

The following report is filtered by active items, all statuses, all funding sources, all assignments, all tags, and all goals.

**GOAL Smarter Return on NM Investment**

All New Mexico districts will align proven strategies for student success with expenditures in education.

Filing Cabinet Count 1 Budgeted: \$442,714.00

**STRATEGY Budgets Aligned with Proven Education Programs**

Budgets are aligned with proven education programs that are research-based and have evidence of increasing student achievement.

Filing Cabinet Count 7

**ACTION STEP Reading Street Common Core 2013**

Pearson's Reading Street Common Core 2013 program has been purchased for grades K-5 and will be implemented with fidelity at each grade level.

Status In Progress 04/13/2016 Filing Cabinet Count 0  
 Start-End Dates 08/13/2012 - 05/26/2017  
 Tags CCSS, ELL, SpecialED  
 Persons Responsible John Ross Null

**ACTION STEP Digits Math/Math XL**

The Pearson Digits Math program incorporates Math XL as an intervention and extension at grades 6-8. Math XL will be utilized in our Algebra I and higher courses to differentiate math for students in need of remediation and extension. Goal is to meet SGTs in all sub-groups, and this program will be utilized to specifically address SGTs missed in the following sub-groups: Hispanic, Economically Disadvantaged, Students with Disabilities, and ELLs.

Status In Progress 04/20/2015 Filing Cabinet Count 0  
 Start-End Dates 08/13/2012 - 05/26/2017  
 Tags CCSS, ELL, SpecialED, InstrAudit  
 Persons Responsible John Ross Null, Danny Parker

**ACTION STEP Elementary Math Programs**

**Artesia Public Schools**

**GOAL Smarter Return on NM Investment**

**STRATEGY Budgets Aligned with Proven Education Programs**

**ACTION STEP Elementary Math Programs**

Core math programs are being reviewed by committees of grade level teachers along with administrators. Programs being considered are Envision 2.0, Investigations 4, My Math, Go Math, and Everyday Math. A decision will be made by the end of April for presentation to the Board of Education at the May 9, 2016 meeting.

Status	In Progress 04/20/2015	Filing Cabinet Count	0
Start-End Dates	08/13/2012 - 05/26/2017		
Timeline Notes	Math manipulatives, tools, and other support resources have been purchased for each elementary school to further facilitate implementation of the Common Core Standards and Math Practices.		
Tags	CCSS, ELL, SpecialED		
Persons Responsible	John Ross Null, Danny Parker		

**ACTION STEP Sondag Reading System**

Sondag Reading System is utilized as a reading intervention tool primarily for our Tier III students. Goal is to meet SGTs in all sub-groups, and this program will be utilized to specifically address SGTs missed in the following sub-groups: Hispanic, Economically Disadvantaged, Students with Disabilities, and ELLs.

Status	In Progress 04/20/2015	Filing Cabinet Count	0
Start-End Dates	08/08/2013 - 05/26/2017		
Timeline Notes	Sondag was utilized in 2015-2016 at all elementary schools and will be continued for 2016-2017.		
Tags	CCSS, ELL, SpecialED		
Persons Responsible	Cody Hanagan, John Ross Null, Danny Parker		

**ACTION STEP Lexia Core 5**

**Artesia Public Schools**

**GOAL Smarter Return on NM Investment**

**STRATEGY Budgets Aligned with Proven Education Programs**

**ACTION STEP Lexia Core 5**

The Lexia Core 5 program was purchased for 2013-2014, 2014-2015, and 2015-2016 with Reads to Lead funds. Lexia has also been included in our application for 2016-2017. This program is a solid Tier 2 intervention program. Goal is to meet SGTs in all sub-groups, and this program will be utilized to specifically address SGTs missed in the following sub-groups: Hispanic, Economically Disadvantaged, and ELLs.

Status	In Progress 04/20/2015	Filing Cabinet Count	0
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Start-End Dates	01/07/2013 - 05/26/2017
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Timeline Notes	Program was piloted through 2012-2013 school year. Program was purchased with Reads to Lead funding for the 2013-2014, 2014-2015, and 2015-2016 school years for use at all elementary schools and with a targeted population at the intermediate and junior high schools. Lexia is again a part of our Reads to Lead application for 2016-2017.
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Tags	CCSS, ELL, SpecialED
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Persons Responsible	Cody Hanagan, John Ross Null, Danny Parker
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**STRATEGY Increase the % of dollars to the classroom**

Describe how budgets are focused on increasing the percent and dollars to the classroom. These increases are then used to implement proven strategies for student success.

Filing Cabinet Count	1
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**ACTION STEP Reading and Math Intervention--Tier II and III**

**Artesia Public Schools**

**GOAL Smarter Return on NM Investment**

**STRATEGY Increase the % of dollars to the classroom**

**ACTION STEP Reading and Math Intervention--Tier II and III**

Dollars in the classroom have increased significantly with the addition of the following intervention and extension programs: IXL Math, First in Math, Lexia Core 5 Reading, Pearson Secondary Math Programs, Math XL, Soday System, Pearson Common Core Literature 2015, and Mastery Manager. Additionally, our elementary teachers and administrators are currently reviewing K-5 math materials for adoption in 2016-2017.

Status	In Progress 04/20/2015	Filing Cabinet Count	0
Start-End Dates	08/12/2012 - 05/26/2017		
Timeline Notes	IXL math, First in Math, and Soday begun in 2012-2013. Lexia Core 5, Pearson Secondary Math Programs, and Math XL added for 2013-2014. With continued success in 2015-16, all will be continued in 2016-2017. Pearson Common Core Literature 2015 and Mastery Manager added in 2015-2016 to be continued in 2016-2017.		
Tags	CCSS, ELL, SpecialED		
Persons Responsible	Cody Hanagan, John Ross Null, Danny Parker		

**ACTION STEP Educational Consultants**

Partner with consultants Carrie Roberts (data review, differentiation, and intervention), Sheryl White (writing assessment and instruction), and MC2 (Math CCSS and Practices).

Status	In Progress 04/20/2015	Filing Cabinet Count	0
Start-End Dates	08/17/2015 - 05/26/2017		
Timeline Notes	Carrie Roberts (6 days), Sheryl White (7 days), MC2 (Summer Math Lab, plus 10 additional on-site days).		
Tags	CCSS		
Persons Responsible	Cody Hanagan, John Ross Null, Danny Parker		

**ACTION STEP Elementary Reading Instructional Coach**

**Artesia Public Schools**

**GOAL Smarter Return on NM Investment**

**STRATEGY Increase the % of dollars to the classroom**

**ACTION STEP Elementary Reading Instructional Coach**

This position was new for 2015-2016 and will be maintained for 2016-2017. Responsibilities will include data review, participation in and leadership of professional development, modeling of strategies, and leadership of Professional Learning Communities.

Status	In Progress 04/14/2016	Filing Cabinet Count	0
Start-End Dates	08/18/2015 - 05/26/2017		
Tags	CCSS		
Persons Responsible	Crit Caton, Janet Grice, John Ross Null, Danny Parker		

**STRATEGY Proven Strategies**

The district has purchased proven strategies, materials, and equipment to support student success.

Filing Cabinet Count 0

**ACTION STEP Purchase of Technology**

The district has purchased SmartBoards or SHARP Aquos boards for over 95% of the district's classrooms. Numerous mobile carts with laptops have been purchased at the elementary, intermediate school, junior high, and high school. Additional AQUOS Boards and Laptop Carts will be purchased for 2016-2017. These technology items enable teachers to effectively utilize the technology components accompanying purchased textbook series, enable students to access technology based interventions, work on Digits and Math XL lessons, take the Discovery interim assessments, utilize Mastery Manager, and prepare for and take the PARCC assessment.

Status	In Progress 04/20/2015	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/26/2017		
Timeline Notes	A \$2.3 million Technology Plan has been developed by our new District Technology Coordinator for hardware and software to continue moving our district forward providing our students and teachers with the fastest Internet connections and most effective firewall and filtering system.		
Tags	CCSS, ELL, SpecialED		
Persons Responsible	Crit Caton, John Ross Null, Bob Perkins		

**Artesia Public Schools**

**GOAL Smarter Return on NM Investment**

**STRATEGY Funds for At-Risk Students**

The school district/charter school is providing services to at-risk students. Specific services are implemented to improve the academic success of at-risk students.

Filing Cabinet Count	0	Budgeted	\$442,714.00
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**ACTION STEP Before/After School Programs**

Before and After School Programs are held at all campuses for remediation, extension, and assistance with homework.

Status	In Progress 08/26/2014	Filing Cabinet Count	0
Start-End Dates	08/17/2015 - 05/26/2017		
Tags	CCSS, ELL, SpecialED		
Persons Responsible	Cody Hanagan, John Ross Null, Danny Parker		

**ACTION STEP K-3+**

All six of our elementary campuses have applied for and been approved to host the K-3+ summer programs providing 25 additional days of school in preparation for the 2016-2017 school year. Teachers will utilize the updated Amplify Summer Academy curriculum kits.

