

**STRATEGIC PLAN  
Year Ten (2015-16)**

**Leadership**

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
L1. Monitor the implementation and effectiveness of the strategic plan	<ul style="list-style-type: none"> <li>* Benchmark the progress of the effectiveness of the strategic plan</li> <li>* Address all initiatives of the strategic plan in year ten</li> <li>* Ensure that the district's leadership team has ongoing, focused planning sessions in which it discusses district-wide issues such as curriculum and instruction and other strategic issues</li> </ul>	Deputy Superintendent, Leadership Cabinet, principals and relevant district administrators	<ul style="list-style-type: none"> <li>* State summative tests</li> <li>* Graduation rates</li> <li>* Benchmark "Big '5' " school districts</li> <li>* District student achievement results</li> <li>* Reports to the School Board</li> <li>* Notes and minutes of meetings</li> </ul>	TBD: Benchmark "Big '5' " rpt  June 21, 2016: Executive Summary at School Board meeting
L2. Update board policies and administrative guidelines to support quality control of the educational program and system operations	<ul style="list-style-type: none"> <li>* Continue the committee of board members and central office staff to review and edit board policies per curriculum audit</li> <li>* Establish a cycle to review board policies</li> <li>* Identify sections to be reviewed this year</li> </ul>	Superintendent, Deputy Superintendent, board members and Director of Communication	<ul style="list-style-type: none"> <li>* Updated Board policies</li> <li>* Board agendas</li> <li>* Board minutes</li> </ul>	July 2015 - June 2016: School Board meetings

**STRATEGIC PLAN  
Year Ten (2015-16)**

## Leadership

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
<b>L3. Coordinate and monitor initiatives in the district</b>	<ul style="list-style-type: none"> <li>* Create classroom walk-through (CWT) schedule for district office</li> <li>* Continue to share CWT data to monitor instruction</li> <li>* Monitor Monday (district) collaboration meetings through agendas</li> <li>* Monitor all district initiatives: CWTs, Improving Student Learning (Pollock), English Language Development (ELD), Small Group Instruction, Cognitive Guided Instruction (CGI), Extending Childrens' Mathematics (ECM), SuccessMaker, Reading Recovery, middle school initiatives, credit recovery software, Advanced Placement, Common Core Curriculum, Technology pedagogy, Digital Learning, Connected Math Project 3 (CMP3), STEM, NTH</li> <li>* Continue technology classroom walk-throughs, initiate new Gifted and Talented programs for K-8 students. Investigate 9-12 honors programs, associate degree and/or industry certification programs to begin fall of 2016</li> <li>* Investigate opportunities for industry certification and/or associate from NWACC/NTI</li> </ul>	<b>Leadership Cabinet</b> , directors, building administrators, teachers, academic facilitators, curriculum specialists, Director of Data and Accountability, New Technology High Principal, articulation leaders and secondary counselors, Director of Gifted and Talented	<ul style="list-style-type: none"> <li>* Minutes, agendas</li> <li>* Monitor Monday collaboration meeting through agendas, notes and attendance</li> <li>* Report from committees</li> <li>* Curriculum meeting notes and agendas</li> <li>* CWT calendar</li> <li>* Quarterly common core updates</li> <li>* Technology CWT results</li> <li>* NTH reports</li> <li>* Quarterly failure/absence report</li> <li>* State school report card grades</li> </ul>	<p>Ongoing as scheduled</p> <p>Weekly leadership cabinet meetings</p> <p>May 9, 2016: Tech. CWT rpt</p> <p>Oct 19, 2015 &amp; Jan 11, 2016: NTH update</p> <p>Oct 26, 2015 &amp; Apr 4, 2016 :On-time graduation rpts (counselors)</p> <p>Oct 12, 2015 &amp; Mar 7, 2016: K-5 GT initiatives rpt</p> <p>Nov 16, 2015: 6-8 GT initiatives rpt</p> <p>Dec 7, 2015: Honors, certification, and associate degree programs rpt</p>

**STRATEGIC PLAN  
Year Ten (2015-16)**

**Leadership**

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
L4. Create more opportunities for input from an expanded group of stakeholders in decision-making process	<ul style="list-style-type: none"> <li>* Continue principals' and assistant principals' meetings to include regular discussions on district topics</li> <li>* Establish/continue advisory committees and include a School Board member when appropriate</li> <li>* Conduct regular meetings with district support directors</li> <li>* Principal representation at leadership cabinet</li> <li>* Continue and refine transition/articulation meetings</li> <li>* Add semester reports from athletic director to cabinet agendas</li> </ul>	<p><b>Superintendent</b>, Deputy Superintendent, relevant central office administrators, building administrators and 9-week principal representative (1 Sec. &amp; 1 Elem), Athletic Director</p>	<ul style="list-style-type: none"> <li>* Minutes and agendas from leadership cabinet</li> <li>* Minutes &amp; agendas from monthly administrator meetings</li> <li>* Committee reports</li> <li>* Notes/minutes/reports from RHS and HHS feeder patterns</li> <li>* Establish 9 week terms for administrators at leadership cabinet</li> </ul>	<p>Completed meeting schedules for: leadership cabinet, principals' and assistant principals' meetings, service directors</p> <p>Jan 25 and Jun 13, 2016: rpt from Athletic Director on participation rates by demographics, grade/school and sport, eligibility support, direct and indirect donations, facilities usage by internal and external groups, and signage sponsorships</p> <p>Jan 11 &amp; Jun 6, 2016: Articulation/Transition rpts</p> <p>Sept 14, 2015: Technology committee rpt</p>

**STRATEGIC PLAN  
Year Ten (2015-16)**

**Leadership**

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
<p><b>L5. Build instructional leadership capacity among building administrators</b></p>	<ul style="list-style-type: none"> <li>* Plan and facilitate curriculum meetings at building level conducted by building administrators</li> <li>* Building administrators' participation on committees</li> <li>* Work with school leadership teams to improve instruction</li> <li>* Continue to build leadership capacity by supporting Arkansas Leadership Academy</li> <li>* Promote leadership development at assistant principals meetings</li> <li>* Effective use of data by building administrators</li> <li>* Support building administrators in their leadership role in "Improving Student Learning"</li> <li>* Continue training on new evaluation system and implementation of BloomBoard</li> </ul>	<p>Superintendent, Deputy Superintendent, Asst. Superintendent for Elementary, Asst. Superintendent for Secondary, building administrators, Assistant Superintendent for Human Resources and Director of Professional Development Director of Secondary Curriculum and Instructional Support, Elementary Curriculum Specialists</p>	<ul style="list-style-type: none"> <li>* Agendas</li> <li>* Minutes from monthly administrative meetings</li> <li>* Leadership Cabinet minutes</li> <li>* Annual Measurable Objective (AMO) meetings with principals</li> <li>* Arkansas Leadership Academy attendance/presentations</li> </ul>	<p>Monthly administrator meetings</p> <p>TBD: State summative data results at board meeting</p> <p>Sept/Oct 2015 &amp; Jan/Feb 2016: AMO meetings</p>
<p><b>L6. Improve instruction for teachers new to the district</b></p>	<ul style="list-style-type: none"> <li>* Continue to review and evaluate the effectiveness of new teacher induction</li> <li>* Provide the necessary resources to new teachers to be successful at the beginning of the school year</li> <li>* Implement AIMM (Arkansas Induction Mentoring Model)</li> <li>* Share new teacher orientation checklist</li> </ul>	<p>Director of Special Education, Asst. Superintendent for Human Resources, Curriculum Specialists, Director of ESOL and Migrant Services and Director of Gifted and Talented</p>	<ul style="list-style-type: none"> <li>* Feedback from new teachers through surveys and focus groups</li> <li>* New hire report</li> </ul>	<p>Aug 6 &amp; 7, 2015: New teacher induction</p> <p>Oct 5, 2015: Minority staffing/new hire rpt</p>

