



# Site Plan

2013-2014

Principal John Nazar  
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**Tierra Linda Middle School  
Site Council Members  
2013-2014**

<b>STAFF MEMBERS</b>	<b>PARENTS</b>	<b>STUDENTS</b>
<b>Carol Campbell</b> , 6 <sup>th</sup> Grade French/PE 6th and 5th Grade PE	<b>Chris Frangos</b>	<b>Tessa Bagby</b> , 8 <sup>th</sup> Grade
<b>Theresa Janzen</b> , 6th Grade Humanities	<b>Gigi Luke</b>	<b>Theodore Korolev</b> , 7 <sup>th</sup> Grade
<b>John Nazar</b> , Principal	<b>Jason Wacha</b>	
<b>Lisa Piety</b> , 5th Grade Math/Science/History	<b>Jackie Whyte</b>	
<b>Joan Weideman</b> , 6 <sup>th</sup> , 7 <sup>th</sup> , and 8th Grade Math		

The Tierra Linda Site Council has engaged in a strategic planning process at the monthly Site Council meetings beginning in October 2013 through March 2014. This was an inclusive process beginning with a review and enhancement of Tierra Linda's existing Mission Statement as well as development of a new Tierra Linda Vision Statement. Through the process, we identified the high-level strategy areas and goals that align with the District Strategic Plan as well as address the needs of Tierra Linda. We developed the specific actions for year 1, as outlined in this implementation plan, to begin working towards those strategies and goals.

### **Tierra Linda Middle School Mission statement:**

With the support of our teachers, staff, families, and community, Tierra Linda Middle School is committed to providing a safe, nurturing, and academically challenging environment. Through an innovative, rigorous, hands-on, and standards-based curriculum, we foster intellectual curiosity, collaborative and critical thinking, and effective communication. Instruction is aimed at supporting each student's ability to achieve at the highest levels and we encourage all members of the community to contribute to the support of student learning. We work together to prepare our students academically, emotionally, physically, and socially for meeting the challenges of the future with confidence and compassion.

### **Tierra Linda Middle School Vision Statement**

In support of the San Carlos School District's Strategic Vision, Tierra Linda Middle School has adopted the common core standards and will strive to be an example of 21<sup>st</sup> Century Learning by 2018.

- **Students** are excited and eager to be at school. They embrace learning, are creative and work collaboratively, and are great team players. They serve their community and are globally and environmentally aware. They readily utilize technology, think critically, explore uninhibitedly, develop strong self-esteem, and feel confident to take on academic risks.
- **Teachers and staff** feel inspired and empowered. They are continually developing and sharing their knowledge and skills in an open, collaborative environment. Teachers and staff have the time, funding and resources they need to create an innovative, relevant learning experience.
- **Families** are active participants in their student's education, and partner with teachers to foster continued learning outside of the classroom. There is an inclusive culture with strong, effective communication. There are opportunities for knowledge sharing, and families eagerly participate and volunteer.
- **The Collective Community** shares responsibility for student growth and provides sponsorship, authentic experiences, expertise, resources and opportunities to link education to the real world

## San Carlos School District Vision for Our Children

The San Carlos School District shall provide an innovative and engaging learning experience that fosters the development of the Whole Child to ensure all students are well prepared for success in the 21st Century, as evidenced by:

- Reaching their highest academic, social, emotional, intellectual, and physical potential; and
- Becoming problem solvers, critical thinkers, risk-takers, designers, collaborators, and innovators; and
- Developing into contributing, empathic citizens and leaders who are responsible stewards of their world and care about equity and justice, both locally and worldwide.

The following Site Plan identifies the goals of Tierra Linda Middle School as we begin to implement the District Strategic Plan in the 2013-2014 school year, Year One of the District Implementation Plan

The plan is divided into 3 Strategy areas, based on the District Implementation Plan:

- **Aligning Curriculum and Instruction to a 21<sup>st</sup> Century Model of Learning:** Authentic Assessment/Exhibition, Common Core State Standards (CCSS), 21<sup>st</sup> Century Skills and Whole Child, and Project-Based Learning (PBL)
- **Aligning Human Capital to Support Staff as 21<sup>st</sup> Century Educators:** Collaborative Teaching Models, Professional Growth and Evaluation, and Parent and Community Partnerships & Education
- **Building Learning Environments for all SCSD Schools that will Reflect, Support, and Sustain 21<sup>st</sup> Century learners:** Facility Master Plan for 21<sup>st</sup> Century Learning Environments and Technology Infusion, Integration, and Infrastructure for Boundless Learning