Status	In Progress 04/14/2016	Filing Cabinet Count	0
Start-End Dates	06/22/2015 - 07/28/2017	Budgeted	\$442,714.00
Tags	CCSS, ELL, SpecialED, Parent		
Persons Responsible	Crit Caton, Janet Grice, John Ross Null, Danny Parker		

**ACTION STEP Packs of Love**

The district partners with local businesses to provide nutrition on the weekends for at-risk students through the Packs of Love program. Children are able to take home backpacks containing non-perishable food items over the weekend returning the backpacks on Monday to be filled for the following weekend.

Status	In Progress 08/26/2014	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/26/2017		
Tags	Parent		
Persons Responsible	John Ross Null, Danny Parker		

**Artesia Public Schools**

**GOAL Ready for Success**

To prepare students to succeed throughout their academic careers, districts will place a command-focus on literacy by prioritizing research-based strategies for reading interventions. This will ultimately lead to college success and career readiness.

All New Mexico Districts will reduce the percentage of students retained in third grade due to literacy level.

Filing Cabinet Count	2	Budgeted:	\$150,000.00
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**STRATEGY Common Core Transition**

The Common Core standards are a set of nationally-developed standards that are aligned with 21st century skills that students need in order to be college and career ready. Full implementation of the Common Core standards (CCS) means that teachers will be teaching towards a mastery of the standards, using materials aligned with the CCS, and that students will be assessed using tests fully aligned to the CCS. This transition includes providing teachers with professional development, and building school, district, and charter school capacity for computer-based assessments. Full implementation also includes implementing new state assessments based on the CCS.

Filing Cabinet Count	1	Budgeted	\$10,400.00
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**ACTION STEP ELA Consultant Sheryl White**

Partnership established with Sheryl White for summer trainings and monthly on-site support of ELA staff. We have continued our partnership with Mrs. White for 2016-2017. Additionally, Discovery short cycle data indicated continued growth in Literacy during the 2015-2016 school year. Final district level Discovery data will be uploaded into the filing cabinet upon availability. PARCC data will be included upon availability.

Status	In Progress 04/20/2015	Filing Cabinet Count	0
Start-End Dates	04/20/2012 - 05/26/2017		
Timeline Notes	Mrs. White's focus will again be to work directly as a mentor to our second year elementary reading instructional coach.		
Tags	CCSS, ELL, SpecialED		
Persons Responsible	Crit Caton, Cody Hanagan, John Ross Null, Danny Parker		

**ACTION STEP MC2**

**Artesia Public Schools**

**GOAL Ready for Success**

**STRATEGY Common Core Transition**

**ACTION STEP MC2**

Partnership with MC2 established including a summer math lab, regional leadership team meetings, and regular on-site support. Partnership will be instrumental in our continued incorporation of the CC mathematical practices. MC2 will facilitate the incorporation of our newly adopted elementary math series. Additionally, Discovery short cycle assessment data indicates continued progress in math at all levels. PARCC data will be reviewed upon receipt to target instruction and plan professional development. Final district Discovery data will be uploaded into the filing cabinet upon availability.

Status	In Progress 04/20/2015	Filing Cabinet Count	0
Start-End Dates	06/18/2012 - 05/26/2017	Budgeted	\$10,400.00
Timeline Notes	Summer Math Lab for elementary teachers set for May 31st-June 3rd, 2016.		
Tags	CCSS, ELL, SpecialED		
Persons Responsible	Crit Caton, Cody Hanagan, John Ross Null, Danny Parker		

**STRATEGY NM Reads to Lead (K-3)**

The district provides a foundation in literacy in grades K-3 by participating in a statewide reading initiative to improve reading proficiency in the state and shall include the following:

1. Consistent assessment and evaluation of student reading levels;
2. Appropriate staff development to assist in the instruction of reading;
3. Extra time in the student's day or year for implementation of reading programs;
4. Criteria for public schools to establish an individualized reading plan for students who fail to meet grade level reading proficiency standards.

Filing Cabinet Count	8	Budgeted	\$25,479.00
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**ACTION STEP Assessment of Student Reading Levels**

STAR Early Literacy, STAR Reading, Dibels, and Reading Street 2013 utilized to initially assess student reading proficiency and regularly monitor progress.

Status	In Progress 04/27/2015	Filing Cabinet Count	0
Start-End Dates	08/13/2012 - 05/26/2017	Budgeted	\$25,479.00
Tags	CCSS, ELL, SpecialED, InstrAudit		
Persons Responsible	Cody Hanagan, John Ross Null, Danny Parker		

**ACTION STEP Extended School Day**



**Artesia Public Schools**

**GOAL Ready for Success**

**STRATEGY NM Reads to Lead (K-3)**

**ACTION STEP Extended School Day**

In addition to our minimum 90 minute reading blocks at the elementary level, before and after school intervention is provided for students. ESGI, DIBELS, Discovery short cycle data, STAR Reading and Math data, and PARCC data when available utilized to evaluate effectiveness and impact of extended school day.

Status	In Progress 04/27/2015	Filing Cabinet Count	0
Start-End Dates	09/16/2012 - 05/26/2017		
Tags	CCSS, ELL, SpecialED		
Persons Responsible	John Ross Null, Danny Parker		

**ACTION STEP Student Assistance Team Process**

All elementary schools effectively utilize the S.A.T. process for monitoring student achievement, progress, and need for acceleration or intervention. We hosted Dr. Howard Knoff to provide professional development to further improve our SAT/RTI process. Dr. Knoff will continue to be a resource in 2016-2017.

Status	In Progress 04/14/2016	Filing Cabinet Count	0
Start-End Dates	08/13/2012 - 05/26/2017		
Timeline Notes	Students scoring in the red or yellow areas are placed into the S.A.T. process at the kindergarten level to be monitored until performing at grade level.		
Tags	CCSS, ELL, SpecialED, InstrAudit, Parent		
Persons Responsible	Cody Hanagan, John Ross Null, Danny Parker		

**ACTION STEP K-3+**

**Artesia Public Schools**

GOAL **Ready for Success**

STRATEGY **NM Reads to Lead (K-3)**

ACTION STEP **K-3+**

All six of our elementary campuses have been approved for the K-3+ program the summer of 2016. This will provide 25 additional days of school for approximately 350 students.

Status	Not Begun 04/13/2016	Filing Cabinet Count	1
Start-End Dates	06/22/2015 - 07/29/2016		
Timeline Notes	June 20-July 29, 2016		
	*This item is already budgeted for in the Smarter Return on Investment section of the plan.		
Tags	CCSS, ELL, SpecialED, Parent, NMIADP		
Persons Responsible	Crit Caton, Janet Grice, John Ross Null, Danny Parker		

ACTION STEP **Academic Improvement Plans--District Policy**

A parent shall be notified no later than the end of the 2nd grading period that the parent's child is not academically proficient, and a conference with the parent and teacher will be held to discuss possible remediation programs available to assist the student. Specific academic deficiencies and remediation strategies shall be explained to the student's parent, and a written intervention plan developed containing time lines, academic expectations and the measurements to be used to verify that student has overcome academic deficiencies. The district's Academic Improvement Plan document is uploaded in the filing cabinet.

Status	In Progress 08/26/2014	Filing Cabinet Count	1
Start-End Dates	08/11/2014 - 05/26/2017		
Tags	CCSS, ELL, SpecialED, Parent		
Persons Responsible	Cody Hanagan, John Ross Null, Danny Parker		

STRATEGY **Advanced Placement Program**

Artesia High School will implement the AP program with fidelity in the areas of Science, Math, Language Arts, and Art.

Filing Cabinet Count 0

ACTION STEP **Advanced Placement Program**

**Artesia Public Schools**

**GOAL Ready for Success**

**STRATEGY Advanced Placement Program**

**ACTION STEP Advanced Placement Program**

Artesia High School will implement the AP program with fidelity in the areas of Science, Math, Language Arts, Art, Government, World History, and Statistics. Teachers participate in AP summer conferences. In June of 2016, we will have representation at the English, Math, Science, and Social Studies AP conferences.

Status	In Progress 04/14/2016	Filing Cabinet Count	0
Start-End Dates	08/13/2012 - 05/26/2017		
Timeline Notes	AP World History new offering for 2016-2017.		
Tags	CCSS		
Persons Responsible	John Ross Null, Danny Parker		

**ACTION STEP PSAT AP Potential**

Junior High and High School administrators and counselors are working closely with regional College Board advisor Edwina Hensley to better utilize the PSAT AP Potential when developing Next Step Plans and identifying students for AP courses.

