

# Minto School

## 2019-20 SMART 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.

FOCUS AREAS	STRATEGIES	STUDENT GOAL 2022	ORGANIZATIONAL COMMITMENT 2022
<b>Read by 3rd Grade</b>	Pre-K Programs, Core Instruction, Response to Intervention, Community Literacy Programs	By May 2022, 75% of YKSD Students will be reading at grade level in Tier 1.	YKSD will provide high quality reading and writing instruction to ensure our primary students develop a strong foundation in literacy.
<b>Graduate Ready</b>	Academic Skills, Hard Skills, Soft Skills	By May 2022, 80% YKSD graduates will successfully complete one year of a post-secondary training work experience within years of graduation.	
<b>Cultural Infusion</b>	Locally & Culturally Relevant Teaching, Native Language, Culturally Inclusive Environment, Community Partnerships	By May 2022, 75% students participate in Native Language instruction and will increase their Language proficiency by 60%.	
<b>Career &amp; Tech Ed</b>	Life & Career Preparation, Local Skills Training Course, Career Pathways, Excel Partnership/Trade Academies	By May 2022, 50% secondary students will complete a career pathway.	

**OUR VISION:** Every learner will attain excellence and learn with passion in a challenging and culturally enriched environment. **OUR MISSION:** The mission of Yukon Koyukuk School District is to provide our students with the skills and knowledge necessary to become contributing members of our community through an active partnership with its families and communities.

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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## 2019-20 SMART Goals

Student Success			
SMART Goal #1:	By May 2020, 55% of Minto School students will be reading at grade level in Tier I.		
Steps towards SMART Goal #1 stated above			Person Responsible
Due Date			
Component #1	RTI (STEPP 2.3, 3.2, 3.3, 3.4, 4.5)		
	Task #1 <u>Bell to bell instruction</u> : Tier 2 & 3 students receive individualized instruction during a 30-minute block each day.	All Staff	Sept. 30, 2019
	Task #2 <u>High Expectations</u> : Set student learning goals and record in RTI plans.	Teachers	Oct 31, 2019
	Task #3 <u>Student Growth</u> : Review data to inform instruction each quarter during collaborative meetings.	Teachers	Oct 31, 2019
Component #2	Core Instruction (STEPP 1.1, 3.2, 3.3, 3.4)		
	Task #1 <u>Bell to bell instruction</u> : Teachers will utilize research based curriculum (Wonders & Prentice Hall). <u>Coaching/mentoring for teachers</u> : Lessons plans will be turned in on a weekly basis.	Teachers	2019-2020 School year
	Task #2 <u>Student Growth</u> : Teachers address student grade level expectations and ability level needs through differentiated instruction.	Teachers	Weekly
	Task #3 <u>Instructional walkthroughs</u> : Principal will do walkthroughs at a minimum of 2x per month to provide coaching/mentoring for teachers.	Principal	Bi-monthly
Component #3	Community Literacy Programs (8.5)		
	Task #1 <u>Quarterly Community Gatherings</u> : Family Literacy Nights: Opportunities for families and children to learn strategies to support literacy development at home.	District & Local Staff	Quarterly
	Task #2 <u>Student Growth</u> : Increasing literacy access to high quality texts through school libraries.	Federal Programs & Principal	Sept 2019
	Task #3 <u>High Expectations/Student Growth</u> : Read 20 Minutes a Night. School and community collaboration to encourage students to read 20 minutes daily in the home.	Teachers, Principal, Parents	2019-2020 School Year

