

Dripping Springs Independent School District
Dripping Springs Middle School
2022-2023 Goals/Performance Objectives/Strategies

Accountability Rating: B

Board Approval Date: August 29, 2022

Mission Statement

We partner with students, parents, and the community to provide a personal and exceptional education for every student.

Vision

We inspire and equip students to be life-long learners and positive contributors to the world.

Core Beliefs

Each Child has unique worth and potential.

Our schools and our staff have the power to positively change each child's life.

It is the responsibility of the school district, the student, the family, and the community together to identify, nurture, and develop each child's individual talent and passion.

Responsibility for learning must be scaffolded over time to the learner.

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Goals

Goal 1: Student Achievement:

DSISD Life Changers will provide an environment and learning experiences that encourage skillful problem-solving where all students realize academic growth.

Performance Objective 1: Student growth and achievement will be realized to ensure access for all students through the alignment of district and campus instructional systems, support, and resources as measured and monitored with growth in diagnostic, formative, and summative assessments.

HB3 Goal





Evaluation Data Sources: STAAR/EOC/TELPAS/MAP/DRA/CLI Engage/TPRI/Tejas Lee/TX KEA/Common Formative Assessments/Attendance/Course Completion/Professional Learning Opportunities/

Strategy 1 Details	Reviews			
<p>Strategy 1: Instruction: The campus will provide TEKS based, evidence-based, instructional resources, instructional planning, professional development, and instructional technology across all subject areas. The campus utilizes a purposeful master schedule to provide team planning.</p> <p>Strategy's Expected Result/Impact: Teachers will meet at least bi-weekly in professional learning communities (PLC) to analyze student data to guide instruction.</p> <p>Staff Responsible for Monitoring: Campus Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Reading/Writing/ELA: Provide daily literacy opportunities that build rigor and independent reading skills.</p> <p>Strategy's Expected Result/Impact: Artifacts will demonstrate daily literacy opportunities for students.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Math: Provide daily opportunities that promote reasoning and support productive problem-solving in Math.</p> <p>Strategy's Expected Result/Impact: Artifacts will demonstrate daily reasoning and problem-solving skills practice opportunities for students.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal</p>	Formative			Summative
	Sept	Nov	Mar	May

Strategy 4 Details	Reviews			
<p>Strategy 4: Science: Provide weekly opportunities for students to engage in hands-on learning through the use of, but not limited to, labs, manipulatives, kinesthetic activities, and simulations.</p> <p>Strategy's Expected Result/Impact: Artifacts will demonstrate hands-on learning opportunities for students.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 5 Details	Reviews			
<p>Strategy 5: Social Studies: Provide students with the opportunity to think and behave like historians by incorporating inquiry, scaffolds to the writing process, and teaching analytical skills.</p> <p>Strategy's Expected Result/Impact: Artifacts will demonstrate inquiry, writing, and analytical skill practice opportunities for students.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 6 Details	Reviews			
<p>Strategy 6: Electives: Students will be provided opportunities to investigate and pursue a variety of learning interests.</p> <p>Strategy's Expected Result/Impact: The master schedule will demonstrate a range of learning opportunities outside of the core content curriculum.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 7 Details	Reviews			
<p>Strategy 7: Progress Monitoring: Teachers will monitor student progress through regular universal screeners for reading and math while utilizing data to guide instruction. Additionally, the campus will utilize the data from CBA assessments to identify students needing additional supports.</p> <p>Strategy's Expected Result/Impact: The campus will maintain a grade-level student monitoring list and teachers will analyze MAP and CBA progress data during PLCs to guide instruction.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 8 Details	Reviews			
<p>Strategy 8: Multi-Tiered System of Support (Response to Intervention): Teachers will identify struggling learners through the MTSS (RTI) process and provide instructional methods such as intervention/tutorials for all STAAR/EOC tested subjects. Reading and Math Interventionists provide Tier 3 support to students that are not progressing with Tier 1 and 2 strategies.</p> <p>Strategy's Expected Result/Impact: Reading and Math Interventionists will maintain a full schedule of intervention and exit students in a timely manner based on their progress through the curriculum and working in collaboration with the classroom teacher.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal, Reading and Math Interventionists</p>	Formative			Summative
	Sept	Nov	Mar	May

