

Andrew K Demoski School

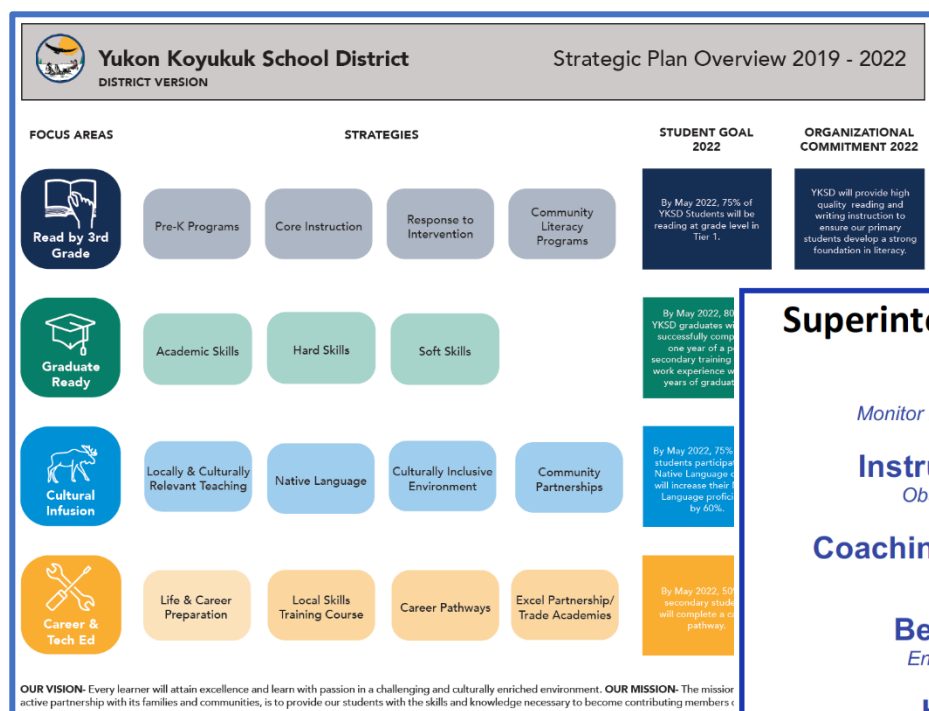
2019-20 School Goals

Creating your school's goals.

Each school completed goals for three different areas of school effectiveness:

Student Success School Climate Supporting Paraprofessionals/Staff

Each principal and staff used the *Superintendent Non-negotiables* and the *Yukon Koyukuk School District Strategic Plan* to help guide their actions as they collaborated on the school's SMART goals, Action Steps, and Tasks.



Please see the following pages for the details of this school's goals regarding Student Success, School Climate, and Supporting Para-Professionals/Staff.

Superintendent Non-Negotiables

- School goals**
Monitor improvement goals monthly with staff
- Instructional walkthroughs**
Observe classrooms twice a month
- Coaching/mentoring for teachers**
Provide feedback weekly
- Bell to bell instruction**
Ensure focused instructional time
- High Expectations**
Set students and teacher learning goals
- Positive School Climate**
Develop a welcoming & safe school environment
- Student Growth**
Review data to inform instruction
- Paraprofessional support & guidance**
Provide feedback and professional learning
- Quarterly community gatherings**
Host activities to promote parental participation

School Goals - Instructional Walkthroughs - Coaching/Mentoring Teachers
 Bell to Bell Instruction – High Expectations - Positive School Climate
 Student Growth - Paraprofessional Support & Guidance - Quarterly Community Gatherings

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Student Success			
SMART Goal #1:	AKD will increase MAP performance by 3% in each MAP testing period through 2020 by increasing support from RTI, core instruction, career preparation, and attendance along with ensuring that graduates meet all requirements.		
Steps towards SMART Goal #1 stated above		Person Responsible	Due Date
Component #1	RTI Stepp (2.3) (3.2) (3.3) Review of ALL DATA to establish a baseline for a 10% increase in ALL students and campus to align with the district expectations. Staff will reevaluate students on a quarterly basis.		Principal/Staff Scheduled meeting as set on calendar
	Task #1 - Review Student Data to establish teacher direction for intervention with specific needs and goals for individual instruction. (2.3) Supers non-negotiables	D.O. Principal Teacher/Paras Sped. Instr.	Sept 18, 2019
	Task #2 - Research Based Instruction through district guidelines, state education challenge, and superintendent non-negotiables.	Principal Teacher/aides Paras IEP/Sped Input	ALL YEAR
	Task #3 - Staff Collaboration including teachers/paras/aides/sped/parent involvement	Principal Teacher/aides/ Paras/Parent	dates set on calendar
Component #2	Core Instruction Stepp (1.1) (3.3)		Principal / Staff ALL YEAR
	Task #1 - Bell to Bell Instruction Superintendent non-negotiables	Principal Teacher	ALL YEAR
	Task #2 - High Expectations Superintendent Non-Negotiables	Principal Teacher	ALL YEAR
	Task #3 - Research based curriculum and Differentiated Instruction Student Growth Superintendent non-negotiables	D.O. Principal Teacher Sped	Daily, weekly
Component #3	Life and Career Preparation Stepp (4.5)		Teacher Mentor CTE Staff ALL YEAR
	Task #1 - Certify students in critical trade skills	Teacher CTE Staff Excel Camps	as tasks are completed
	Task #2 - Ensure students have a drivers' license, resume/portfolio	Teacher CTE Staff	weekly monthly
	Task #3 - Conduct activities throughout the year when on site volunteers are on campus	Principal Teacher	as available weekly monthly