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School Climate			
SMART Goal #2:	Minto School will increase the amount of locally and culturally relevant instructional practices in the classroom and school environment.		
Steps towards SMART Goal #2 stated above			Person Responsible
Due Date			
Component #1	Locally & Culturally Relevant Teaching (STEPP 1.1, 3.3, 4.5, 4.6, 4.7, 4.8)		
	Task #1 <u>Positive School Climate</u> : Specific curricula that expands student understanding of local and cultural knowledge: Topics may include: Tribal Management, ANCSA, ACHILL and Model unit in core classes.	T&L Dept., Teachers	2019-2020 School Year
	Task #2 <u>Cultural Impact on Classes</u> : Teachers and paraprofessionals will conduct lessons with emphasize on local cultural standards and histories. Teachers may utilize LCE's (Local Cultural Experts) and bring them into class for collaborative teaching projects. At least once a semester.	T&L Dept., Teachers, Community Members	2019-2020 School Year
	Task #3 <u>Emphasis on Local Environment</u> : Teachers will develop and administer place-based units with specific attention to local environment. A unit can be a stand-alone project or portfolio aimed to increase comprehension of local geography.	T&L Dept., Teachers	2019-2020 School Year
Component #2	Community Partnerships (STEPP 4.8)		
	Task #1 <u>Quarterly Community Gatherings</u> . Communication and coordination between school and community partners to implement cultural activities: Culture Camps, Native Youth Olympics, Phlight Club, Music Programs and Local Skills.	Principal	Quarterly
	Task #2 <u>Creating Project Based Learning Plans</u> : Create relevant, tasks, plans, goals, and projects for these times. (i.e. building a fishwheel, beading, and quilting).	Teachers, principals, community partners.	Quarterly
	Task #3 <u>Culture Camp</u> : Create a culture camp in partnership with community partners and Minto School staff.	School staff, community partners.	Semester
Component #3	Partnerships and School Community Building		
	Task #1 <u>Morning Meeting</u> Create a morning meeting in classrooms. This time can be used for the pledge, SEL activities, and team building.	Teachers, principals	Quarterly
	Task #2 <u>Quarterly Awards Assemblies</u> Students, parents, teachers and the community will come together for Community Tea once a quarter to recognize students who are exceeding the schoolwide expectations in academics and behavior.	Minto School staff, community partners.	Quarterly
	Task #3 <u>Mentorship Programs</u> Secondary and elementary will partner next year. Older students will teach and model positive behaviors both academic and social emotionally. Students from both age groups will work together to meet behavioral and academic goals.	Secondary and Elementary Education	Quarterly

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Supporting Paraprofessionals/Staff			
SMART Goal #3:	All staff will participate in professional development that focuses on core instruction and RTI to increase student achievement.		
Steps towards SMART Goal #3 stated above		Person Responsible	Due Date
Component #1	Paraprofessional Professional Development and Support (STEPP 5.1, 5.3)		
	Task #1 - Training at the district office.	Administrative staff.	Semester
	Task #2 - Paraprofessionals will be evaluated on a quarterly basis and given constructive feedback. Principal will observe paraprofessionals as they do teachers.	Principal	Quarterly
	Task #3 - Create explicit plans and checklists for aides based on teacher needs, the aides interests and the aides strengths.	Aides Principals Teachers	Semester
Component #2	Teachers		
	Task #1 <u>Creating Regular Goals</u> Monitor improvement goals monthly with staff during collaboration meetings.		Monthly
	Task #2 <u>Weekly Staff Rundown</u> Opportunity to discuss events in the community, issues that parents and families are facing, and overall status of staff.		Weekly
	Task #3 <u>Incentives and Rewards for Teachers and Staff</u> Set goals and a planned rewards for meeting these set goals. Plan is developed in writing by staff and posted in the office.		Quarterly
Component #3	ALL STAFF		
	Task #1 <u>Goal Buddies</u> Staff members will develop one meaningful personal or professional goal. They will be partnered with another staff member. They will discuss each others goals, offer support, and hold each other accountable.		Yearly
	Task #2 <u>Staff wide goal and incentives</u> Together staff will set one SMART goal. (i.e. Attendance). If this goal is met as a staff the entire staff will receive a collaborative reward (i.e. Trip to Chena) if this goal is met.		Yearly
	Task #3 <u>Self-Reflections</u> On a quarterly basis teachers will be given a self-reflection to complete.		Quarterly

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