Strategy 9 Details	Reviews			
<p>Strategy 9: Data and Assessment: The campus will utilize district assessment procedures to support teachers in the analysis of data and in making real-time adjustments to both classroom and student-specific instruction.</p> <p>Strategy's Expected Result/Impact: Teachers will meet at least bi-weekly in PLCs to analyze student data to guide instruction.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 10 Details	Reviews			
<p>Strategy 10: English Learners: The campus will focus on the development of academic language proficiency level descriptions for listening, speaking, reading and writing. The campus will utilize the ESL Coordinator to provide language acquisition support.</p> <p>Strategy's Expected Result/Impact: Students with beginner, intermediate, lower advanced TELPAS reading scores will be scheduled in ELA/ESL pure or inclusion classes dependent on grade level with language acquisition support provided by the ESL Coordinator.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal, ESL Coordinator</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 11 Details	Reviews			
<p>Strategy 11: Special Education Services: The campus will focus on purposeful instructional planning to enhance content knowledge of special education teachers for increased academic achievement of students receiving services as identified through the ARD process and documented in their IEP. The campus will follow district established procedures for child find, referrals and evaluations.</p> <p>Strategy's Expected Result/Impact: Close the achievement gap between all students and SPED education students on STAAR.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal, SPED staff</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 12 Details	Reviews			
<p>Strategy 12: Dyslexia Services: Students with dyslexia will be identified and evaluated in a timely manner. Accommodations and systematic instruction aligned to the requirements of the Texas Dyslexia Handbook will be provided. The campus will explore the options to address the increasing number of students in the dyslexia program.</p> <p>Strategy's Expected Result/Impact: The campus will monitor the schedule, increased student population in dyslexia and increased student needs to address their IEP and/or 504 plan and determine the level of staffing needed to be successful. 100% of students with Dyslexia will receive accommodations and instruction per their Dyslexia plan.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal, Reading Interventionist</p>	Formative			Summative
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Strategy 13 Details	Reviews			
<p>Strategy 13: 504 Services: Campus administrators will ensure documentation of student accommodations based on evaluations/data and aligned directly to the student's disability. Teachers will access their student's 504 plans and consistently provide the agreed upon accommodations to ensure ADA compliance for all students with disabilities. The campus will adhere to established procedures for child find, referrals and evaluations.</p> <p>Strategy's Expected Result/Impact: 504 Coordinator will ensure receipt of teacher feedback prior to making changes to the students plan.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal, 504 Coordinator</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 14 Details	Reviews			
<p>Strategy 14: Accelerated Instruction for At-Risk Students: Accelerated instruction will be provided for all students not meeting the minimum standard on state assessments. These supplemental instructional opportunities can be provided by enrichment classes and other methods during the school year and/or during summer school programs.</p> <p>Strategy's Expected Result/Impact: Students that do not meet the minimum standard on the state assessment will be scheduled for accelerated instruction prior to a subsequent attempt on the assessment or students will be offered to attend summer school.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 15 Details	Reviews			
<p>Strategy 15: Gifted and Talented: Teachers of G/T students will receive the appropriate amount of professional development (30 hours initial training, 6-hour annual update). The campus will adhere to established guidelines for GT nominations, screening, selection and placement.</p> <p>Strategy's Expected Result/Impact: 100% of teachers will complete the G/T training requirements for the academic year.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal, Instructional Facilitator</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 16 Details	Reviews			
<p>Strategy 16: Technology: The campus will provide innovative practices such as blended learning, to enhance digital citizenship, implement technology and digital learning lessons while delivering instruction. The campus provides access to technology (hardware and software) for the purposes of teaching and learning for students and staff.</p> <p>Strategy's Expected Result/Impact: 100% of students in need of hardware will be provided the resources and 100% of students will participate in their Canvas courses.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal, Facilitator of Learning and Innovation</p>	Formative			Summative
	Sept	Nov	Mar	May





