

LAMOILLE UNION MIDDLE SCHOOL GOALS

<p>Goal #1: The Principal will keep a focus on instructional improvement and student learning outcomes. The Principal gathers data which he/she shares with the leadership team around instructional improvement and learning outcomes.</p>		<p>Related Indicator(s), if applicable: LO3, RST 06, and HE03</p>	
<p>How will effectiveness be measured? Teacher Feedback in Spring 2014, review data including student achievement data</p>		<p>Target completion date: Spring 2014 and annual revised plan</p>	
<p>Implementation lead: LUMS Principal</p>	<p>Funding sources: None</p>		
<p>Task</p>		<p>Target completion date</p>	<p>Assigned to</p>
<p>(L03) The Principal will schedule a summer Leadership team retreat day.</p>		<p>Summer 2013</p>	<p>Principal</p>
<p>(L03) The Principal and Assistant Principal will meet with each team to establish the walk through protocol and to form a working relationship with the staff.</p>		<p>August 2013</p>	<p>Principal and Assistant Principal</p>
<p>(HE03) The Principal will establish a comprehensive formal evaluation and walk through schedule which includes giving written feedback to all teachers using the establish protocol</p>		<p>Fall 2013</p>	<p>Principal and Assistant Principal</p>
<p>(HE03) The Principal will provide meaningful feedback on instruction and student learning by means of written notes and conferences after informal walk-throughs.</p>		<p>Ongoing 2013-2014</p>	<p>Principal and Assistant Principal</p>
<p>(RST06) The Principal will compile reports from classroom observations, showing aggregate areas of strength and areas that need improvement without revealing the identity of individual teachers. The data will be presented to the leadership team 3 times a year.</p>		<p>Fall 2013, Winter 2014, Spring 2014</p>	<p>Principal and Assistant Principal</p>

Goal #2: Lamoille Union Middle School will establish a school community council		Related Indicator(s), if applicable: RST 04	
How will effectiveness be measured? Annual Surveys from parents and data about the frequency of parent/teacher contact		Target completion date: Spring 2015	
Implementation lead: LUMS Principal	Funding sources: School Budget	Estimated additional cost of initiative: \$2,000/year	
Task		Target completion date	Assigned to
(RST04) The Principal will convene a school community council to foster a collaborative dialogue which includes the principal, parent facilitator, counselor or social worker, and representatives from the teams.		Spring 2014	Principal
(RST04) The plan will address the following: <ul style="list-style-type: none"> • Research effective school/community councils • Develop a mission and vision for the council • Organize a retreat day and provide professional development • Develop a job description and meeting schedule for council members • Develop a communications plan • Assess the current state of family/school relationships and develop a plan based on the established data 		Summer 2014	Principal/School Community Council
(RST04) The plan will be implemented.		Spring 2015	Principal

Goal #3: LUMS will expand the functioning and scope of the work of their current leadership team which already meets the requirements established in RST 01 and RST 02. The changes contribute to a substantive change in school governance. The team will make and communicate informed decisions concerning school improvement and professional development to the full staff.		Related indicator(s), if applicable: RST 01, RST 02, RST 03, RST 07, PTC 03	
How will effectiveness be measured? Annual Staff pre and post survey, Leadership team self assessment, Evaluations such as Exit Tickets for Professional development		Target completion date: June 2014	
Implementation lead: Principal	Funding sources: School Budget	Estimated additional cost of initiative: \$2500/year	
Task		Target completion date	Assigned to
(RST01) The principal will formally establish a Leadership Team and a schedule for meetings, which include at least one summer retreat day. The team shall consist of: Principal, Assistant Principal, representatives from each team X 6, representatives from each content area (the team reps may also cover content area).		Fall 2014	Leadership team/Principal/Assistant Principal
(RST01) The Leadership Team will develop a job description for team members, team agreements and develop an annual work plan, including a communications plan.		On going	Leadership team
(PTC03) The Leadership Team will develop a process for teams to self assess professional development needs and provide a pre and post survey annually for all staff to complete regarding professional development.		June 2014	Leadership team
(RST02 & RST07) The Leadership Team will make recommendations on professional development based on the identified data and will be reported to the administrative council of the SU for consideration.		On going	Leadership team/Principal/Assistant Principal
(RST02) The Leadership Team will develop a survey that will be administered annually to all staff to assess team effectiveness.		June 2014	Leadership team
(RST03) The school will look at the school performance data and aggregated classroom observation data and use the data to make decisions about school improvement.		June 2014	Leadership team/Principal/Assistant Principal
(RST02) The Leadership team will report to the board and teacher regarding implementation and next steps two times a year.		Spring 2014	Leadership team

Goal #4: LUMS will build on the interdisciplinary teams currently in place. The content teams will work together to design and implement curriculum, assessments and review data.		Related Indicator(s), if applicable: C102, C103, UD 02, UD 04, PTC04,	
How will effectiveness be measured? Through data collected: <ul style="list-style-type: none"> ● Pre and post survey around the effectiveness of teaming ● Team curriculum mapping across core content areas ● Common assessments of core units ● Data review including but not limited to AYP data, formative assessments, local assessments used by and across teams 		Target completion date: Spring 2015	
Implementation lead: Teacher Team Leaders X3	Funding sources: Professional Development funds	Estimated additional cost of initiative: \$5,000	
Task		Target completion date	Assigned to
(CI 03) All content teams and interdisciplinary teams will develop a work plan for the year with measurable outcomes.		September 2013	All Teachers
(PTC04) Content team will develop key concepts, standards, skills, and units to align the curriculum across the middle school.		June 2014	Content Teachers
(CIN03) Content teams will develop common units based on the Common Core standards.		June 2015	Content Teachers
(CIN03) Content teams will develop common assessments and use the data to support the curriculum.		June 2014	Content Teachers
(CIN03) Content teams will meet for minimum of 6 hours per month to plan units, study student data and amend plans as needed. Interdisciplinary teams will meet a minimum of 6 hours to plan for student success.		September 2013	All Teachers
(CI02) We will continue to preserve the current interdisciplinary team structure.		June 2013	All Teachers
(UD02) Interdisciplinary teams will identify data for the measurement of student achievement and outcomes.		June 2015	All Teachers
(UD04) Interdisciplinary teams will analyze data in order to make decisions on student learning and behavior.		Ongoing	All Teachers
(C103) Interdisciplinary teams will meet during a "retreat day" during the summer to develop the details of the team structure.		Summer 2013	All Teachers

Supervisory Union or District: <Your school here>

Put this page into IA09 as part of what the indicator will look like when fully met.

Mission statement:
Vision statement:
Organization: