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80/20 Strategic Plan

How will we know we won semester 1?

Remote Learning Rally Cry	Level Up
Yearlong Academic Goal #1 <i>State Accountability</i>	Increase % of students at Meet/Exceeded by ____ (%) in ____ (subject)
Yearlong Academic Goal #2 <i>Student Growth</i>	____% of students will meet their growth goal by the end of the 2020-2021 school year as determined by _____(assessment).
Data Tracking	LINKS TO: <Key Results Tracker> <Academic Metric Tracker> <Culture Metrics Tracker>

Big Rock 1/Boss Rock: Change Management

Objective: The whole school team will effectively execute the Reentry Plan by consistently implementing the plan at high levels through effective onboarding and ongoing development and consistent team accountability.

<p>Key Results <Key Results to be achieved by the end of semester and progress monitored weekly. Remember: SMART, focused, outcomes based, aligned to Big Rock Objective.></p>
<p>Key Result 1.1: 90% of stakeholders know the expectations for reentry, hybrid model and remote student learning</p>
<p>Key Result 1.2: 80% of monthly milestones are completed by the end of Semester 1</p>
<p>Key Result 1.3: 90% of stakeholders (students, staff, and teachers) feel satisfied with learning model</p>
<p>Milestones: <Milestones include key strategies as well as actions added as course correction. They address roll out, staff training and quality. New milestones are added out of WTMG Meetings. Include those action steps here and color code as completed.></p>
<p>Launch - August</p> <ul style="list-style-type: none"> • Communicate the vision, goals, key metrics, and expectations of remote learning to students, staff and families via email, video, and other means (<i>Reentry Strategic Plan, Remote Learning Playbook and Hybrid model</i>) • Send weekly communication to all stakeholders to continually foster buy-in • Host weekly coffee with the principal • Teachers send weekly communication to parents • 2 surveys go to families, students, and staff (week 2 and week 4) • Initiate operations plan • Communicate the meeting cadence to staff and adjusted mtg agendas • Implement a meeting cadence and adjust agendas to meet the team's needs • Update individual calendars to reflect the meeting cadence and remote learning schedule and ensure LT members know the key results they are responsible for monitoring

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- Analyze results with the team and course correct on short loops
- Onboard teachers, parents and students to the plans, practicing when possible

Monthly

- Meet weekly with Leadership Team to assess and course correct implementation and determine communication to all stakeholders.
- Send weekly communication to all stakeholders to continually foster buy-in and ensure health and safety communication is timely
- Host 2 “coffee with the principal” parent sessions per month
- Monitor teacher weekly communication to parents and provide guidance on what teachers should be communicating
- 1-2 surveys go to families, students, and staff (week 1 and week 3)
- Continue operations plan and revise as needed
- Analyze results of surveys and feedback from operations team with the leadership team and course correct on short loops
- Update Remote Learning Playbook and Strategic Plan
- Communicate an updated “State of the School” to all stakeholders based on revisions made

Roles and Responsibilities <Outline the key roles and responsibilities aligned with each Strategic Plan objective>

Principal	Leadership Team (break out by role)	Teachers
<p>June-July</p> <ul style="list-style-type: none"> • Create/revise remote learning playbook and hybrid playbook • Communicate the reentry strat plan and playbook to all stakeholders • Create template for weekly communication • Create State of the School schedule and template • Set up technology and agenda for coffee with the principal • Create surveys for all stakeholders • Understand the state/district guidelines • Meet with operations team to create the plan that follows state/district guidelines <p>Start of School Reentry (repeat monthly)</p> <ul style="list-style-type: none"> • Execute communication plan: weekly, teacher to parent, State of the school • Execute operations plan 	<p>June-July</p> <ul style="list-style-type: none"> • Support principal to create/revise remote learning playbook and hybrid playbook • Re-Communicate the reentry learning strat plan and playbook to direct reports and/or teacher teams you own • Support principal to create surveys for all stakeholders • Understand the state/district guidelines and implications on teaching and learning • Support principal in creating an operations plan that follows state/district guidelines <p>Start of School Reentry (repeat monthly)</p> <ul style="list-style-type: none"> • Re-communicate plan: weekly to direct reports and teacher teams you own • Support principal to execute operations plan • Send surveys to all stakeholders • Monitor key results you own weekly • Fully participate in LT meeting cadence to progress monitor 	<p>July-August</p> <ul style="list-style-type: none"> • Internalize the remote learning playbook, hybrid playbook, and reentry plan • Re-communicate the remote learning playbook and reentry plan to students and families • Understand state/district guidelines and implications on teaching and learning <p>Start of School Reentry (repeat monthly)</p> <ul style="list-style-type: none"> • Re-communicate plan: weekly to students and parents • Complete monthly surveys and encourage students and families to complete them • Submit scoreboard data weekly • Fully participate in meetings • Internalize updates to the Remote Learning Playbook and communicate changes to students and families



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<ul style="list-style-type: none"> • Monitor that surveys to all stakeholders • Monitor key results weekly • Facilitate meeting cadence with your LT to progress monitor and course correct • Update Remote Learning Playbook and communicate changes 	<ul style="list-style-type: none"> • and course correct • Support the principal to update Remote Learning Playbook and communicate changes 	
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Big Rock 2: Support Staff and Student Culture (HPT, CE, AE)

Objective: Our team will soar this year by having the resources needed to provide an engaging and sustainable learning environment, no matter what the model. We will ensure basic needs are met and supports are in place for the social and emotional needs of all staff, students, and families.

