

STRATEGIC PLAN

D.L. Sims Elementary School (Pre-K-5)

DR. Chara Moore, Principal

BELIEFS

1. WE BELIEVE THAT scholars are at the core of **all** decision-making.
2. WE BELIEVE THAT a collaborative partnership involving all stakeholders is an asset to school success.
3. WE BELIEVE THAT **all** scholars can achieve and grow at high levels.
4. WE BELIEVE THAT a positive school environment is essential to stake-holder engagement.
5. WE BELIEVE THAT each person is responsible for his or her own actions.
6. WE BELIEVE THAT clearly developed and challenging instruction is critical to effective teaching and learning.
7. WE BELIEVE THAT the implementation of A.V.I.D prepares **all** scholars for college, career, and global success.

MISSION

The mission of D.L. Sims Elementary School, a collegiate environment of diverse learners, is to ensure that all scholars **A**chieve high levels of learning **V**ia academic rigor, relevance, and engaging experiences, while **I**nspiring each scholar to attain academic excellence through **D**eveloped teaching that promotes master of 21st century skills needed for communication, collaboration, critical thinking, and creativity preparing ALL scholars for individual and global success. We are an Ivy League community distinguished by

- fearless advocates for scholars;
- self-directed scholars;
- empowered collaborative community of stakeholders
- performance-based culture.
- highly effective teachers and instructional support teams

PARAMETERS

- We will pursue excellence despite internal and external factors.
- We expect excellence from everyone.
- We make decisions based on the best interest of scholars.
- We provide all scholars with equitable access to rigor.
- We acknowledge, respect, and advocate for the diversity of all learners.
- We engage in activities that support and extend our instructional program.

OBJECTIVES

- **All** scholars identify their college and career goals and are relentless in their pursuit
- 100% of our scholars will meet and/or exceed established standards for school, local, and state assessments
- 100% of our teachers will provide instruction that ensures academic growth for **all** scholars
- 100% of **all** stakeholders will be collaborative, committed, and engaged in our school success
- 100% of our students are responsible citizens, serve the community, and demonstrate highest ethical standards.

STRATEGIES

1. We will foster a collegiate culture where students identify themselves as a scholars
2. We will exhaust all resources and opportunities to yield high academic achievement
3. We will engage scholars, parents, teachers, members and other stakeholders to build alliance for scholar success
4. We will foster a school culture that will create reflective, action oriented individuals

**ACTION
PLAN**

STRATEGY NUMBER: 1

PLAN NUMBER: 1

DATE: May 25, 2015

STRATEGY: We will foster a collegiate culture where students identify themselves as scholars.

SPECIFIC RESULT: All scholars identify their college and career goals and are relentless in their pursuit

#	Action Step	Assigned to:	Start Date:	Due Date:	Completed Date:
1	Provide instructional intervention/enrichment opportunities <ul style="list-style-type: none"> • Intervention/Enrichment Programs (Scholar Academy, Breakfast Club, Saturday Academy) • TIE (Time for Intervention and Enrichment) • Student-led conferences • Tutorials • Science Lab/Seed and Read-STEM • Reading Buddy • Summer Enrichment Academy 	Administrators, Instructional Coach, EIP Teachers, SWD Teachers, Classroom Teachers, Specials Teachers, Intervention Specialists, Wicorized STEM Lab	8/3/2015	Ongoing	Ongoing
2	Student Leadership <ul style="list-style-type: none"> • AVID Ambassadors • Beta Club • Safety Patrols • Strong Girls/Strong Women • Boys to Men • Student Mentors • AR Book Club • Ivy League Student Council • K-Kids • Technology/Robotics Lego Club 	All Staff PTA	8/3/2015	Ongoing	Ongoing
3	Community Expo	All Staff PTA	8/3/2015	Ongoing	Ongoing

	<ul style="list-style-type: none"> • Quarterly Curriculum Fair (Oratorical/Writing Showcase, Social Studies, Technology, Science/Math) • Quarterly Awards Programs • Quarterly Ivy League Celebrations/Dance-High Achievers/High Growth • Scholar of the Month • AVID Scholar of the Month • Homecoming Dance-Mother/Son; Father/Daughter 				
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COST-BENEFIT ANALYSIS

STRATEGY NUMBER: 1 PLAN NUMBER: 1 DATE: May 25, 2015

STRATEGY: We will foster a collegiate culture where students identify themselves as scholars.

SPECIFIC RESULT: All scholars identify their college and career goals and are relentless in their pursuit

<p>COSTS BENEFITS Tangible:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Safety Net <input type="checkbox"/> PTA Budget <input type="checkbox"/> School Advisory Council Budget <input type="checkbox"/> Fund Raisers <p>Intangible:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Planning <input type="checkbox"/> Teacher training time, application of learning (Peer Observations, Visits) 	<p>Tangible:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Students reach highest levels of academic achievement. <input type="checkbox"/> Certified and classified professional growth development and training. <p>Intangible:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Students set high goals. <input type="checkbox"/> Students become responsible citizens. <input type="checkbox"/> Students take ownership and responsibility for learning.
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ACTION PLAN

STRATEGY NUMBER: 2

PLAN NUMBER: 1

DATE: May 25, 2015

STRATEGY: We will exhaust all resources and opportunities to yield high academic achievement

SPECIFIC RESULT: Establish instructional intervention programs to enhance student achievement.

