



**Cimarron Schools Quarterly Strategic Plan
Planning Process Document
Monitoring Tool**

School Year: 2020-2021	Reporting Date: September 2020
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Focus Area:	Summative SMART Objectives	As Measured By/ Evidence of Accomplishment	Proposed Timing
Collaboration			
Objective 1	Use in-service training to connect grade level teachers throughout the district and outside the district to develop grade level appropriate curriculum that will support college and career readiness.	<ul style="list-style-type: none"> ● Provide agenda from in-services ● Feedback from teachers 	
Objective 2	Provide opportunities for staff members to work with people throughout the district that would promote alignment and coaching	<ul style="list-style-type: none"> ● Provide examples of these outcomes ● Provide encouragement to seek opportunities for collaboration 	
Objective 3	Establish a culture of collaboration between teachers, administration, students, families, the board and the community.	<ul style="list-style-type: none"> ● Draft guidelines ● Provide examples of these outcomes ● Identify areas where collaboration needs to be strengthened 	

Reflections and Feedback:

Objective 1	September 2020
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	<ol style="list-style-type: none"> 1. Teachers are required to do 80 hours of professional development. This is 10 hours more than last year as partial requirements for extended school year. 95% of teachers came in before their contracts to plan out and align district protocols for school reentry. 2. Title IV grant was received for \$20,000 to fund professional development that focuses teacher learning on ways to improve remote learning opportunities for students.
Objective 2	<p>September 2020</p> <ol style="list-style-type: none"> 1. Within the professional development requirements for teachers, learning groups are forming that bridge practice throughout the district. Health and Wellness support groups throughout the district have been initiated.
Objective 3	<p>September 2020</p> <ol style="list-style-type: none"> 1. Monthly meetings for the leadership team have turned to weekly meetings and sometimes multiple meetings throughout the week. These collaborative meetings have required input from all staff members to be able to implement best practice protocols. Current practice calls for initial discussion from the leadership team followed by discussion with teachers for practitioner consideration before implementation.



Focus Area: Communication	Summative SMART Objectives	As Measured By/ Evidence of Accomplishment	Proposed Timing
Objective 1	Improve communication between teachers, students and families via setting a policy and standards for communication	<ul style="list-style-type: none"> ● Provide consistent communication channels ● Develop a policy that is age-appropriate and addresses quality and effectiveness of communications ● Community feedback after implementation ● Hold periodic (virtual) town-hall meetings to address parent and community concerns 	Bi monthly?
Objective 2	Update and improve the content and design of the district website.	<ul style="list-style-type: none"> ● Review and update content ● Consider hiring a firm to provide a redesign ● Consider redesign of the interface ● Consider tools to integrate social media with the website 	Content Review and update by 8/31/20 Website design review by 12/31/20

Reflections and Feedback:

Objective 1	September 2020 <ol style="list-style-type: none"> 1. The district website has become the consistent site for communication for the district. 2. Townhall meetings have been held to bridge the understanding of documented protocols and real life expectations. 3. We have received a great deal of feedback from the community as they have been receiving a great deal of information throughout the school year. Points of criticism have been improved
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	immediately.
Objective 2	<p>September 2020</p> <p>1. An evaluation of the district website has been completed to identify website features that are used, updated and maintained. An inventory of outdated content and features has been phased out allowing for improved function of the web site.</p>

Focus Area:	Summative SMART Objectives	As Measured By/ Evidence of Accomplishment	Proposed Timing
Excellence - Student			
Objective 1	Increase student achievement in reading	<p>Identify baseline for short cycle assessment by grade level and cohort.</p> <p>Identify proficiency levels of students by subgroups for internal purposes not necessarily published (subgroups: race/ethnicity, low income, gender, ELL and SPED)</p> <p>Overall improvement - minimum to be set by Mr. Estrada</p> <p>Individual student improvement - minimum to be set by Mr. Estrada</p>	Monthly reporting to Board on assessment plans to begin in August