**STRATEGIC PLAN  
Year Ten (2015-16)**

**Leadership**

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
<b>L7. Meet with community and political leaders at all levels to solicit support for Rogers Public Schools</b>	<ul style="list-style-type: none"> <li>* Establish appropriate meetings with district stakeholders and supporters</li> <li>* Meetings with local realtors</li> <li>* Meet with local Chamber of Commerce</li> <li>* Principals to attend building and district PTO/PTA meetings</li> <li>* Meeting(s) with NWACC representatives</li> <li>* Invite legislators to tour district schools</li> <li>* Monitor upcoming legislation and communicate support or concerns on issues with legislators</li> </ul>	Deputy Superintendent, <b>Superintendent</b> , Director of Communications and principals, Asst. Superintendents, Chief Operations Officer	<ul style="list-style-type: none"> <li>* Calendar</li> <li>* Notes or minutes of meetings</li> <li>* Meeting with Chamber of Commerce leadership</li> <li>* Meetings with patrons</li> <li>* Realtor meetings</li> </ul>	<p>Ongoing/when scheduled</p> <p>NWACC: Ongoing meetings</p> <p>Fall 2015: Chamber meeting(s)</p> <p>Sept 30, 2015 legislator tours @ 9:00 am</p>
<b>L8. Continue to develop leadership capacity in the district</b>	<ul style="list-style-type: none"> <li>* Develop leadership development activities for principal and asst. principal meetings,</li> <li>* Continue leadership academy for certified staff</li> <li>* Arkansas Association of Educational Administrators (AAEA) summer conference</li> <li>* Supporting membership to professional organizations</li> <li>* Reports to leadership cabinet from conference participants</li> <li>* Train new administrators in classroom walk-through process</li> <li>* Continue to build leadership capacity by supporting Arkansas Leadership Academy</li> </ul>	Leadership Cabinet, building administrators, directors, Deputy Superintendent, Superintendent, <b>Director of Professional Development and Asst. Superintendent for Human Resources</b>	<ul style="list-style-type: none"> <li>* Notes/ Agendas of meetings</li> <li>* Feedback forms from the leadership academy participants</li> <li>* Number of attendees at conferences</li> <li>* Attendance of Arkansas Leadership Academy</li> <li>* Percent of in-house candidates hired for leadership positions</li> </ul>	<p>Ongoing- Asst. principals' meetings</p> <p>Aug 3 - 5, 2015: AAEA summer conference</p> <p>June 6, 2016: Leadership academy feedback</p> <p>TBA: CWT trainings for new administrators</p> <p>Aug 24, 2015: Leadership hire rpt</p>

**STRATEGIC PLAN  
Year Ten (2015-16)**

**Leadership**

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
L9. Recruit highly effective district administrators, principals and teachers that reflect the demographics of the district	<ul style="list-style-type: none"> <li>* Continue to recruit quality minority candidates to fill positions</li> <li>* Create and disseminate a list of bilingual applicants</li> <li>* Create and share a list of Hispanic applicants</li> <li>* Principals to interview minority candidates when available</li> <li>* Provide incentives for certified Hispanic candidates</li> <li>* Continue process to establish preferences for hiring veterans</li> <li>* Monitor achievement gap by school</li> </ul>	Deputy Superintendent, Superintendent, Asst. Superintendent for Human Resources, Director of Grants, Asst. Superintendent for Elementary, Asst. Superintendent for Secondary and Director of Professional Development	<ul style="list-style-type: none"> <li>* Report on the percentage of minority staff</li> <li>* New hire report</li> </ul>	<p>Ongoing</p> <p>Oct 5, 2015: Minority staffing/new hire rpt</p>
L10. To become a premier school district in the use of technology to support student learning, teacher instruction processes and district business administration	<ul style="list-style-type: none"> <li>* Implement the district's technology plan</li> <li>* Continue to explore and implement ways to allow increased access and flexibility to the district's technology while maintaining a reasonable level of security</li> <li>* Continue E-rate grants</li> <li>* Continue to upgrade our infrastructure</li> <li>* Support the usage of technology for instruction in classrooms</li> <li>* Training for building administrators in the role of technology to support instruction</li> <li>* Model new technology with administrators</li> <li>* Begin to implement opportunities for virtual classes</li> <li>* Plan future technology training and integration</li> <li>* Prepare for digital learning requirements</li> </ul>	CIO, Technology Committee, Deputy Superintendent, Superintendent, Asst. Superintendent for Secondary, Asst. Superintendent for Elementary, technology curriculum specialists and principals	<ul style="list-style-type: none"> <li>* A completed Technology Plan</li> <li>* Minutes and notes from technology committee</li> <li>* CIO report to the board</li> <li>* Technology committee roster</li> <li>* Technology training agendas</li> <li>* Report on technology usage</li> <li>* Technology walk-through report</li> </ul>	<p>Technology Updates:</p> <p>Sept 14, 2015: Technology committee report</p> <p>Oct 26, 2015 &amp; Mar 14, 2016: Techbook implementation rpt</p> <p>Jan 25, 2016: NTH technology implementation update</p> <p>Jan 11 &amp; May 9, 2016 : Tech. CWT rpt</p> <p>May 9, 2016: Tech. Plan update</p> <p>Aug 17, 2016: CIO Report to the Board</p> <p>Technology training at principals' and assistant principals' meetings</p> <p>Dec 14, 2015: Virtual learning proposal</p>

**STRATEGIC PLAN  
Year Ten (2015-16)**

## Leadership

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
<b>L11. Monitor Targeted Achievement Gap Group (TAGG) to improve student achievement</b>	<ul style="list-style-type: none"> <li>* Conduct weekly department meetings</li> <li>* Monitor the academic progress of students with disabilities and limited English proficiency in all classes and adjust instruction as needed</li> <li>* Monitor the process to identify and align at-risk students with appropriate interventions</li> <li>* Monitor responsibility of special education and ESOL departments</li> <li>* Use prediction models to identify at risk students (MAP Testing)</li> <li>* Disaggregate retention and drop-out rates</li> <li>* Monitor free &amp; reduced lunch student achievement</li> <li>* Create an aggregate report by school on Achievement gaps</li> </ul>	<b>Director of Special Education, Director of ESOL and Migrant Services, Deputy Superintendent, Superintendent, building administrators, assistant directors, ESOL curriculum directors, Asst. Superintendent for Secondary, Asst. Superintendent for Elementary and Director of Data and Accountability</b>	<ul style="list-style-type: none"> <li>* Agendas from meetings &amp; notes</li> <li>* Staff assignments</li> <li>* Classroom walk-throughs</li> <li>* State summative tests</li> <li>* Report to the leadership cabinet</li> <li>* Improvement plans</li> <li>* MAP test reports</li> <li>* Annual report to the board</li> <li>* Retention rate of Targeted Achievement Gap Group (TAGG)</li> <li>* Drop-out rate of TAGG</li> <li>* On-time graduation rates (disaggregate)</li> <li>* Gap analysis for TAGG</li> <li>* ELPA results</li> </ul>	<p>Ongoing (meetings)</p> <p>Oct 5, 2015: Graduation/Drop-out rpt</p> <p>June 13, 2016: Retention rpt</p> <p>Sp.Ed.: Oct 12, 2015; Mar 7; May 2, 2016:</p> <p>Quarterly reports to include:</p> <ul style="list-style-type: none"> <li>* Evaluate delivery models for Sp.Ed:</li> <li>1. Indirect</li> <li>2. PD Rpt (CGI, ECM)</li> <li>3. High Yield Strategies</li> </ul> <p>ESOL: Oct 19, 2015; Feb 22; May 9, 2016:</p> <p>Quarterly reports to include:</p> <ul style="list-style-type: none"> <li>* Evaluate ELL Programs:</li> <li>1. English Language Development (ELD)</li> <li>2. Help Math</li> <li>3. Math Vocabulary</li> <li>4. PADRES report</li> </ul> <p>Feb 8 &amp; Jun 13, 2016: Composite gap analysis report</p>

