1. Creating a school culture that promotes the ongoing improvement of learning and teaching in students and staff

1.1 CONTINUOUS IMPROVEMENT
- Embraces Continuous Improvement
- Promotes Continuous Improvement

1.2 TRUSTING & COLLABORATIVE ENVIRONMENT
- Promotes cohesion and cooperation among staff
- Promotes and models collaboration among teams and staff as a whole
- Collaborative work environment
- Promotes an atmosphere of equity, respect, and inclusiveness among staff where people feel safe collaborating and using results in a group setting – self efficacy?
- Atmosphere of trust and collaboration among staff
- Staff can trust admin & each other with data and instructional problems
- Creates culture of emotional safety among staff
- Growth conversations in an atmosphere of trust
- Genuine celebration of success
- Celebrates improved student achievement
- Celebrates accomplishments and rewards
- Staff feels recognized and validated
- Develops an atmosphere of trust
- Understand the needs and strengths of the individuals and groups/departments
- Staff assignments are strategically aligned to meet student needs matched with staff strengths
- Knows and respects individual needs of teachers, students and outside groups
- Understands needs and strengths of staff

1.3 MISSION & VISION FOCUSED ON LEARNING & TEACHING
- Articulate and model a shared vision
- Mission & Vision are "working documents" within the school/community
- Administrator clearly models the school's Mission & Vision
- Shared Mission & Vision with staff
- Have a mission statement
- Clear and supported Vision & Mission
- Shared vision of learning for all
- Shared mission of learning for all
- Acknowledges current reality and creates a vision for continuous improvement
- Creates/models a culture of high expectations for self, students, and staff

1.4 PROMOTING DATA DRIVEN DECISION MAKING
- Changes to the system are based on data
- Students measure own progress
- All staff openly share and converse about data
- Create, foster a results-oriented environment where data is shared openly and honestly to aid in decision making
- Open sharing of data
- School resources are aligned to learning and teaching priorities
- Students, staff and visitors to the building can clearly see a focus on academics
- Principal prioritizes culture of improving learning and teaching first – i.e.: at staff meetings, LIT meetings, student assemblies, etc.
- School procedures promote learning

2. Providing for school safety

2.1 BUILDING & CLASSROOM DISCIPLINE
- Ensures compliance with state/district requirements for safety plans/drills
- Understands and consistently applies state & district policy regarding student conduct
- Insure implementation of federal, state, & district policy & procedures for discipline & school safety
- Understands implications of IEPs for student behavior per school discipline plan (MYD), etc.
- Legal and district safety policies are followed
- Knows legal requirements for student safety
- Principals ensure that district policies regarding safety are followed
- Legal and district policy

2.2 KNOWS & APPLIES LEGAL REQUIREMENTS FOR STUDENT CONDUCT
- Review and implement school safety plans
- School safety plan is understood and can be articulated by staff and students
- Teachers & students know safety procedures i.e.: fire drill
- Establishes and practices emergency plans
- Implement crisis plan
- Promotes/develops crisis plan(s) and communicates plans w/staff & community
- Crisis response

2.3 CRISIS ACTION PLAN FOLLOWED & CLEARLY COMMUNICATED
- Facilitate the development of plan that promotes problem solving skills
- Promotes a positive school atmosphere through the continual use of MYD (staff development)
- Clearly defines & upholds rules and procedures for "community" – fair & appropriate enforcement
- Consistently follows district discipline policies
- MYD is supported, followed, & P.D.
- Promotes & monitors students discipline plan
- Uses MYD
- Ensure appropriate application of classroom management plans & disciplinary actions
- 6-8 Monitors consistent implementation of MYD program
- Provides for ongoing staff & student training in MYD

2.4 PREVENTION & TRAINING
- Develop open communication systems that allow for proactive intervention of potential incidents
- Provides training that promotes a safe environment for students & staff
- Facilitating appropriate safety drills – fire, lockdown, etc.
- Open communication that allows for proactive identification and intervention of potential incidents
- Provide effective training for bullying/harassment
- Prevention
- Physical environment free of hazards
- Proactive identification and intervention of potential incidents
- School safety team
- Facilitates building safety committee
- Proactive/preventative w/training both operational (drills) as well as for potential student situations
- The review and improvement of safety measures are based on school data

3. **Leads development, implementation and evaluation of data-driven plan for increasing student achievement, including the use of multiple student data elements**

3.1   DEVELOPS AN ACTION PLAN BASED ON DATA
- Uses a variety of student data to create and monitor improvement plan
- Uses a variety of data to measure student progress
- CIPP plans based on student data
- Leads CIPP review
- Sets & revises realistic goals for progress
- Utilize a variety of assessment data to develop future school improvement plan

3.2   MONITORS IMPLEMENTATION & EFFECTIVENESS OF PLAN
- Monitors CIPP plan implementation
- Establishes & communicates measures used to evaluate the plan
- Communicates the results of improvement efforts
- Regularly monitors implementation & effectiveness of improvement plan
- AP's continually presented to staff
- Review of data to assess the effectiveness of school improvement plan
- Uses multiple data tools to focus implementation of any changes
- Monitor & adjust CIPP as needed
- Monitor progress throughout the year (each trimester)
- Supportive review
- Board review
- Work with staff to implement CIPP plan

3.3   INVOLVES STAFF IN DEVELOPMENT OF THE PLAN
- Involves staff in the process of creating improvement plan
- LIT & Team leaders involved in Action Plan work
- Leads development of CIPP plan
- Collaborate, problem solve, and build consensus w/individuals and groups
- Allows staff to identify measures of student achievement
- Leads the development of a CIPP plan
- Collaborative development of CIPP plans
- Staff plans align to building action plans
- Time/support provided for staff to assist in development of SIP

3.4   SUPPORTS IMPLEMENTATION OF PLAN
- Pro Dev provided based on needs determined by staff or assessment needs
- Decisions in the building align with SIP
- P.D. aligned to A.P.
- Provides necessary support to implement the plan (budget, training, materials)