

## **TMSA Cary School Improvement Plan**

## 2019-2022

Overarching TMSA SIP Goal: Our goal will be to make progress on 3 dimension indicators to move 70% to embedded in each school by the start of the 2020 school year.

The needs assessment will be sent out in May.

Standard:	Goal:	Goal Manager:	Artifacts:	Process Check:	Date Com- pleted:	Status Update Date for the 2019-2020 Year-1
Cognia Standard 3.8: The institution allocates human, material, and fiscal resources in alignment with the organization's identified needs and priorities to improve organizational effectiveness. (D12 from DPI Needs Assessment)	TMSA leadership will allocate resources for facility management and technology, resulting in 60% or more of teachers ranking TMSA at the embedded or higher level on the D12 indicator for the DPI needs assessment by the spring of 2020, 70% by spring of 2021, 80% by 2022.	1.Kara  2.Mr. Nick	Standard Protocol Document  Record of weekly maintenance/safety checks	School leadership will develop a standard protocol for safety, building maintenance and cleanliness (insert link for standard protocol)      School leadership will develop a standard protocol      School leadership will develop a standard protocol		Completed/In-Progress: In progress  Reflection: ½-Due to COVID-19, all focus had been altered to adjusting student learning to a virtual environment.
ASSESSMENT	2022.	3.Tuncer	Completed upgrade of wifi	3. Technology department will facilitate the completion of the E-rate wifi replacement.		3-Wifi was replaced. 4-Budget has been implemented to add more

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		4. Nuri and Satici  5. Ms. Jabeen	Completed purchase order of devices  Log of completed professional development	4. Technology department will develop a maintenance/ replacement plan and budget to be submitted to the administration for board approval.  5. Time and resources will be allocated, and professional	devices and replace broken ones. 5-CO has provided multiple professional development opportunities and allocated funds for Schoology to enhance digital learning.  Action Plan:
Cognia Standard 3.4:	TMSA leadership will	1. Kara	Salary scales	development will be offered in technology/digital learning tools for teachers.  1. Leadership will	Write standard protocol for cleaning and maintenance.  Write a weekly check off for maintenance and safety.  Completed/In-Progres:
The institution attracts and retains qualified personnel that support the organization's purpose and direction.	sustain annual retention of 80% of its current qualified* staff by 2022.	2. Admin, support staff 3. Central office and admin 4. Admin and academic coordinators	Defined procedures  Calendar of action items for staff  Shout Out Log for	continue to work to meet competitive salaries while sustaining benefits currently in place.  2. Improve systems: carpool, common documentation, updated intranet, and locations for these  3. Create a calendar of action items (ex. yearly action items)(school calendar can be	Reflection: We would like to continue this focus so that the academic rigor of our school remains. Processes and procedures will continue to be developed and shared to lessen staff stress and assist in retaining qualified staff.
			staff	created)	

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5.Ce			Acknowledge high	Action Plan:
	ce and Staff bonuses		performing staff and	Create logs for recognition.
the F	Board available for a	•	provide positive	
	not only certa	•	feedback.	Petition Board and Central
6. Le	eadership levels	5.	Provide performance	Office for staff bonuses.
Team	n		and achievement	
	Building plan	for	based staff bonuses.**	Continue looking for a new
7. Ce	entral classrooms	6.	Leadership will	building or build one.
offic	e and		advocate for more	
board	d		work-life balance and	
			professional treatment	
8. Ka	ara		of staff.	
		7.	Central office and	
			board will remain	
			consistent with	
			policies and	
9.			procedures during the	
Kara	duman		duration of a school	
and			year.	
TMS	SASchool	8.	Create opportunities	
Boar	d		for transparency and	
finar	icial		visibility for school	
com	mittee		board and central	
			office members which	
			also allows for staff	
			input on	
			decision-making.	
		9.	Find a way for each	
			teacher to have a	
			proper teaching space.	
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Cognia Standard A4: The institution	TMSA leadership will implement and sustain	1.Sevilla, Ernst,	PBIS Matrices	At least one teacher     per grade level (K-5)	Completed/In-Progress In progress
implements equitable, relevant, and targeted programs and/or services for its authorized schools.	student service supports, including positive behavioral systems, social emotional supports and education, and academic interventions (tier 1, 2 and 3) to support student growth, resulting in 60% or more of teachers ranking embedded or higher on the needs assessment of spring 2020, 65% by spring of 2021, 70% by spring of 2022.	Eskinton, Naser, 4, 5  2. Lanham, Scranton  3.Kara/Centra 1 Office  4.Lanham, Warcup, Sandora, Ingram & Jackson	SEL Curriculum  # of mental health professionals increase  Transition day schedules  Tier 2 Plans, formerly PEPs  Log of home visits	to pilot the Sanford Harmony program as part of morning meeting.  2. Grades 6-8 teachers will implement AM Advisory Meeting with fidelity.  3. Allocate one mental health professional (social worker, certified guidance counselor) per school, totaling 3. National recommendation is 1:250.  4. Create opportunities for students to visit their next grade level, as well as information	Reflection: We have PBIS matrices and SEL curriculum being implemented We hired a soon-to-be certified school counselor allocated to HS.  We have written Tier 2 plans.  Action Plan: We need to schedule transition days for students in the spring. We will continue to write Tier 2 plans as needed for

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5.Warcup,	sessions for parents,	students. It will be highly
Favreau,	to help with grade	encouraged to participate in
Scranton	transitions.	more home visits.
	5. By the end of	
6.Bozkurt,	November, all PEPs	
Kara	(K-12) will be in	
	place.	
	6. Improve the number	
	of annual home visits	
	to 14% of our total	
	student population.	