**STRATEGIC PLAN**  
**Year Ten (2015-16)**

**Data**

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
D1. Use results from state summative assessments to improve student achievement	<ul style="list-style-type: none"> <li>* Collect data from summative state tests</li> <li>* Develop a gap analysis comparing performance of the Targeted Achievement Gap Group (TAGG)</li> <li>* Analyze state summative and local formative data</li> <li>* Continue to analyze and adjust curriculum and instruction to meet the needs of all students</li> <li>* Develop an Arkansas Comprehensive School Improvement Plan (ACSIP) plan that reflects data driven priorities from state summative results</li> <li>* Report data results to appropriate stakeholders</li> <li>* Develop standardized district performance report for schools</li> </ul>	Director of Data and Accountability, <b>Deputy Superintendent</b> , Asst. Superintendent for Secondary, Asst. Superintendent for Elementary, building administrators, teachers and Director of Federal Programs	<ul style="list-style-type: none"> <li>* Complete gap analysis on the performance of TAGG group on state tests</li> <li>* AMO Interim data meetings</li> <li>* Completed ACSIP plans</li> <li>* State summative results</li> <li>* Quarterly reports from Special Ed. and ESOL</li> <li>* District performance reports for schools</li> </ul>	Jul 31, 2015: Building data and gap analysis report at beginning of the year administrative meeting  Aug 18, 2015: Preliminary report to the board  Oct 20, 2015: Report to the public  Sept/Oct 2015 & Jan/Feb 2016: AMO meetings  Feb 22, 2016: District secondary performance reports  ESOL: Oct 19, 2015, Feb 22, May 2, 2016: Quarterly reports to include: *Evaluate ELL Programs: 1. English Language Development (ELD) 2. Help Math 3. Academic Vocabulary 4. PADRES report 5. Placement, exit & LPAC report 6. High Yield Strategies  Sp.Ed.: Oct 12, 2015, Mar 7, May 9, 2016: Quarterly reports to include: *Evaluate delivery models for Sp.Ed: 1. Indirect 2. Co-Teach 3. High Yield Strategies

**STRATEGIC PLAN  
Year Ten (2015-16)**

**Data**

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
<p><b>D2. Use state summative and local formative data to make instructional decisions</b></p>	<ul style="list-style-type: none"> <li>* Collect formative assessment data in grades K-12 by subgroups</li> <li>* Principal and teachers analyze MAP results</li> <li>* Produce a fall and spring GPA report</li> <li>* Use formative data to assist teachers to improve instruction</li> <li>* Use ACSIP to develop and monitor instruction and interventions</li> <li>* Monitor middle school and high school failures quarterly</li> <li>* Monitor Universal Screening data</li> </ul>	<p>Director of Data &amp; Accountability, Deputy Superintendent, Asst. Superintendent for Secondary, Asst. Superintendent for Elementary, teachers, building administrators, Director of ESOL and Migrant Services, Director of Special Education, professional development committee, department chairs, academic facilitators and Director of Federal Programs</p>	<ul style="list-style-type: none"> <li>* GPA-course report</li> <li>* District-wide progress monitoring report</li> <li>* Academic Improvement Plans (AIP) and Intensive Reading Improvement plan (IRI)</li> <li>* State tests</li> <li>* MAP reports</li> <li>* Determine the level of implementation through self reporting, classroom walk-throughs and use data to drive professional development for 2015-16</li> <li>* Kindergarten screener (QUALLS)</li> <li>* Universal Screening report</li> <li>* Elementary grade report by school/grade level and subgroup</li> </ul>	<p>Ongoing</p> <p>Oct 19, 2015: Fall prediction reports</p> <p>Sept/Oct 2015 &amp; Jan/Feb 2016: AMO meetings</p> <p>Nov 2, 2015: Jan 18, Apr 4, June 6, 2016: Quarterly failure rpt</p> <p>Nov 2, 2015; Universal Screener rpt (Grades 1 &amp; 2 and additional at risk students)</p> <p>Jan 18 &amp; Jun 6, 2016: GPA rpt</p> <p>Feb 22, 2016: Kindergarten Universal Screener results</p> <p>Jun 13, 2016: Elementary grade report</p>

**STRATEGIC PLAN  
Year Ten (2015-16)**

**Data**

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
<p><b>D3. Implement effective programs and interventions to improve student achievement</b></p>	<ul style="list-style-type: none"> <li>* Ensure the fidelity of the implementation for each program</li> <li>* Compare student achievement data for students in alternative learning environments</li> <li>* Monitor credit recovery options for high school students</li> <li>* Monitor and support effective instructional practices and student achievement in Algebra and Geometry first/second part classes</li> <li>* Maintain and update an accurate data source for all students and staff</li> <li>* Schedule reports on interventions as needed</li> <li>* Monitor NTH programming and student achievement</li> <li>* Improve the recording and monitoring of interventions through FileMaker</li> <li>* Conduct formative assessments three times a year</li> </ul>	<p><b>Director of Data and Accountability,</b> Deputy Superintendent, building administrators, teachers, Director of Federal Programs, Director of ESOL and Migrant Services, Director of Special Education, Director of Gifted and Talented, academic facilitators, Asst. Superintendent for Secondary, Chief Information Officer, appropriate directors and Chief Financial Officer, CLC principal</p>	<ul style="list-style-type: none"> <li>* Monitor and implement plans</li> <li>* State assessments</li> <li>* Interim progress monitoring report</li> <li>* MAP results</li> <li>* Review summer school costs and impact on credit recovery</li> <li>* ACSIP plans</li> <li>* Test results of programs and interventions participants</li> <li>* AMO Interim data meetings</li> <li>* Minimum district testing requirements</li> </ul>	<p>Aug 18, 2015: Preliminary report to the board</p> <p>Sept/Oct 2015 &amp; Jan/Feb 2016: AMO meetings</p> <p>Nov 9, 2015: Intersession report to leadership cabinet</p> <p>Sept 21, 2015: Credit recovery &amp; summer school credits rpt</p> <p>Sept 28, 2015 and Jan 11, Jun 13, 2016: MAP test reports</p> <p>Jan 25 &amp; June 6, 2016: Secondary reading rpt</p> <p>Apr 11, 2016: Summer school plan</p> <p>Intervention reports as scheduled</p> <p>Jun 6, 2016: ALE student achievement rpt</p> <p>Oct 19, 2015 &amp; Jan 11, 2016: NTH update</p>