Strategy 17 Details	Reviews			
<p>Strategy 17: Successful Transitions: The campus provides academic counseling support services to middle school students transitioning to the high school campus.</p> <p>Strategy's Expected Result/Impact: Middle school and high school counselors will collaborate to provide student support in their transition to high school, including but not limited to course selection and four-year planning.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Counselors, SPED staff</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 18 Details	Reviews			
<p>Strategy 18: Increasing Attendance, Drop-Out Prevention: The campus will monitor attendance to provide intervention, supports and a plan for the school year.</p> <p>Strategy's Expected Result/Impact: A drop-out prevention list will be maintained regarding student attendance, grades, and teacher and parent communication.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 19 Details	Reviews			
<p>Strategy 19: DAEP: The campus will monitor performance data of students served in the DAEP including student groups served, attendance rates, pre- post- assessment results, dropout rates, graduation rates and recidivism rates.</p> <p>Strategy's Expected Result/Impact: Data will be monitored through consistent communication with DAEP staff.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal, DAEP Coordinator</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 20 Details	Reviews			
<p>Strategy 20: Gifted and Talented: Students are provided the opportunity to learn in a sheltered GT course or section.</p> <p>Strategy's Expected Result/Impact: The master schedule will reflect an opportunity for students to elect to participate in the GT course or section.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal</p>	Formative			Summative
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<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: Staff Quality, Recruitment, and Retention:

DSISD will hire, develop, and retain quality staff to ensure Life Changers serve in every position.

Performance Objective 1: The campus will hire high-quality staff, highly qualified paraprofessionals and develop, empower and sustain leaders who are committed to the vision and mission of the district.

Evaluation Data Sources: Paraprofessional Compliance Report, TEA Equity Plan, Retention Reports, ADDs data, Increased Student Achievement





Strategy 1 Details	Reviews			
<p>Strategy 1: Attract/Retain Staff: The campus will attract and retain highly qualified teachers for instruction and intervention/tutorials. The teacher mentoring system will be used to support and retain teachers.</p> <p>Strategy's Expected Result/Impact: 100% of leaving staff will do so without reporting negative campus-based contributing factors. New teachers will be partnered with a mentor to guide them throughout the school year. Campus hiring committees review and interview candidates using the clearly articulated guidelines.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: Staff Quality, Recruitment, and Retention:

DSISD will hire, develop, and retain quality staff to ensure Life Changers serve in every position.

Performance Objective 2: Professional Development: The district will continue to build on mentor training and structures of support for new educators, administrators, and staff.

Evaluation Data Sources: A mentoring system will be utilized to support and retain all staff to support student with evidenced based outcomes utilizing a pre-survey, mid-year survey, and end of year survey.





Strategy 1 Details	Reviews			
<p>Strategy 1: Professional Development: The campus will provide information and access to professional development for teachers, administrators, paraprofessionals, and other staff as needed. The campus will utilize the expertise of embedded professional development with the use of instructional coaches. The use of strategic master scheduling to provide a common planning period will be continued.</p> <p>Strategy's Expected Result/Impact: Greater understanding and implementation of best practices.</p> <p>Staff Responsible for Monitoring: Campus Administrators</p>	Formative			Summative
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Goal 2: Staff Quality, Recruitment, and Retention:

DSISD will hire, develop, and retain quality staff to ensure Life Changers serve in every position.

Performance Objective 3: Retention: The district will retain highly qualified staff.

Evaluation Data Sources: The retention rates of Life Changers will increase year over year.

Strategy 1 Details	Reviews			
<p>Strategy 1: Retain Staff: New staff will partner with a mentor for ongoing support and timely professional learning throughout the year. The Instructional Coach will provide coaching support to improve instructional practices as determined.</p> <p>Strategy's Expected Result/Impact: The retention rates of staff will increase year over year.</p> <p>Staff Responsible for Monitoring: Campus Administration, Mentors and Instructional Coaches</p>	Formative			Summative
	Sept	Nov	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Goal 3: School Culture, Communication, and Compliance:

All students will be educated in a safe environment that promotes collaborative and positive communication within the organization that effectively and efficiently manages operational, programmatic, and fiscal compliance.