		15% improvement across all students using short cycle assessment as well as state standard testing identified by grade level and subgroup.	
Objective 2	Increase student achievement in math	<p>Identify baseline for short cycle assessment by grade level and cohort.</p> <p>Identify proficiency levels of students by subgroups for internal purposes not necessarily published (subgroups: race/ethnicity, low income, gender, ELL and SPED)</p> <p>Overall improvement - minimum to be set by Mr. Estrada</p> <p>Individual student improvement - minimum to be set by Mr. Estrada</p> <p>15% improvement across all students using short cycle assessment as well as state standard testing identified by grade level and subgroup.</p>	Monthly reporting to Board on assessment plans to begin in August
Objective 3	Monitor and improve daily attendance	Each day during the school year the in-seat (or live online) attendance will be 80% or higher	Monthly reporting to the Board to begin in August.



		<p>Monitor and analyze the participation of kids accessing learning online and encourage live access when possible. Provide periodic feedback from teachers on how the online experience is going</p> <p>Low attendance should indicate suggesting Monday school</p>	
Reflections and Feedback:			
Objective 1	<p>September 2020</p> <ol style="list-style-type: none"> 1. Beginning of year data is being collected and documented. 2. Teachers are using this data to inform instruction by addressing academic challenges in the student learning and appropriately identifying learning strategies. 3. Student assessment is being used to identify the students that are most in need of face to face instruction and work with parents to recommend face to face interventions. 		
Objective 2	<p>September 2020</p> <ol style="list-style-type: none"> 1. Beginning of year data is being collected and documented. 2. Teachers are using this data to inform instruction by addressing academic challenges in the student learning and appropriately identifying learning strategies. 3. Student assessment is being used to identify the students that are most in need of face to face instruction and work with parents to recommend face to face interventions. 		
Objective 3	<p>September 2020</p>		



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| | <ol style="list-style-type: none">1. Attendance is being managed differently to ensure accurate reporting.2. Teachers are identifying attendance concerns for students who have less than 90% attendance.3. Additional resources and learning opportunities are provided to students to ensure grade level competence. |
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Focus Area: Excellence – Teacher & Staff	Summative SMART Objectives	As Measured By/ Evidence of Accomplishment	Proposed Timing
Objective 1	Support via professional development	Provide training opportunities to enable teachers to grow their practices	
Objective 2	Take opportunities to recognize achievement	<ul style="list-style-type: none"> ● Provide a written note that recognizes the achievements that are mentioned at board meetings each month ● Peer recommendations for recognition to the board via superintendent 	
Objective 3	Integrate learnings into coaching opportunities		
Objective 4	Online teacher effectiveness will be observed and coaching and training provided	Provide training for teachers to continue improving their online instruction practice.	

Reflections and Feedback:

Objective 1	September 2020 1. We have 4 staff members that are working on Master’s degrees who are receiving support from the district. 2. We have two teachers that are working on Dossier to move to a higher licensure level.
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Objective 2	<p>September 2020</p> <ol style="list-style-type: none"> 1. District continues to use the board meeting to celebrate teacher and student success. Initially principals are using this opportunity to recognize the work that all staff are doing as a unit to meet the ever changing needs of the COVID Classroom. 2. State did not require achievement testing last year so results are not available at this time.
Objective 3	<p>September 2020</p> <ol style="list-style-type: none"> 1. Professional development is available for teachers and mentorship programs available for students and additional CTE classes (wind energy certification, welding certification, construction certification).
Objective 4	<p>September 2020</p> <ol style="list-style-type: none"> 1. New teacher evaluation Elevate New Mexico. Teachers have 8 identified interactions over the school year that involve goal setting, multiple principal observations with principal/teacher conferences and end of year summary. Teachers will not have a summative evaluation document as they have in past years. This year will be mre about learning the system of evaluation. 2. Initial informal observations will be completed by Sept. 25th and teacher goals identified and discussed by 40th instructional day.