**STRATEGIC PLAN**  
**Year Ten (2015-16)**

**Data**

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
<b>D4. Increase the percentage of students taking and excelling in AP and Pre AP courses</b>	<ul style="list-style-type: none"> <li>* Provide education to parents and students to increase understanding the importance and ramifications of the Smart Core curriculum, Pre-AP and AP</li> <li>* Continue to improve the articulation processes</li> <li>* Incorporate longitudinal AP test scores to FileMaker</li> </ul>	Director of Data and Accountability, building administrators, counselors, teachers, <b>Asst. Superintendent for Secondary</b> and Director of Counseling, <b>Director of Gifted &amp; Talented</b>	<ul style="list-style-type: none"> <li>* Participation in Pre-AP and AP courses</li> <li>* Report on the percentage of students in each subgroup that score a 3, 4 or 5 on AP exams</li> <li>* Compare students that scored below a 3, 4 or 5 in AP exam to grades</li> <li>* Analysis of core GPA for secondary students</li> <li>* Monitor enrollment in accelerated math classes in middle school</li> <li>* Monitor AP longitudinal data by subgroup</li> </ul>	<p>Aug 24, 2015: AP scores</p> <p>Sept 14, 2015: Pre-AP &amp; AP enrollment reports</p> <p>Jan 11, &amp; Jun 6, 2016: Articulation/Transition rpts</p> <p>Jan 11 &amp; Jun 6, 2016: GPA rpt</p> <p>Sep 14, 2015 &amp; Apr 18, 2016 : Middle school accelerated math course enrollment rpts</p> <p>Dec 7, 2015: AP longitudinal rpt</p>
<b>D5. Improve on-time graduation rates</b>	<ul style="list-style-type: none"> <li>* Calculate and compare the graduation rate for TAGG group</li> <li>* Implement drop-out prevention strategies (Reach Out to Drop Outs)</li> <li>* Monitor 'D's and 'F's</li> <li>* Articulation/Transition meeting in Sept. to systemically plan ways to improve graduation rates</li> <li>* Reallocate National School Lunch Act (NSLA) funds for summer school</li> <li>* Update early warning indicators (FileMaker)</li> </ul>	Director of Data and Accountability, Deputy Superintendent, <b>Asst. Superintendent for Secondary</b> , Asst. Superintendent for Elementary, secondary administrators, counselors and Director of Federal Programs, Director of Data and Accountability, <b>high school principals</b>	<ul style="list-style-type: none"> <li>* Completed graduation rate report by subgroup</li> <li>* Weekly enrollment reports</li> <li>* NSLA budget</li> <li>* Articulation/Transition</li> <li>* Preliminary graduation rate</li> </ul>	<p>Ongoing: Enrollment report by grade level</p> <p>Jan 18, &amp; Jun 6, 2016: Articulation/Transition rpts</p> <p>Oct 5, 2015: Preliminary graduation rate rpt</p> <p>Oct 26, 2015 &amp; Apr 4, 2016: On-time graduation rpt (counselors)</p>

**STRATEGIC PLAN  
Year Ten (2015-16)**

**Data**

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
<b>D6. Improve Rogers Public Schools' ability to prepare students for college &amp; career readiness</b>	<ul style="list-style-type: none"> <li>* Collect and analyze percentage of students (including subgroups) enrolled and graduated by accredited colleges or universities</li> <li>* Analyze the enrollment of subgroups in remedial courses after high school</li> <li>* Monitor longitudinal data to identify trends in student achievement and demographics</li> <li>* Share with appropriate stakeholders</li> <li>* Monitor enrollment in CTE classes</li> <li>* Establish a process to monitor Smart Core</li> <li>* Monitor students completing Smart Core curriculum and/or meeting college readiness requirements</li> </ul>	<b>Director of Data and Accountability</b> , high school administrators, counselors, Deputy Superintendent, Chief Information Officer and Director of Career & Technical Ed.	<ul style="list-style-type: none"> <li>* Completed enrollment rate report in remediation courses on graduates by subgroup</li> <li>* American College Testing (ACT) report</li> <li>* College entrance exam results</li> <li>* Completers report</li> <li>* CTE student employment report</li> <li>* Eligibility and enrollment in transitional classes</li> </ul>	<p>Sep 14, 2015 &amp; Apr 11, 2016: CTE enrollment projections</p> <p>Sept 14, 2015: Remedial course enrollment</p> <p>Oct 5, 2015: Graduation/Drop-out rpt</p> <p>Oct 26, 2015 &amp; Apr 4, 2016: Smart core enrollment (counselors)</p> <p>Dec 14, 2015: Student tracker rpt</p> <p>Jan 11, 2016: CTE EOC rpt</p> <p>Feb 1, 2016: Transitional class enrollment and eligibility rpt</p> <p>Mar 28, 2016: ACT college remediation rpt</p> <p>May 2, 2016 :Completers report &amp; student Employment rpt</p>
<b>D7. Plan for efficient use of district personnel and facilities</b>	<ul style="list-style-type: none"> <li>* Disaggregate enrollment projections for the next decade</li> <li>* Personnel allocations</li> <li>* Update/monitor the District Facilities Master Plan for the State</li> </ul>	<b>Chief Operations Officer</b> , Deputy Superintendent, Superintendent, Asst. Superintendent for Secondary, Asst. Superintendent for Elementary and <b>Asst. Superintendent for Human Resources</b>	<ul style="list-style-type: none"> <li>* Annual review of the accuracy of cohort survival enrollment projections</li> <li>* District Facilities Master Plan for the State</li> <li>* FTE review (actual vs. projection)</li> </ul>	<p>Oct 5, 2015: FTE review</p> <p>Oct 12, 2015: Enrollment report to the Board</p> <p>Dec 14, 2015: District Facilities Master Plan for the state - report to the board</p> <p>Feb 22, 2016: Enrollment projections</p>

**STRATEGIC PLAN  
Year Ten (2015-16)**

**Data**

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
<p><b>D8. Use advanced technology to enhance data driven decisions</b></p>	<ul style="list-style-type: none"> <li>* Provide administrators and other stakeholders with timely, meaningful information from a data warehouse with information from a multitude of sources</li> <li>* Establish expectations and accountability</li> <li>* Provide and schedule extensive professional development for all staff to use appropriate technology to make effective decisions</li> <li>* Prepare for transition to eSchool financial module</li> <li>* Explore the viability of Edfi (ADE Student GPS dashboard)</li> <li>* Utilize intervention data reported in FileMaker</li> <li>* Share data topics at monthly administrators' meetings</li> </ul>	<p>Chief Information Officer, Director of Data and Accountability, Asst. Superintendent for Secondary, Asst. Superintendent of Elementary and Asst. Superintendent of Human Resources, Chief Operations Officer</p>	<ul style="list-style-type: none"> <li>* Accessibility of data warehouse</li> <li>* Technology committee notes and agendas</li> <li>* AMO Interim data meetings</li> <li>* Personnel database</li> <li>* Student information database</li> <li>* Feedback results for technology trainings</li> <li>* Elementary &amp; secondary principals' and assistant principals' meeting agendas</li> </ul>	<p>Sept 14, 2015: Technology committee rpt</p> <p>Sept/Oct 2015 &amp; Jan/Feb 2016: AMO Interim data meetings</p> <p>Sept 14, 2015: Training calendar</p> <p>Jan/May 2016: Technology training report</p>