Status	In Progress 04/24/2015	Filing Cabinet Count	0
Start-End Dates	01/06/2014 - 05/26/2017		
Tags	CCSS, Parent		
Persons Responsible	John Ross Null, Danny Parker		

**STRATEGY First Tee Program**

All elementary schools have incorporated the First Tee program as part of the elementary physical education curriculum. The program teaches honesty, sportsmanship, integrity, perseverance, confidence, courtesy, judgement, respect, and responsibility.

Filing Cabinet Count 0

**ACTION STEP First Tee Program**

All elementary schools have incorporated the First Tee program as part of the elementary physical education curriculum. The program teaches honesty, sportsmanship, integrity, perseverance, confidence, courtesy, judgement, respect, and responsibility.

Status	In Progress 04/24/2015	Filing Cabinet Count	0
Start-End Dates	01/06/2013 - 05/26/2017		
Persons Responsible	John Ross Null, Danny Parker		

**Artesia Public Schools**

**GOAL Ready for Success**

**STRATEGY Strengthening the School's Instructional Program**

Action Steps demonstrate that the district's plan for strengthening the school's instructional program(s) is: (1) based on student need(s) and (2) ensures that the instructional program(s) is research-based, rigorous, and aligned with state academic content standards for Q1 and Q3 students.

Filing Cabinet Count 0

**ACTION STEP Artesia Public Schools WebEPSS**

The Action Steps identified for each strategy throughout the 2016-2017 WebEPSS demonstrate that the district's plan for strengthening the school's instructional program(s) is: (1) based on student need(s) and (2) ensures that the instructional program(s) is research-based, rigorous, and aligned with state academic content standards for Q1 and Q3 students.

Status	In Progress 04/14/2016	Filing Cabinet Count	0
Start-End Dates	07/01/2014 - 05/26/2017		
Tags	CCSS, ELL, SpecialED, Parent		
Persons Responsible	Crit Caton, Janet Grice, Cody Hanagan, John Ross Null, Danny Parker		

**ACTION STEP Core Math and Reading**

Core Math program at the elementary consists of teachers following the Engage NY Module Map for sequencing. Appropriate lessons are selected from Engage NY Modules and Math Expressions with Accelerated Math Common Core libraries utilized as a supplement. The secondary math core program is Pearson's products from Digits at the intermediate school to Algebra II and Geometry at the high school.

Elementary core reading is Pearson's Reading Street Common Core 2013. The secondary school's have implemented Pearson's Common Core Literature 2015 in 2015-2016 and will continue in 2016-2017.

Status	In Progress 04/14/2016	Filing Cabinet Count	0
Start-End Dates	08/17/2015 - 05/26/2017		
Timeline Notes	Elementary teachers and administrators currently researching elementary math programs to make a recommendation for adoption for 2016-2017.		
Tags	CCSS		
Persons Responsible	John Ross Null, Danny Parker		

**ACTION STEP Differentiation of Reading/Math Q1/Q3**

**Artesia Public Schools**

GOAL **Ready for Success**

STRATEGY **Strengthening the School's Instructional Program**

ACTION STEP **Differentiation of Reading/Math Q1/Q3**

We upgraded our Renaissance Learning subscription for 2015-2016 to include STAR Custom. STAR Custom has allowed our teachers to better screen and group students for targeted instruction, to measure growth, and predict performance on the PARCC assessment. The use of STAR Custom will continue in 2016-2017. Our utilization of formative assessment will be enhanced as teachers can create customized assessment to target specific skills or skill sets. Students will be identified through the STAR assessments, Discovery, and PARCC data.

Status	In Progress 04/14/2016	Filing Cabinet Count	0
Start-End Dates	08/17/2015 - 05/26/2017		
Tags	CCSS		
Persons Responsible	John Ross Null, Danny Parker		

ACTION STEP **NMTEACH Observation Rubric**

All district observers have been certified and will utilize the NMTEACH rubric as they conduct informal and formal observations. A component will be to monitor the fidelity of implementation of Reading Street Common Core 2013 and our newly adopted math program at the elementary level and Pearson Literature 2015 at the secondary level. Consultants Carrie Roberts and Sheryl White work with observers on "look fors".

Status	In Progress 04/11/2016	Filing Cabinet Count	0
Start-End Dates	08/17/2015 - 05/26/2017		
Persons Responsible	John Ross Null, Danny Parker		

STRATEGY **Instructional Time**

Supplemental instructional time is provided for students who are struggling (Q1).

Filing Cabinet Count 0

ACTION STEP **Lexia Core 5**

Q1 students are identified through a review of data and the S.A.T. Process. Teachers working within the guidelines of the Lexia program specify the exact number of supplemental minutes these students should get working on the program. Additionally, specific strategies are identified for the teacher to use as direct instruction for these students on their specific skill deficits.

Status	In Progress 04/29/2014	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/26/2017		
Tags	CCSS, ELL, SpecialED, Parent		
Persons Responsible	John Ross Null, Danny Parker		

**Artesia Public Schools**

**GOAL Ready for Success**

**STRATEGY Instructional Time**

**ACTION STEP Math/ELA Remediation in Student Schedule**

At the intermediate and junior high levels, Q1 students as identified through the data review and SAT Process are given the opportunity to participate in additional classes in math and ELA to remediate deficiencies. If through a review of interim assessment data, the student has achieved proficiency, the student returns to another elective to enable another student to participate. Programs utilized include Pearson Digits, Math XL, Accelerated Math, NewsELA, and Total Reader.

Status	In Progress 08/26/2014	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/26/2017		
Tags	CCSS, ELL, SpecialED		
Persons Responsible	John Ross Null, Danny Parker		

**ACTION STEP Intervention Services Plan**

Our student progression plan aligns with the NM School Reform Act. SAT plans are begun for K students scoring Well Below Benchmark on their 1st assessment and for those scoring Below Benchmark on further assessments. Those SAT plans are revised according to established timelines. SAT plans for students in grades 1-3 are begun based on DIBELS, STAR Early Literacy, and STAR Reading data and teacher's formative assessment. Students identified as below proficient in reading receive either Tier II or Tier III interventions including but not limited to the Sonday, Spalding, and Lexia reading systems. Those students are assessed regularly to determine progress toward proficiency. Following the 2nd 9 weeks, retention is discussed with parents as needed through the SAT process. Funding through the RDA grants has enabled us to enlist Dr. Howie Knoff as a consultant to facilitate a review and updating of our SAT process.

Status	In Progress 04/24/2015	Filing Cabinet Count	0
Start-End Dates	08/17/2015 - 05/26/2017		
Persons Responsible	Cody Hanagan, John Ross Null, Danny Parker		

**ACTION STEP Support for Struggling Students**

**Artesia Public Schools**

**GOAL Ready for Success**

**STRATEGY Instructional Time**

**ACTION STEP Support for Struggling Students**

Students are provided intensive intervention during the school day through our Title I program and with tutoring before and/or after school. A priority is to provide PD as well as strategies for regular classroom teachers to utilize in their classrooms with students needing intervention. Carrie Roberts will be assisting us with that PD. Our new reading coach will also work with staff on the learning and perfecting of strategies. In PLCs, teachers review data and share student work. They collaborate to make recommendations for the modifications students need when not responding to specific reading interventions. Lexia Reading can help identify and support those students with intensive intervention needs using the performance predictors and the recommendations for intensity. Lexia features texts that increase in complexity of decodability as students are ready. Lexia can be delivered in a classroom, computer lab, in an intervention period, and in programs outside the school day.

Status	In Progress 04/24/2015	Filing Cabinet Count	0
Start-End Dates	08/17/2015 - 05/26/2017		
Persons Responsible	Cody Hanagan, John Ross Null, Danny Parker		

**STRATEGY NM Reads to Lead (Kindergarten – 3rd Grade)**

The district provides a foundation in literacy in grades K-3 by participating in a state wide reading initiative to improve reading proficiency in the state and shall include the following:

1. Consistent assessment and evaluation of students reading levels;
2. Appropriate staff development to assist in the instruction of reading;
3. Extra time in the student's day or year for implementation of reading programs;
4. Criteria for public schools to establish an individualized reading plan for students who fail to meet grade level reading proficiency standards.

Filing Cabinet Count 0

**ACTION STEP The Daily 5/Daily 3**

**Artesia Public Schools**

**GOAL Ready for Success**

**STRATEGY NM Reads to Lead (Kindergarten – 3rd Grade)**

**ACTION STEP The Daily 5/Daily 3**

Teachers from each elementary school have participated in two days of Daily 5 training to learn this management system that enables the teacher to conference individually with each student each day. These mentor teachers will train new teachers in the Daily 5 strategies for reading. The same process is being put into place for the incorporation of the Daily 3 for math at all elementary campuses.