As noted above, the Tierra Linda Site Council has been working on a strategic planning process this year. During our process, we identify the following strategic goal areas in support of the District Strategic Plan:

1. **21<sup>st</sup> Century Curriculum and Instruction:** Participate in and support District implementation of common core standards and 21<sup>st</sup> Century Learning Model
2. **Teacher & Staff Empowerment:** Empower TL teachers and staff through education, resources, funding, technology and time.
3. **Family Collaboration:** Educate and collaborate with families as active participants in their children's education
4. **Community Outreach:** Reach out to the community and future employers for sponsorship and real world opportunities
5. **Improved Communication:** Increase collaboration and partnership through more effective communication

## Year One Implementation, 2013-2014

### I: Aligning Curriculum and Instruction to a 21st Century Model of Learning

#### 1. Authentic Assessment/Exhibitions

The Strategic Plan envisions new rubrics, Personal Learning Plans (PLPs) and measurements of student, school, and district success that reflect the depth, quality and higher order displayed in student learning outcomes. Assessments will also include measures of Whole Child outcomes, (e.g. physical wellness, character development, etc.), a practice for collaborative review, and authentic assessment of student work. (SCSD Strategic Plan 2013-2018, page 5).

**Year 5 Target:** Students at all grade levels will establish Personal Learning Plans and exhibit work as examples of deep, high quality learning (the Five Cs of 21<sup>st</sup> Century Skills and Whole Child outcomes) using district rubrics that measure content knowledge, authenticity, and levels of engagement.

**Year 1 Target:** District-wide development and piloting of draft rubrics to authentically assess depth of student content knowledge and mastery of the Five Cs of 21<sup>st</sup> Century Skills and craft student learning objectives.

**Tierra Linda Goal Area 1: 21<sup>st</sup> Century Curriculum and Instruction:** Participate in and support District implementation of common core standards and 21<sup>st</sup> Century Learning Model. While TL does not have specific site level goals in this area, there is significant work and progress being made in support of the District goals.

**Learner Outcome:** Not applicable year one.

**Educator Outcome:** Design team will generate a summary report based upon their pilots and volunteer teacher's pilots to summarize recommendations on modes of exhibiting student work for the 2014-2015 school year. Report and share with the administrative team by June 2014.

Authentic Assessment/Exhibitions				
+ What's Working	- What Requires Change	Δ Action	Who	When
Data/Evidence to improve		What we're going to do-- the commitment to improve		
TL and the Design team have been actively working this goal.  6 teachers currently trained on PBL  Several PBL projects in process or completed: • 7 <sup>th</sup> Grade Science & LA	Continued Training on PBL. Participate in next years cohort training with additional teachers	1.1. Participate in district development of rubrics for assessment, including exit rubrics, 5 C's, PBL.	Design Team members from TL: Jill Nida and Jenny Brady	On-going 2013-2014

Genetics Project • 8 <sup>th</sup> Grade LA and History Collaboration • Google Docs Film Project  Successes with Infusion of technology in student projects. Collaborative learning. Great response from Parent				
Presentations went well with great parent response	Continue to gather teacher input on these activities	1.2. Participate in Student Presentations and Exhibitions	Self-selected staff and students	Year-long, 2013-2014

**2. Common Core State Standards (CCSS)**

Our students will enter a world of work and social interaction that will be very different from those of their parents. In order to prepare them for the future and yet undefined careers, it is imperative to consider and address a number of emerging trends that provide the context and conditions for their future success. These trends include a Connected and Borderless World, Workplace Requirements for 21<sup>st</sup> Century Skills, and the Need for Global Environmental Awareness. California’s adoption of the Common Core State Standards (CCSS) brings these new elements of teaching and learning to the forefront and helps address the opportunities and challenges we currently face. CCSS provides a more student-centered approach to assessment and gives teachers, schools, and school districts a richer set of formative data to inform teaching and learning, while allowing students to self-monitor their progress in real time. (SCSD Strategic Plan 2013-2018, pages 2-4).

**Year 5 Target:** CCSS, NGSS (Next Generation Science Standards), and Smarter Balanced assessments are fully implemented integrated with technology infused, Project Based Learning units, Blended Learning platforms, and authentic assessments in all grade levels.

