# 2018-2019 Continuous School and Department Improvement Goals and Action Plans

**Name:** James H. Hardman  
**Date:** November 7, 2018

1. Draft goals are submitted no later than one week before Performance Appraisal Conference.  
2. Schedule Performance Appraisal Conference with supervisor by end of September  
3. Supervisor sends the copies of final forms combined in a Performance Appraisal Packet to Superintendent of Schools.

| 2018-2021 Goal & Measurable Target/Benchmark: | Assessor, Monitoring, and Reporting Learning (AdvancED Quality Factors: High Expectations, Impact of Instruction, Healthy Culture) | Achievements (passing levels) and median student growth at the 65th percentiles on applicable CPCSC standardized assessments. |
| Data Sources Used to Determine Goal: | Student achievement (passing, exceeding, not passing) and growth measures |

**ACTION Plan Strategies**  
Align standards-based planning, the Marzano Focused Model Evaluation elements and rating, and learning resources to the work of professional learning communities to accomplish the following.  
- Plan the process for helping students to track their individual progress on learning targets  
- Plan specify accommodations and/or adaptations for individual or groups of students  
- Plans potential instructional adjustments that could be made based on student evidence/data  
- Make productive changes to lesson plans in response to formative assessment (monitoring)  
- A coherent record-keeping system is developed and maintained on student learning

<table>
<thead>
<tr>
<th>Timeline 18-19</th>
<th>Indicators/Evaluation</th>
<th>Personnel Responsible</th>
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</thead>
</table>
| 08/2018 – 07/2019 | Course planning in the learning management system  
Achievement and growth measures on standardized tests | Jim Hardman |

One page per goal (3-5 goals)  
Specific, measurable, high-impact, mission focused
### CPCSC Goal: ACHIEVEMENT

**CPCSC Goal:** 
ALL students will demonstrate increasing academic achievement levels with the rate of learning and learner outcomes determined by the aptitude of each student.

**During the 2018-2019 school year, describe strategies toward goal attainment**
- Monitor the development and implementation of the strategic plan for social and emotional and mental health.

### CPCSC Goal: ARTICULATION

**CPCSC Goal:** 
ALL students will experience the highest quality school corporation programs, processes, and services that are articulated horizontally, vertically, and systemically.

**During the 2018-2019 school year, describe strategies toward goal attainment**
- Math instruction K-12 incorporates the National Council of Teachers of Mathematics ‘Principles to Actions.’
- Continue the phase-in of College Preparatory Math Core Connections 2 at 7th grade to include 4 days of training and planning.
- Identify and develop math coaches in Elementary and Middle School.

### CPCSC Goal: PARTNERSHIPS

**CPCSC Goal:** 
ALL students will be nurtured by our community through shared expertise, collaborations, communications, and resources that maximize each student’s holistic development intellectually, creatively, emotionally, socially, and physically.

**During the 2018-2019 school year, describe strategies toward goal attainment**
- Partner with Ohio State University Literacy Collaborative trainers to continue increasing capacity and development of literacy coaches.
- Partner with the Math Learning Center to initiate capacity building and development of math coaches.
- Monitor the community partnerships to support the social and emotional and mental health of students.
# 2018-2019 Continuous School and Department Improvement Goals and Action Plans

**Name:** James H. Hardman  
**Date:** November 6, 2018

1. Draft goals are submitted no later than one week before Performance Appraisal Conference.  
2. Schedule Performance Appraisal Conference with supervisor by end of September  
3. Supervisor sends the copies of final forms combined in a Performance Appraisal Packet to Superintendent of Schools.

## 2018-2021 Goal & Measurable Target/Benchmark:

Improve student learning by improving teacher effectiveness (AdvancED Quality Factors: Clear Direction, Impact of Instruction, Healthy Culture, Resource Management)

**Benchmarks:** Updated teacher evaluation plan; median student growth at the 65th percentiles on applicable CPCSC standardized assessments.

**Data Sources Used to Determine Goal:**  
Student achievement (passing, exceeding, not passing) and growth measures

<table>
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<th>ACTION Plan Strategies</th>
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<tbody>
<tr>
<td>Training and next steps to prepare cadre to lead the implementation of the Marzano Focused Model Observation/Evaluation beginning in 2019-2020.</td>
<td>11/2018 – 5/2019</td>
<td>Training and next steps planning document</td>
<td>Jim Hardman</td>
</tr>
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