Number	Action Step	Assigned to:	Start Date:	Due Date:	Completed Date:
1	Provide instructional intervention/enrichment opportunities. <input type="checkbox"/> Intervention Programs (QUEST, Morning Blast, Breakfast Book Club, Learning Labs) <input type="checkbox"/> TIE (Time for Intervention and Enrichment) <input type="checkbox"/> Student-led conferences <input type="checkbox"/> Tutorials <input type="checkbox"/> Science Lab/Seed and Read-STEM <input type="checkbox"/> Reading Buddy	Coach, EIP, DLS, Teachers	July 2015	May 2016	May 2016
2	Implement weekly data analysis sessions (vertical and grade level teams).	Admin, EIP, DLS	July 2015	May 2016	May

COST-BENEFIT ANALYSIS

STRATEGY NUMBER: 2 PLAN NUMBER: 1 DATE: May 25, 2015

STRATEGY: We will exhaust all resources and opportunities to yield high academic achievement

SPECIFIC RESULT: Establish instructional intervention programs to enhance student achievement.

<p>COSTS BENEFITS Tangible:</p> <ul style="list-style-type: none"><input type="checkbox"/> Safety Net<input type="checkbox"/> Title I Funds Programs (Cost for substitute teachers and session fees-METRO-RESA) <p>Intangible:</p> <ul style="list-style-type: none"><input type="checkbox"/> Planning<input type="checkbox"/> Teacher training time, application of learning (Peer Observations, Visits)	<p>Tangible:</p> <ul style="list-style-type: none"><input type="checkbox"/> Students reach highest levels of academic achievement.<input type="checkbox"/> Certified and classified professional growth development and training. <p>Intangible:</p> <ul style="list-style-type: none"><input type="checkbox"/> Students set high goals.<input type="checkbox"/> Students become responsible citizens.<input type="checkbox"/> Students take ownership and responsibility for learning.
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ACTION PLAN

STRATEGY NUMBER: 2

PLAN NUMBER: 2

DATE: May 25, 2015

STRATEGY: We will exhaust all resources and opportunities to yield high academic achievement

SPECIFIC RESULT: Establish instructional enrichment programs to enhance student achievement.

	Action Step	Assigned to:	Start Date:	Due Date:	Completed Date:
1	Provide instructional enrichment and rigor opportunities. <input type="checkbox"/> TIE (Time for Intervention and Enrichment) <input type="checkbox"/> Student-led conferences <input type="checkbox"/> Integrated performance tasks <input type="checkbox"/> Academic Showcase <input type="checkbox"/> Student Organizations and Clubs (Junior Beta Club, K-Kids/Student Council, Lego/Science Club, Helen Ruffin Reading Bowl, etc.) <input type="checkbox"/> Book Study PLC <input type="checkbox"/> Science/Seed and Read Lab-STEM	Coach, EIP, DLS, Teachers	July 2015	May 2016	May 2016
2	Integrate technology across the curriculum through meaningful standards-based experiences such as: <input type="checkbox"/> Classroom computers <input type="checkbox"/> Use of Computer Lab <input type="checkbox"/> Using Active Boards <input type="checkbox"/> Software Programs <input type="checkbox"/> Voting Pods <input type="checkbox"/> Moby Math <input type="checkbox"/> Destiny <input type="checkbox"/> Flip Cameras <input type="checkbox"/> IPADS <input type="checkbox"/> 21st Century Classrooms	DLS, Media Specialist, Teachers	July 2015	May 2016	May 2016
3	Implement weekly data analysis sessions (vertical and grade level teams).	Administration Team, Coach, EIP, DLS	July 2015	May 2016	May 2016

COST-BENEFIT ANALYSIS

STRATEGY NUMBER: 2 PLAN NUMBER: 2 DATE: May 25, 2015

STRATEGY: We will exhaust all resources and opportunities to yield high academic achievement

SPECIFIC RESULT: Establish instructional enrichment programs to enhance student achievement.

<p>COSTS BENEFITS Tangible:</p> <ul style="list-style-type: none"><input type="checkbox"/> Safety Net<input type="checkbox"/> Title I Funds Programs (Cost for substitute teachers and session fees-METRO-RESA) <p>Intangible:</p> <ul style="list-style-type: none"><input type="checkbox"/> Planning<input type="checkbox"/> Teacher training time, application of learning (Peer Observations, Visits)	<p>Tangible:</p> <ul style="list-style-type: none"><input type="checkbox"/> Students reach highest levels of academic achievement.<input type="checkbox"/> Certified and classified professional growth development and training. <p>Intangible:</p> <ul style="list-style-type: none"><input type="checkbox"/> Students set high goals.<input type="checkbox"/> Students become responsible citizens.<input type="checkbox"/> Students take ownership and responsibility for learning.
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ACTION PLAN

STRATEGY NUMBER: 3
2015

PLAN NUMBER: 1

DATE: May 25,

STRATEGY: We will engage students, parents, community members, and other stakeholders to build alliance for student success.