**STRATEGIC PLAN  
Year Ten (2015-16)**

## Curriculum and Instruction

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
<p><b>C1. Implement an aligned K-12 instruction, curriculum and assessment model that equips students with the skills necessary for college and career readiness</b></p>	<ul style="list-style-type: none"> <li>* Monitor curriculum implementation in district</li> <li>* Monitor the alignment of the curriculum, instruction, and assessment</li> <li>* Analyze results of MAP reports and adjust instruction</li> <li>* Update the Career &amp; Technical Education (CTE)/Common Core Curriculum</li> <li>* Develop curriculum documents for every tested area in high school</li> <li>* Develop all curriculum documents for Common Core for the four core areas in middle school</li> <li>* Fully implement Common Core standards in grades K-12</li> <li>* Develop an online curriculum to begin in the fall of 2016-17</li> <li>* Monthly updates to school board from Asst. Superintendent for Elementary and Asst. Superintendent for Secondary</li> <li>* Integrate literacy in all non-tested areas</li> <li>* Develop a student survey in conjunction with high school administrators to measure student perception of academy effectiveness</li> </ul>	<p><b>Director of Professional Development</b> , curriculum directors, academic facilitators, lead teachers, dept chairs, Deputy Superintendent, <b>Asst. Superintendent for Secondary, Asst. Superintendent for Elementary</b>, building administrators, Superintendent , Director of Career &amp; Technical Education, <b>Chief Information Officer</b>, teachers</p>	<ul style="list-style-type: none"> <li>* Results of the CWT at buildings</li> <li>* Curriculum documents</li> <li>* MAP reports</li> <li>* Course catalog</li> <li>* Smart Core &amp; AP course enrollment report</li> <li>* Curriculum meeting notes</li> <li>* Board agendas and notes</li> <li>* CTE end of course exam</li> <li>* Academy student survey</li> </ul>	<p>Ongoing: Monthly reports to school board</p> <p>Aug 24, 2015: AP scores</p> <p>Jan 2016: Course catalog</p> <p>Jan 4, 2016: Smart Core enrollment (longitudinal)</p> <p>Jan 4 &amp; Jun 6, 2016: Elementary curriculum updates</p> <p>Jan 11 &amp; May 16, 2016: Classroom Walk-Through (CWT) Results</p> <p>Jan 11, 2016: CTE EOC rpt</p> <p>Jan 11 &amp; Jun 13, 2016: Secondary curriculum updates</p> <p>Apr 11, 2016: Academy implementation rpt to include student survey</p>

**STRATEGIC PLAN  
Year Ten (2015-16)**

## Curriculum and Instruction

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
<p><b>C2. Collaborate and implement district standards, goals, objectives, performance indicators for ELL students with suggested resources, assessments, and instructional strategies to complement mainstream curriculum</b></p>	<ul style="list-style-type: none"> <li>*Provide support for K-12 ESOL teachers with implementation of English Language Development standards (EL Achieve)</li> <li>* Develop academic vocabulary resources for K-12 with emphasis on math</li> <li>* Conduct 20 classroom walk-throughs a month to monitor instruction by director. ESOL Specialists conduct 15 ELD walk-throughs per month and provide feedback to ESOL teachers on implementation of ELD.</li> <li>* Monitor the placement and exit rate for ELL students</li> <li>* Communicate ESOL proficiency progress to students and parents</li> <li>* Provide on-going professional development for ESOL teachers on implementation of ESOL curriculum</li> <li>* Provide professional development to all teachers to support ESOL students</li> </ul>	<p><b>Director of ESOL and Migrant Services,</b> Deputy Superintendent, Superintendent, Asst. Superintendent for Secondary, ESOL Specialists, Asst. Superintendent for Elementary, ESOL and classroom teachers</p>	<ul style="list-style-type: none"> <li>* Completed and published curriculum with resources, assessments, and instructional strategies</li> <li>* Classroom walk-through reports</li> <li>* ELD reports</li> <li>* Placement, exit &amp; LPAC report</li> <li>* Sign-in sheets for professional development</li> <li>* Disaggregate results of ESOL students using MAP and writing assessments</li> <li>* PD offerings</li> <li>* End of year English Language Proficiency Assessment (ELPA)</li> </ul>	<p>Jan 11 &amp; May 16, 2016: Classroom Walk-Through (CWT) Results</p> <p>Continuous throughout the school year: formative assessments</p> <p>ESOL: Oct 19, 2015, Feb 22, May 2, 2016: Quarterly reports to include: *Evaluate ELL Programs: 1. English Language Development (ELD) 2. Help Math 3. Academic Vocabulary 4. PADRES report 5. Placement, exit &amp; LPAC report 6. High Yield Strategies</p> <p>Sept 2015 - May 2016: Professional development for all teachers of ELL students</p> <p>TBA: ELPA test results rpt</p>

**STRATEGIC PLAN  
Year Ten (2015-16)**

## Curriculum and Instruction

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
<b>C3. Improve achievement for Targeted Achievement Gap Group (TAGG) students</b>	<ul style="list-style-type: none"> <li>* Continue to monitor the number of students with disabilities and the content of portfolios</li> <li>* Continue to monitor student achievement for Targeted Achievement Gap Group (TAGG) students</li> <li>* Monitor the Response to Intervention (RTI) process</li> <li>* Provide professional development to address the needs of TAGG students</li> </ul>	<b>Director of Special Education, Director of ESOL and Migrant Services, Assistant Directors of Special Education, ESOL Curriculum Specialists, Deputy Superintendent, Superintendent, Asst. Superintendent for Secondary, Asst. Superintendent for Elementary, teachers, and school psychologists</b>	<ul style="list-style-type: none"> <li>* Summative state data</li> <li>* Cycle 7 state report at end of the year</li> <li>* Quarterly reports from directors</li> <li>* Annual Measurable Objective (AMO) interim reports</li> <li>* GPA course reports</li> <li>* MAP reports</li> <li>* Arkansas Comprehensive School Improvement Plan (ACSIP) and results</li> </ul>	<p>TBA: State summative data results to the board</p> <p>Jan 18 &amp; Jun 6, 2016: GPA rpt</p> <p>ESOL: Oct 19, 2015, Feb 22, May 2, 2016: Quarterly reports to include: *Evaluate ELL Programs:</p> <ol style="list-style-type: none"> <li>1. English Language Development (ELD)</li> <li>2. Help Math</li> <li>3. Academic Vocabulary</li> <li>4. PADRES report</li> <li>5. Placement, exit &amp; LPAC report</li> <li>6. High Yield Strategies</li> </ol> <p>Sp.Ed.: Oct 12, 2015, Mar 7, May 9, 2016: Quarterly reports to include: *Evaluate delivery models for Sp.Ed:</p> <ol style="list-style-type: none"> <li>1. Indirect</li> <li>2. Inclusion</li> <li>3. High Yield Strategies</li> </ol>

