

Graduate Profile

Critical Initiative

On Track

Create a graduate profile with aligned goals and activities for all students, PreK-12.

**Objective:** Provide opportunities for students to show competencies necessary to achieve their next transition

Activity

Use focus groups to gather input for grad profile

**Person responsible:** School and District Administration

**Launch Date:** 01/02/2019

**Required Resources:**

Financial Resource: \$200.00

Other Resource: Graduate profile exemplars; consultants

**Activity Measure(s)**

**Benchmark(s)**

Rosters of parent, teacher and student focus group membership (including one board member per school site).

**Benchmark:** Focus groups identified

**Target Date:** 02/04/2019

Calendar of focus group meetings.  
Minutes of focus group meetings. Draft graduate profile.

**Benchmark:** Distribute focus group meeting calendars

**Target Date:** 03/04/2019

**Benchmark:** Focus group meetings completed

**Target Date:** 05/15/2019

**Benchmark:** SBDM review of draft graduate profile

**Target Date:** 09/18/2019

**Benchmark:** BOE approval of graduate profile

**Target Date:** 12/16/2019

**Critical Initiative**

On Track

OCHS teachers and students will participate in a common instructional framework that focuses on core standards, formative assessment, and planning for student engagement.

**Objective:** Provide common frameworks for instruction, curriculum, and assessment to ensure student success.

Activity

Conduct ELEOT to measure student engagement.

**Person responsible:** School and district administration

**Launch Date:** 01/02/2019

**Required Resources:**

Financial Resource:  
Other Resource:

**Activity Measure(s)**

**Benchmark(s)**

Administrative certification in ELEOT.  
ELEOT walkthrough reports.

**Benchmark:** Administrative ELEOT certification complete

**Target Date:** 01/15/2019

**Benchmark:** ELEOT walkthrough cycle 1 complete

**Target Date:** 02/15/2019

**Benchmark:** ELEOT walkthrough cycle 2 complete

**Target Date:** 09/30/2019

**Benchmark:** ELEOT walkthrough cycle 3 complete

**Target Date:** 12/31/2019

## Activity

Teachers will use a common instructional framework

<b>Person responsible:</b> Classroom teachers		<b>Launch Date:</b> 01/02/2019
<b>Required Resources:</b> Financial Resource: \$2000.00 Other Resource:		
<b>Activity Measure(s)</b>	<b>Benchmark(s)</b>	
Professional Growth Plans. Professional development record of participation. Teacher reflections. TPGES evaluations.	Benchmark: Professional growth plans completed	<b>Target Date:</b> 09/27/2019
	Benchmark: Professional development records of participation	<b>Target Date:</b> 08/15/2019
	Benchmark: Initial teacher reflections completed	<b>Target Date:</b> 09/27/2019
	Benchmark: TPGES observations completed	<b>Target Date:</b> 03/31/2020

## Activity

Vertical content meetings

<b>Person responsible:</b> Building administration and teacher leaders		<b>Launch Date:</b> 06/03/2019
<b>Required Resources:</b> Financial Resource: Other Resource:		
<b>Activity Measure(s)</b>	<b>Benchmark(s)</b>	
Vertical/debriefing meeting agendas. Highlighted standard sets that identify content that was taught in the previous year (one per teacher).	Benchmark: Vertical content meetings completed	<b>Target Date:</b> 06/21/2019
	Benchmark: Highlighted content standards given to next grade level	<b>Target Date:</b> 06/21/2019
	Benchmark: Mid-year vertical content meetings completed	<b>Target Date:</b> 01/06/2020

Social Emotional Learning

Critical Initiative

On Track

Teachers and staff will be trained on social and emotional learning through the poverty simulator, trauma informed schools training and the PREPaRE workshop.

**Objective:** Identify S-E barriers to student success and provide strategies and resources to overcome them.

Activity

Poverty simulator training

**Person responsible:** School/District Administration

**Launch Date:** 01/02/2019

**Required Resources:**

Financial Resource:  
Other Resource: Poverty simulator kits

**Activity Measure(s)**

**Benchmark(s)**

Professional development attendance sheets. Pre- and Post-training survey.

**Benchmark:** Poverty simulator workshop completed

**Target Date:** 01/02/2019

**Benchmark:** Post-training survey

**Target Date:** 01/07/2019

Social Emotional Learning

Critical Initiative

On Track

All students, grades 3-12, will be given the resiliency poll.

**Objective:** Identify S-E barriers to student success and provide strategies and resources to overcome them.

Activity

Administer resiliency poll

**Person responsible:** School/district admin and guidance counselors

**Launch Date:** 03/01/2019

**Required Resources:**

Financial Resource:  
Other Resource:

**Activity Measure(s)**

**Benchmark(s)**

Completed resiliency poll. Student intervention plans.

