



SMART Goal: Littleton Elementary STEM Academy staff will raise student achievement by an overall average of 15% for ELA and math from kindergarten through 8th grade on each quarterly interim assessment

Primary Need:

- To implement effective Professional Learning Communities - Collaborative, Focused on student learning and results

Root Cause:

- Staff development lacked quality and organization

Desired Outcomes:

- Improved staff culture
- Improved teacher effectiveness
- Increased student achievement

Strategies and Action Steps

Implementation and Monitoring Activities:

- Summer PD with PLC leadership team to begin to lay the foundation of the big ideas
- Implement bi-weekly PLC Leadership meetings to build on new learning and feedback
- Bi-weekly feedback for all teams to support development and growth

Success Criteria/Evidence:

- Implementation of weekly assessments being given to students
- Improved PLC rubric feedback scores
- Improvement with quarterly interim assessment scores

SMART Goal: Littleton Elementary STEM Academy leadership will improve the quality of professional development by meeting the needs of all staff members by differentiating the content delivered by the end of the year, which will improve staff retention from 80% to 90%.

Primary Need:

- To build a strong staff culture

Root Cause:

- Professional Development does not meet the needs of staff currently

Desired Outcomes:

- Create a professional development committee
- Increased teacher effectiveness
- Increased student achievement

Strategies and Action Steps

Implementation and Monitoring Activities:

- Monitor site-based professional development feedback through My Learning Plan
- Individual growth plan reflections composition books
- Implementation of skills, strategies and application of resources during class instruction

Success Criteria/Evidence:

- Established planning meetings facilitated by teacher leaders
- Established Professional Learning Community sessions
- Improvement with quarterly interim assessment scores

Principle 1

Effective Leadership

The school Professional Learning Community Leads will meet bi-weekly to develop within the PLC process. Agenda items to be covered but are not limited to are the three big ideas of a PLC, unpacking standards to support planning and preparation, creation and analysis of data and understanding the role of being a campus leader.

Principle 2

Effective Teachers & Instruction

The school will focus on meeting 80% growth from pretest to post test. We will look to accomplish this through providing common formative assessment to inform our next steps.

Principle 3

Effective Organization of Time

The school's goal is to have two planning meetings weekly by teams where an agenda is created and uploaded with meeting minutes and the agenda focuses on student learning. The second goal for this section is to have all teams participate in a structured PLC time that supports the three big ideas of this philosophy.

Principle 4

Effective Curriculum

The school will develop teacher capabilities in the resources available to them through our different curricula.

Principle 5

Conditions, Climate & Culture

The school will recognize certified and classified staff on a monthly basis for their efforts. PLC's will support the professional bonds between the certified staff and Para's will have monthly meetings to team-build, connect with school-wide expectations and be affirmed for their efforts.

Principle 6

Family and Community Engagement

LNES will increase community partnerships by involving individuals and organizations in school focus related activities. Partnerships with West-Mec and Verizon Innovative Learning will launch us in the right direction.