

**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"> <li>1.1: By 2020 Talbot County Public School students will have equitable access to rigorous instructional programs that are culturally relevant.</li> </ul>
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Strategy	1.1.2 Expand Enrichment programming.
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Action Steps	Responsibility	Timeline	Resources
A. Plan and conduct before and after school clubs. Topics TBA (Spanish, STEAM, Healthy Habits)	Principal Staff	October-December January-March	Money for materials Stipends to pay staff
B.			
C.			
D.			
E.			
F.			

Strategy	1.1.4 Provide a foundation for technological skills.
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Action Steps	Responsibility	Timeline	Resources
A. Open Educational Resource (OER) Teachers conduct PD on these resources	Principal OER Teachers	August 30th	Time at a staff meeting
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<b>Strategy</b>	<b>1.1.5 Infuse curricula with culturally relevant material and instruction at elementary levels.</b>		
<b>Action Steps</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Resources</b>
A. Professional Development from the book Culturally Responsive Teaching & The Brain by Zaretta Hammond	Principal Literacy Coaches	January	Time at Staff Meetings
B. Continue to share results of promising practices from equity walks	E Team	After each walk	Time and substitute money
C. Implement Glow strategies from GLTMs.	Coaches Teachers	Monthly	Time at GLTMs Time with coaches
D.			
G.			
<b>Outcome</b>	<ul style="list-style-type: none"> <li>1.2: By 2020 Talbot County Public School students will demonstrate post graduation and college and career readiness.</li> </ul>		
<b>Strategy</b>	<b>1.2.2 Increase the number of students who are designated as Career and Technology Education completers.</b>		
<b>Action Steps</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Resources</b>
A. Utilize Mystery Science for Kindergarten and First Grade	Principal Classroom Teachers Curriculum Specialists	SY 19-20	Funding for Kits
B. Interactive Science Fair Night	Science Fair Committee and teachers	April	Money for materials
C.			
D..			
E.			

Strategy	1.2.4 Increase Family Connection powered by Naviance usage to expose students to career opportunities, college options and scholarships.		
Action Steps	Responsibility	Timeline	Resources
A.			
B.			
C.			
Outcome	<ul style="list-style-type: none"> <li>1.3: By 2020 Talbot County Public School students will be achieving at or above grade level in reading and math.</li> </ul>		
Strategy	1.3.1. Identify and implement reading and math interventions.		
Action Steps	Responsibility	Timeline	Resources
A. Math Interventionist	Principal and Special Ed Supervisor	SY 19-20	Grant Funding
B. ELL Tutor for K (3 days a week)	Principal and Curriculum Supervisor	SY 19-20	Grant Funding
C. ELL Coach for Pre-K	Principal and Curriculum Supervisor	SY 19-20	Grant Funding
D.			
E.			
F.			
Strategy	1.3.2 Increase professional development for instructional strategies (including technology, Universal Design for Learning and Culturally Relevant Instruction).		
Action Steps	Responsibility	Timeline	Resources
A. Pyramid Model Training on Social Emotional Learning	Principal Early Learning Specialist	August 2019	Grant funded
B. Glow and Grow ideas sharing during GLTMs related to SEL	Principal Coaches Teachers	Quarterly	Time at GLTMs
C. The Literacy Coach will conduct PD for teachers on SLOs	Principal Literacy Coach Teachers	September/October	Time at staff meetings

D. Literacy coaches will provide PD related to strategies and PD listed on SLOs	Principal Coaches	FY 19-20	Time at GLTM
E. Conduct PD on Mindfulness Strategies	Principal Teacher Leaders Family Liaison	Full Staff Meetings	Time
<b>Strategy</b>	<b>1.3.3 Foster partnerships with parents and families.</b>		
<b>Action Steps</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Resources</b>
A. Develop a parent advisory council in conjunction with the PTO meetings	Principal	Monthly	Time
B. Fall Family Dinner with a focus on SEL	Principal Family Liaison Coaches	October	Title 1 grant funding Donations from Sodexo School money
C. Create and distribute PBIS pamphlet to families (in Spanish too)	PBIS Committee	Back to School Conferences	Time
D. Integrate literacy activities and information into ALL evening events with families (Chipolte Night, Panera, Applebees)	Coaches	As events happen	Time to prepare and money for materials
E.			
F.			
G.			

<b>Community Partnerships (Coordination and Integration of Local, State, Federal Programs)</b>			
<b>Effectively communicate with diverse constituencies to identify and facilitate ways for the community to partner with the school system.</b>			
<b>Outcome 2.1</b> By 2020 Talbot County Public Schools partners with diverse constituencies to build collaborative programs.			
<b>Strategy 2.1.1</b> Collaborate with businesses and organizations.			
<b>Action Steps</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Resources</b>
A. Invite Support-A-Classroom Partners into the school and meet with the Principal and visit their classroom.	Principal Classroom Teachers	Quarterly	Time
B.			
C.			
D.			
E. Pre-K field trip to a community resource (fire department)	Pre-K Teachers	SY 18-19	Time Funding
<b>Strategy 2.1.3</b> Recruit bi-lingual volunteers.			
<b>Action Steps</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Resources</b>
A. Recruit bi-lingual Instructional Assistants	Principal	On-going	Time
B.			
C.			
D.			
<b>Outcome 2.2</b> By 2020 Talbot County Public Schools increases community engagement through effective and continuous communication.			
<b>Strategy 2.2.1</b> Develop mechanisms for interactive communications with stakeholders.			
<b>Action Steps</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Resources</b>
A.			
B.			
<b>Strategy 2.2.3</b> Develop strategies to increase engagement of parents on school committees.			
<b>Action Steps</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Resources</b>