**Benchmark:** Resiliency poll completed

**Target Date:**  
03/25/2019

**Benchmark:** Student intervention plans completed

**Target Date:**  
03/28/2019

Social Emotional Learning

Critical Initiative

On Track

Community partnerships will be identified and developed around the supports for social and emotional needs of students.

**Objective:** Identify S-E barriers to student success and provide strategies and resources to overcome them.

Activity

Community partner meeting

**Person responsible:** District administration

**Launch Date:** 01/02/2019

**Required Resources:**

Financial Resource: \$100.00  
Other Resource:

**Activity Measure(s)**

**Benchmark(s)**

Attendance sign-in records. Meeting agenda.

**Benchmark:** Community partners identified

**Target Date:** 01/31/2019

**Benchmark:** Community partner meeting complete

**Target Date:** 02/28/2019

Personalization

Critical Initiative

On Track

Implement personalized learning strategies and opportunities to increase student engagement.

Objective: Create flexible, personalized learning opportunities for all students.

Activity

Provide PD for personalized learning

Person responsible: District and school administration

Launch Date: 08/03/2020

Required Resources:

Financial Resource: \$2000.00
Other Resource:

Activity Measure(s)

Benchmark(s)

Activity

Invest in curriculum and materials

Person responsible: District and school administration

Launch Date: 08/03/2020

Required Resources:

Financial Resource: \$2000.00
Other Resource:

Activity Measure(s)

Benchmark(s)

Activity

Develop common definition of personalized learning

Person responsible: School/district administration and teachers

Launch Date: 01/06/2020

Required Resources:

Financial Resource: \$200.00
Other Resource: Sample definitions and resources around personalized learning

Activity Measure(s)

Benchmark(s)

Meeting minutes. Draft definition.

Benchmark: Minutes and draft definition

Target Date: 03/27/2020

Recruitment and Retention

Critical Initiative

On Track

Create a positive public identity that encourages staff recruitment and retention.

**Objective:** Create innovative brand-based processes and incentives to recruit and retain highly qualified staff.

Activity

Create a district marketing plan

**Person responsible:** District administration and BOE

**Launch Date:** 01/02/2019

**Required Resources:**

Financial Resource: \$5000.00

Other Resource: Consultant

**Activity Measure(s)**

**Benchmark(s)**

Completed marketing plan

**Benchmark:** Completed marketing plan

**Target Date:**  
03/18/2019



Recruitment and Retention

Critical Initiative

On Track

Provide opportunities for staff camaraderie

Objective: Create innovative brand-based processes and incentives to recruit and retain highly qualified staff.

Activity

Develop a staff social calendar

Person responsible: District and school administration;teacher leaders

Launch Date: 08/01/2019

Required Resources:

Financial Resource: \$1000.00
Other Resource: Community and business partners

Activity Measure(s)

Benchmark(s)

Completed activity/social calendar.
Attendance at social events.

Benchmark: Social calendar completed

Target Date:
08/01/2019

Benchmark: Five completed activities

Target Date:
01/06/2020

Recruitment and Retention

Critical Initiative

Recognize staff and teacher leaders

On Track

**Objective:** Create innovative brand-based processes and incentives to recruit and retain highly qualified staff.

Activity

Create a plan to recognize staff leaders

**Person responsible:** District and school administration

**Launch Date:** 04/08/2019

**Required Resources:**

Financial Resource: \$300.00  
Other Resource:

**Activity Measure(s)**

**Benchmark(s)**

Create recognition plan with list of leadership opportunities and staff leaders.

**Benchmark:** Completed recognition plan

**Target Date:** 06/28/2019

**Critical Initiative**

On Track

Provide a structured staff induction process.

**Objective:** Create innovative brand-based processes and incentives to recruit and retain highly qualified staff.

Activity

Create a teacher mentoring program.

**Person responsible:** School administration and teacher leaders

**Launch Date:** 08/01/2019

**Required Resources:**

Financial Resource: \$1000.00  
Other Resource: Harry Wong DVD's/resources.

**Activity Measure(s)**

**Benchmark(s)**

Monthly meeting agendas. Meeting sign-in sheets. Teacher mentor and mentee observations. New teacher reflections. Post-year survey. Written mentoring plan.

**Benchmark:** Teacher reflections and feedback

**Target Date:** 05/29/2020

**Benchmark:** All mentor/mentee data collected.

**Target Date:** 05/15/2020

**Benchmark:** Completed written mentoring plan

**Target Date:** 08/01/2019

Activity

Create a written district teacher induction plan

**Person responsible:** District administration

**Launch Date:** 02/04/2019

**Required Resources:**

Financial Resource: \$1000.00  
Other Resource:

**Activity Measure(s)**

**Benchmark(s)**

Completed district teacher induction plan

**Benchmark:** Completed district teacher induction plan

**Target Date:** 06/28/2019

**Benchmark:** Teacher induction activity

**Target Date:** 08/01/2019