under the open enrollment policy.	Baseline determined September, 2011.	5% reduction in open enrollment transfers.		10% reduction in open enrollment transfers.		5% reduction in open enrollment transfers.		10% reduction in open enrollment transfers.		5% reduction in open enrollment transfers.	
100% of all students, with an emphasis on the SWD and Economically Disadvantaged subgroups, will show a reduction in discipline referrals.	Baseline determined September, 2011.	10% reduction in referrals from the baseline.		10% reduction in referrals from previous measure.		10% reduction in referrals from previous measure.		10% reduction in referrals from previous measure.		10% reduction in referrals from previous measure.	

H3.A.4. Implement appropriate positive school climate practices based on survey results.	List of Positive Practices	BLTs Principal School Staff	2 0 1 1	X	X	X	X	X	X	X	X	X			Time
3.A.5. Provide PD to district staff on positive school climate practices based on survey results.	Agenda	Curriculum Director DPLC	2 0 1 1												Time, Money, PD Presenter, PD monies
H3.A.5. Participate in PD on positive school climate practices based on survey results.	Agenda Sign-in sheets	Principal School Staff	2 0 1 1												Time
3.A.6. Recognize and celebrate positive school climate practices.	List of Activities PA Announcements	DLT/BLTs DPLC	2 0 1 1												Time, Money
3.A.7. Develop and monitor a system for consistently communicating expectations for appropriate student behavior.	Monitoring System Walk-throughs	DLT/BLTs DPLC	2 0 1 1												Time, Money
H3.A.7. Develop, implement (model), and monitor procedures for appropriate student behavior	Monitoring System Walk-throughs	School Staff BLT	2 0 1 1												Time
3.A.8. Provide support and work with families to assist in the academic growth of all students (Family and Civic Engagement, Title I Family Involvement).	Creation of FCE Team Agendas Activities and Announcements	FCE Coordinator Title I Coordinator Principals	2 0 1 0	O	X	X	X	X	X	X	X	X	X		People, Title Money
H3.A.8. Provide support and work with families to assist in the academic growth of all students (Family and Civic Engagement, Title I Family Involvement). Revise this District action step to fit your Building Plan	Creation of FCE Team Agendas Activities and Announcements	FCE Coordinator Title I Coordinator Principals	2 0 1 0	O	X	X	X	X	X	X	X	X	X		People, Title Money

SMART GOALS

Goal 3: Expectations and Conditions: **School Climate**

GOAL 3: By 2014, Marietta City Schools will provide a safe, inviting, and high achieving environment that promotes personal and academic excellence as evidenced by a 70% approval rating from stakeholders, and a 5% decrease in discipline referrals.

STRATEGIES, INDICATORS AND PROGRESS MEASURES

STRATEGY 3.B: Create and sustain a Professional Learning Community that promotes a social environment that is emotionally and physically safe, respectful, personable, orderly, inviting, and child-centered.

	Baseline Measure	Progress Measure	Progress Measure	Progress Measure	Progress Measure	Progress Measure	Progress Measure	Progress Measure	Progress Measure	Progress Measure	Progress Measure
ADULT IMPLEMENTATION INDICATOR	May 2010	Jan 2011	Actual Results	June 2011	Actual Results	Jan 2012	Actual Results	June 2012	Actual Results	June 2013	Actual Results
100% of district employees will become knowledgeable of PLC practices and attend PLC meetings regularly, when scheduled, or otherwise indicated.	Establish baseline May, 2010	25% of All Employees		50% of All Employees		75% of All Employees		100% of All Employees		100% of All Employees	
STUDENT PERFORMANCE INDICATOR	January 2011	June 2011	Actual Results	Jan 2012	Actual Results	June 2013	Actual Results	Jan 2013	Actual Results	June 2013	Actual Results
100% of students, with emphasis on the SWD and ED subgroups, will meet indicator targets or show improvements on Short Cycle Assessments that are aligned with the Ohio Content Standards.	No baseline for K-12 Mathematics. Establish baseline January, 2011	K-12 10% increase from Jan, 2011		K-12 10% increase from June, 2011		K-12 10% increase from Jan, 2012		K-12 10% increase from June, 2012		K-12 100% or 10% increase from Jan, 2013	
	September 2011	Jan 2012	Actual Results	June 2012	Actual Results	Jan 2013	Actual Results	June 2013	Actual Results	June 2014	Actual Results
	No baseline for K-12 Reading. Establish baseline September, 2011	K-12 10% increase from Sept, 2011		K-12 10% increase from Jan, 2012		K-12 10% increase from June 2012		K-12 10% increase from Jan, 2013		K-12 100% or 10% increase from June,	

IMPLEMENTATION DETAILS

ACTION STEPS	Monitoring Evidence/Data Sources	Person(s) Responsible/ Groups	Implementation Timeline												Resources Needed: Budget/Material/ Technology	
			August	September	October	November	December	January	February	March	April	May	June	July		
3.B.1 Review with all employees and orient new staff on Professional Learning Community practices	Agenda Sign-in sheets	DLT BLT/BPLC		2 0 1 0	X	X	X	X	X	X	X	X	X			Time
3.B.2. Create time for District Leadership Team (DLT) to meet.	Schedule Agenda	Administrative Team Co-chairs DLT		2 0 1 0				2 0 1 0			2 0 1 1			2 0 1 1		Time, money
H3.B.2. Create time for Building Professional Learning Community (BPLC) to meet	Schedule Agenda	Principal BPLC	2 0 1 0	X	X	X	X	X	X	X	X	X	X			Time
3.B.3. Provide direction, monitoring, and feedback for the building level PLCs/BLTs.	Meeting agendas PLC Timeline PLC Protocols	Principals DLT members at BLT level Form Assessment Team		2 0 1 0	X	X	X	X	X	X	X	X	X			Time, Implementation Plan

3.B.4. Provide regularly occurring collaboration, embedded within the school day, which focuses on instruction, best practices, data and responds to the four core questions of a PLC.	Meeting agendas Meeting minutes Schedule	Admin/Staff scheduling at school day BPLC	2 0 1 0	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
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"ELEMENTARY" SCHOOL EVALUATION PROCESS

Purpose(s): The overall purpose of the school plan evaluation is to determine if implementation of the actions and associated resources result in increased student achievement as specified in the district goals (i.e., improved performance on the OAT/OGT and local assessments by 8%) and indicators.

Audiences: The BLT will share the evaluation results with the Superintendent in detail and a summary with parents, partner organizations, and all building employees.

Questions: The evaluation of the school plan will provide answers to the following:

1. How do planned results compare to actual outcomes in student performance?
2. What is the impact of professional development on teacher practice and student achievement?
3. Has out school plan been implemented with integrity, on-time and within budget?
4. What lessons has the school learned as a result of implementing this plan (and how will they be applied to the next plan)?
5. What should the building do to institutionalize successes and eliminate unsuccessful practices?

METHOD/PROCEDURE	INSTUMENTATION	SAMPLE	RESPONSIBILITY	TIMELINE