A. Increase communication on School Messenger	Principal	On-going	Time
B.			
C.			
<b>Strategy 2.2.5</b>	<b>Acclimate all families in accessing information and services to best support their students' education.</b>		
<b>Action Steps</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Resources</b>
A.			
B.			
C.			
D.			
E.			
<b>Outcome 2.3</b>	<b>By 2020 Talbot County Public Schools partners with constituencies to utilize local resources.</b>		
<b>Organizational Resources</b>			
<b>Maximize organizational efficiency and effectiveness in order to provide a 21<sup>st</sup> century education in equitable, safe, well-maintained environments.</b>			
<b>Outcome</b>	<b>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.</b>		
<b>Strategy</b>	<b>3.1.2 Develop professional growth opportunities and provide diversity training to employees.</b>		
<b>Action Steps</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Resources</b>
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Strategy	3.1.7 Develop a mentoring program for all newly hired teachers that will support their professional, social and emotional needs.		
Action Steps	Responsibility	Timeline	Resources
A.			
B.			
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.		
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	Responsibility	Timeline	Resources
A.			
B.			
C.			
D.			
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F.			
G.			
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	Responsibility	Timeline	Resources
A.			
B.			
C.			
D.			
E.			
F.			
G.			
H.			

Outcome	3.4 By 2020 Talbot County Public Schools will improve efficiency, service levels and effectiveness of finances, operations, and business processes.		
Outcome	3.5 By 2020 Talbot County Public Schools will have a technological infrastructure capable of supporting business processes and functions while providing for a hybrid learning and teaching environment		
Strategy	3.5.5 Protect privacy, insure safety, and provide for individual and school security.		
Action Steps	Responsibility	Timeline	Resources
A.			
B.			

**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 2020 Talbot County Public Schools will increase the engagement of parents, family, 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 a schoolwide improvement plan	School Improvement Team	SY 19/20	Funding for meeting outside of school time
B. Continue Parent Advisory Committee meetings to get input from families	Principal and Parent Advisory Committee PTO	SY 19-20	Time
C. Continue individual family conferences prior to the start of the school year	Principal, Teachers	August, October, November	Time
D. Continue to implement PBIS boosters and incentives	PBIS Committee	SY 19/20	Funding for Incentives
E. Continue the distribution of Care Packs	Family Liaison and School Counselor	SY 19/20	
F. Continue to participate in the Book-It program	Title 1 Reading Teachers	SY 19/20	none



G. Continue to participate in the Shore Birds Reading Incentive	Title 1 Reading Teachers	SY 19/20	none
H. Continue Raising A Reader program for Pre-K	Pre-K Teachers	SY 19/20	none
E. Fall Family Dinner and Resource Fair	Principal, Family Liaison, Title 1 Reading Teachers	October	Funding for dinner and to pay staff
F. Spring Fling Family Dinner and Resource Fair	Principal, Family Liaison, Title 1 Reading Teachers	Spring 20	Funding for dinner and to pay staff
G. New Family Orientation	Principal, Family Liaison	June 2020	Funding for snack and buses

#### Institutionalized Practices

Primary Talent Development 1.1.2

Tiger Book Club 1.1.2

Plan and hold culturally relevant Assemblies 1.1.2

Conduct a STEAM Club 1.1.2

Gifted and Talented Teacher will teach Primary Talent Development Lessons 1.1.2

Gifted and Talented Teacher will pull students identified by the Naglieri in Kindergarten 1.1.2

Review Open Educational Resources with staff 1.1.4

Academy of the Arts will conduct Art Lessons 1.1.5

Career lessons taught by school counselors 1.2.2

Tech Ed Students visit and teach a lesson 1.2.2

Utilize Mystery Science for First Grade and Kindergarten 1.2.2

Title 1 teachers in reading and math using Leveled Literacy and Do the Math 1.3.1

Equity Walks 1.1.5

Curriculum Walk-Thrus 1.1.5

CARE Team 1.1.5

Parent Advisory Committee 1.3.3

Adopt a Classroom 2.1.1  
Fund raising with local businesses 2.1.1  
Facebook 2.2.1  
Instagram 2.2.1  
Twitter 2.2.1  
New Family Orientation 2.2.5  
Family Fall Dinner 2.2.5  
Spring Fling 2.2.5  
Community field trip for K and 1st grades 2.1.1  
Attend BAAM Festival, Multicultural Festival, AKA Healthcare Festival 2.1.1

Courageous Conversations 3.1.2  
Assign mentors to new teachers 3.1.7  
Bullying referrals 3.2.4  
PBIS 3.2.4  
Computer log ins – Protecting privacy 3.3.5  
ESPS