**STRATEGIC PLAN  
Year Ten (2015-16)**

## Curriculum and Instruction

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
<b>C4. Increase the use of effective instructional practices</b>	<ul style="list-style-type: none"> <li>* Train and implement "Cognitive Guided Instruction" (CGI) for K-2 math</li> <li>* Train and implement for "Extending Children's Mathematics" (ECM) for 3-8 math</li> <li>* Train and implement "Connected Math Project 3" (CMP3) and "Thinking Mathematically" for middle school math</li> <li>* Analyze instructional practices using appropriate data</li> <li>* Improve instructional capacity through PD focused on Improving Student Learning (ISL)</li> <li>* Develop a process to improve instructional feedback to teachers</li> <li>* Conduct 20 monthly classroom walk-throughs by directors, asst. directors and curriculum specialists to monitor instruction</li> <li>* Establish a process to monitor effectiveness of secondary academic facilitators</li> </ul>	Director of Data and Accountability, <b>Asst. Superintendent for Secondary, Asst. Superintendent for Elementary</b> , lead teachers, curriculum specialists, dept. chairs, academic facilitators, <b>principals, asst.principals, Director of Secondary Curriculum and Instructional Support</b>	<ul style="list-style-type: none"> <li>* Leadership meeting agendas</li> <li>* Minutes/Notes from curriculum meetings</li> <li>* Intervention reports</li> <li>* CWT summary</li> <li>* State summative test results</li> <li>* MAP results</li> <li>* Discuss CWT feedback with principals at kick-off meeting</li> <li>* Interim data reports</li> <li>* Monthly agendas from building administrators</li> <li>* Disaggregate test data for students involved in CGI, ECM and CMP3</li> </ul>	Ongoing  TBA: State Summative results to the board  Aug 24, 2015: Summer professional development rpt  Sept 28, 2015: CGI, ECM, CMP3 rpt  Sept/Oct 2015 & Jan/Feb 2016: AMO interim meetings  Jan 11 & May 16, 2016: CWT rpt  May 9, 2016: Secondary academic facilitator rpt

**STRATEGIC PLAN  
Year Ten (2015-16)**

## Curriculum and Instruction

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
<b>C5. Expand participation &amp; completion in college and career readiness curriculum</b>	<ul style="list-style-type: none"> <li>* Counselors smart core report</li> <li>* Implementation of 4-year career plan for all students</li> <li>* Increase and recognize students receiving industry certification</li> <li>* Increase programs of study and partnership with the post secondary institutions and industry</li> <li>* Align course offerings and student interests</li> <li>* Increase the percent of students pursuing post secondary education</li> <li>* Conduct articulation/transition meetings for CTE courses</li> </ul>	<b>Director of Career &amp; Technical Education</b> , Asst. Superintendent for Secondary, teachers, counselor, secondary principals, Director of Counseling Services	<ul style="list-style-type: none"> <li>* Percent of students completing Smart Core</li> <li>* Completers status</li> <li>* Percent of students competing certification</li> <li>* Follow up survey for completers</li> <li>* Kuder surveys</li> <li>* Academy student survey</li> <li>* Notes from CTE transition meetings</li> </ul>	<p>Apr 4, 2016: Smart Core enrollment report (Counselors)</p> <p>Mar 14, 2016: CTE Directors' report to the board</p> <p>Apr 11, 2015: Academy implementation rpt to include student survey</p> <p>May 2, 2016: Completers and certifications report to LC (to include transition update)</p> <p>Sept 14, 2015: 4-year career plan rpt</p>

**STRATEGIC PLAN  
Year Ten (2015-16)**

## Curriculum and Instruction

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
<b>C6. Explore and develop district wide STEM initiatives</b>	<ul style="list-style-type: none"> <li>* Increase the number of students in all sub populations that receive enriched instruction</li> <li>* Develop and monitor a plan to increase the number of students completing smart core</li> <li>* Prepare to implement "Project Lead the Way" for middle school</li> <li>* Implement "Project Lead the Way" at Heritage High School</li> <li>* Implement STEM initiatives in elementary GT and enrichment classes</li> <li>* K-8 STEM committee will continue to research STEM opportunities</li> <li>* Participate in Amazeum opportunities to support STEM</li> </ul>	Superintendent, Deputy Superintendent, <b>Director of Gifted and Talented, Asst. Superintendent for Secondary, Asst. Superintendent for Elementary,</b> principals, secondary counselors and Director of Counseling Services, elementary curriculum specialists, Director of Secondary Curriculum and Instructional Support	<ul style="list-style-type: none"> <li>* Number of students served in Gifted &amp; Talented programs</li> <li>* Disaggregate the performance of Gifted &amp; Talented students on state assessments</li> <li>* Notes from STEM committee</li> <li>* Attendance at STEM Academy</li> <li>* Report on STEM conference</li> </ul>	Sept 14, 2015: Gifted & Talented state assessment results  Oct 26, 2015 & Apr 4, 2016: Smart Core enrollment (counselors)  Feb 2016: STEM committee rpt  Jan 18, 2016: "Project Lead the Way" rpt

**STRATEGIC PLAN  
Year Ten (2015-16)**

**Communication**

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
CO1. Provide input opportunities for stakeholders	<ul style="list-style-type: none"> <li>* Conduct meetings with stakeholders to gather input</li> <li>* Publish newsletters</li> <li>* Include more opportunities for input from administrators including roundtable meetings and committees</li> <li>* Involve and inform stakeholders about a variety of school issues</li> <li>* Provide opportunities for electronic input from patrons</li> <li>* Survey stakeholders</li> <li>* Conduct realtor tours</li> </ul>	Leadership Cabinet, <b>Director of Communications</b> , building administrators, Student Relations Coordinators, Director and assistant directors of Special Education, ESOL and other directors as appropriate, Chief Operations Officer	<ul style="list-style-type: none"> <li>* Agendas/Minutes/Notes from committees</li> <li>* Action plan recommendations developed from input</li> <li>* Updated annual district communication plan</li> <li>* Board minutes from Strategic Plan updates</li> <li>* Survey results</li> <li>* Agenda from parent/community meetings</li> </ul>	<p>Sept 14, 2015: Survey results rpt</p> <p>Sept 21, 2015: Communications plan update</p> <p>Oct 13, 2015: Parent/community meeting</p> <p>TBA: Eastside &amp; Lingle at principals' meetings</p> <p>Monthly board reports</p> <p>Realtor meetings and tours as scheduled</p>
CO2. Build positive relationships between students and school staff to improve student achievement	<ul style="list-style-type: none"> <li>* Implement and monitor drop-out prevention plan</li> <li>* Conduct training for all staff in building positive relationship with students to ensure that "all belong, all learn and all succeed"</li> <li>* Continue training front office staff and clarify expectations for customer service</li> <li>* Continue to access the community for mentors for some students</li> <li>* Create and implement strategies for the personalization of learning for secondary schools</li> <li>* Incorporate graduation message in Parents Make a Difference Night</li> </ul>	Superintendent, Deputy Superintendent, <b>Director of Counselors and Social Workers</b> , building administrators, teachers, staff, academy chairs, Asst. Superintendent for Secondary, Asst. Superintendent for Elementary, Director of Professional Development, Director of ESOL and Migrant Services, Spanish communication specialist, Director of Data and Accountability, <b>Director of Communications</b> , counselors, Assistant Superintendent for Human Resources, Student Relations Coordinators and social workers	<ul style="list-style-type: none"> <li>* Minutes/notes of meetings</li> <li>* Drop-out rates</li> <li>* Graduation rates</li> <li>* Discipline referrals/expulsions</li> <li>* Participation in extracurricular activities</li> <li>* Customer service training agendas</li> <li>* Link Crew and WEB report</li> <li>* Administrator Kick-Off agenda</li> </ul>	<p>July 31, 2015: Administrator kick-off mtg</p> <p>Sept 14, 2015 &amp; Feb 22, 2016: Link Crew rpt</p> <p>Sept 14, 2015 &amp; Feb 8, 2016: Starts and ongoing: Front office customer service training</p> <p>Sept 14, Mar 7, 2015: Middle school WEB ("Where all Belong)</p> <p>Oct 5, 2015: Graduation/Drop-out rpt</p> <p>Oct 12, 2015: Discipline referral rpt</p>