Status	In Progress 04/14/2016	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/26/2017		
Timeline Notes	Principals and teaches support the continuation of the Daily 5 tenets; therefore, we will continue ensuring new elementary staff members are trained in the methods of Daily 5. Additionally, the use of Daily 3 math centers will be expanded to all elementary classrooms.		
Tags	CCSS		
Persons Responsible	Janet Grice, John Ross Null, Danny Parker		

**ACTION STEP Lexia Core 5**

Individualized, prescribed reading plan for each student based on the ongoing assessment the program provides.

Status	In Progress 04/27/2015	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/26/2017		
Tags	CCSS, ELL, SpecialED, Parent		
Persons Responsible	Cody Hanagan, John Ross Null, Danny Parker		

**STRATEGY Closing the Achievement Gap**

The district works to assure growth for the lowest performing students (Q1).

Filing Cabinet Count	0	Budgeted	\$114,121.00
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**ACTION STEP School Grade Report Cards**



**Artesia Public Schools**

**GOAL Ready for Success**

**STRATEGY Closing the Achievement Gap**

**ACTION STEP School Grade Report Cards**

School Grade Report Cards indicate that the growth of our lowest performing students should be a priority--particularly in reading at the elementary level and math and reading at the secondary levels. The average achievement gap at our elementary schools on the 2015 PARCC was +.19 in math and -.19 in reading. The average achievement gap at our secondary schools was -.06 in math and -.03 in reading. This is the first year PARCC data has been available to determine the achievement gap. We will conduct a comparison using 2016 PARCC data when available. Monitoring of the Q1 student data on Discovery interim assessments will enable us to predict their growth and vary instruction based on those results.

Status	In Progress 04/14/2016	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/26/2017		
Tags	CCSS, ELL, SpecialED		
Persons Responsible	Cody Hanagan, John Ross Null, Danny Parker		

**ACTION STEP Parent Conference Days**

Parent Conference Days are held at the end of the 1st and 3rd Nine Week periods. The purpose of these days is not only to review grades but also STAR data, DIBELS data, and Discovery interim assessment data. Principals and teachers work collaboratively to communicate with parents to ensure excellent parent participation.

Status	Not Begun 04/14/2016	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/26/2017		
Tags	Parent		
Persons Responsible	John Ross Null, Danny Parker		

**ACTION STEP Results Driven Accountability (RDA) Grants**

Based on the School Report Card results, the district has facilitated the applications of Central Elementary, Hermosa Elementary, Yeso Elementary, and Yucca Elementary to participate in the RDA program. We have also requested that Greg Frostad with Title I at PED review the Report Cards for Grand Heights ECC and Roselawn Elementary for consideration. With his recommendation, we will complete applications for those two schools as well.

Status	In Progress 04/14/2016	Filing Cabinet Count	0
Start-End Dates	08/17/2015 - 05/26/2017	Budgeted	\$114,121.00
Persons Responsible	Janet Grice, John Ross Null, Danny Parker		

**Artesia Public Schools**

**GOAL Ready for Success**

**STRATEGY School Safety**

The district establishes a school environment that (1) improves school safety and discipline, and (2) addresses other non-academic factors that impact student achievement, such as students' social, emotional, and health needs.

Filing Cabinet Count 1

**ACTION STEP SAT/Positive Behavioral Support System**

We will continue consulting with Howard Knoff to facilitate the effective use of the SAT/RTI process and Positive Behavioral Support Systems.

Status	In Progress	04/14/2016	Filing Cabinet Count	0
Start-End Dates	06/25/2014 - 05/26/2017			
Persons Responsible	Cody Hanagan, John Ross Null, Danny Parker			

**ACTION STEP Rachel's Challenge**

Students and staff will continue working with the Rachel's Challenge program promoting the tenets of the program at school each day. Leadership groups and activities at each campus have sustained the program. Numerous testimonies from students indicate their engagement at school has improved as a result of Rachel's Challenge.

Status	In Progress	09/04/2013	Filing Cabinet Count	0
Start-End Dates	08/13/2012 - 05/26/2017			
Tags	Parent			
Persons Responsible	Crit Caton, John Ross Null, Danny Parker			

**ACTION STEP School Resource Officers**

The Artesia Public Schools work in conjunction with the Artesia Police Department to provide 3 School Resource Officers. Each secondary school has a full-time resource officer who also visits our elementary campuses as often as possible. They work to establish positive relationships with students and support and assist the school administrators in monitoring attendance, making home visits as appropriate, meeting with parents, and facilitating referrals to the Juvenile Probation Officer.

Status	In Progress	09/04/2013	Filing Cabinet Count	0
Start-End Dates	08/08/2013 - 05/26/2017			
Tags	Parent			
Persons Responsible	Crit Caton, John Ross Null, Danny Parker			

**ACTION STEP District School Safety Plan**

**Artesia Public Schools**

GOAL **Ready for Success**

STRATEGY **School Safety**

ACTION STEP **District School Safety Plan**

In collaboration with our local law enforcement, school safety plans have been developed for each school campus. Aspects of these plans have been made available to only principals while other aspects have been explained to staff, students, and parents. This was done at the direction of law enforcement. The plans are available on flash drive at each campus. District administrators also have copies of each plan. Staff members have been trained in Active Shooter Response. We are also working to ensure adequate provisions are available to students and staff in the case of a lockdown situation for an extended amount of time. These provisions would include "survival buckets", water, and appropriate snacks. Finally, parents are being trained using the acronym H.E.A.R.T. The flyer to parents is uploaded into the filing cabinet. The Active Shooter Training PowerPoint is also in the filing cabinet.

Status	In Progress 04/14/2016	Filing Cabinet Count	2
Start-End Dates	04/11/2014 - 05/26/2017		
Timeline Notes	Thad Phipps, Asst. Supt. of Operations, is currently facilitating each school's updating of their individual School Safety Plans based on PED guidelines.		
Tags	Parent		
Persons Responsible	Crit Caton, John Ross Null, Danny Parker		

ACTION STEP **Security of School Vestibules**

All schools in the district with the exception of the high school have had their entrances remodeled to ensure that visitors and parents must enter the school office prior to having access to the rest of the building. High school construction will be completed the summer of 2016. Additionally, all outside doors can be secured electronically.

Status	In Progress 04/24/2015	Filing Cabinet Count	0
Start-End Dates	08/17/2015 - 05/26/2017		
Persons Responsible	Crit Caton		

**Artesia Public Schools**

**GOAL Rewarding Effective Educators and Leaders**

Identify objective criteria that establish a multi-tiered evaluation based to include regular feedback to teachers and aligned professional development.

Filing Cabinet Count 0

**STRATEGY Professional Development**

A structure is in place to utilize research-based strategies to differentiate professional development based on areas of certification, strengths, and opportunities for improvement.

Filing Cabinet Count 0

**ACTION STEP Frontline Technologies/Edivate**

We are transitioning to the use of Frontline Technologies for our on-line observation platform. However, we will continue to use Edivate as we have purchased the integration of the Edivate videos into the Frontline Technologies system. Administrators will be able to assign Professional Development videos based on observation data. Additionally, teachers can utilize the videos based on their self-evaluations and as part of the PDP process.

Status	Not Begun 04/14/2016	Filing Cabinet Count	1
Start-End Dates	08/01/2016 - 05/26/2017		
Persons Responsible	Crit Caton, Cody Hanagan, John Ross Null, Danny Parker		

**ACTION STEP Consultants Sheryl White, MC2, Carrie Roberts**

Professional development opportunities have been scheduled monthly with consultants Sheryl White (writing assessment and instruction), Carrie Roberts (data analysis and strategies for intervention/differentiation), and MC2 (Common Core Math Standards and Practices). Vertical teaming opportunities will also be provided once each nine weeks.

Status	In Progress 04/24/2015	Filing Cabinet Count	0
Start-End Dates	08/13/2012 - 05/26/2017		
Tags	CCSS, ELL, SpecialED		
Persons Responsible	John Ross Null, Danny Parker		

**ACTION STEP Differentiation of Professional Development**

**Artesia Public Schools**

**GOAL Rewarding Effective Educators and Leaders**

**STRATEGY Professional Development**

**ACTION STEP Differentiation of Professional Development**

Professional Development will be differentiated for educators using data from Dibels and Sonday Progress Monitoring, Discovery short cycle reports, and Teacher Self-Assessments. Amplify providers will work with us to monitor Dibels data and provide professional development and feedback as needed. A Sonday system representative will be in our district on a regular basis to monitor teacher's success with progress monitoring. Sheryl White will provide support in the assessment and teaching of writing, MC2 will provide K-12 math professional development, and Mike Worley, former member of the Educator Leader Cadre, will lead our professional development for teachers of other technical subjects as needed.

