

Academic Excellence(School Wide Reform Strategies)			
Provide every student with equitable access to high quality and culturally relevant instruction, curriculum, support and other educational resources to insure college and career readiness for all students.			
Outcome	<ul style="list-style-type: none"> 1.1: By 2020 Talbot County Public School students will have equitable access to rigorous instructional programs that are culturally relevant. 		
Strategy	1.1.2 Expand Enrichment programming.		
Action Steps (Activities to Ensure Mastery)	Responsibility	Timeline	Resources
A. Provide opportunities for our homeless student population and FARMS to participate in our before/after school enrichment programs.	GT Teacher Principal SIT Committee	SY 18-19	Time Teacher stipend money Transportation
Outcome	<ul style="list-style-type: none"> 1.2: By 2020 Talbot County Public School students will demonstrate post graduation and college and career readiness. 		
Outcome	<ul style="list-style-type: none"> 1.3: By 2020 Talbot County Public School students will be achieving at or above grade level in reading and math. 		
Strategy	1.3.1. Identify and implement reading and math interventions.		
Action Steps (Activities to Ensure Mastery)	Responsibility	Timeline	Resources
A.Expand WonderWorks Reading Intervention with students reading below grade level in direct correlation with Wonders reading program.	Title I Teachers ELL Teachers SPED Teachers	SY 18-19	Local and Title I Funds
B.Implement Wonders for English Learners intervention program with students reading below grade level and receiving ELL services based on WIDA data.	ELL Teachers	SY 18-19	Title I Funds
C.Utilize math coach position to work directly with teachers in the classroom to	Math Coach Classroom Teachers	SY 18-19	Title I Funds

increase student achievement.	Principal		
D. Utilize Reading and Digital Literacy Coach across all contents to address achievement gap through culturally relevant teaching practices and UDL.	School Based Literacy Team Principal Curriculum Supervisors	SY 18-19	Grant Funded
Strategy	1.3.2 Increase professional development for instructional strategies (including technology, Universal Design for Learning and Culturally Relevant Instruction).		
Action Steps (Activities to Ensure Mastery)	Responsibility	Timeline	Resources
A. Implement differentiated staff development with multiple formats and options.	Principal Teacher Leaders	SY 18-19	Time
B. Implement google technology (FROG, gmail, Google Drive) to foster collaboration with staff, students, parents, and community.	Teachers Principal IT Instructor	SY 18-19	Time Professional Development
C. Utilize CARE Team to increase culturally relevant instruction.	CARE Team Equity Team Principal Teachers	SY 18-19	Professional Development Coverage for Teachers
D. Integrate Equity walks quarterly throughout the school year. Invite other schools to conduct equity walks.	Equity Team Teachers Principal	SY 18-19	Coverage for Teachers
Strategy	1.3.3 Foster partnerships with parents and families.		
Action Steps (Activities to Ensure Mastery)	Responsibility	Timeline	Resources
A. Hold events in the community in collaboration with other outside agencies.	Principal SIT Team	SY 18-19	Title I Funds Time
B. Plan Tiger Bus to visit students and families in the community.	Principal SIT Team	SY 18-19	Title I Funds Transportation Stipends
C. Implement Parent Advisory Committee in	Principals	SY 18-19	Time

collaboration with Dobson to disseminate information and seek feedback. Committee will meet quarterly.	Parents		
D.Collaborate with Easton Middle School and Easton High School to increase involvement and presence at community events in Easton.	Principals	SY 18-19	Materials for Parents
E.Partner with ChesMRC to provide interpreters at every EES event during school hours and after hours.	Principal ChesMRC	SY 18-19	Time
F.Create office structure to have bi-lingual staff available for our families in the front office when parents arrive and call.	Principal Main Office Staff	SY 18-19	
G.Create Moton Technology team and host technology nights to engage parents in online resources available to students.	Technology Dept Teachers Principal	SY 18-19	Materials for Parents
Strategy	1.3.4 Improve student performance on PARCC.		
Action Steps (Activities to Ensure Mastery)	Responsibility	Timeline	Resources
A. Create targeted enrichment and intervention groups for specific populations	Principals All Teachers, including Title I, SPED and ELL	SY 18-19	Dependent upon the group (materials of instruction vary)
B.Implement vertical team meetings in ELA and Math to determine area of need and focus.	All Staff	Monthly	Time
C.Develop MLIP plan for every student demonstrating below level performance.	All Staff	MLIP meets monthly	Time

Community Partnerships (Coordination and Integration of Local, State, Federal Programs)

Effectively communicate with diverse constituencies to identify and facilitate ways for the community to partner with the school system.

Outcome 2.1 By 2020 Talbot County Public Schools partners with diverse constituencies to build collaborative programs.

