

Bill Metz-Monte Vista Pathways Plan Improvement Strategies

Academic Systems Strategies	Progress to Date (year established)	Proposed Changes & Timeline (as of Feb 2020)	Current Plans & Timeline (as of spring 2020)
Time	-Protected core instruction time for all students (2017-18) -30 minutes daily set aside for I/E in math and ELA (2017-18)	-Continue core instruction and I/E practices (2020-2022) -Set aside daily or weekly time for intentionally teaching social/emotional skills (Fall 2021)	
Curriculum & Instruction	-Creating of Instructional Way during TLP (Summer of 2017) -District started new Math program, Big Ideas Math, in 2018-2019 -2019-2020; 2nd year of new Math program implementation and November 2019 District follow-up training -District reviewed Science curriculum and supports. An aligned program was purchased in May of 2019. -District is reviewing ELA curriculum and supports. An aligned program will be purchased by the end of the 2018-19 school year.	-Engage staff to identify, articulate and implement instructional non-negotiables to support consistent student engagement providing teacher support through administrative walkthroughs, coaching, push in and modeling (2020-2021) -Implement new English/Language Arts (ELA) curriculum & supports (2020-21) -Implement curriculum-based measures to add to assessment (2021-2022) -Continue depth/complexity and higher order thinking as well as objectives and success criteria	

	-Teachers trained in depth/ complexity and higher order thinking (2018-2019) -Teachers trained in objectives and success criteria (2019-20)	- through GSN/Instructional coach/peer coaching cycles (2020-2022) -Implement Sheltered Instruction Observation Protocol and other strategies to support vocabulary development (2021-2022)	
Assessments & Data	-Quarterly interim assessment data review that includes plans for reteaching (2019- 2020) -Use of Student Data Notebooks setting at least quarterly goals to increase student ownership for learning (Spring 2020)	-Continue quarterly data cycles -Extend teachers' knowledge of how to use data more quickly in response to assessment (2020-21) -Consider which assessments provide the highest leverage around reteaching to create greater focus (2020-21) -Move toward weekly goal setting and monitoring using Student Data Notebooks during intentional SEL time (Fall 2020)	

Culture of Performance Strategies	Progress to Date (year established)	Proposed Changes & Timeline (as of Feb 2020)	Current Plans & Timeline (as of spring 2020)
Student Support Systems & Programs	-Implemented Capturing Kids Hearts (CKH - 2012, 2016, 2019), Positive Behavior Intervention & Supports (PBIS - 2011) and Restorative Justice (RJ	-Engage staff to articulate and implement school culture non-negotiables (2020-2021)	

	-2013-14) -Clear school-wide behavior expectations established and reviewed annually -Bully Prevention Education Grant (BPEG) coach hired and advanced tier 1 training for teacher leaders (2019-20) -Staff have received training around trauma informed practices (Jan 2018) Teacher leaders participated in a webinar training about trauma informed practices (Dec 2019) -Applied for the K-5 Social-Emotional Health Pilot Program Grant in December 2019. If awarded, we will be able to hire two behavioral health professionals.	-Review and refine behavior response system and ensure consistent follow through by coaching and modeling behavior response (Spring 2020) -Refine and improve current practices (CKH, PBIS, MTSS/RtI) and how they fit into system (Spring 2020) -Implementation of Second Step Program for Bullying Prevention (2020-21) -Regularly communicate to parents and the community about current practices and how they support academic improvement (2020-2022) -Implement new curriculum & PD to provide students & adults with SEL skills and better equip teachers to respond to students impacted by trauma one day a week(Fall 2021-2022) -Implement daily SEL instruction (Fall 2021-2022)	
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Talent Management Strategies	Progress to Date (year established)	Proposed Changes & Timeline (as of Feb 2020)	Current Plans & Timeline (as of spring 2020)
Recruitment & Staffing	-Established partnership with Adams State and Boettcher Teacher Fellows Program for teacher licensure and alternative licensure (2016-17)	-Continue partnerships (2020-2022)	
Professional Development	-Monthly staff meetings & PD focused on school goals (2017-18) -All teachers being trained in Lindamood Bell (2015) -Providing a career advancement trajectory for current teachers through coaching opportunities (2017-18) -Three teacher leaders that participated in TLP earned graduate certificates in Turnaround Leadership from CSU Global (2017-2019)	-Articulate and implement scope & sequence of professional development that all new teachers will receive (depth & complexity, curriculum, CKH, non-negotiables of Instructional Way, SEL, etc.) (2020-2021) -Develop a comprehensive and intentional plan for instructional coaches to support new teachers (2021-2022) -Develop school-wide Engagement Strategies by reviewing current strategies embedded in curricula resources and providing training and support. (2020-2021).	
Evaluation, Retention, Incentives & Compensation	-Innovation in place around starting salaries with a three year average for 1st year teachers (2018-19) -Incentives in place for 25 years of service in the district with a longevity bonus.	-Continue innovation, incentive and PERA 140 strategy (2020-2022)	

	-Using the PERA 140 strategy since it was passed by the state.		
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