

Critical Initiative

Create targeted professional development opportunities for teachers.

Objective:

Develop competent and committed personnel in every position. (TSI)

Evidence-Based Practice Citation

Four Domains for Rapid School Improvement, <https://www.wested.org/four-domains-for-rapid-school-improvement/>

Activity

Plan for PLCs

Person responsible: instructional coach, admin team, teachers

Launch Date: 08/14/2023

Required Resource(s):

Financial Resource: \$8886.00

Source of Funding: State allocated PD funds

Other Resource:

Activity Measure(s)

Benchmark(s)

PowerSchool PD, sign-in sheets, agendas/notes, lesson plans

Benchmark:

Date:

Activity

Set a budget and hold a vote for PD opportunities

Person responsible: principal, budget committee, faculty

Launch Date: 08/15/2023

Required Resource(s):

Financial Resource:
Other Resource:

Source of Funding:

Activity Measure(s)

notes, sign in sheet, budget sheet

Benchmark(s)

Benchmark: Present budget and vote

Date: 08/15/2023

Critical Initiative

Work with central office & other secondary schools, as well as AURIC, to intentionally target subjects for PD days/sessions.

Objective:

Develop competent and committed personnel in every position. (TSI)

Evidence-Based Practice Citation

Lemov, Doug. Teach like a Champion 3.0: 63 Techniques That Put Students on the Path to College. Jossey-Bass, a Wiley Imprint, 2021.

Activity

Discuss ALSDE suggestions from school visit (TSI)

Person responsible: admin, coach, sec. curr. coordin, asst super

Launch Date: 03/03/2023

Required Resource(s):

Financial Resource:
Other Resource:

Source of Funding:

Activity Measure(s)

Benchmark(s)

Benchmark: Meeting 1 (school)

Date: 03/03/2023

Benchmark: Secondary Curriculum/PD Discussion

Date: 03/31/2023

Activity

Plan PD Teach Like Champion Session 1 (TSI)

Person responsible: Secondary Coaches		Launch Date: 06/14/2023
Required Resource(s):		
Financial Resource: \$45.00		Source of Funding: Instructional Supply
Other Resource:		
Activity Measure(s)		Benchmark(s)
Completed PD presentation, handout		Benchmark: Completed PD Date: 06/14/2023

Activity

Plan PD Teach Like a Champion Session 2 (TSI)

Person responsible: Secondary Coaches

Launch Date: 08/16/2023

Required Resource(s):

Financial Resource:

Source of Funding:

Other Resource:

Activity Measure(s)

Benchmark(s)

Completed presentation, handout

Benchmark: Completed PD

Date: 08/17/2023

Activity

Plan Teach Like a Champion PD session 3 (TSI)

Person responsible: Secondary coaches

Launch Date: 11/08/2023

Required Resource(s):

Financial Resource:

Source of Funding:

Other Resource:

Activity Measure(s)

Benchmark(s)

Completed presentation, handout

Benchmark: completed PD

Date: 11/08/2023

Activity

Plan Teach Like a Champion Session 4 PD (TSI)

Person responsible: secondary coaches

Launch Date: 02/21/2024

Required Resource(s):

Financial Resource:

Source of Funding:

Other Resource:

Activity Measure(s)

Benchmark(s)

presentation, handout

Benchmark: completed pd

Date: 02/21/2024

Critical Initiative

Provide opportunities for teachers to learn about, practice, and receive feedback on best teaching practices.

Objective:

Promote a culture of excellence and equity.