**Year 1 Target:** All staff will demonstrate increased understanding of CCSS for their grade level or subject matter area, and collaborate with their colleagues to pilot and refine representative Mathematics and English Language Arts lessons. All teachers teaching science will develop a foundational understanding of the Next Generation Science Standards (NGSS).

**Tierra Linda Goal Area 1: 21<sup>st</sup> Century Curriculum and Instruction:** Participate in and support District implementation of common core standards and 21<sup>st</sup> Century Learning Model.

- TL-1.1 Collaborate with Central Middle School to increase CCSS understanding and alignment.
- TL-1.2 Begin research and analysis for development of knowledge repository that addresses multiple content areas and audiences: Staff and Teachers, Students, Parents, etc..

**Learner Outcome:** Not applicable year one

**Educator Outcome:** All staff will demonstrate increased knowledge and initial implementation of CCSSs and will report they are fully prepared to implement CCSS for 2014-2015, as measured by processes established by principals

**Tierra Linda Outcome:** Teacher Survey

Common Core State Standards (CCSS)				
+What's Working	-What Requires Change	Δ Action	Who	When
Data/Evidence to improve		What we're going to do-- the commitment to improve		
<p>Providing leadership at the County level for CCSS in English and History</p> <p>Middle School Collaboration</p> <p>School library on-going review and evaluation with increase in non-fiction books and videos</p>	<p>Additional time to work with students on integrating the CCSS across subjects</p>	<p>2.1 K-8 Educators will instruct students in English Language Arts (ELA) CCSS</p> <p><b>TL-1.1</b> Collaborate with Central Middle School to determine how standards are changing and the impact on current curriculum. Work together to build new units of study.</p> <p>Attend Teacher training with Central Middle School on how to administer the Smarter Balance Testing</p>	<p>Educators; Principals</p> <p>Selected Teachers</p> <p>Selected Staff</p>	<p>Ongoing 2013-14</p> <p>Ongoing 2013-14</p> <p>March 18<sup>th</sup>, 2014</p>
<p>Middle School Collaboration</p>	<p>Additional time to work with students on integrating the CCSS across subjects</p>	<p>2.1 K-8 Educators will instruct students in Math CCSS</p> <p><b>TL-1.1</b> Collaborate with Central Middle School to determine how standards are changing and the impact on current curriculum. Work together to build new units of study.</p> <p>Self-selected teachers will attend professional development sessions with Silicon Valley Math Initiative (SVMi) to collaborate, gather tools, and gain greater understanding of instructional changes as a result of CCSS</p>	<p>All Staff</p> <p>Self-selected Teachers</p> <p>Self-selected Teachers</p>	<p>On-going 2013-14</p> <p>On-going 2013-14</p> <p>SVMi Meetings throughout the year</p>

Teacher interest and participation in Professional Development on CCSS	Finding opportunities for teachers to share learning from PD and conferences with other teachers. Need for knowledge repository for this content that can be accessed by topic on demand.	<p>2.2. Engage in targeted, practical professional development in CCSS throughout the school year allowing for staff to complete training in depth over time through strands of ongoing professional learning opportunities.</p> <p>Attendance at SMOCE Professional Development Training on CCSS as well as select conferences: Science, FLIP, etc...</p>	<p>All Staff</p> <p>Jill Nida and Elizabeth Tenn and Self-selected Teachers</p>	<p>On-going 2013-14</p> <p>On-going 2013-14</p>
		2.3. Participate in Next Generation Science Standards (NGSS) Training through SMCOE to enhance awareness/ knowledge	Self-Selected Training	On-going 2012-14
		<p>2.4 Participate in District sponsored Project Based Learning (PBL) training in implementing CCSS to core early implementing group including Design team and select group of Project-Based Learning (PBL) "leaders"</p> <p>2.5. Participate in Blended Learning Pilot and promote in support of CCSS objectives</p>	<p>Buck Institute with Design Team Members, Administrators and non-selected design team applicants</p> <p>Design Team working with pilot teachers</p>	<p>Ongoing 2013-14</p> <p>Ongoing 2013-14</p>
		2.6 Provide Feedback to District on Professional Development	Design Team to provide feedback	Ongoing 2013-14
		2.7 Attend District hosted collaboration "forums" to	Design Team; MJD; TK and Self-Selected staff	Ongoing 2013-14