Performance Objective 1: The district will ensure campus/district safety, by providing resources to support district operations, engage parents and families in frequent and ongoing communications, and utilize fiscal transparency.

Evaluation Data Sources: Incident Reports, Budgets, Communications, Surveys

Strategy 1 Details	Reviews			
<p>Strategy 1: Goal Setting (CNA/CIP): The campus has an established site-based decision making committee that focuses on the campus improvement planning process, and carries out responsibilities such as, but not limited to, the campus calendar, professional development plans, budgets, accountability requirements, drop-out and attendance rates, Federal/state requirements, etc.</p> <p>Strategy's Expected Result/Impact: The campus will adhere to all district, state, and federal requirements.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Fiscal Compliance: To increase program effectiveness, eliminate duplication, and reduce fragmentation of instructional programs, the campus will coordinate with the district in regards to budgets and federal (TI, TII, TIII, TIV), state (SCE, SAMP), and local funds to provide appropriate programs, instruction, and services to all students while maximizing the impact of available resources.</p> <p>Strategy's Expected Result/Impact: Campus will work with central office to establish campus budget.</p> <p>Staff Responsible for Monitoring: Campus Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Public Meeting: The campus holds an annual public meeting upon receipt of campus ratings from the Texas Education Agency regarding performance and the campus improvement plan.</p> <p>Strategy's Expected Result/Impact: The campus will adhere to the requirement.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	May

Strategy 4 Details	Reviews			
<p>Strategy 4: Student Safety: The campus will utilize district aligned communication channels with area emergency operations departments, provide training, manage security coverage, update the Emergency Operations Procedures, and conduct safety/security audits. Equipment, hardware and software updates will be acquired as needed to enhance campus security measures. The campus will conduct safety drills, require visitor sign in and badges, ensure perimeter doors are locked and other precautions, as necessary.</p> <p>Strategy's Expected Result/Impact: Campus will adhere to all safety measures.</p> <p>Staff Responsible for Monitoring: Assistant Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 5 Details	Reviews			
<p>Strategy 5: Student Council: The campus will activate student leaders to support the campus culture.</p> <p>Strategy's Expected Result/Impact: The student council will regularly support students and teachers to feel welcome and safe on campus by identifying areas of improvement, communicating with the campus administration, and advocating for their peers.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 6 Details	Reviews			
<p>Strategy 6: Tiger Totes: The counseling team contribute to the campus culture by identifying students in need of nutrition support and creating solutions to ensure students have access to resources.</p> <p>Strategy's Expected Result/Impact: The counseling team will identify students in need of nutrition support and provide students with weekly supplies.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				





Goal 4: Social-Emotional, Mental, and Health Wellness:

DSISD will support and enhance students' social well-being, attitudes, relationships, academic performance, and perceptions of classroom and school climate through comprehensive counseling and health wellness program designed to address student needs.

Performance Objective 1: Promote social-emotional, mental, and health wellness for all students by increasing access to developed responsive support services as measured by surveys and feedback from students, parents, and staff.

Evaluation Data Sources: Survey data, response plans, counselor/MHP support data/MTSS operational reports,

