

LMES 5-YEAR STRATEGIC PLAN 2019/20-23/24



Mission

To provide a nurturing environment where each student will meet or exceed state and national standards in all academic areas, thus enabling them to become productive citizens.

Vision

To enable students to become responsible, productive, and educated members of society.

Beliefs

1. Our students, personnel, and parents deserve a safe, inviting, non-threatening learning environment where they are treated with dignity and respect within an environment that promotes student learning.
2. Teachers, administrators, parents, the community, and students share the responsibility for academic success.
3. Students learn best when they are actively engaged in the learning process.
4. The commitment of continuous improvement is imperative if our school is going to enable students to become confident, self-directed, and lifelong learners.
5. Student achievement should be the primary focus of all decisions impacting the work of the school.

Strategic Goal Area I - System Priority 1: STUDENT ACHEIVEMENT

Performance Objective 1 - Leroy Massey will increase student performance on end-of-grade standardized assessments to be within five percentage points of the mean score for the state.

Initiative A - The faculty and staff at Leroy Massey will engage in thorough analysis and interpretation of student assessment data.

- Action Step a - Staff at Leroy Massey will engage in professional development on the analysis and interpretation of data.
- Action Step b - LMES will utilize the assessment and data information to monitor student progress towards learning goals.
- Action Step c - Leroy Massey will develop and use a Data Room to present assessment data for teachers and administrators to consider in making data-driven decisions.
- Action Step d - Teachers will use SLDS, a state-created student information system, to monitor achievement, attendance, and other characteristics of student learning.

Initiative B - Student performance on summative, standardized assessments will increase to within five percentage points of the state average.

- Action Step a - All instruction in all classrooms at LMES will be standards-based, K-5.
- Action Step b - Teachers at LMES will practice regular benchmarking in classrooms to ensure that pacing is measured and instructional progress is consistent.
- Action Step c - All students in grades K-2 at LMES will be assessed using system-developed Assesslets to measure student progress toward academic goals.
- Action Step d - Teachers will increase their use of research-based instructional strategies in the classroom, ensuring that all students are receiving an appropriate and effective public education designed to meet their needs.

Performance Objective 2 - Teachers at LMES will increase the use of technology in the classroom, making sure at least half of lessons integrate some use of instructional technology.

Initiative A - Teachers at LMES will increase the use of technology in the classroom, using some form of IT to supplement lessons at least fifty percent of the time.

- Action Step a - The school will provide relevant training for teachers in the effective use of instructional technology to support classroom instruction.
- Action Step b - Teachers will utilize SLDS weekly to obtain learning resources and student data.
- Action Step c - The school will maximize use of online resources

- Action Step d - Students and teachers at Leroy Massey will have access to one to one technology with Chromebook carts in grades 1st-5th.
- Action Step e - LMES will provide teachers and students with the support of a paraprofessional in the computer lab to support instructional goals.

Initiative B - Leroy Massey Elementary parents and students will have access to support services to enhance their use of online and technical programs through the school.

- Action Step a - Families of students at Leroy Massey Elementary School will have access to classroom grade reports and assignments through registration on Infinite Campus.
- Action Step b - Teachers at LMES have email addresses provided through the district.
- Action Step c - Teachers at LMES utilize Dojo to facilitate stakeholder communication via text.

Performance Objective 3 - Teachers and administrators at LMES have worked to improve vertical alignment through multiple collaborative activities among grade-levels and schools.

Initiative A - Teachers are engaged in vertical planning to ensure students develop necessary competencies in each grade-level and subject.

- Action Step a - Teachers at LMES engage in regular vertical alignment planning activities.
- Action Step b - As teachers work to develop learner proficiencies, some students receiving special education services receive additional support through comprehensive individualized transition plans.

Strategic Goal Area II - System Priority 2: CONTINUOUS IMPROVEMENT

Performance Objective 1 - Teachers and administrators will work to improve the quality of classroom instruction provided to students, K-5.

Initiative A - There will be multiple opportunities for professional development and training for teachers at LMES, including engagement with new curriculum or instructional programs, as well as opportunities to collaborate with others and develop strategies to meet student needs.

- Action Step a - Teachers at Leroy Massey will have multiple opportunities to participate in professional development and training activities in order to improve classroom instruction.
- Action Step b - There will be opportunities for driven teachers to serve as leaders.
- Action Step c - In order to ensure that LMES is meeting the state and local requirements, the staff will receive training on using the

state longitudinal data system (SLDS) and its impact on school performance indicators.

- Action Step d-Teachers will engage in collaborative learning opportunities through Professional Learning Communities

Initiative B - As part of continuous improvement, LMES will administer support to faculty and staff in several ways.