		share about CCSS		
Significant interest at TL for development of knowledge repository.	More discussion at TL needs to take plan. Need to identify ways in which we will capture lessons for review and analysis. Need specific longer term goal around knowledge management and how to catalogue "site" knowledge in an effective and efficient manner	2.8 Provide input to the development of interactive repository of lessons, reflections and comments for ongoing learning  <b>TL-1.2</b> Begin research and analysis at TL for development of knowledge repository that addresses multiple content areas and audiences: Staff and Teachers, Students, Parents, etc..	TK, Design Team; self-selected staff	2014-15 Goal
Parent Ed Series	Better attendance at Parent Education Sessions. More effective communication through existing channels.	2.9 Communication with staff and parents around CCSS and Smarter Balance via website, news blasts, Changing times, etc.	Craig Dr. Baker, Robert Porter, MJD, TK, Mindy Hill (MH), Christina Carrier	On-going 2013-14

### 3. 21<sup>st</sup> Century Skills and Whole Child

In order to develop relevant, real-world, global curricula that builds extended learning experiences and integrates both the Whole Child approach and Environmental Stewardship, the Strategic Plan seeks to align curricula to focus on 21<sup>st</sup> Century Skills, especially the 5 Cs -- **Critical Thinking & Problem Solving, Communication, Collaboration, Citizenship (Global) and Creativity & Innovation**. In addition, the Strategic Plan emphasizes new, expanded practices in Whole Child learning and teaching, Physical, Social, and Emotional Health and Wellness Programs, CCSS, and Science, Technology, Engineering and Math (STEM). (SCSD Strategic Plan 2013-2018, page 2-4).

**Year 5 Target:** All aspects of teaching and learning will integrate 21<sup>st</sup> Century Skills and the Whole Child practices as implemented by a collaborative team of educators.

**Year 1 Target:** All staff will demonstrate increased awareness and explore implementation of diversification beyond traditional academics; including Social-Emotional Learning, the Arts, Health and Wellness and the Five Cs of 21<sup>st</sup> Century Skills. Rubrics will be developed, piloted, and refined for application by all staff in Year 2.

**Tierra Linda Goal Area 1: 21<sup>st</sup> Century Curriculum and Instruction:** Participate in and support District implementation of common core standards and 21<sup>st</sup> Century Learning Model. While TL does not have specific site level goals in this area, there is significant work and progress being made in support of the District goals.

**Learner Outcome:** All Students (whose teacher is participating in the Project-Based Learning Institute) will demonstrate through portfolios and/or exhibitions of projects their ability to integrate subject matters across multiple disciplines (art, language arts, math,etc.)

**Educator Outcome:** On-line repository of educator-designed, units/themes and lessons reflecting integration of the arts, design and health education across the curriculum will be created, posted and accessible by district staff. This is a District-led outcome.

21 <sup>st</sup> Century Skills and Whole Child				
+What's Working	-What Requires Change	Δ Action	Who	When
Data/Evidence to improve		What we're going to do-- the commitment to improve		
Teacher interest in training		3.1. A first cohort of teachers will receive training in the 5 C's as part of the 3 day PBL101 training by Buck Institute	Selected Teachers	On-going 2013
		3.2. All Design Team and PBL Cohort 1 teachers will implement at least one lesson that explicitly incorporates the Five C's to share with principals	Selected Teachers	Spring 2014
		3.3.Pilot Five Cs and Whole Child projects and design rubrics as part of ongoing professional development on PBL with Buck Institute;	Selected teachers	Ongoing 2013-14
		3.4. Provide research from TL on effective practices currently being used internally - Shared at Department Meetings, Professional Learning Committee and shared with the Middle Schools	Design Team and site administrators	Ongoing 2013-14
Several cross-curriculum projects in process or part of on-going curriculum such as 6 <sup>th</sup>	Teacher time to share knowledge gained through projects	3.5 All teachers will collaboratively plan at least one activity that is	Design Team	Ongoing 2013-1014

grade Olympiad, 7 <sup>th</sup> Grade Science & LA Genetics Project, 8 <sup>th</sup> Grade LA and History Collaboration		integrated across curriculum including, but not limited to, music, art, etc..		
Lagarza lunch program provides opportunities for kids to engage in athletics who might not otherwise participate  Lunch time Farmer's Market to teach kids about locally grown produce and healthy food choices		3.6. Staff and students will increase their awareness and ability to embed improved health and wellness choices into their daily lives including physical fitness, healthy nutrition, etc., through implementation of the Health and Wellness Initiative and selected goals	TL Teachers, Staff and Students	Research, Awareness & pilots Ongoing 2013-2014
Lunch Program to instruct students about recycling and reducing trash		3.7 Staff and students will increase their knowledge and awareness of environmental education opportunities (e.g. recycling programs, trash reductions) and strive to compost at all schools  Purchase additional tables for lunch program	All staff including elective teachers in coordination with principals  Principal	Ongoing 2013-2014  Spring 2014