**STRATEGIC PLAN  
Year Ten (2015-16)**

**Communication**

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
<p><b>CO3. Improve communication to all stakeholders</b></p>	<ul style="list-style-type: none"> <li>* Coordinate process for communicating with stakeholders in a variety of mediums</li> <li>* Continue communication and presentations with civic, service and business organizations</li> <li>* Distribute publications to stakeholders</li> <li>* Coordinate a parent/teacher conference calendar to maximize parent involvement</li> <li>* Report to the Chamber of Commerce</li> <li>* Maintain a district-wide mobile app, website and emergency notifications</li> <li>* Invite legislators to schools</li> <li>* Expand use of social media to build school community</li> <li>* Maintain calendars and websites (district schools and teachers) as well as gradebooks for better parent communication</li> </ul>	<p>Director of Communications, Deputy Superintendent, Superintendent, CIO and directors, building administrators and athletic director</p>	<ul style="list-style-type: none"> <li>* Publications</li> <li>* Notes</li> <li>* Minutes</li> <li>* Agendas</li> <li>* Focus groups (PTO/PTA)</li> <li>* Webpage usage</li> <li>* Communications survey</li> </ul>	<p>Service directors' report to the board</p> <p>Aug 3, 2015: Parent/Teacher conference schedule</p> <p>Fall 2015: Report to the Chamber of Commerce</p> <p>Feb 8, 2016: Webpage rpt</p> <p>Sept 30, 2015: Legislator visits</p>

**STRATEGIC PLAN  
Year Ten (2015-16)**

**Communication**

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
CO4. Improve support services for all schools	<ul style="list-style-type: none"> <li>* Monitor School Dude software reports</li> <li>* Conduct a school secretaries in-service</li> <li>* Continue to communicate the allocation of district resources through administrative presentations to principals and directors of funding sources and expenditures</li> <li>* Update crisis plan</li> <li>* Conduct eSchool training as needed</li> </ul>	Deputy Superintendent, Superintendent, Director of Transportation, CIO, <b>Chief Operations Officer</b> , Director of Communication, Director of Professional Development, building administrators, Director of Facilities, Chief Financial Officer, Asst. Superintendent for Elementary, Asst. Superintendent for Secondary and Asst. Superintendent of Human Resources, APSCN Coordinator	<ul style="list-style-type: none"> <li>* Monthly Reports</li> <li>* Agendas</li> <li>* School Dude reports</li> <li>* Board meeting minutes</li> </ul>	<p>Monthly service directors' meetings</p> <p>July 20, 2015: Safety meeting</p> <p>July 31, 2015: Administrative kickoff meeting</p> <p>Sept 14, 2015 &amp; Feb 8, 2016: Starts and ongoing: Front office customer service training</p> <p>Sept 14, 2015: Crisis plan/school safety plan</p> <p>Oct 5, 2015: Crisis plan at principals' meeting</p> <p>June 2016: End of the year meeting</p>

**STRATEGIC PLAN  
Year Ten (2015-16)**

**Communication**

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
<p><b>CO5. Improve effectiveness of communication with Hispanic families</b></p>	<ul style="list-style-type: none"> <li>* Continue school district communications to ensure all important communications are available in Spanish</li> <li>* Conduct meetings to prepare Hispanic parents and students for college and/or career readiness</li> <li>* Build leadership skills with Hispanic students (Mi Futuro/ALPHA)</li> <li>* Continue parent/teacher conference schedule to efficiently use interpreters</li> <li>* Distribute DVD for Hispanic parents on American education to all schools</li> <li>* Continue to expand PADRES program (Parents Advancing Readiness for Educational Success)</li> <li>* Improve articulation for Hispanic parents and students</li> <li>* Distribute a parent involvement DVD in Spanish</li> <li>* Communicate Rogers Public Schools opportunities with high school students</li> <li>* Emphasize minority grant for future teachers</li> </ul>	<p>Superintendent, Deputy Superintendent, Student Relations Coordinators, <b>Spanish Communications Specialist</b>, principals, Director of Grants, <b>Asst. Superintendent for Human Resources</b>, Director of ESOL and Migrant Services and ESOL student counselor</p>	<ul style="list-style-type: none"> <li>* Performance of Hispanic students on state tests</li> <li>* Attendance rates of Hispanic students</li> <li>* DVD use in buildings and ESOL office</li> <li>* PADRES report</li> <li>* Hispanic leadership report</li> <li>* Agendas for college preparation meetings</li> </ul>	<p>Aug 3, 2015: Parent/Teacher conference schedule</p> <p>Nov 17, 2015 &amp; Mar 15, 2016: Parent/Teacher conference report to the board</p> <p>May 2, 2016: PADRES and Hispanic student leadership rpt</p> <p>College preparation meeting for Hispanic students and parents</p> <p>Ongoing: DVD distributed</p>

**STRATEGIC PLAN  
Year Ten (2015-16)**

**Communication**

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
<p><b>CO6. Improve customer service to all stakeholders</b></p>	<ul style="list-style-type: none"> <li>* Gather feedback through stakeholder focus groups and surveys</li> <li>* Update and utilize the district procedures manual for building staff</li> <li>* Continue an electronic process for input through the district website</li> <li>* Meet state requirements for the publication of Arkansas Comprehensive School Improvement Plans (ACSIP)</li> <li>* Maintain a friendly, courteous and respectful environment throughout the district</li> <li>* Reduce bureaucracy to improve customer service</li> </ul>	<p>Director of Communications, office staff, teachers, administrators, building administrators, <b>central office administrators</b>, Director of Data and Accountability, Director of ESOL and Migrant Services, all employees and Asst. Superintendent for Human Resources</p>	<ul style="list-style-type: none"> <li>* Report from focus groups</li> <li>* Annual survey results</li> <li>* Spanish communication report</li> <li>* Stakeholder input</li> <li>* Update procedures manual</li> <li>* Publish directory of services</li> <li>* Feedback from parents</li> </ul>	<p>July 23, 2015: Chamber presentation</p> <p>Sept 14, 2015 &amp; Feb 8, 2016: Starts and ongoing: Front office customer service training</p> <p>Oct 2015: ACSIP available on website</p> <p>Ongoing: Directory and procedures manual updates</p>
<p><b>CO7. Communicate strategic plan goals to internal and external stakeholders</b></p>	<ul style="list-style-type: none"> <li>* Communicate the Strategic Plan with employees</li> <li>* Link Strategic Plan Year Ten to home page</li> </ul>	<p>Director of Communications, <b>Deputy Superintendent</b>, Superintendent and principals</p>	<ul style="list-style-type: none"> <li>* Completed Deputy Superintendent report to the board</li> <li>* Building agendas</li> <li>* Established link on web page</li> <li>* Board minutes</li> <li>* Leadership cabinet notes</li> </ul>	<p>July 23, 2015: Chamber Presentation</p> <p>Aug 6, 7, 2015: Present Strategic Plan to new teachers</p> <p>Aug 18, 2015: Present Strategic Plan to school board</p> <p>Jun 21, 2016: Deputy Superintendent's executive summary to the board</p>