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School Climate			
SMART Goal #2:	AKD will continue to improve school climate through involving parents, community, Tribal Volunteers into activities that increase cultural interactions, assist with absenteeism, and develop Native experiences and multiculturalism.		
Steps towards SMART Goal #2 stated above		Person Responsible	Due Date
Component #1	Resources Stepp (4.6) (4.7) (4.8)		All year
	Task #1 Incorporate Athabaskan Values into weekly/daily warmup	Teacher, Principal Tribe	Sept 18, 2019
	Task #2 Project based learning during warm up, weekly activities, Book Slam	Teacher Principal District	weekly as set by calendar
	Task #3 School Newsletter which is written by students to showcase their activities and events to the community	Teacher Principal Students	monthly
Component #2	Cultural mentors	Distr. / Teacher/ Principal/ Tribe/Vol.	throughout the year
	Task #1 - Bring in cultural mentors (elders) to provide storytelling, sewing, beading, reading, Native Language, dance skills	Principal Teacher Dist. / Tribe/TCC	weekly
	Task #2 After school programs with elders/Tribe/parents which include reading, sewing, beading	Principal Teacher Tribe/TCC	weekly
	Task #3 - Create Native Shop Projects to include knives, fish nets, trapping skills, through interactions with elders and community experts	Principal Teacher/TCC Tribe/Vol/	weekly
Component #3	Cultural Activities Stepp (4.8) Quarterly Community Gatherings (non-negotiable) as set by school calendar and turned in	Dist. Teacher Principal Tribe	All year as set on school calendar
	Task #1 Culture Camps through community experts	Principal	as available monthly
	Task #2 Dancing with the Spirit, Native Dance and Singing with the Tribe	Principal D. O. Teacher	as notified and added to school calendar
	Task #3 - Subsistence Days (moose hunting 3-day weekends district calendar), completing fish wheel and setting up, putting up fish, ski koo, ACHILL activities	Principal Teacher D. O. Calendar	as they arise or as set on district calendar

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Supporting Paraprofessionals/Staff			
SMART Goal #3:	AKD school will increase the professional development of both staff and paraprofessionals through weekly meetings, school-based decision making, relevant training, and resources to improve their development and growth.		
Steps towards SMART Goal #3 stated above		Person Responsible	Due Date
Component #1	Teachers		
	Task #1 Through coaching, mentoring, and supporting teachers with instructional practices and relevant resources, teachers can achieve bell to bell instruction.	D. O. Principal	Aug 19, 2019
	Task #2 Walkthrough Evaluations will be conducted in a timely manner, as well as, their yearly evaluation. Superintendent non-negotiables	Principal	weekly monthly as set by calendar
	Task #3 Collaboration Time will be daily, weekly, monthly to include teachers, aides, paras	D. O. Principal Teacher	weekly monthly
Component #2	Para professionals and aides Para professional support and guidance Non-Negotiable		daily, weekly, monthly
	Task #1 Training at the district office	D.O.	as set on calendar
	Task #2 Daily guidance by the teacher to improve actions and collaborate about students and daily performance	Teachers	Daily, weekly, monthly
	Task #3 Paras and aides will be given training and evaluations on their performance monthly to include classroom performance, behavior, student performance, and guidelines	Principal	Daily, weekly, monthly
Component #3	ALL STAFF		
	Task #1 Expectations during school and how to conduct oneself with students and perception by the community	Principal	In service, weekly, meeting, monthly and as needed
	Task #2 Inappropriate behavior with students and how to conduct oneself around students outside of class within the guidelines of their contract with the district.	Principal D.O.	in service, weekly, monthly, as the need arises

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