#### 4. Project-Based Learning (PBL)

The Strategic Plan envisions greater emphasis on Project-Based Learning (PBL) to focus on problem-solving, collaboration, critical-thinking skills, and time management skills in order to develop greater student engagement and ownership of their learning. The district will contract with a PBL trainer or training organization to build district capacity for effective PBL instruction that enables the implementation of the CCSS, the 5 Cs, and technology-infused Boundless Learning. (SCSD Strategic Plan 2013-2018, pages 4-5).

**Year 5 Target:** All students Grades Pre through 8 will be engaged in multiple PBL projects as common aspects of learning.

**Year 1 Target:** Expand district capacity to lead implementation of PBL: (1.) Train Design Team of Teacher/Admin leaders, and (2.) Prepare principals to lead instructional transformation; and 3) Design team members will bridge from current "projects" to more formalized PBL model.

**Tierra Linda Goal Area 1: 21<sup>st</sup> Century Curriculum and Instruction:** Participate in and support District implementation of common core standards and 21<sup>st</sup> Century Learning Model.

TL-1.3: Ensure all grade levels have access to Chrome Books and MacBook Pros

TL-1.4: Support teachers with training and communications on technology/education integration

**Learner Outcome:** Learners participating in PBL pilot projects will demonstrate their learning through (yet to be developed) sharing their units with the greater group and online in a repository

**Educator Outcome:** Not applicable in Year 1.

**Tierra Linda Outcome:** Teacher Survey

Project-Based Learning (PBL)				
+What's Working	-What Requires Change	Δ Action	Who	When
Data/Evidence to improve		What we're going to do-- the commitment to improve		
Great interest in PBL across all grade levels	Teachers need support, time and tools	4.1. Participate in Intensive K-8 Summer Institute -- PBL, Design Learning, Learning Environments, Mindset	Design Team (Jill Nida, Jenny Brady)	August 12-16
Great interest in PBL across all grade levels	Teachers need time and support for how to share learning across grade-levels	4.3. /4.4 Participate in District-Planned PBL Training	Select Teachers	Winter 2013, Spring 2014
		4.5. Participate in PBL Leader Training	Principal and Design Team	Fall, 2013
Current PBL projects are going well • 7 <sup>th</sup> Grade Science & LA Genetics Project • 8 <sup>th</sup> Grade LA and History Collaboration	Teachers need time and support.	4.7. Design, pilot and share a minimum of two PBL units aligned with CCSS and the 5 C's over the course of the school year.	Design and Cohort 1 teachers	Spring, 2014
Parent presentations were well received		4.8. PBL Sharing Community to showcase examples of Pre-8 PBL units	Design Team plus additional Cohort 1 early adopters	One district-wide meeting per trimester and ongoing participation in an online community

<p>All students participating in PBL are using Google Docs to complete projects</p> <p>Teachers attending FLIP Conference</p>	<p>Teachers need continued support and training for how these tools can help increase student engagement and learning</p>	<p><b>TL-1.3</b> Ensure all grade levels have access to Chrome Books and MacBook Pros</p> <p><b>TL-1.4</b> Support teachers with training and communications on technology/education integration</p>	<p>All Teachers</p> <p>Principal, All Teachers</p>	<p>On-going 2013-14</p> <p>On-going 2013-14</p>
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## II: Aligning Human Capital to Support Staff as 21<sup>st</sup> Century Educators

### 5. Collaborative Teaching Models

Many district teachers are either planning co-teaching pilot classes or have started to implement them fully, as envisioned in the Facility Master Plan to utilize flexible learning and collaboration spaces for students and educators. (SCSD Strategic Plan 2013-2018, page 6).

