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| **Goal*: Skilled Teachers***  *All teachers will use varied strategies in an effort to personalize learning within their classrooms. This should include but not be limited to one strategy with technology, one strategy that they consider a risk, and one strategy that allows students to create. Teachers will need professional development in order to have the skill to do so.* | | | |
| Evaluation Method:  Survey asking about teachers to detail what strategies were used, the success and failure that came with them, and what tweaks they would make to it in the future | | Success Indicator:  Observations showing the continued use of new strategies and survey responses especially the type of response to what tweaks they would use | |
| Strategies | Timeline | Budget/Funding Source | Person(s) Responsible |
| Introduction of Varied Strategies | August | In House PD no funding needed | Personalized Learning Team |
| Introduction of Possible Technology Solutions | August | In House PD no funding needed | Personalized Learning Team |
| Embedded Coaching | Year Round | Local School Funds | Instructional Technology Coach or Vanguard |
| **Goal: *Instructional Change***  *Instructional technology will be used less for consumption and more for creation.* | | | |
| Evaluation Method:  A portal established for the uploading and sharing of student creation projects among staff | | Success Indicator:  Student surveys, student projects, and the continued use of student creation | |
| Strategies | Timeline | Budget/Funding Source | Person(s) Responsible |
| Introduction of Varied Strategies and Technology Solutions (Will Include Ways to Create) | August | In House PD no funding needed | Personalized Learning Team |
| Creation of Student Project Portal | August | In House with Possible local school funding if outside help needed | Media Specialist, Tech Specialist, and outside help if needed |
| Embedded Coaching | Year Round | Local School Funds | Instructional Technology Coach or Vanguard |
| **Goal: *Student Focused***  *Students will get to create items to show their learning, and they will have choice in what they create.* | | | |
| Evaluation Method:  Student creation portal, teacher online presence, observations | | Success Indicator:  Student surveys, student projects, and the continued use of student creation | |
| Strategies | Timeline | Budget/Funding Source | Person(s) Responsible |
| Introduction of Varied Strategies and Technology Solutions (Will Include Ways to Create) | August | In House PD no funding needed | Personalized Learning Team |
| Creation of Student Project Portal | August | In House with Possible local school funding if outside help needed | Media Specialist, Tech Specialist, and outside help if needed |
| Introduction of ways to present student choice | January | In house PD no funding needed | Personalized Learning Team |
| Embedded Coaching | Year Round | Local School Funds | Instructional Technology Coach or Vanguard |
| **Goal: *Diversity Considerations***  *The school will work to find alternative solutions to home digital equity issues, but in the meantime teachers will give students choices that are both analog and digital as well as deemphasize the role of homework within instruction* | | | |
| Evaluation Method:  Observation, student assessment scores, student surveys, and teacher’s online presence. | | Success Indicator:  Student Assessment Scores, Parent Surveys, Student Surveys | |
| Strategies | Timeline | Budget/Funding Source | Person(s) Responsible |
| Administrative look at what home based assignments are effective as well digital equity issues that most teachers don’t realize | August | In House no funding needed | Principal and Admin team |
| Research and rolling out alternative solutions to home broadband issues as they become available | Year Round | Both School Based and District Depends on Scale | Principal and Admin Team at School Level  Director of Technology at District Level |
| Introduction of ways to present student choice | January | In house PD no funding needed | Personalized Learning Team |
| Embedded Coaching | Year Round | Local School Funds | Instructional Technology Coach or Vanguard |
| **Goal: *School Related***  *To develop a culture of risk taking that is not fearful of the evaluative process and see support staff as coaches even if it is received from the administrative level* | | | |
| Evaluation Method:  Teacher Surveys | | Success Indicator:  Teachers are taking risk, Failure is sometimes evident, teacher surveys | |
| Strategies | Timeline | Budget/Funding Source | Person(s) Responsible |
| Professional Development for all support staff on what makes good coaches and how evaluations can be used as coaching models | July | Local Funds | Principals to find a source of professional development that works and then delivered by coaching professional |
| Embedded Coaching (Admin and other support staff are in classrooms with teachers when they think risk is high and approach evaluations from a “What if you try it this way?” approach) | Year Round | In House | Admin team and other support staff |
| Recognition of Failures that turned into successes through small rewards such as possible gift cards | Year Round | In House | Principal |