Status	In Progress 04/24/2015	Filing Cabinet Count	0
Start-End Dates	08/08/2013 - 05/26/2017		
Tags	CCSS, ELL, SpecialED		
Persons Responsible	Crit Caton, Cody Hanagan, John Ross Null, Danny Parker		

**ACTION STEP Winsor Learning's Carrie Roberts**

Winsor Learning's Carrie Roberts will continue working with our K-3 teachers and administrators to monitor data and plan strategies. She has been contracted to spend 30 days in our district (5 days per month for six months). She will continue her mentorship of our second year reading coach funded through Reads to Lead funding.

Status	In Progress 04/24/2015	Filing Cabinet Count	0
Start-End Dates	08/08/2013 - 05/26/2017		
Tags	CCSS, ELL, SpecialED		
Persons Responsible	Cody Hanagan, John Ross Null, Danny Parker		

**ACTION STEP Elementary Math Curriculum P. D.**

We are in the final stages of adopting a new math primary resource for our elementary schools. The publisher will provide initial training in July followed by regular professional development on our Early Dismissal Days based on individual teacher/school needs. Additionally, MC2 will facilitate the incorporation of our new materials through the Summer Math Lab being hosted May 31st-June 3rd and on-site visits throughout the school year.

Status	In Progress 04/14/2016	Filing Cabinet Count	0
Start-End Dates	07/13/2016 - 05/26/2017		
Persons Responsible	John Ross Null, Danny Parker		

**ACTION STEP Observation Data**

**Artesia Public Schools**

**GOAL Rewarding Effective Educators and Leaders**

**STRATEGY Professional Development**

**ACTION STEP Observation Data**

We have reviewed all of the observation data from 2015-2016 to identify the area where our teachers were rated the lowest. "Growing Professionally" is area with the lowest average score. As a result, 2016-2017 Professional Development Plans will reflect action steps including the use of Edivate videos to address this element.

Status	In Progress 04/15/2016	Filing Cabinet Count	0
Start-End Dates	08/11/2016 - 05/26/2017		
Persons Responsible	Crit Caton, John Ross Null, Danny Parker		

**STRATEGY Training for New Mexico Teachers and Leaders**

Identify training needs for New Mexico Teachers and Leaders

Filing Cabinet Count 0

**ACTION STEP APS Professional Development Plan 2016-2017**

2 Full Day P. D. dates, 3 Early Release P. D. Dates, 3 After School P. D. dates. Collaborating vertically and horizontally working with consultants, MC2, Sheryl White, Carrie Roberts, Daily 5, and Reads to Lead. Additionally, we have added an elementary coach to participate in Reads to Lead PD and participate in PLCs to facilitate and provide additional training for teachers.

Status	Not Begun 04/14/2016	Filing Cabinet Count	1
Start-End Dates	08/11/2016 - 05/26/2017		
Tags	CCSS, ELL, SpecialED		
Persons Responsible	Crit Caton, Cody Hanagan, John Ross Null, Danny Parker		

**ACTION STEP Mentorship Program**

The district has established a Mentorship Program with varying levels of support for teachers new to the district and also new to the profession as well as those new to the district but with two or more years of experience. NEW FOR 2016-2017--We will be incorporating the use of 90-Day Plans for new certified staff members. The plans will be patterned after the UVA/PPE 90-Day plan process.

Status	In Progress 04/24/2015	Filing Cabinet Count	2
Start-End Dates	08/13/2012 - 05/26/2017		
Persons Responsible	Crit Caton, John Ross Null, Danny Parker		

**ACTION STEP NM Teacher Evaluation System**

**Artesia Public Schools**

**GOAL Rewarding Effective Educators and Leaders**

**STRATEGY Training for New Mexico Teachers and Leaders**

**ACTION STEP NM Teacher Evaluation System**

Working within the new NM Teacher Evaluation System, we have established district measures to complement the mandated measures that will enable us to accurately identify high performing teachers as well as ineffective or minimally effective. Ineffective and Minimally Effective staff members' summative evaluations will be carefully reviewed, and they will be considered for specific growth plans outlining areas in need of improvement, assistance to be provided by administrators or other designated staff, and a timeline for demonstrated growth.

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Status	In Progress 09/04/2013	Filing Cabinet Count	0
Start-End Dates	08/08/2013 - 05/26/2017		
Persons Responsible	Crit Caton, Cody Hanagan, John Ross Null, Danny Parker		

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**STRATEGY STEM Stipends/Recruitment**

Our district has applied for additional funding for 2016-2017 school year for the recruitment of teachers for STEM/Hard to STAFF positions. We have requested assistance for six positions.

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Filing Cabinet Count	0
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**ACTION STEP STEM Stipends**

Job Postings for STEM/Bilingual/Special Education positions indicate a \$5,000 stipend is available for qualifying teachers hired in these positions.

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Status	In Progress 04/14/2016	Filing Cabinet Count	0
Start-End Dates	05/01/2014 - 05/26/2017		
Persons Responsible	Crit Caton, Janet Grice, John Ross Null, Danny Parker		

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**STRATEGY Ensuring that Teachers are Effective**

The district ensures that teachers are effective and able to improve instruction by: (1) reviewing the quality of all staff and retaining only those who are determined to be effective and have the ability to be successful in the turnaround effort; (2) preventing ineffective teachers from transferring to struggling schools.

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Filing Cabinet Count	0
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**ACTION STEP Professional Learning Communities**

**Artesia Public Schools**

**GOAL Rewarding Effective Educators and Leaders**

**STRATEGY Ensuring that Teachers are Effective**

**ACTION STEP Professional Learning Communities**

Each school has specific plans for ensuring grade level and subject area teachers have regular opportunities to participate in Professional Learning Communities. Additionally, administrators meet once per month to disseminate information and once per month for PLC work.

Status	In Progress	08/26/2014	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/26/2017			
Timeline Notes	Details of each school's PLC plan are outlined in school WebEPSS.			
Tags	CCSS			
Persons Responsible	Cody Hanagan, John Ross Null, Danny Parker			

**ACTION STEP Edivate**

Professional Development videos from Edivate will be incorporated into PDPs as well as assigned to teachers based on results of administrator's observations. Teachers may also access numerous topics ranging from classroom management to mathematical practices at their own discretion as needed. The Edivate videos will be integrated into the Frontline Technologies observation platform we will be transitioning to for 2016-2017.

Status	In Progress	04/24/2015	Filing Cabinet Count	0
Start-End Dates	08/08/2014 - 05/26/2017			
Tags	CCSS, ELL, SpecialED, TIA-20%			
Persons Responsible	Cody Hanagan, John Ross Null, Danny Parker			

**ACTION STEP Professional Staff Assignments and Transfers**

**District Policy**

Status	In Progress	08/26/2014	Filing Cabinet Count	1
Start-End Dates	08/11/2014 - 05/26/2017			
Persons Responsible	Crit Caton, John Ross Null, Danny Parker			

**ACTION STEP NMTEACH Allowances for Eff., H. E., and Exemplary**

Teachers rated as Effective, Highly Effective, or Exemplary with 50% of STAM are supported for advancement in licensure. Also, Highly Effective and Exemplary teachers only have one formal observation.

Status	In Progress	04/14/2016	Filing Cabinet Count	0
Start-End Dates	08/17/2015 - 05/26/2017			
Persons Responsible	Crit Caton, John Ross Null, Danny Parker			



**Artesia Public Schools**

**GOAL Rewarding Effective Educators and Leaders**

**STRATEGY Providing Strong Leadership**

The district provides strong leadership by: (1) reviewing the performance of the current principal; (2) either replacing the principal if such a change is necessary to ensure strong and effective leadership, or demonstrating to the State Education Agency (SEA) that the current principal has a track record in improving achievement and has the ability to lead the turnaround effort; and (3) providing the principal with operational flexibility in the areas of scheduling, staffing, curriculum and budget.

Filing Cabinet Count 0

**ACTION STEP Administrator Professional Learning Communities**

Administrator PLCs are held once per month. Elementary administrators meet together and secondary administrators meet together. District directors of curriculum, assessment, and special education participate in the PLCs. Discussions focus on effective leadership, implementation of the CCSS, and teacher evaluation.

Status	In Progress 04/24/2015	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/26/2017		
Persons Responsible	Cody Hanagan, John Ross Null, Danny Parker		

**ACTION STEP Principal Evaluation System**

The superintendent meets monthly with principals and regularly makes site visits to each campus. He is made aware of data for each school as it becomes available. All of this is considered as principals are evaluated and recommended for re-hire. The superintendent will work to fulfill the requirements of the Public Education Department's principal evaluation system.

Status	In Progress 04/14/2016	Filing Cabinet Count	1
Start-End Dates	08/11/2014 - 05/26/2017		
Persons Responsible	Crit Caton		

**ACTION STEP Scheduling, Staff, Curriculum, and Budget**

Through our regular PLC meetings, areas for absolute consistency are identified. Outside of those areas, principals are supported by district administration to lead their schools at their discretion. Additionally, all new staff members are interviewed and recommended for hire by the school level administrators. Finally, each school site has designated budget amounts for supplies, instructional materials, equipment, travel, and training. School leaders are able to utilize those designated funds at their discretion to best benefit their students and staff. Additionally, District Level meetings are held Mondays, Wednesdays, and Fridays of each week at 7:30 a. m. regarding scheduling, staff, curriculum, and budget.