**Year 5 Target:** Learning environments will feature collaboration, multi-age groupings, inclusion, and co-teaching models to differentiate instruction for students.

**Year 1 Target:** Implementation of Collaborative Teaching models will take place at CMS and TL, and pilot projects will be launched at several elementary schools. All staff will become aware of and explore models of multi-age grouping, inclusion and differentiation. As a result, a cadre of 20 staff making up multiple groups of representative groups at each school will develop professional learning committees to share and report their work and outcomes to their site and district colleagues.

**Tierra Linda Goal Area 1: 21<sup>st</sup> Century Curriculum and Instruction:** Participate in and support District implementation of common core standards and 21<sup>st</sup> Century Learning Model. While TL does not have specific site level goals in this area, there is significant work and progress being made in support of the District goals.

**Learner Outcome:** Not applicable in Year 1.

**Educator Outcome:** Not applicable in Year 1.

**Tierra Linda Outcome:** Staff Survey of Co-Teaching practices. Lessons learned from Co-Teaching Pilot used as input into overall District Collaborative Teaching Model

Collaborative Teaching Models				
+What's Working	-What Requires Change	Δ Action	Who	When
Data/Evidence to improve		What we're going to do-- the commitment to improve		
Co-teaching program, multi-age classes and groupings	More collaboration time is needed. Hold reviews session at the end of the year to identify lesson learned and improvements with Central Middle School	5.2. Expand current co-teaching implementation to a broader group of students	Principal, select teachers	2013-14 school year
		5.5 Participate in coaching and/or co-teaching training and/or professional growth opportunity for staff council, leadership, etc.)	Select Teachers	
		5.6 Participate in student-focus group to solicit input on collaborative teaching models	Select Teachers	2013-2014 school year

## 6. Professional Growth and Evaluation

The Strategic Plan aims to enhance and professionalize the role of the educator by providing a greater level of autonomy, responsibility, and support. The two main avenues for achieving this model include: (1) Building a robust professional development ("PD") plan to provide all staff with ongoing professional learning to support their ability to teach in new ways and with new emerging tools; (2) Establishing a new system of evaluation for all staff (e.g. teachers, administrators, classified staff, etc.) based on professional growth, coaching and mentoring. (SCSD Strategic Plan 2013-2018, pages 5-6). The district has increased its ability to implement the strategic plan effectively through the launch of a district Admin Design Team (Mary Jude Doerpinghaus, Dr. Tom Keating, Marie Crawford, Sarah Orton, Ray Dawley) and Educator Design Team.

**Year 5 Target:** Full implementation of a Professional Growth and Evaluation Model that incorporates new roles and responsibilities, Professional Development (PD), Coaching, and Mentoring for all staff – certified, classified, and administrative.

**Year 1 Target:** The Professional Growth and Evaluation Model will be developed by the District-Union Committee and readied for piloting in Year 2.

**Tierra Linda Goal Area 2: Teacher & Staff Empowerment:** Empower TL teachers and staff through education, resources, funding, technology and time.

TL-2.1: Assess needs and create Site-Level Development Plan including Strategic Plan needs and District opportunities.

TL-2.2: Increase time and opportunities for Teacher Collaborations Sessions to share information and learning.

TL-2.3: Gather and analyze data via surveys and interviews after each Professional Development opportunity

**Learner Outcome:** Not applicable in Year 1.

**Educator Outcome:** A summary of staff feedback will be documented (Yet to be determined by AC)

**Tierra Linda Outcome:** Teacher and staff survey

Professional Growth and Evaluation				
+What's Working	-What Requires Change	• Action	Who	When
Data/Evidence to improve		What we're going to do-- the commitment to improve		
Identified as a school to be visited		6.3. Participate in Study Tours to exemplary 21 <sup>st</sup> Century Schools	Teachers, administrators	Ongoing; 2013-14 School Year
Staff commitment to professional learning and development. Eager to collaborate.	Need to move from a tracking process to a planning process that looks at the current and future development goals of the individual teachers as well as those included in strategic plan. Teachers need to better understand the district strategic plan and their role in its success as they create their own development goals.	<b>TL-2.1</b> Assess needs and create Site-Level Development Plan including Strategic Plan needs and District opportunities. Look at incentives for teachers as part of the plan.  6.6 Teachers and Staff will set personalized professional growth goal(s)	Teachers, administrators	On-going 2013-14 with update at Staff Retreat  August 2013
Staff commitment to professional learning and development. Eager to collaborate.	Need to look at additional opportunities where teachers can collaborate.	<b>TL-2.2</b> Increase time and opportunities for Teacher Collaborations Sessions to share information and learning.	Principal, Teachers	On-going 2013-14
Staff taking advantage of development opportunities offered at the County and District level	Need a process for gathering data about professional development	<b>TL-2.3</b> Gather and analyze data via surveys and interviews after each Professional Development opportunity. Provide feedback to District as well as publish at Site. Incorporate lessons learned into development process	Principal, Teachers	On-going 2013-14

