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| **Strategic Plan Area** | **Goal(s) – Intended Growth Outcomes**  | **Objective(s) – Actions or Strategies to be Implemented**  | **Measurement Tool** | **Interim Progress Report (Date and Data)** | **Final Progress Report (Date and Data)** |
| **Curriculum****Math**  | Increase student achievement in numeracy aligned with grade level CT State Standards.  | Teachers will use the following assessments to monitor student learning, to provide ongoing feedback that can be used by instructors to improve their teaching and by students to improve their learning. More specifically, these assessmentshelp students identify their strengths and weaknesses and target areas that need work: STAR Math (is an assessment of math achievement for students in grades 1–12)Moving with Math (A well organized process linking standards-driven assessment to conceptually based, differentiated instruction)Formal and Informal Assessments Common Formative AssessmentsSmall Group Instruction Flexible Grouping Math Coach will:provide teacher assistance with “number talks” instruction provide teachers with information and guidance regarding a range of effective and innovative math practices through various activities such as: individual discussions, coaching sessions and demonstration lessons. Administration will: attend Teacher Common Planning meetings to discuss data and analyze data for instructional implication and instructional strategies.  | STAR Math Moving with Math Performance Tasks Math Coaching Instruction Administration- classroom observations, meetings, Walkthrough | December 2016March 2017 | May 2017  |
| **English Language Arts**  | Increase student achievement in their ability to read and comprehend text. | Teachers will use the following assessments to monitor student learning, to provide ongoing feedback that can be used by instructors to improve their teaching and by students to improve their learning. More specifically, these assessmentshelp students identify their strengths and weaknesses and target areas that need work. IRLA and SchoolPace (Independent Reading Level Assessment) to determine a student's base-line proficiency reading level.STAR Reading (STAR Reading™ is an assessment of reading comprehension and skills for independent readers through grade 12 Formal and Informal Assessments Common Formative Assessments Running Records Small Group Instruction Flexible Grouping Literacy Coach will provide teachers with the following:  job embedded Professional Development to build capacity and effectiveness in teachers and reading teachers.responsible for providing teachers with support and guidance that improves reading instruction which can be a powerful step toward improving student achievement.Administration will:attend Teacher Common Planning meetings to discuss data and analyze data for instructional implication and instructional strategies.  | Independent Reading Level Assessment (IRLA)STAR Reading Performance TasksLiteracy Coach CoachingAdministration- classroom observations, meetings, Walkthrough  | December 2016March 2017 | May 2017  |
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| **Community Outreach / Partnerships** | Increase communication with Pond Hill Families and surrounding community  | Teachers and Parents will attend: PTAC and PTO (Parent Teacher Organization) meetings to provide the Pond Hill Community with academic, social emotional, student activities, assemblies and fundraiser updates. Administration and Teachers will provide the following Assemblies and Programs: Veteran’s Day Special Person LuncheonCultural Night American Education Week Concerts ( Music & Band)Ben’s BellsOpen HouseLiteracy Night Math Night Administration and Teachers will provide updates information to parents through:Newsletters (Teachers weekly and Administration Monthly) Websites  | Attendance Rates Community Partnerships Assemblies  | Monthly - September 2016September 2016 | June, 2017May 2017 |
| **Climate** | To increase interpersonal relationships and facilitate mutual respect among staff and students. | Administration and Teachers will:place students from Pond Hill School in cross grade heterogeneous groups. Adult staff members will guide students in exploring various interpersonal and intrapersonal relationship topics. Monthly Student Assemblies Inform Bus DriversStudent/Teacher Lead initiatives for example:Responsive Classroom Ben’s Bells- (character education program; kindness initiative)Safety Patrols- Help collect data from bus driversStudent Council- (Run the school store, opportunities for 5th grade students to mentor 3rd grade students; gather suggestions from student body regarding whole initiatives) School Spirit Days (Crazy, hair, Pajama day, dress as your favorite character, sports day) | Student Surveys   | February 2017 | May 2017  |
|  | To increase overall building morale at Pond Hill School.All staff members will have the opportunity to serve on a school committee. The focus of the committees will be to improve student academic achievement as well as increase school morale and cohesiveness. | Administration and Teachers will:create a list of committee meeting dates and minutes to share with all staffidentify purpose of each committee to be shared with all staffMonthly Breakfasts- Social gathering Celebrations – Staff MeetingsSunshine CommitteeOutdoor Classroom Veteran’s DayLiaison Committee representative |  |  |  |
|  | Increase Social and Emotional competencies  | School Social Worker and/or School Psychologist will provide: Informal small group services Formal Small Group services  | Devereux Student Strengths Assessment (DESSA)  | January 2017  | May 2017 |
| **Professional Development** | Increase teacher and staff knowledge in the areas of Math, Reading and Social and Emotional instruction and supports. Professional TechnologyMastery Based Learning/Personalized Learning  | Administration and Teachers will attend the following professional development:Math Common Core Unit/ Learning Planning -Ashley Hosmer Self Directed professional development for teachers -Classroom TeachersIndependent Reading Level Assessment Framework (IRLA )- assessments; instruction, book leveling.- Jamie Hocking-Ferroe STAR ( Math, Literacy) assessment information and goal setting - Ashley Hosmer & Jamie Hocking- FerroneSchoolPace Professional Development for non-certified staff IRLA (Independent Reading Learning Assessment) Jamie Hocking- Ferrone  Mastery Based Learning Strategies READCONN training in the areas of Foundational reading skills- (Phonics, Phonemic Awareness, Vocabulary, Comprehension and Fluency)  | Strategies, Rubrics  | September 2016 | May 2017  |
| **Technology** | Increase teacher and staff technology knowledge and usage in the classroom.  | Administration and Teachers will attend: Professional Development on learning Google Applications,IPAD Applications,Clicker use;ChromeBooks and document cameraTouch IT TV’s  | Staff Technology Survey Charlotte Robbins  | September 2016(ongoing as needed professional development given during staff meetings and before and after school for staff)  | June 2017 |