Evidence-Based Practice Citation

Leading a High Reliability School,

<https://www.marzanoresources.com/free-resources/leadership/lhrs/>

Activity

Create/share Google sheet for IR sign ups

Person responsible: assistant principals, coach

Launch Date: 08/21/2023

Required Resource(s):

Financial Resource:

Other Resource:

Source of Funding:

Activity Measure(s)

Benchmark(s)

Activity

Participate in Instr. Round w/various focuses

Person responsible: admin, coach, teachers		Launch Date: 09/13/2023
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
IR observation sheets	Benchmark: Observation sheets	Date: 09/20/2023
	Benchmark: Observation sheets	Date: 10/26/2023
	Benchmark: Observation sheets	Date: 11/15/2023
	Benchmark: Observation sheets	Date: 01/31/2024
	Benchmark: Observation sheets	Date: 02/29/2024
	Benchmark: Observation sheets	Date: 03/29/2024
	Benchmark: Observation sheets	Date: 04/30/2024

Critical Initiative

Implement high impact instructional strategies. (TSI)

Objective:

Promote a culture of excellence and equity.

Evidence-Based Practice Citation

High Impact Instructional Strategies, <https://www.theprincipalsplaybook.com/educational-leadership/high-impact-instruction-defining-good-instructional-practices>

Activity

Incorporate Teach Like a Champion Strategies

Person responsible: admins,
coaches, teachers

Launch Date: 08/07/2023

Required Resource(s):

Financial Resource:

Other Resource:

Source of Funding:

Activity Measure(s)

walk-through observations, ATOTs,
formal observations

Benchmark(s)

Benchmark:

Date:

aching

Critical Initiative

Diagnose and respond to student learning. (TSI)

Objective:
Increase academic achievement and growth. (TSI)

Evidence-Based Practice Citation

Payne, J. Scott, et al. Educator Perspectives: Insights on Test Preparation in Schools with State and District Testing. May 2020, www.act.org.

Activity

Administer Mock ACT to all juniors

Person responsible: BTC, Coach,
admin, teachers

Launch Date: 11/07/2023

Required Resource(s):

Financial Resource:
Other Resource:

Source of Funding:

Activity Measure(s)

Mock testing data

Benchmark(s)

Benchmark: Admin Mock
ACT using OTC platform

Date: 11/07/2023

Activity

Implement OTC program in ACT prep, math & English

Person responsible: coach, principal, teachers		Launch Date: 08/14/2023
Required Resource(s):		
Financial Resource: \$11800.00		Source of Funding: CO funds
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Results from ACT practice and Mock ACT, ACT results from spring assessment	Benchmark: Discuss use in math & English	Date: 09/05/2023
	Benchmark: Discuss progress/results in ACT prep, math, & English	Date: 10/11/2023
	Benchmark: Discuss progress/results in ACT prep, math, & English as well as the Mock ACT results	Date: 01/16/2024
	Benchmark: Discuss progress/results in ACT prep, math, & English	Date: 02/15/2024
	Benchmark: Discuss progress/results in ACT prep, math, & English	Date: 03/15/2024

Activity

Discuss testing data on data days

Person responsible: principal, coach, teachers		Launch Date: 09/05/2023
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Results from ACT practice and Mock ACT, ACT results from spring assessment	Benchmark: Discuss implementation of OTC in math and English	Date: 09/05/2023
	Benchmark: Discuss progress of implementation in math, English & ACT prep	Date: 10/11/2023
	Benchmark: Discuss progress of implementation in math, English & ACT prep	Date: 01/16/2024
	Benchmark: Discuss progress of implementation in math, English & ACT prep as well as results from Mock ACT	Date: 02/15/2024
	Benchmark: Discuss next steps to prep before the spring ACT administration	Date: 03/15/2024

Activity

Implement ACT skill specific activity 1x per week

Person responsible: principal, coach, teachers		Launch Date:
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
inclusion in lesson plans, benchmark test results, Mock ACT results and spring administration ACT results	Benchmark: weekly lesson plan check	Date: 09/29/2023
	Benchmark: Weekly lesson plan check	Date: 10/31/2023
	Benchmark: Weekly lesson plan check	Date: 11/30/2023
	Benchmark: Weekly lesson plan check, Mock ACT results	Date: 01/15/2024
	Benchmark: Weekly lesson plan check, benchmark data	Date: 02/15/2024