SPECIFIC RESULT: Increase stakeholder involvement and engagement

	Action Step	Assigned to:	Start Date:	Due Date:	Completed Date:
1	Provide a Parent Liaison to continue to develop and implement an effective volunteer program at our school.	Administration, Parent Liaison, Parents, Faculty	July 2015	May 2016	May 2016
2	Conduct a needs assessment among faculty and parents to determine availability and need for volunteers (Volunteer Contract).	Administration, Parent Liaison, Parents, Faculty	July 2015	May 2016	May 2016
3	We will implement and monitor Parent/Community Outreach Programs such as Partners in Education, Boy Mentoring Program and Girls Mentoring Program.	Administration, Parent Liaison, Parents, Faculty	July 2015	May 2016	May 2016
4	Provide a variety of parent/community events to promote volunteering and/or involvement such as Stallion Stampede Fun Run, Field Day, Jump Rope for Heart, Relay for Life, Book Fair, Family Spirit Night, Academic Showcases, Reading Initiatives, etc.	Administration Team, Parent Liaison, PE Team, Coaches, Parents, Faculty	July 2015	May 2016	May 2
5	Promote volunteer shared-decision making and learning opportunities such as: <input type="checkbox"/> School Advisory Council <input type="checkbox"/> Parent University <input type="checkbox"/> Principal's Chat <input type="checkbox"/> Student Council (K-Kids) <input type="checkbox"/> Leadership Team	Admin Team, Parent Liaison	July 2015	May 2015	May 2015

	<input type="checkbox"/> Parent Resource Center/Make and Take Opportunities				
6	Conduct an annual review regarding the effectiveness of our volunteer program.	Administration, Parent Liaison	July 2015	May 2016	May 2016

COST-BENEFIT ANALYSIS

STRATEGY NUMBER: 3 PLAN NUMBER: 1 DATE: May 25, 2015

STRATEGY: We will engage students, parents, community members, and other stakeholders to build alliance for student success.

SPECIFIC RESULT: Increase stakeholder involvement and engagement

<p>COSTS BENEFITS Tangible:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Parent Liaison-Title I Budget <input type="checkbox"/> School-wide Events-School Advisory Council Budget <p>Intangible: Requires more time for planning and implementing program activities</p>	<p>Tangible:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Fundraising through our School Advisory Council Budget <input type="checkbox"/> Community Donations-Partners in Education <p>Intangible: Building a positive rapport with our Partners in Education Increased number of mentors Ensures that mentees/mentors are matched based on similarities and student needs. Increase in positive adult/child relationships Higher morale among staff, students, parents, and community Greater parental awareness of what is happening in school. Flexible areas of parental/community involvement Increased student/parent/community engagement. Promotes a positive school community</p>
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ACTION PLAN

STRATEGY NUMBER: 4
2015

PLAN NUMBER: 1

DATE: May 25,

Strategy 4: We will foster a school culture that will create reflective, action oriented individuals.

SPECIFIC RESULT: All stakeholders will take ownership of their role in student achievement and growth.

Action Step	Assigned to:	Start Date:	Due Date:	Completed Date:
Encourage students to reflect on their actions and/or what they have learned <ul style="list-style-type: none"> • DLIQ • Learning Logs • Quick Writes • Behavior logs • Teacher-student conferences • Goal setting 	Classroom teachers, EIP Teachers, SWD Teachers, Specials Teachers, Intervention Specialists, Wicorized STEM Lab	8/3/2015	Ongoing	Ongoing
Creation of student programs <ul style="list-style-type: none"> • Peer mediators • Peer readers • Helen Ruffin Reading Bowl • Debate club 	All Staff	8/3/2015	Ongoing	Ongoing
For teachers <ul style="list-style-type: none"> • Vertical planning/teaming • PLC's • Collaborating with specials for activities • Transparency • Being active participants 	All Staff	8/3/2015	Ongoing	Ongoing

COST-BENEFIT ANALYSIS

STRATEGY NUMBER: 4 PLAN NUMBER: 1 DATE: May 25, 2015

Strategy 4: We will foster a school culture that will create reflective, action oriented individuals.

SPECIFIC RESULT: All stakeholders will take ownership of their role in student achievement and growth.

<p>COSTS BENEFITS Tangible:</p> <ul style="list-style-type: none"><input type="checkbox"/> Safety Net<input type="checkbox"/> Title I Funds Programs (Cost for substitute teachers and session fees-METRO-RESA) <p>Intangible:</p> <ul style="list-style-type: none"><input type="checkbox"/> Planning<input type="checkbox"/> Teacher training time, application of learning (Peer Observations, Visits)	<p>Tangible:</p> <ul style="list-style-type: none"><input type="checkbox"/> Students reach highest levels of academic achievement.<input type="checkbox"/> Certified and classified professional growth development and training. <p>Intangible:</p> <ul style="list-style-type: none"><input type="checkbox"/> Students set high goals.<input type="checkbox"/> Students become responsible citizens.<input type="checkbox"/> Students take ownership and responsibility for learning.
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