Status	In Progress 08/26/2014	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/26/2017		
Persons Responsible	Crit Caton, Janet Grice, Cody Hanagan, John Ross Null, Danny Parker		

**Artesia Public Schools**

**GOAL Real Accountability, Real Results: A-F**

Real Accountability, Real Results: A-F School Grade Accountability System is a transparent school-grading system that allows parents, teachers, students, and the community to understand the quality of education in our classrooms, creating a culture of higher expectations and greater achievement.

Within one year, the percentage of all students that are proficient or on track to proficiency (within 3 years) equals the Reading SGT of 56.7%.

Within one year, the percentage of all students that are proficient or on track to proficiency (within 3 years) equals the Math SGT of 50%.

Filing Cabinet Count 1

**STRATEGY Accurate Data Reporting**

APS staff will effectively utilize 2015 and 2016 PARCC data as well as data from each Discovery Education short cycle assessment to evaluate areas of strength and opportunities for improvement.

Filing Cabinet Count 1

**ACTION STEP Item Plot Report/Interactive Item Summary Report**

Staff will effectively utilize the 2015 and 2016 PARCC Item Plot Reports (or similar reports if they become available) and 2016-2017 Discovery Education short cycle assessment Interactive Item Summary Reports to identify school-wide, class, and individual student areas of strength and opportunities for improvement. Instruction will be prioritized based on the data from these reports. A review of the 2015 School Grade Report Cards indicate that our elementary schools met 30% of the SGTs in Reading and 70% in Math. The secondary schools met 47% of the SGTs in Reading and 65% in Math. The Discovery Education "Student Subgroup" report will be utilized to monitor the growth of these sub-groups. Data will be uploaded in each school's filing cabinet following each assessment.

PARCC data clearly indicates progress in meeting SGTs as well as closing the achievement gap is occurring.

Status	In Progress 04/14/2016	Filing Cabinet Count	1
Start-End Dates	08/11/2014 - 05/26/2017		
Timeline Notes	Discovery Education short cycle assessments given three times per year. A fourth assessment administered in May is optional for schools with grades K-8.		
Tags	CCSS, ELL, SpecialED, InstrAudit, NMIADP		
Persons Responsible	John Ross Null, Danny Parker		

**ACTION STEP Kindergarten Identification for SAT/RTI Process**

**Artesia Public Schools**

**GOAL Real Accountability, Real Results: A-F**

**STRATEGY Accurate Data Reporting**

**ACTION STEP Kindergarten Identification for SAT/RTI Process**

Q1,Q3, and subgroups will be identified at the beginning of the year through pre-screening and each nine weeks using DIBELS, Star Literacy, School Math Assessment and ESGI. Progress will be monitored and discussed during our SPMT meetings which are held at the completion of the 1st, 2nd, and 3rd Nine-Weeks. Meetings are comprised of our School's Leadership Team which includes: Title Teacher, Bilingual Teacher, DIBELS Coordinator, School Social Worker, and Principal. Data collected will be used to implement interventions and address deficits. RTI will be implemented within 2 weeks of assessments and data collection. Students identified through the DIBELS assessment as "Intensive" will be progress monitored weekly while those identified as "Strategic" will be progress monitored every two weeks. SAT/RTI information moves with the students to their respective elementary schools at the conclusion of the school year for monitoring and further intervention, if appropriate.

Status	In Progress 04/24/2015	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/26/2017		
Tags	ELL, SpecialED, Parent		
Persons Responsible	Cody Hanagan, John Ross Null, Danny Parker		

**STRATEGY Graduation and Attendance**

The state standard goal for attendance (95%) can be surpassed by some schools. This results in schools earning additional points above the maximum possible points for Opportunity to Learn. Students are expected to graduate in 4 years. However, some students require longer and are captured in 5-year and 6-year rates. Similar to School Growth, the expectation is that your school increase the percent of your successful 4-year graduates over time.

The Artesia Public Schools will surpass the state standard goal for attendance of 95%.

The 4-Year Cohort graduation rate will increase from the 2014 percentage of 78.3% as reported on the 2014 High School Graduation Report.

\*We have not yet received the 2015 graduation percentages.

Filing Cabinet Count 1

**ACTION STEP Blackboard/Brightspace**

**Artesia Public Schools**

**GOAL Real Accountability, Real Results: A-F**

**STRATEGY Graduation and Attendance**

**ACTION STEP Blackboard/Brightspace**

Artesia High School has committed to utilizing the Blackboard portal as a platform for all course offerings as well as a communication tool for teachers, students, and parents. Increased relevance for students will result in higher attendance and graduation rates. Additionally, students are being better prepared for college and career readiness through the utilization of Blackboard.

\*We are currently working with IDEAL-NM as they lead us through the transition to the Brightspace system.

Status	In Progress 08/28/2012	Filing Cabinet Count	1
Start-End Dates	08/13/2012 - 05/26/2017		
Tags	ELL, SpecialED, Parent		
Persons Responsible	John Ross Null, Danny Parker		

**ACTION STEP Elementary/Secondary Attendance Policies**

Attendance policies in place at all grade levels to follow the Compulsory School Attendance Laws. Students receive additional points each nine weeks for having three or fewer absences. School Resource Officers available to assist with home visits and enforce school attendance laws. Automated phone system notifies parents of all unexcused tardies and absences.

Status	In Progress 08/28/2012	Filing Cabinet Count	1
Start-End Dates	08/13/2012 - 05/26/2017		
Tags	Parent		
Persons Responsible	John Ross Null, Danny Parker		

**ACTION STEP Next Step Plans**

Counselors meet with each eighth grade student and his/her parents or guardians during the Spring semester. Initial Next Step Plans are established. Those plans are then reviewed each year and modified or updated as necessary. Artesia High School has one counselor designated for each of the three grades. Each counselor develops a personal relationship with each student ensuring that students are on track for graduation, getting proper remediation and becoming college/career ready.

Status	In Progress 04/30/2014	Filing Cabinet Count	0
Start-End Dates	01/06/2014 - 05/26/2017		
Timeline Notes	Beginning during a student's Eighth Grade Spring Semester and continuing until graduation. Next Step Plans are now being completed electronically through our Principal's Aide management system.		
Tags	ELL, SpecialED, Parent		
Persons Responsible	Crit Caton, Cody Hanagan, John Ross Null, Danny Parker		

**Artesia Public Schools**

**GOAL Real Accountability, Real Results: A-F**

**STRATEGY Graduation and Attendance**

**ACTION STEP Next Step Plans**

**ACTION STEP College and Career Readiness**

APS strives to provide opportunities to become college and career ready by assessing students readiness for college entrance, offering numerous AP and Dual Credit courses, and enabling students to take courses to enter specific fields of work. All students take the PSAT as sophomores and the ACT, SAT, or Accuplacer based on individual need at the discretion of the stakeholders. AP courses offered are Studio Art, English, English Lit, US Gov't., US Hist, Wrld Hist., Calc, Biology, Chem, and AP Stats. Dual Credit courses are Business Office Tech, Digital Media Tech, Drafting/Graphics Tech, Welding Tech, Nursing, College Success, Comp Lit, Sociology, Psych., Auto Mech., Eng. IV, Spanish II/III, Gov't., and Math Analysis. Students may earn a Digital Graphics Certificate through NMSU-C, become eligible to take the NACES certificate exam through our Nursing program, and become eligible for licensure as an EMT-Basic through our EMT courses through ENMU-Roswell.

Status	In Progress 04/14/2016	Filing Cabinet Count	0
Start-End Dates	08/08/2013 - 05/26/2017		
Persons Responsible	Crit Caton, John Ross Null		

**ACTION STEP Graduation Rates**

Graduation Rates the past five years:

- 2010 71.0%
- 2011 84.5%
- 2012 77.0%
- 2013 79.2%
- 2014 78.3%
- 2015 74.5%

\*\*See Action Steps under the "Graduation and Attendance" tab.

Status	In Progress 04/06/2015	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/26/2017		
Persons Responsible	John Ross Null, Danny Parker		

**ACTION STEP STEM/MESA/SYSTEMS GO**

Artesia Junior High will be adding an elective STEM course for 2016-2017. Artesia High School's MESA club will now have a period to meet during the school day. They will also incorporate the Systems GO program (being sponsored partially by REC VI).

Status	In Progress 04/14/2016	Filing Cabinet Count	0
Start-End Dates	08/15/2016 - 05/26/2017		
Persons Responsible	John Ross Null, Danny Parker		

**Artesia Public Schools**

GOAL **Real Accountability, Real Results: A-F**

STRATEGY **Improving School Growth**

School growth compares students enrolled in the current year to students from prior years.