<p>Key Results <Key Results to be achieved by the end of semester and progress monitored weekly. Remember: SMART, focused, outcomes based, aligned to Big Rock Objective.></p>
<p>Key Result 2.1: 80% of students attend remote learning daily and/or in building assigned days</p>
<p>Key Result 2.2: 100% of families have working technology at home (device and internet)</p>
<p>Key Result 2.3: 90% of the team indicate that their work loads are manageable</p>
<p>Milestones: Milestones include key strategies as well as actions added as course correction. They address roll out, staff training and quality. New milestones are added out of WTMG Meetings. Include those action steps here and color code as completed.></p>
<p>Launch</p> <ul style="list-style-type: none"> • Ensure staff and students have the technology resources needed to teach and learn remotely • Create a tech troubleshooting support plan • Identify staff that have children at home and create a support plan for them • Determine how you will monitor student engagement and create guidelines on strategies that boost engagement for all stakeholders • Create a staff connection plan • Identify the SEL needs of your students, staff and families and create a plan to provide resources and support • Create a plan to celebrate staff and students weekly and make it fun
<p>Monthly</p> <ul style="list-style-type: none"> • Monitor percent of staff and teachers that have technology resources needed to teach and learn remotely • Implement the tech troubleshooting support plan, progress monitor and course correct • Conduct a weekly check-in with staff that have children at home to assess success of support plan and course correct as needed • Monitor student engagement and strategies that effectively boost engagement and share weekly • Execute staff connection plan • Monitor SEL needs of your students, staff and families and effectiveness of support • Celebrate staff and students weekly and make it fun
<p>Roles and Responsibilities <Outline the key roles and responsibilities aligned with each Strategic Plan objective></p>

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Principal	Leadership Team (break out by role)	Teachers

Big Rock 3: Ensure Academic Success for All Students (DDC & BBT)

Objective: Teachers will become masters at remote and in building instructional delivery by utilizing a standards-aligned scope and sequence to deliver rigorous grade level instruction that is sustainable for teachers, students, and families.

<p>Key Results <Key Results to be achieved by the end of semester and progress monitored weekly. Remember: SMART, focused, outcomes based, aligned to Big Rock Objective.></p>		
<p>Key Result 3.1: 90% of teachers reach 2.0 or above on Virtual Instructional Walkthrough checklist and/or the in Building Walkthrough checklist.</p>		
<p>Key Result 3.2: 80% of students meet mastery on their unit assessment as measured by the unit assessment tracker.</p>		
<p>Milestones: Milestones include key strategies as well as actions added as course correction. They address roll out, staff training and quality. New milestones are added out of WTMG Meetings. Include those action steps here and color code as completed.></p>		
<p>Launch</p> <ul style="list-style-type: none"> Establish expectations for remote teaching and learning that are sustainable and equitable (Remote Learning Playbook and Hybrid Learning Playbook) Establish teacher planning meetings and data driven instruction cycle (agendas, planning tools, and assessment calendar) Lead and/or attend collaborative planning meetings Onboard staff to expectations to progress monitor student learning using the assessment tracker Create plan to provide student support services for students with IEPs, for social and emotional supports, and for EL students Determine “look-fors” to monitor instruction in virtual classroom walkthroughs, leveraging the AI Virtual Instructional Walkthrough and communicate to staff Monitor student work samples Determine the plan for teacher support in planning and implementing remote teaching lessons: professional development and coaching 		
<p>Monthly</p> <ul style="list-style-type: none"> Implement teacher planning meetings Implement data driven instruction cycle Lead and/or attend collaborative planning meetings Progress monitor student learning using the scoreboard Progress monitor student supports services plan for students with IEPs, for social and emotional supports, and for EL students Monitor instruction with virtual classroom walkthroughs and student work samples Provide professional development and coaching for teachers on remote teaching 		
<p>Roles and Responsibilities <Outline the key roles and responsibilities aligned with each Strategic Plan objective></p>		
Principal	Leadership Team (break out by role)	Teachers

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Communication Plan		
Create a Communication Plan to ensure all stakeholders are aware of the Reentry Plan, Remote Learning Plan, and Hybrid model plan. Include a feedback loop in your communication plan to make sure all stakeholders have been able to process, provide feedback, and have questions answered.		
Stakeholder Group	Recurrence	Communication Medium
Leadership Team	Daily	<ul style="list-style-type: none"> LT Huddle: Every afternoon from 2:00-2:15
	Weekly	<ul style="list-style-type: none"> Continued weekly LT 1:1 with school leader Weekly LT Meeting on Wed from 12:00-1:30pm
	Monthly	<ul style="list-style-type: none"> Survey
Teachers	Daily	<ul style="list-style-type: none"> Pre-Recorded Staff Huddle at 7:30 am
	Weekly	<ul style="list-style-type: none"> Staff Meeting Fridays from 2:00-3:30 Staff Memo Sunday nights by 7pm
	Monthly	<ul style="list-style-type: none"> Survey
Families/Students	Daily	<ul style="list-style-type: none"> Pre-recorded Morning Message by 8am Updated schedule for students in website with updated links as needed.
	Weekly	<ul style="list-style-type: none"> Sunday Weekly Memo from teachers to students and parents Weekly memo from Principal to parents
	Monthly	<ul style="list-style-type: none"> Survey
State of the School	Monthly	<ul style="list-style-type: none"> Updates via PPT with in person virtual option to view LIVE with Q/A to all stakeholder groups on the state of the plan implementation (in the format of SWOT), health and safety, and adaptations being made and WHY