

The Pittsburg School 2021-2022 Strategic Plan Summary

This summer the Pittsburg Leadership Team met to analyze and discuss school needs and district priorities. We developed a Strategic Plan with the intention of investing time in the areas that will serve our students, our community, and our staff most effectively.

The following is a summary of the draft goals we have set.

- **All goals are targeted within the four domains of school improvement: *Leadership; Instructional Transformation; Talent Development; and Climate and Culture***
- **Each goal is a SMART Goal: Specific, Measurable, Attainable, Results-Oriented, Time-Bound**
- **The Pittsburg Leadership Team Members will be the stewards of this plan as we all work together to improve student achievement and strengthen the foundations of our school.**
- **Our draft plan will be finalized by the end of September after stakeholder feedback is taken into account.**

If you have any feedback that you would like to share please fill out the feedback form attached to this document and leave it in the front office or email Mrs. Lynch at deborah.lynch@psd.sau7.org.

Thanks for your support!!

Goal 1

By June of 2022, The Pittsburg school will have implemented several high-leverage Turnaround Leadership Strategies and Structures to create conditions that support improved professional practice for ALL staff.

1-1:

Implement, communicate about, and monitor the SIP through the continued empowerment and improvement of The Pittsburg Leadership Team (LT).

1-2:

The Principal, Assistant Principal, and Leadership Team (LT) will clarify who makes what decisions in the school.

1-3:

The Principal (P) and Assistant Principal (AP) will protect and structure time to protect time for instructional leadership.

1-4.1:

The Principal and Assistant Principal will clarify professional expectations and priorities for all staff.

1-4.2:

The Principal and Assistant Principal will clarify professional expectations individually for staff that have an established pattern of not honoring professional norms.

Goal 2

By June of 2022, The Pittsburg School will build formal structures to support the use of data to inform instruction, k-8. By June of 2023, this will extend to k-12.

2-1:

A cycle of testing, diagnostic review of data with teachers, and intervention planning will be further developed and formalized for grades K-8.

2-2:

Grades 3-8 teachers will use the SAS interim and modular assessments, including pre and post-tests, for math.

2-3:

Each teacher at the Pittsburg school will receive 15 administrative walkthroughs, providing them with documented observations and data about their teaching practice.

Goal 3

By June of 2022, the Pittsburg School staff will further develop a learning community intensely focused on student learning by continuing the implementation of a PLC system to address student learning needs and further develop teachers' pedagogical skills.

3.1:

Teachers will work with district counterparts in cross-school PLCs.

3.2:

All Pittsburg Teachers will engage with monthly Building Level PLC meetings during staff meeting times.

Goal 4

During the 2021-2022 School Year the Pittsburg Leadership Team will implement strategies to develop a stronger sense of community among students and staff.

4.1:

Pittsburg teachers will develop more consistent approaches to developing and maintaining learning communities in their classrooms.

4.2

New staff will have personalized support from a veteran teacher through a formal mentorship program.

4.3

A school-wide morning meeting will be held each week to celebrate student learning and achievement.

4.4:

There will be a monthly breakfast gathering for staff.

4.5:

A sub-committee of the Leadership team will examine the issue of student absenteeism and present ideas to the LT to support improved attendance.