Strategy 1 Details	Reviews			
<p>Strategy 1: Early Intervention: The campus will follow the district provided comprehensive school counseling program and guidance services to support identified student needs regarding early mental health intervention, suicide prevention, dating violence, conflict resolution, use of tobacco, and drug/violence prevention/intervention. The district will integrate best practices on positive behavior interventions and support, grief-informed and trauma-informed care.</p> <p>Strategy's Expected Result/Impact: Students will receive services and interventions related to their presented needs. Social, emotional, and academic growth will result in this responsive approach.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Addressing Abuse: The campus will adhere to the district policy addressing sexual abuse, sex trafficking, and other maltreatment of children which includes methods for staff, student and parent awareness including prevention techniques and warning signs of victims, actions for the safety and counseling of the victims and CPS reporting by staff and administrators.</p> <p>Strategy's Expected Result/Impact: Equipping staff and all stakeholders with professional development will assist with understanding, identifying, and responding to child maltreatment.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Anti-Bullying: The campus will ensure that the discipline management program provides for prevention, intervention, and education concerning unwanted physical and/or verbal aggression, sexual harassment, cyber-bullying, bullying harassment on campus, school grounds, and in school vehicles. The district maintains an anti-bullying policy and will increase student awareness of the tip line.</p> <p>Strategy's Expected Result/Impact: Bullying referrals will decrease as a result of the bullying protocols and policy adherence by students and staff.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	May





Strategy 4 Details	Reviews			
<p>Strategy 4: SEL: Build capacity with teacher professional development of SEL and additional professional counseling support within the district to address instructional loss, isolation, and anticipated increase in emotional distress as a result of the pandemic.</p> <p>Strategy's Expected Result/Impact: Data showing increases in student sense of belonging, resilience, and self-awareness skills. Academic achievement will increase.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 5 Details	Reviews			
<p>Strategy 5: SEL: The campus will follow the district's TEKS-aligned comprehensive counseling curriculum that includes supports for elementary and secondary campuses.</p> <p>Strategy's Expected Result/Impact: Utilization of social-emotional curriculum supports within lesson design. Learner growth as indicated through surveys.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 5: Parent Engagement:

DSISD will increase parent engagement and stakeholder involvement at both the campus and district level by making families feel welcomed through building meaningful connections and increased communication throughout the district and on all campuses.

Performance Objective 1: An increase in parental engagement through participation in campus/district events, positive connections to campus/district with an increase in overall communication throughout the district.

Evaluation Data Sources: Culture/Climate Survey results, sign-in sheets for district/campus events.





Strategy 1 Details	Reviews			
<p>Strategy 1: Parent and Family Engagement: The campus will educate and inform families about campus/district programs and services prior to the event to build capacity, understanding, and importance of parent and family engagement. A variety of communication methods will be used, in a language that parent can understand, including, but not limited to websites/social media, emails, school marquee, local newspaper communications, meet the teacher night, open house, report card pickup, parent/guardian meetings, etc.</p> <p>Strategy's Expected Result/Impact: Increased participation in events and programs noted in sign-in sheets. Use of climate/culture survey data along with website analytics will support feedback on implementation.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Communicating Student Achievement to Parents: The campus will provide consistent, timely, and accurate communication to parents on individual student achievement data through a variety of methods such as, but not limited to student work samples, progress report updates, report cards, parent-teacher conferences, phone calls, etc.</p> <p>Strategy's Expected Result/Impact: Increased partnerships with parents and families and an increase in student achievement and supporting the whole child.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 5: Parent Engagement:

DSISD will increase parent engagement and stakeholder involvement at both the campus and district level by making families feel welcomed through building meaningful connections and increased communication throughout the district and on all campuses.

Performance Objective 2: Increase communication initiatives to strengthen open and transparent two-way communication with all stakeholders.

Evaluation Data Sources: Utilize data from relevant surveys and feedback, sign-in sheets, community feedback.

Strategy 1 Details	Reviews			
<p>Strategy 1: Increase opportunities for authentic engagement of parents, residents, community members, and business partners.</p> <p>Strategy's Expected Result/Impact: Review of increased partnerships and engagement through events, promotions, social media, etc.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Ensure transparency, clarity, frequency, and timeliness of internal and external communications.</p> <p>Strategy's Expected Result/Impact: Increased clarity and consistency with district and school communication as evidenced through community and climate surveys and feedback.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Communication: Promote and enhance communication and collaboration across the organization.</p> <p>Strategy's Expected Result/Impact: Increased coherence and clarity within district departments and all campuses.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				