Critical Initiative

Use best practices to meet the needs of all learners. (TSI)

Objective:
Increase academic achievement and growth. (TSI)

Evidence-Based Practice Citation

Aftunion. (2020, September 10). *Principles of instruction*. American Federation of Teachers. Retrieved September 20, 2022, from <http://www.aft.org/periodical/american-educator/spring-2012/principles-in>

Activity

Attend ELL training AURIC (Teri Medina)

Person responsible: coach, teachers, AURIC

Launch Date: 06/05/2023

Required Resource(s):
Financial Resource: \$700.00
Other Resource: ~\$100 per teacher that attends
Free PD through AURIC

Source of Funding: CO PD funds

Activity Measure(s)
attendance, lesson plans to show implementation of strategies, walk-throughs, ATOTs, formal observations

Benchmark(s)
Benchmark: PD attendance
Date: 06/26/2023
Benchmark: Lesson plans
Date: 09/29/2023

Activity

Hire ELL (bilingual) aide to support in classes

Person responsible: Central office, principal, coach		Launch Date: 07/10/2023
Required Resource(s):		
Financial Resource:	Source of Funding: CO/district funds	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
interviews	Benchmark:	Date:

Activity

Teachers plan w/ELL and spEd teachers

Person responsible: teachers,
administration, coach

Launch Date: 08/29/2023

Required Resource(s):

Financial Resource: \$8886.00

Other Resource:

Source of Funding: state allocated PD funds

Activity Measure(s)

Common planning agenda and sign in
sheet

Benchmark(s)

Benchmark: Common
planning agenda and sign in
sheet

Date: 08/29/2023

Benchmark: Common
planning agendas and sign in
sheets

Date: 10/31/2023

Benchmark: Common
planning agendas and sign in
sheets

Date: 12/15/2023

Benchmark: Common
planning agendas and sign in
sheets

Date: 02/29/2024

Benchmark: Common
planning agendas and sign in
sheets

Date: 05/10/2024

Benchmark: Planning during
data day discussions

Date: 09/05/2023

Benchmark: Planning during
data day discussions

Date: 01/16/2024

Activity

Strategically add Co-teachers in inclusion classes

Person responsible: principal, coach,
teachers, guidance

Launch Date: 05/29/2023

Required Resource(s):

Financial Resource:

Other Resource:

Source of Funding:

Activity Measure(s)

master schedule, spEd schedule

Benchmark(s)

Benchmark:

Date:

Activity

Focus coaching sessions on specific strategies

Person responsible:

Launch Date: 08/04/2023

Required Resource(s):

Financial Resource:

Other Resource:

Source of Funding:

Activity Measure(s)

Benchmark(s)

Activity

Provide info in Spanish to students and parents

Person responsible: all faculty and staff
involved

Launch Date: 07/03/2023

Required Resource(s):

Financial Resource:

Other Resource: ELL ambassadors,

Source of Funding: CO

Activity Measure(s)

Benchmark(s)

Critical Initiative

Create opportunities to celebrate staff members.

Objective:
Provide consistent support of students and staff.

Evidence-Based Practice Citation

<https://www.edweek.org/leadership/as-teacher-morale-hits-a-new-low-schools-look-for-ways-to-give-breaks-restoration/2021/01>

Activity

Provide meals throughout the year

Person responsible: Activities director, inst. coach, APs, principal

Launch Date:

Required Resource(s):

Financial Resource:

Other Resource: various community resources

Source of Funding:

Activity Measure(s)

agendas for PD days that include info on meals

Benchmark(s)

Benchmark:

Date:

Activity

Vote Teacher of the Quarter

Person responsible: principal, APs, students		Launch Date:
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
student nominations	Benchmark:	Date:

Activity

Provide door prizes for PD days

Person responsible: instructional coach,
principal

Launch Date: 08/01/2023

Required Resource(s):

Financial Resource:

Other Resource: donations

Source of Funding: state allocated instructional funds

Activity Measure(s)