<u>Focus Area:</u>			
Leadership	Summative SMART Objectives	As Measured By/ Evidence of Accomplishment	Proposed Timing



Objective 1	Support via professional development	Document curricula provided that demonstrates leadership training	
Objective 2	<p>Create an atmosphere of leadership among the staff and students</p> <p>Take opportunities to recognize examples of leadership in action</p>	Documented examples of leadership in school newsletters and brought to the Board for accomplishments.	

Reflections and Feedback:

Objective 1	<p>September 2020</p> <ol style="list-style-type: none"> Teachers are using state and district provided workshops to improve instruction in the classroom. Each teacher is documenting the instruction they are receiving and tracking the hours of training and have an opportunity to go above the 80 required hours for additional pay.
Objective 2	<p>September 2020</p> <ol style="list-style-type: none"> Teachers and students are identifying leadership in their way of handling day to day situations. Instructional plans are made but multiple interruptions daily are need to be assessed and solved to continue instruction.



Focus Area: Health & Safety	Summative SMART Objectives	As Measured By/ Evidence of Accomplishment	Proposed Timing
Objective 1	Ensure a safe and secure environment for all District students, staff, and visitors and to ensure the school district is prepared to effectively respond to all emergencies that might affect safety or security of students and staff.	<ul style="list-style-type: none"> • Preparation and training on a district-wide and campus-specific safety plan • Communication to the community of the safety plan • Ensure that we are following or exceeding our interpretation of the Co-Vid guidelines provided by the NM PED. 	<p>Communicate our revised Health and Wellness Plan.</p> <p>Post Health and Wellness Plan on website.</p>
Objective 2	Provide nutritious food to our students each day and educate our students on healthy choices		
Objective 3	Create an environment that provides and demonstrates consistent wellness messages and is conducive to healthy eating and physical activity; and contributes to		



	forming healthy life long habits for students and staff.		
Objective 4	Provide safe and clean spaces for all students and staff		
<u>Reflections and Feedback:</u>			
Objective 1	September 2020 1. Leadership team has spent hundreds of hours learning, researching, planning, preparing, informing the public, doing surveys from staff and parents to best meet the safety concerns that COVID has brought to the classroom.		
Objective 2	September 2020 1. Throughout the school year, despite the challenges that discontinued face to face instruction, Cimarron Schools has effectively provided nutritious meals to community students. 2. MVHS has been included in the free breakfast and lunch program and are able to pick up meals on site or EN if that is closer to their home.		
Objective 3	September 2020 1. Mental health and wellness is a major concern for our staff and students at this time. We are reaching out to students to ensure safety outside of the school and are providing opportunities for staff to focus on behaviors that support safety and all around well being.		
Objective 4	September 2020		



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| | <ol style="list-style-type: none">1. Increased focus has been added on safety and cleanliness throughout our facilities and buses. We are working collaboratively with all custodians and contractors to ensure that all spaces are being cleaned and disinfected daily regardless of staff shortage. |
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Focus Area: Programming	Summative SMART Objectives	As Measured By/Evidence of Accomplishment	Proposed Timing
Objective 1	Investigate the appropriateness and feasibility of introducing physics into the curriculum at an earlier age.	<ul style="list-style-type: none"> ● Search and schedule for experts in the field of study ● Investigate new science standards ● Do site visits of how this is being done in other districts ● Presentation to the board with recommendations 	Where are we with this?
Objective 2	Investigate the appropriateness and feasibility of introducing bilingual education into the curriculum.	<ul style="list-style-type: none"> ● Search and schedule for experts in the field of study ● Do site visits of how this is being done in other districts ● Presentation to the board with recommendations 	Where are we with this?
Objective 3	Every student that graduates from Cimarron High School is capable of doing college work.	<ul style="list-style-type: none"> ● Assess student skills and catch them up ● Curriculum alignment ● End of year assessment scores ● Post-graduation survey 	Survey later this year?
Objective 4	Provide programs that enhance career readiness in the trades	<ul style="list-style-type: none"> ● Develop guidelines for student/community member interactions and internships ● Identify trade schools and local businesses 	