## **7. Parent & Community Partnerships & Education**

The district is committed to ensuring all staff and parents are informed and educated on the Strategic Plan as well as progress made toward its objectives. Additionally, parent and student input will be solicited as to how we are succeeding in meeting our goals at site and student levels. During the implementation years, the district will solicit parent input, report findings, and create action plans regarding student experiences, growth and Whole Child well-being and understanding of 21<sup>st</sup> Century Learning practices. (SCSD Strategic Plan 2013-2018, pages 7-8).

The district aims to explore, establish, and evaluate community relationships and partnerships with non-profit organizations, industry, local businesses as well as state and federal government agencies in order to engage external partners and funders for the implementation of the Strategic Plan. The district will aggressively pursue alternative sources of funding from foundations and other related organizations that may help fund innovative programs contained in this plan. (SCSD Strategic Plan 2013-2018, pages 5, 8).

**Year 5 Target:** SCSD is recognized as an exemplar of school innovation and a center for professional development and visitation in which boundaries between home and school are blurred, parents, community members and global partnerships are engaged co-participants and contributors in meaningful 21<sup>st</sup> Century Learning activities both in and out of school.

**Year 1 Target:** A formalized resource of and for parents and community partners (industry, non-profit, etc.) will be developed that supports the implementation and evolution of the Strategic and Facilities plans, and expands the parent and community knowledge base in 21<sup>st</sup> Century Learning.

**Tierra Linda Goal Area 3: Family Partnership and Collaboration:** Educate and collaborate with families as active participants in their children's education

- TL-3.1 Identify additional opportunities for parent/family member involvement as well as expand existing opportunities, for example:
  - Parent Guest Speaker Series
  - Parent Articles in Howler
  - Expand Book Bingo to other grade-levels or subject matter
- TL-3.2 Provide opportunities for students to create presentations for parents using technology – Example Google Docs
- TL-3.3 Create an instructional workshop on PowerSchool for Parents and Students in preparation for start of 2014-2015 School year
- TL-3.4 Create proposal for pairing student activities with parent meeting/ parent events
- TL-3.5 Create a plan for how to provide On-line archive of Parent Ed and other presentations
- TL-3.6 Create Parent Education Campaign providing examples of how parent involvement makes a difference. Begin planning Spring 2013 in preparation for start of 2014-2015 school year
- TL-3.7 Work with PTA to create Parent to Parent Campaign for 2014-2015 – Possible Parent “Buddy” Program with coordinator

**Tierra Linda Goal Area 4: Community Outreach:** Reach out to the community and future employers for sponsorship and real world opportunities. **Focus on High School Engagement in year 1.**

- TL-4.1 Work with District to create articulation plan between 8<sup>th</sup> grade and high schools – look at lessons from Math and apply to other areas.



- TL-4.2 Work with District to create collaboration opportunities with 9<sup>th</sup> grade teachers about expectations/ realities of in-coming students as it relates to Common Core Standards
- TL-4.3 Work with District to identify opportunities for 8<sup>th</sup> graders to spend time in a high-school atmosphere
- TL-4.4 Identify opportunities for High School Teachers to present and guest teach to students and TL Teachers

**Tierra Linda Goal Area 5: Improved Communication:** Increase collaboration and partnership through more effective communication

- TL-5.1 Improve teacher understanding and input to Strategic Plan at the District and Site levels
- TL-5.2 Through analysis of existing TL communication methods and processes as well as researching exemplary practices at other schools, create a comprehensive communication plan that covers all aspects of school communications
- TL-5.3 Research options for replacing existing School Billboard with Electronic Marquee
- TL-5.4 Provide input to District on Social Media opportunities to enhance communication and information dissemination