Strategy 2.1.1 Collaborate with businesses and organizations.

Action Steps (Activities to Ensure Mastery)	Responsibility	Timeline	Resources
A. Seek business partnerships in school community to assist with school programs and events.	School Managers Principals Volunteer Coordinators	Annually	PTO budget Volunteer Coordinator

Strategy 2.1.3 Recruit bi-lingual volunteers.

Action Steps (Activities to Ensure Mastery)	Responsibility	Timeline	Resources
A. Work with ChesMRC to have bi-lingual staff collaborate with EES to support Spanish speaking families.	Principals ELL Staff	SY 18-19	Volunteer Coordinator

Outcome 2.2 By 2020 Talbot County Public Schools increases community engagement through effective and continuous communication.

Strategy 2.2.1 Develop mechanisms for interactive communications with stakeholders.

Action Steps (Activities to Ensure Mastery)	Responsibility	Timeline	Resources
A. Identify and develop more interactive school communications through social media.	Principals, School Managers	Ongoing	Time; online resources
B. Identify families who do not chose to receive communications electronically through School Messenger and develop a plan to disseminate information.	Principal School Manager Interpreter	SY 18-19	Time Paper
C. Identify families who need to receive information in their native language and	Principal Interpreter	SY 18-19	Interpreter Language Line

translate informational documents that are sent home.			School Messenger
Strategy 2.2.4	Engage all audiences using multi media approaches.		
Action Steps (Activities to Ensure Mastery)	Responsibility	Timeline	Resources
A. Research the most frequently used social media tools.	Director of Communications	Ongoing	County Parent Survey

Organizational Resources			
Maximize organizational efficiency and effectiveness in order to provide a 21st century education in equitable, safe, well-maintained environments.			
Outcome	3.1 By 2020 Talbot County Public Schools recruits, develops and retains a highly qualified and more diverse workforce of support staff, certified staff and administrators to more nearly mirror student demographics.		
Strategy	3.1.2 Develop professional growth opportunities and provide diversity training to employees.		
Action Steps (Activities to Ensure Mastery)	Responsibility	Timeline	Resources
A. Continue school based equity initiatives.	Principals Practitioners	Annually	Substitutes; Time
Outcome	3.2 By 2020 Talbot County Public Schools will design buildings and provide services that allow maximum flexibility and efficiency and are conducive to learning.		
A. Collaborate with staff, parents, and community to receive input on structure and design of proposed new school building.	Principal Steering Committee	SY 18-19	Time
Strategy	3.2.4 Provide environments that are clean, safe, and conducive to learning and that apply best practices for energy efficiency and environmental sustainability.		
Action Steps (Activities to Ensure Mastery)	Responsibility	Timeline	Resources
A. Implement quality of services evaluation with Principals and School Managers	Support Services Principals	SY 18-19	Local funding

	School Managers		
Outcome	3.3 By 2020 Talbot County Public Schools follows best practices, maximizes use of technology, train staff and coordinates with local agencies to insure safe and secure schools.		
Strategy	3.3.2 Evaluate and update a robust safety and security plan for every building		
Action Steps (Activities to Ensure Mastery)	Responsibility	Timeline	Resources
A. Complete required drills	Support Services Principals School Managers	Annually	Local funding
Outcome	3.4 By 2020 Talbot County Public Schools will improve efficiency, service levels and effectiveness of finances, operations, and business processes.		
Parent, Family, and Stakeholder Involvement			
Effectively communicate with diverse constituencies to identify and facilitate ways for the community to partner with the school system.			
Outcome 4.1: By 202 Talbot County Public Schools will increase the engagement of parents, families, and other members of the community.			
Strategy 4.1.1: Collaborate with parents, families, local businesses, and local organizations.			
Action Steps	Responsibility	Timeline	Resources
A. Develop Schoolwide Improvement Plan	SIT Team, Teachers, Parents, Principal	SY 18/19	Stipends, Time
B. Conduct parent teacher conferences prior to the start of school	Teachers, Principal	SY 18/19	Parents & Teachers
C. Maintain PTO partnership	Parents, Teachers, Principal	SY 18/19	Funding, Parents, Teachers
D. Continue PBIS Implementation. Continue grade level incentives to reduce referrals and encourage positive behavior.	Guidance, Principal, Teachers	SY 18/19	Funding for Incentives
E. CarePacks	Volunteers, Teachers	SY 18/19	Community Donations

F. Hold school events within the community	SIT Team, Principal	SY 18/19	Community Partner to Host Events, Money, Time, Volunteers
G. Expand before and after school club opportunities	Principal, Teachers	SY 18/19	Stipends, Time, Materials