**Implementation Plan**

This section describes the SMART (specific, measurable, achievable, realistic, and timely) goals, metrics, strategies, actions, and responsible persons associated with the competencies. It lists all of the major competencies, strategic goals and associated strategies identified during the strategic planning process. The next step in the process is the development of a timeline or calendar of events and activities for monitoring and tracking the implementation.

Competency I: **Provide a Personalized Academic Program**

Goal 1 –Adopt a curriculum designed to reach disaffected students and those with learning disabilities aimed at an achievement rate of least a 95% for each student as measured on the \_\_\_\_ assessment by\_\_\_\_

* Metric - Curriculum documents, lesson plans, and innovative classroom strategies for promoting academic achievement through culturally supportive pedagogy and learning

Strategy 1 – Identify important ideas and essential questions in various disciplines

Strategy 2 – Assess current curriculum for greatest strength

Strategy 3 Assess current curriculum for areas that need improvement

Strategy 4 – Map the curriculum content aligned with common core curriculum and current assessments used for accountability

Obstacle – Level of experience of staff

Resources – Access to district, state, and university assistance and professional consultants

Competency 2: **Increase Academic Levels of Students**

Goal 2 –Implement an instructional program that increases all students’ academic levels appropriately for their ages as measured by \_\_\_\_\_assessment by\_\_\_\_\_\_.

Metric – 95% of the students will demonstrate an academic achievement appropriate for their ages

Strategy 1 – Provide professional development for teachers aimed at the backward design (performance-based) process

Strategy 2: Include non-instructional roles for staff that provide for continuous learning, troubleshooting, improvement planning, and examination of achievement results.

Obstacle –Time to provide support and professional development to teachers

Resources – Partner with district, state and consultants to provide job-embedded professional development.

**Competency 3: Establish Culturally Supportive Learning Environments**

Goal 3 –Determine and implementeffective strategies that allow all students to develop empathy for others as measured by a 75% decrease in office referrals, suspensions, and expulsions by\_\_\_\_\_\_.

Metric – 75% decrease in disruptive activities in the classrooms and throughout the facility

Strategy 1 – Increase students’ academic self- confidence after receiving an instructional program aimed at understanding and transfer.

Strategy 1 – Incorporate positive behavior strategies throughout the learning program

Strategy 2: – Increase students’ self-concept by learning of their various cultural heritages through the instructional program designed by the cultural institutions, the district, and state

Obstacle – Lack of awareness and knowledge of teachers

Resource - Partner with institutional resources in district, museum and state.

Competency 4: **Maintain High Expectations for Achievement**

Goal 4 –Provide challenging coursework and experiences that are consistent with district and state requirements as measured by a minimum of a 95% achievement rate by each student as measured on the \_\_\_\_assessment by\_\_\_\_\_\_\_\_\_\_\_.

Strategy 1– Design and implement curriculum that addresses Response to Intervention and Universal Design for Learning

Strategy 2 – Provide a financial literacy workshop for students and staff similar to National's SmartEdge Financial Literacy Program sponsored by PNC Bank’s Office of Community Relations to include basic banking, credit management, savings and investing.

Metric – Pre and Post assessment at the workshops and implementation into the curriculum at each grade level

Obstacle –Availability of time and resources

Resources – Partnership with PNC Bank and Learning Inc. to implement during the school day

Competency 5: **Design Tests, Measurements, and Assessments for Achievement Equity**

Goal 5 –Utilizes tests, measurements, and assessments to access information and prepare for instruction across all content areas by\_\_\_\_\_\_\_\_\_\_.

Metric – An increase of at least 95% achievement by each student on \_\_\_\_\_\_\_\_\_\_\_assessments by \_\_\_\_\_\_\_\_\_\_\_\_

Strategy 1:– Provide common rubrics and agreed-upon performance standards to de-personalize teaching.

Strategy 2: Provide a variety of ways for students to demonstrate mastery of curriculum content.

Obstacle – Need to design an assessment program

Resources - Support provided by district, state, and consultants.