**Learner Outcome:** Not applicable in Year 1.

**Educator Outcome:** Not applicable in Year 1.

**Tierra Linda Outcome:** Teacher Survey, Parent Survey

Parent & Community Partnerships & Education				
+What's Working	-What Requires Change	• Action	Who	When
Data/Evidence to improve		What we're going to do-- the commitment to improve		
Current opportunities for family engagement are well received	Better understanding of the positive impact that family engagement has on the school	<b>TL-3.1 to 3.7:</b> Implement goals as written above to: Educate and collaborate with families as active participants in their children's education	PTA, Site Council, Principal, Select Teachers	Ongoing 2013-2014
Middle School collaboration	Need better understanding of High School needs as well as better alignment on core subjects to better prepare students.	<b>TL-4.1 to 4.4:</b> Implement goals as written above to: Reach out to the community and future employers for sponsorship and real world opportunities. <b>Focus on High School Engagement in year 1.</b>	Select Teachers, District, CMS	Ongoing, 2013-2014
Currently outbound communication methods such as Howler, Principals Post are	Need comprehensive communication plan that addresses all media, topics,	<b>TL-5.1 to 5.4:</b> Implement goals as written above to: Increase collaboration and	Administration, Select Staff, Site Council, PTA	Ongoing 2013-2014

effective	audiences, etc..	partnership through more effective communication		
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### III: Building Learning Environments for all SCSD Schools that will Reflect, Support, and Sustain 21<sup>st</sup> Century learners:

#### 8. Facility Master Plan for 21st Century Learning Environments

The Facility Master Plan envisions flexible learning and collaboration spaces for students and educators, including spaces designated for: (a) individual, (b) small group/large group, (c) indoor/outdoor, (d) whole campus use, and (e) collaboration work. (SCSD Strategic Plan 2013-2018, pages 2-5).

**Year 5 Target:** Opening of two new 4-5 schools and completion of 21<sup>st</sup> Century redesign of existing schools.

**Year 1 Target:** Successful piloting of innovative classroom learning environments and library/media centers. District will evaluate pilots and employ lessons learned into next phase of facility planning.

**Tierra Linda Goal** While TL does not have specific site level goals in this area, there is significant work and progress being made in support of the District goals.

Learner Outcome: Not applicable in Year 1.

Educator Outcome: Not applicable in Year 1.

**Tierra Linda Outcome:** Staff Survey of Co-Teaching practices. Lessons learned from Co-Teaching Pilot used as input into overall District Collaborative Teaching Model

Facility Master Plan for 21st Century Learning Environments				
What's Working	What Requires Change	Action	Who	When
Data/Evidence to improve		What we're going to do-- the commitment to improve		
Successful implementation of Co-teaching environment	Need to evaluate what is working well and what needs improvement	8.2. Assess current Co-Teaching Environment.	Select teachers	Spring 2014
		8.3. Provide input into Computer Lab transitions and Library transformations	Design Team	Ongoing
		8.4. Begin to pilot furniture and equipment in new PD Center and selected	PD Center at new district office, selected classrooms	Roll Out Fall, 2013

		classrooms as budget permits		
		8.5 Participate in Study Tours to exemplary facilities	Selected subgroups	Roll Out Fall, 2013; Ongoing 2013-2014

**9. Technology Infusion, Integration, and Infrastructure for Boundless Learning**

The Strategic Plan sees great potential through developments in technology and social networking that have given us the opportunity to create new forms of collaboration and communication systems to change the way educators, students, and community members interact. The plan aims to implement a comprehensive, district-wide Technology Plan outlining learner outcomes and effective use of technology for teaching and learning, data collection and analysis, and district-wide operations. The Technology Plan shall include a robust infrastructure, capacity for one-to-one computing, a platform for district-wide collaboration and sharing, and sufficient training for staff, students, and parents in its use. (SCSD Strategic Plan 2013-2018, page 5).

**Year 5 Target:** Technology integration in classrooms, and connections with the outside world will be seamless and robust. Students will have ubiquitous access to boundless learning 24/7.

**Year 1 Target:** Implementation of a fully functioning, robust network and infrastructure across all schools, both in school and after school, with all staff

**Tierra Linda Goal:** The goals specific to this area are also listed above under the Project-Based Learning (PBL) District goal. Please see that section for details.

TL-1.3: Ensure all grade levels have access to Chrome Books and MacBook Pros

TL-1.4: Support teachers with training and communications on technology/education integration