Benchmark(s)

Activity

Host morale boosting activities

Person responsible: Instr. Coach, principal,
activities director

Launch Date: 08/01/2023

Required Resource(s):

Financial Resource:

Other Resource: donations

Source of Funding:

Activity Measure(s)

Benchmark(s)

Benchmark: You've Been
Boo'd surprise

Date: 09/25/2023

Benchmark: Turkey Hunt

Date: 11/06/2023

Benchmark: 12 Cakes of
Christmas

Date: 12/04/2023

Benchmark: PAC Valentine

Date: 02/12/2024

Activity

Provide school shirts for all faculty and staff

Person responsible: principal

Launch Date: 08/01/2023

Required Resource(s):

Financial Resource: \$700.00

Other Resource:

Source of Funding: OHS general fund

Activity Measure(s)

Benchmark(s)

Critical Initiative

Provide a mentor for each new teacher.

Objective:
Provide consistent support of students and staff.

Evidence-Based Practice Citation

Mentors Matter for New Teachers. Advice on What Works and Doesn't,
<https://www.edweek.org/leadership/mentors-matter-for-new-teachers-advice-on-what-works-and-doesnt/2021/05>

Activity

Assign mentor teachers

Person responsible: principal, coach Launch Date: 07/03/2023

Required Resource(s):

Financial Resource: \$3900.00 Source of Funding: CO funds
Other Resource: \$330 per mentor

Activity Measure(s)

mentor assignments, mentor meetings
and documentation

Benchmark(s)

Benchmark: Date:

Critical Initiative

Assist new faculty in becoming acclimated to our school and district.

Objective:

Provide consistent support of students and staff.

Evidence-Based Practice Citation

5 Reasons We Need Instructional Coaches, <https://www.edweek.org/education/opinion-5-reasons-we-need-instructional-coaches/2014/11>

Activity

Teacher supply welcome kits

Person responsible: coach

Launch Date: 07/10/2023

Required Resource(s):

Financial Resource:

Source of Funding: State allocated instructional money

Other Resource:

Activity Measure(s)

Benchmark(s)

completed kits

Benchmark:

Date:

Activity

Meet with new teachers at NTO, intro admin, tour

Person responsible:

Launch Date: 07/20/2023

Required Resource(s):

Financial Resource:

Source of Funding:

Other Resource:

Activity Measure(s)

Benchmark(s)

Critical Initiative

Create a culture of excellence throughout the school

Objective:
Provide consistent support of students and staff.

Evidence-Based Practice Citation

The Necessity of Having High Expectations, <https://www.edutopia.org/article/necessity-having-high-expectations/>

Activity

Communicate expectations for Dedicated Dawgs

Person responsible: principal		Launch Date: 08/03/2023	
Required Resource(s):			
Financial Resource:		Source of Funding:	
Other Resource:			
Activity Measure(s)		Benchmark(s)	
		Benchmark: Class meetings	Date: 08/03/2023
		Benchmark: Open House parent meetings	Date: 08/21/2023
		Benchmark: Parent emails	Date: 08/22/2023
		Benchmark: faculty meetings	Date: 08/01/2023

Activity

Assign all students a club for club meeting days

Person responsible: principal		Launch Date: 08/21/2023
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
	Benchmark: teachers create clubs and descriptions	Date: 08/31/2023
	Benchmark: students choose clubs	Date: 09/08/2023

Activity

Arrange details for Morning Makeup/WIN time

Person responsible: principal		Launch Date: 08/03/2023
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
	Benchmark: faculty meeting	Date: 08/03/2023

Activity

Communicate dates for incentives and deadlines

Person responsible: principal		Launch Date: 08/03/2023
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
	Benchmark: emails, faculty meetings, etc	Date: 08/07/2023

Activity

Increase positive social media presence

Person responsible: principal		Launch Date: 08/04/2023
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
	Benchmark: weekly posts	Date: 08/04/2023