Filing Cabinet Count 0

**ACTION STEP Administrator PLCs**

Having a campus of ten different school-sites makes it challenging for administrators to collaborate. Data has indicated that our schools have had varying degrees of success with students in each quartile making the growth we desire. Therefore, we have scheduled meeting times in addition to our regular monthly principals' meetings. These additional meeting will be Administrator PLCs focused on sharing best practices specifically the focus areas of each school's grade level and subject area PLCs.

Status	In Progress 04/24/2015	Filing Cabinet Count	0
Start-End Dates	08/13/2012 - 05/26/2017		
Timeline Notes	Third Tuesdays at 6:15 a.m. for Secondary Administrators, Third Tuesdays at 10:00 a.m. for Elementary Administrators.		
Persons Responsible	Crit Caton, Cody Hanagan, John Ross Null, Danny Parker		

**ACTION STEP Extended School Day**

All schools offer various opportunities for students to receive remediation and acceleration through before and after school programs. Homework assistance, the Total Reader program, PARCC practice activities, and Lexia, Accelerated Reader, and Math XL are examples of offerings that will lead to improved school growth.

Status	In Progress 04/24/2015	Filing Cabinet Count	0
Start-End Dates	08/20/2012 - 05/26/2017		
Tags	ELL, SpecialED		
Persons Responsible	John Ross Null, Danny Parker		

**ACTION STEP MC2 Partnership**

**Artesia Public Schools**

**GOAL Real Accountability, Real Results: A-F**

**STRATEGY Improving School Growth**

**ACTION STEP MC2 Partnership**

The Artesia Public Schools has renewed our partnership with MC2 for the 2016-17 school year.

Status	In Progress 04/14/2016	Filing Cabinet Count	0
Start-End Dates	06/18/2012 - 05/26/2017		
Timeline Notes	Summer Math Lab will be held May 31-June 3 in Artesia. (30) teachers will participate. A minimum of (10) on-site days of professional development plus three Leadership Team dates will be included when set by MC2 and partnering districts.		
Tags	CCSS, ELL, SpecialED		
Persons Responsible	Crit Caton, John Ross Null, Danny Parker		

**ACTION STEP Interventions for Q1 Students**

Elementary students falling in the Q1 category will be placed into the Student Assistance Team process. Examples of interventions to be used will include the Soliday System, Spalding System, and Lexia Core 5. Math interventions will include Accelerated Math and IXL Math. Students will be monitored with Dibels NEXT, STAR Reading, STAR Math, and the Discovery Short Cycle Assessment. At the secondary schools, a number of Q1 students will have access to numerous opportunities for remediation. Those opportunities include before and after school programs, night library, and sections within the school day to be taken in place of an elective. Programs to be used will include the Total Reader system and Math XL programs. Progress will be monitored with the Discovery Short Cycle Assessment data.

Status	In Progress 08/26/2014	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/26/2017		
Tags	CCSS, ELL, SpecialED		
Persons Responsible	John Ross Null, Danny Parker		

**Artesia Public Schools**

**GOAL Real Accountability, Real Results: A-F**

**STRATEGY Opportunity to Learn**

The successful school invites students to be part of a thriving learning culture that uses proven teaching methods. A school's learning environment is reflected in a survey of classroom practices (OTL Survey) and in student attendance.

The state standard goal for attendance (95%) can be surpassed by some schools. This results in schools earning additional points above the maximum possible points for Opportunity to Learn.

Students are expected to graduate in 4 years. However some students require longer and are captured in 5-year and 6-year rates. Similar to School Growth, the expectation is that schools increase the percent of successful graduates over time.

Filing Cabinet Count 0

**ACTION STEP Edivate**

All staff members have access to Edivate's PD 360 and Common Core 360. A focus this year in PLCs will be to view and discuss videos focusing on "Growing Professionally" as this was the element of the NM Teach Rubric identified as our greatest need for PD. We will also continue focusing on establishing positive relationships with students. Staff will be continuing the use of the Mathematical Practices, teaching of the Critical Areas in math, text-dependent questioning, and close reading. These activities will also be embedded in Professional Development Plans.

Status	In Progress 04/30/2014	Filing Cabinet Count	0
Start-End Dates	08/13/2012 - 05/26/2017		
Timeline Notes			
Tags	ELL, SpecialED, NMIADP		
Persons Responsible	John Ross Null, Danny Parker		

**ACTION STEP Student Participation in Activities**

Data clearly indicates that the participation in activities by students improves attendance, results in higher GPAs, and increases chances for success in college and careers. Artesia Public Schools students will be encouraged to become a part of one or more of the many extra-curricular activities offered.

Status	In Progress 04/30/2014	Filing Cabinet Count	0
Start-End Dates	08/13/2012 - 05/26/2017		
Persons Responsible	Crit Caton, John Ross Null, Danny Parker		

**ACTION STEP Blue Ribbon/Inviting School/Capturing Kids' Hearts**



**Artesia Public Schools**

**GOAL Real Accountability, Real Results: A-F**

**STRATEGY Opportunity to Learn**

**ACTION STEP Blue Ribbon/Inviting School/Capturing Kids' Hearts**

Central Elementary in Artesia has been awarded the Blue Ribbon Award. Central is the only school in New Mexico to win this award in 2012-2013. Additionally, Yucca Elementary, Hermosa Elementary, and Grand Heights Early Childhood Center have received Inviting School Awards from the Alliance for Invitational Education. Staff members at each of our campuses have participated in the "Capturing Kids' Hearts" program. Through Professional Learning Communities, all staff members are educated in how to improve relationships with students through these programs. Additionally, principals will transition to the use of Frontline Technologies to document student engagement during each walk-through or formal evaluation.

Status	In Progress 04/14/2016	Filing Cabinet Count	0
Start-End Dates	08/08/2013 - 05/26/2017		
Tags	ELL, SpecialED, Parent		
Persons Responsible	Crit Caton, John Ross Null, Danny Parker		

**STRATEGY Student and Parent Engagement**

The district provides ongoing mechanisms for family and community engagement.

Filing Cabinet Count	0
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**ACTION STEP Rachel's Challenge**

We hosted Rachel's Challenge for a week of assemblies, Friends of Rachel Training for leadership groups from the three secondary schools, and a community event. The Rachel's Challenge Anti-Bullying program increased student and parent engagement as well as an improved awareness of bullying. Although we are not hosting an event by the Rachel's Challenge representatives this year, the tenets of the program will be continued through the 2016-2017 school year.

Status	In Progress 04/27/2015	Filing Cabinet Count	0
Start-End Dates	09/03/2012 - 05/26/2017		
Tags	Parent		
Persons Responsible	Crit Caton, John Ross Null, Danny Parker		

**ACTION STEP Watch D.O.G.S.**

**Artesia Public Schools**

GOAL **Real Accountability, Real Results: A-F**

STRATEGY **Student and Parent Engagement**

ACTION STEP **Watch D.O.G.S.**

Watch D.O.G.S. is a national program inviting men to participate in the lives of students. All elementary schools and the intermediate school participate in this effective program for parent and community engagement. The program was expanded to all elementary campuses and the intermediate school for 2013-2014, has been continued since, and will be extended through 2016-2017.

Status	In Progress 04/30/2014	Filing Cabinet Count	0
Start-End Dates	09/03/2012 - 05/26/2017		
Tags	Parent		
Persons Responsible	Crit Caton, John Ross Null, Danny Parker		

ACTION STEP **District Parent Advisory Council**

The Superintendent and Assistant Superintendents meet monthly with representatives from each school campus. Information is shared and input sought on a variety of topics including academics, activities, facilities, and finances.

Status	In Progress 09/04/2013	Filing Cabinet Count	1
Start-End Dates	08/08/2013 - 05/26/2017		
Tags	Parent		
Persons Responsible	Crit Caton, John Ross Null, Danny Parker		

ACTION STEP **7024U Youth Outreach**

The district has established a partnership with the newly developed 7024U Youth Outreach Program. The Assistant Superintendent of Personnel/Student Services is on the executive board of the Changing Lives Coalition which governs 7024U, and the district's counselors and social workers are in regular contact with the 7024U director regarding programs being offered and student referrals. The director of 7024U meets weekly with school representatives to review family and student participation in the program.

Status	In Progress 09/03/2014	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/26/2017		
Tags	Parent		
Persons Responsible	John Ross Null		

**GOAL Real Accountability, Real Results: A-F**

**STRATEGY Interim Assessments**

The district identifies interim assessments used to gather data to inform instruction.

Filing Cabinet Count 0

**ACTION STEP Interim Assessment/Data/Progress Monitoring**

The documents in the filing cabinet identifies the assessments, data gathering tools, and progress monitoring utilized in grades K-12.