		<ul style="list-style-type: none"> • Determine if local Chambers of Commerce have resources • Access trades people in our community to provide expertise and resources to develop interested students • Develop internships • Consider a regional job day with assessments and guest speakers 	
Objective 5	Provide immediate and ongoing support and training to staff to allow the presentation of educational opportunities to students online.		How can we report on this? We are surely doing it.
Objective 6	Identify specific programs to support at-risk students	<ul style="list-style-type: none"> • Ensure that money generated for at-risk students is spent on programs that those students can access 	We could report on this as we work with ELL students this year?
Objective 7	Identify specific programs to support students who require more challenge than their grade level is providing especially at the transitions between elementary/middle and high school.	<ul style="list-style-type: none"> • Provide training for staff in the areas of reading (dyslexia), ESL and Gifted. • Provide a stipend for those teachers who have obtained the proper certification(s). 	
Reflections and Feedback:			
Objective 1	September 2020 1. This year we have chosen NOT to add additional kits to our current curriculum. Kits are being		



	used at both middle schools and they are being used within a high school physics class. With limited participation at school, it does not make a lot of sense to add more hands on kits when kids are not at school.	
Objective 2	<p>September 2020</p> <ol style="list-style-type: none"> 1. Teachers are being identified who have TESOL endorsement and will be paid a stipend for their training. 2. District will cover the cost of training for teachers who are interested in becoming TESOL endorsed. 	
Objective 3	<p>September 2020</p> <ol style="list-style-type: none"> 1. Graduation data is being gathered. 	
Objective 4	<p>September 2020</p> <ol style="list-style-type: none"> 1. Additional CTE classes (wind energy certification, welding certification, construction certification, drone technician and application certification). 	
Objective 5	<p>September 2020</p> <ol style="list-style-type: none"> 1. Teachers are using state and district provided workshops to improve instruction in the classroom. Each teacher is documenting the instruction they are receiving and tracking the hours of training and have an opportunity to go above the 80 required hours for additional pay. 	
Objective 6	<p>September 2020</p> <ol style="list-style-type: none"> 1. With face to face instruction being temporarily removed we are struggling to find appropriate at risk strategies. 2. Currently we are keeping low ratios with at risk dollars. 	



	<ol style="list-style-type: none">3. Offering online interventions from 3-4.4. Offering Monday school through remote learning once/month.	
Objective 7	September 2020 <ol style="list-style-type: none">1. We are reaching out to parents to find specific opportunities that match up with the families specific needs.	



Focus Area: Technology	Summative SMART Objectives	As Measured By/Evidence of Accomplishment	Proposed Timing
Objective 1	<ul style="list-style-type: none"> ● Establish clear expectations of student technology skills connected to the academic curriculum ● Students will apply technology skills within the academic curriculum 	<ul style="list-style-type: none"> ● Documented expectations by family or grade-level of student technology skills ● Documented assessment of technology skills within the academic curriculum 	<p>Can we document this since we must be doing it?</p>



<p>Objective 2</p>	<ul style="list-style-type: none"> • Teachers will continuously improve their practice by participating in professional development and promoting and demonstrating the effective use of digital tools and resources. • Teachers will develop and implement opportunities for students to apply digital citizenship practice • Administrators will participate in and provide professional development throughout the school year in order to learn and provide 21st century classroom support and guidance 	<ul style="list-style-type: none"> • Document attendance at professional development that promotes and demonstrates the effective use of digital tools and resources. • Document agreed digital citizenship practices and show how implemented 	
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Reflections and Feedback:

<p>Objective 1</p>	<p>September 2020 1. I will need to figure out how to compile this report.</p>
<p>Objective 2</p>	<p>September 2020 1. Teachers are using state and district provided workshops to improve instruction in the classroom. Each teacher is documenting the instruction they are receiving and tracking the hours of training</p>



	and have an opportunity to go above the 80 required hours for additional pay.
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