- Action Step a - Teachers are evaluated with the Teacher Keys Evaluation System (TKES), a comprehensive instrument designed to give a more holistic measure of teachers' performance in the classroom.
- Action Step b - Leroy Massey recognizes a teacher and staff member of the month for the school.
- Action Step c - The administration and leadership team at LMES will engage in Focus Walks to support student learning goals.
- Action Step d - Leroy Massey Elementary School has a strong and active leadership team to support teachers and students in a variety of ways.
- Action Step e - Leroy Massey has support from Success Team at the district-level.
- Action Step f - LMES has recently implemented a teacher induction program to support new teachers in the building.

Initiative C - All teachers in all classes will utilize the workshop model of lesson planning and delivery, a research-based method designed to maximize student learning.

- Action Step a - Lessons will feature an opening, work period, and closing (per the workshop model), in order to achieve different levels of student engagement and maximize learning.
- Action Step b - Each classroom will have an established set of rituals and routines in place for student behavior and practices.
- Action Step c - Teachers will use a common format for writing lesson plans.

Performance Objective 2 - LMES will expand its class offerings for students.

Initiative A - LMES will provide a variety of course-offerings for students.

- Action Step a - LMES will provide students an opportunity for class time in the computer lab.
- Action Step b - The media center and media specialist will support classroom teachers.
- Action Step c - Students will also have the opportunity to take art and music classes with a certified teacher.
- Action Step d - LMES will provide students with a quality and rigorous opportunity for physical education.

Strategic Goal Area III - System Priority 3: STAKEHOLDER INVOLVEMENT

Performance Objective 1 - Teachers and administrators at LMES will work to optimize and maximize parent and community involvement.

Initiative A - The school will have numerous programs and opportunities to increase parent involvement.

- Action Step a - There will be an organized and active Parent Teacher Organization at Leroy Massey.
- Action Step b - LMES will host a regular Family Night.
- Action Step c - LMES will host parent-involvement meetings.
- Action Step d - The school will feature a large, electronic sign to feature announcements and disseminate important information.
- Action Step e - LMES will recruit and support parent volunteers.
- Action Step f - LMES will provide support and opportunities for involvement to students and families for whom English is not their native language.
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Initiative B - LMES will increase community involvement in school functions and planning.

- Action Step a - There will be expanded media coverage of all school programs and events at Leroy Massey.
- Action Step b - LMES will expand opportunities for supervised volunteers to work in the school.
- Action Step c - LMES will promote school events through social media, local radio stations and websites.
- Action Step d - LMES will collaborate with local business partners.

Strategic Goal Area IV - System Priority Goal 4: EFFICIENT & EFFECTIVE OPERATIONAL PROCESSES

Performance Objective 1 - The school will maintain a safe environment for students and staff.

Initiative A - LMES will establish and maintain a safe school climate.

- Action Step a - The school will conduct an annual review of the district emergency response team protocols.
- Action Step b - The school will maintain up to date safety plans and inspections.

- Action Step c - LMES will follow state and local guidelines for severe weather, security, and fire drills.
- Action Step d - The safety team at LMES will meet at least monthly.

Performance Objective 2 - Facilities at LMES will be adequately maintained.

Initiative A - There will be some structural improvements through the school maintenance staff.

- Action Step a – A new media center and 12 classrooms were added in 2018-19 to support growth
- Action Step b - LMES personnel will utilize computerized maintenance requests.
- Action Step c - Landscaping at LMES will promote the safety of students.

Initiative B - The upkeep and enhancement of facilities at LMES is a priority, as teachers and staff work to demonstrate pride in the school and organization in a variety of ways.

- Action Step a - The school will have freshly painted and well-kept corridors to further engage and promote school culture.
- Action Step b - Leroy Massey is proud to have an outdoor classroom available for students and teacher use.
- Action Step c - All classrooms at LMES have Smartboards mounted on the walls.
- Action Step d - LMES has a playground accessible for students with disabilities.

Performance Objective 3 - The staff at Leroy Massey will improve technical support for teachers, students, and families.

Initiative A - LMES will improve and/or increase the amount and type of technical support available for stakeholders.

- Action Step a - The school will utilize computerized technology requests.
- Action Step b - Since 2013, all classrooms have received updated desktop computers for teacher use.

Performance Objective 4 - LMES has several different counseling services and programs in place to support and advocate students' needs beyond the classroom.

Initiative A - Leroy Massey Elementary School works with several area organizations to meet students' needs beyond the classroom.

- Action Step a - LMES will continue to implement a comprehensive Character Education program, facilitated through the counselor's

office. LMES will engage in a schoolwide study of a character based book of the month

- Action Step b – A number of students at Leroy Massey do not have adequate food at home. In order to meet these needs the counselor has organized "Helping Hands," a program that provides students with food for the weekend.
- Action Step c – Approximately one in five students at LMES receive support through the McKinney-Vento Grant (clothing, hygiene products, money for field trips, etc.)
- Action Step d - Many students have needs that can be met through programs like art therapy.
- Action Step e - In order to help meet students' needs beyond the classroom, LMES often works closely with the local Department of Family and Children's Services.