Status	In Progress 08/26/2014	Filing Cabinet Count	2
Start-End Dates	08/11/2014 - 05/26/2017		
Tags	CCSS, ELL, SpecialED		
Persons Responsible	Cody Hanagan, John Ross Null, Danny Parker		

**STRATEGY Redesigning the School Day, Week or Year**

The district is redesigning the school day, week, or year to include additional time for student learning and teacher collaboration.

Filing Cabinet Count 0

**ACTION STEP Early Dismissal Professional Development**

We have incorporated one early dismissal day per nine weeks into our 2016-2017 school calendar for professional development and collaboration.

Status	Not Begun 04/14/2016	Filing Cabinet Count	3
Start-End Dates	08/11/2014 - 05/26/2017		
Timeline Notes	A copy of the district calendar is in the filing cabinet.		
Persons Responsible	Crit Caton, John Ross Null, Danny Parker		

**ACTION STEP The Daily 5/Daily 3**

**Artesia Public Schools**

**GOAL Real Accountability, Real Results: A-F**

**STRATEGY Redesigning the School Day, Week or Year**

**ACTION STEP The Daily 5/Daily 3**

The Daily 5 Reading and Daily 3 Math management systems create additional time for student learning, specifically for individualized conferencing and instruction. Selected elementary staff members have attended training and returned to train entire staffs.

Status	In Progress 04/14/2016	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/26/2017		
Timeline Notes	Individual teachers who have not been trained will attend trainings or be trained by mentor teachers during the 2016-2017 school year.		
Tags	CCSS, ELL, SpecialED		
Persons Responsible	John Ross Null, Danny Parker		

**ACTION STEP Extended School Day**

All schools offer various opportunities for students to receive remediation and acceleration through before and after school programs. Homework assistance, the Total Reader program, PARCC practice activities, and Lexia, Accelerated Reader, and Math XL are examples of offerings that will lead to improved school growth.

Status	In Progress 04/27/2015	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/26/2017		
Persons Responsible	John Ross Null, Danny Parker		

**STRATEGY College and Career Readiness**

The district is increasing participation rates in Advanced Placement (AP), dual credit, International Baccalaureate degree programs, and other college or career readiness initiatives.

Filing Cabinet Count 0

**ACTION STEP College and Career Readiness**

\*See Action Steps for the College and Career Readiness Tab under the Graduation and Attendance Heading.

Status	In Progress 04/14/2016	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/26/2017		
Persons Responsible	Cody Hanagan, John Ross Null, Danny Parker		

**Artesia Public Schools**

**GOAL Effective Options for Parents**

Offering parents multiple educational opportunities for their children that meet their learning needs.

Filing Cabinet Count 0

**STRATEGY Dual Enrollment**

To increase the educational options and opportunities for high school students and increase the overall quality of instruction and learning available through secondary schools for New Mexico students. Dual credit programs allow students to earn credit at the secondary and postsecondary levels simultaneously.

Filing Cabinet Count 0

**ACTION STEP Dual Credit Courses**

Artesia High School currently works with NMSU-Carlsbad and ENMU-Roswell to offer 42 courses for Dual Credit. These courses are offered in the areas of Business, Computer Literacy, Digital Media Technology, Drafting and Graphics, Welding, Nursing, Emergency Medical Services, Sociology, Psychology, College Success, and Auto Mechanics Credit in Auto Mechanics to become certified to work on various systems. Some courses are offered on-line while others are taught by APS staff or NMSU/ENMU staff. Dual Credit Agreements and Crosswalks will be reviewed periodically to determine the appropriateness of adding dual credit offerings. As a result of the review in 2015-2016, Government, Spanish I/II, and English IV will be additional Dual Credit opportunities for students in 2016-2017.

Status	In Progress 04/14/2016	Filing Cabinet Count	3
Start-End Dates	08/13/2012 - 05/26/2017		
Timeline Notes	2016-2017 Dual Credit Agreements will be uploaded to filing cabinet when complete.		
Persons Responsible	John Ross Null, Danny Parker		

**STRATEGY Parenting Classes**

The district's counselors and social workers will provide multiple opportunities for parents to participate in evening parenting classes. Topics will include Internet safety, ADHD, counseling services, grades, etc. Meals and other incentives to attend will be provided.

Filing Cabinet Count 0

**ACTION STEP Parenting Classes**

**Artesia Public Schools**

**GOAL Effective Options for Parents**

**STRATEGY Parenting Classes**

**ACTION STEP Parenting Classes**

The district's counselors and social workers will provide multiple opportunities for parents to participate in evening parenting classes. Topics will include Internet safety, ADHD, counseling services, grades, etc. Meals and other incentives to attend will be provided.

Status	In Progress	04/27/2015	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/26/2017			
Tags	ELL, SpecialED, Parent			
Persons Responsible	Cody Hanagan, John Ross Null, Danny Parker			

**STRATEGY Ideal-NM**

The Artesia Public Schools will be studying the feasibility of expanding our course offerings through Ideal-NM to enable our students access to a wider range of courses to increase relevance, interest, and preparedness for college and career.

Filing Cabinet Count	0
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**ACTION STEP Ideal-NM**

Work with stakeholders throughout the year to ensure the AHS students have appropriate access to quality on-line learning opportunities. We will be transitioning with IDEAL-NM to the Brightspace platform.

Status	In Progress	04/30/2014	Filing Cabinet Count	1
Start-End Dates	08/08/2013 - 05/26/2017			
Persons Responsible	Crit Caton, John Ross Null, Danny Parker			

**STRATEGY Blended Learning**

The district offers blended learning models and/or tools as options to enhance learning.

Filing Cabinet Count	0
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**ACTION STEP Pearson Math/Literature Programs**

**Artesia Public Schools**

**GOAL Effective Options for Parents**

**STRATEGY Blended Learning**

**ACTION STEP Pearson Math/Literature Programs**

The newly purchased secondary Pearson Literature Program as well as the secondary Pearson Math programs in use allow for personalized learning through the on-line components of the. Students have the opportunity to work below grade level, at grade level, or above grade level based on individual need and performance on lessons and assessments. The teacher provides direct instruction appropriately as well as facilitating the on-line component. Homework is submitted via the Internet. This capability is going to be provided at the elementary levels upon adoption of our new math resource for 2016-2017.

Status	In Progress 04/27/2015	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/26/2017		
Tags	CCSS, ELL, SpecialED		
Persons Responsible	John Ross Null, Danny Parker		

**ACTION STEP Blackboard**

Artesia High School has committed to utilizing the Blackboard portal as a platform for all course offerings as well as a communication tool for teachers, students, and parents. Increased relevance for students will result in higher attendance and graduation rates. Additionally, students are being better prepared for college and career readiness through the utilization of Blackboard.

Status	In Progress 08/26/2014	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/26/2017		
Timeline Notes	We will be working with IDEAL-NM to transition to the Brightspace platform for courses offered through IDEAL-NM. After training is provided on Brightspace, we will make a determination as to whether or not to continue with Blackboard for non-IDEAL-NM coursework.		
Persons Responsible	John Ross Null, Danny Parker, Bob Perkins		

**ACTION STEP Accelerated Math**

Students' work is self-paced with the program combining work on the computer with printed lessons and mini-lessons taught by the classroom teacher.

Status	In Progress 08/26/2014	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/26/2017		
Tags	CCSS		
Persons Responsible	John Ross Null, Danny Parker		

**Artesia Public Schools**

**GOAL Effective Options for Parents**

**STRATEGY Personalized Learning**

Components of personalized learning are being used.

Filing Cabinet Count 0

**ACTION STEP Lexia Core 5**

Lexia Reading Core5 provides explicit, systematic, personalized learning in the six areas of reading instruction, and delivers norm-referenced performance data and analysis without interrupting the flow of instruction to administer a test. Designed specifically to meet the Common Core and the most rigorous state standards, this research-proven, technology-based approach accelerates reading skills development, predicts students' year-end performance and provides teachers with data-driven action plans to help differentiate instruction.

Status	In Progress	08/26/2014	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/26/2017			
Persons Responsible	John Ross Null, Danny Parker			

**ACTION STEP The Daily 5/Daily3**

Teachers from each elementary school have participated in two days of Daily 5 training to learn this management system that enables the teacher to conference individually with each student each day. New staff members will be trained by mentor teachers in the implementation of the Daily 5 strategies for reading. We have now expanded the model to include the Daily 3 for math at all elementary schools.

Status	In Progress	04/27/2015	Filing Cabinet Count	0
Start-End Dates	08/24/2014 - 05/26/2017			
Persons Responsible	John Ross Null, Danny Parker			

<b>TOTAL PLAN FUNDS:</b>	<b>\$592,714.00</b>
Budgeted	\$592,714.00
Actual	\$0.00