**STRATEGIC PLAN  
Year Ten (2015-16)**

**Communication**

School Improvement Objective	Action	Person Responsible	Measurement / Evidence	Timeline
CO8. Market the Rogers Public Schools	<ul style="list-style-type: none"> <li>* Continue to improve website communication</li> <li>* Expand the use of social media tools for outreach</li> <li>* Use a variety of mediums to communicate with all stakeholders</li> <li>* Refresh virtual tours of district and schools</li> <li>* Distribute newcomer DVD and literature</li> <li>* Implement mobile app</li> <li>* Develop an ambassadors' program</li> <li>* Highlight students and alumni in video marketing campaign</li> </ul>	Director of Communications, all school personnel	<ul style="list-style-type: none"> <li>* Maintain a user-friendly, interactive website</li> <li>* Post information through social media</li> <li>* Video tours distributed and posted on web</li> <li>* Communication conference report</li> </ul>	<p>Sept 21, 2015: Communication plan</p> <p>Oct 26, 2015: Completed newcomer DVD</p> <p>Jan 11, 2016: Ambassadors' program rpt</p> <p>June 2016 and ongoing: completed virtual tours</p> <p>Ongoing: Social media tools</p> <p>Realtor and family tours as requested</p> <p>Ongoing: Update website</p> <p>Ongoing: Marketing video campaign</p>

**STRATEGIC PLAN**  
**Year Ten (2015-16)**

## Professional Development

School Improvement Objective	Action	Person Responsible	Measurement	Timeline
<p><b>P1. Continue and implement an effective research-based long range professional development plan</b></p>	<ul style="list-style-type: none"> <li>* Maintain an active advisory professional development (PD) committee composed of teachers and administrators</li> <li>* Align PD to support curriculum and instruction</li> <li>* Use a variety of data sources to determine the effectiveness of PD</li> <li>* Monitor the implementation of instructional strategies acquired through professional development e.g. small group instruction, high yield strategies (HYS), Cognitive Guided Instruction (CGI), Extending Children's Mathematics (ECM), Connected Math Project 3 (CMP3), English Language Development (ELD), Technology instruction integration and Digital Learning</li> <li>* Use the capabilities of My Learning Plan (MLP)</li> <li>* Continue to develop annual building PD plans</li> <li>* Continue to develop the capacity of academic facilitators to provide PD</li> <li>* Analyze "Improving Student Learning" (Pollock) sustainability plans to determine future PD needs</li> <li>* Analyze teacher/administrator evaluations and PGP's through Bloomboard to determine future PD needs</li> </ul>	<p>Professional Development Committee, <b>Director of Professional Development</b>, Deputy Superintendent, Superintendent, Director of Data and Accountability, Asst. Superintendent for Elementary, Asst. Superintendent for Secondary and building administrators</p>	<ul style="list-style-type: none"> <li>* Published calendar</li> <li>* State Cycle 8 professional development report</li> <li>* Classroom walk-through district and building reports</li> <li>* Compilation of professional development evaluations</li> <li>* Monday PD meeting schedule</li> <li>* MLP summary report</li> <li>* Completed long range professional development plan</li> <li>* Completed building professional development plans</li> <li>* Conversations and PD survey</li> <li>* Teacher / administrator evaluations and PGP summaries</li> </ul>	<p>May 17, 2016: Professional Development presentation to the board</p> <p>Jan 11 &amp; May 16, 2016: Classroom Walk-Through (CWT) results</p> <p>July 2016: Cycle 8 rpt (PD hours)</p> <p><b>TBD: Professional development committee meetings</b></p> <p>May 16, 2016: Evaluations/PGP summaries</p>

**STRATEGIC PLAN  
Year Ten (2015-16)**

## Professional Development

School Improvement Objective	Action	Person Responsible	Measurement	Timeline
<p><b>P2. Support the use of appropriate strategies to improve student achievement for all students (English Language Learners, students with disabilities, students of poverty and Gifted students)</b></p>	<ul style="list-style-type: none"> <li>* Provide PD, ELD, Project EQUIP, cultural diversity) for classroom teachers of ELLs</li> <li>* Provide professional development for teachers of students with disabilities to improve student achievement</li> <li>* Maintain a response-to-intervention process</li>   <li>* Continue a plan to train special ed teachers in CGI and ECM</li> <li>* Implement the use of high yield strategies (GANAG/Dr. Pollock training) in special education and ESOL classrooms</li> <li>* Provide training in specific/systematic English Language Development to K-12 ESOL teachers and instructional assistants (EL Achieve)</li> <li>* Provide PD for administrators and teachers working with students of poverty</li> </ul>	<p><b>Director of ESOL and Migrant Services, Director of Special Education</b>, building administrators, Asst. Superintendent for Secondary, Asst. Superintendent for Elementary, <b>Director of Professional Development</b>, curriculum specialists, building administrators and directors</p>	<ul style="list-style-type: none"> <li>* Performance on state summative tests including students in ELL and Special Education</li> <li>* MAP reports</li> <li>* Intervention analysis by principals</li> <li>* AMO data meetings</li> <li>* ASCIP Plan</li> <li>* Evidence through CWTs</li> <li>* Updated ELL PD training plan/ELD District Implementation Plan</li> </ul>	<p>TBD: State summative data results at board meeting</p> <p>Sept/Oct 2015 &amp; Jan/Feb 2016: AMO Data meetings</p> <p>Oct 19, 2015: STEM committee rpt</p> <p>Sp.Ed.: Oct 12, 2015, Mar 7, May 9, 2016: Quarterly reports to include:            *Evaluate delivery models for Sp.Ed:            1. Indirect            2. PD Rpt (CGI, ECM)            3. High Yield Strategies</p> <p>ESOL: Oct 19, 2015, Feb 22, May 2, 2016: Quarterly reports to include:            *Evaluate ELL Programs:            1. English Language Development (ELD)            2. Help Math            3. Academic Vocabulary            4. PADRES report            5. Placement, exit &amp; LPAC report            6. High Yield Strategies</p>
<p><b>P3. Build capacity to use data to improve student achievement</b></p>	<ul style="list-style-type: none"> <li>* Continue training for teachers and administrators on the effective use of data to improve student achievement</li> <li>* Collect feedback from data meetings to determine the needs of schools</li> <li>* Continue necessary PD for NTH</li> <li>* Provide MAP training and analysis of reports (NWEA) including the possibility of future training through APSRC</li> </ul>	<p>Asst. Superintendent for Secondary, Asst. Superintendent for Elementary, building administrators, <b>Director of Data and Accountability</b>, CIO and <b>Director of Professional Development, Deputy Superintendent</b></p>	<ul style="list-style-type: none"> <li>* Test scores</li> <li>* Monday collaboration agendas and notes</li> <li>* Data team agendas, notes and feedback</li> <li>* Data from AMO data meetings</li> <li>* Building day professional development agendas</li> <li>* Principals' &amp; assistant principals' meeting notes</li> </ul>	<p>Ongoing: Collaboration meetings</p> <p>TBD: State summative data at board meeting</p> <p>Sept/Oct 2015 &amp; Jan/Feb 2016: AMO Data meetings</p> <p>TBD: MAP training</p> <p>Jan/May 2016: Technology training rpt</p>