



Detail Report

Mission

Mountain Shadows is a Kids at Hope Community that creates lifelong leaders with skills essential for the 21st Century. We are the Can Do Coyotes - NO EXCEPTIONS!

Vision

The faculty and staff of Mountain Shadows Elementary School believe that every child can learn and succeed. We are a Kids at Hope School - "All students are capable of success, NO EXCEPTIONS!"

Benchmark

Team Members

Name	Title/Relationship
Bridget Bohac	Classified Representative
Brie Peck	Parent
Brittnee McKinley	Teacher
Carol Hoffman	Classified Representative
Crystal Patti	Teacher
Janet Gilbert	Principal
Jessica Grigg	Teacher
John Myers	Teacher
Kimberly Alexander	Instructional Coach
Marla Couture	Teacher
Mary Quaranta	Teacher
Nicole Yanez	Teacher
Robert Harris	Teacher
Tina Hudson	Teacher
Valerie Pacheco	Parent
Veronica Teran	Reading Specialist

Goals

Priority Area 1.1.1		
Priority	Component	Objective
Excellence in Student Learning	College and Career Ready Program of Study	Deploy a guaranteed and viable curriculum in every classroom.
Goal Description		



By May 2017, 100% of the Mountain Shadow's teachers will demonstrate effective Tier 1 instruction with 85% passing rate as measured by proficiency in math and reading content areas on district and state assessments.

End of Year Summary

Key Measures

•% of students passing common assessment

Priority Area 2.2.3

Priority	Component	Objective
Excellence in Workforce Performance	Workforce Development to Meet Organizational Needs	Support all employees in the deployment of continuous improvement practices.

Goal Description

By May, 2017, 100% of the Mountain Shadows staff will participate in continuous improvement practices aligned to the Leader in Me initiative as measured by perceptual data collection from all staff members.

End of Year Summary

Key Measures

•% of staff members utilizing personal and professional WIGS (Wildly Important Goals)

Priority Area 3.3.1

Priority	Component	Objective
Excellence in Stakeholder Relationships	Highly Engaged Stakeholders	Provide opportunities to involve and engage all stakeholder groups in key programs and initiatives.

Goal Description

By May 2017, 100% key programs and initiatives will involve at least 1 representative of our stakeholders in each action team and increasing their involvement and/or engagement as measured by the attendance and/or support at key events and meetings.

End of Year Summary

Key Measures

•% of key stakeholders involved and/or engaged

Priority Area 4.4.1

Priority	Component	Objective
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Excellence in Organizational Improvement and Accountability	Individual and Collective Responsibility to Ensure Compliance and Quality Improvement	Evaluate programs and services using sound research principles and multiple data sources.
Goal Description		
By May 2017, 100% of staff will determine effectiveness of current programs by analyzing the fidelity and impact on student growth scores.		
End of Year Summary		
Key Measures		
•Key Measure (Summative) - % of programs and services evaluated for effectiveness		

Action Plans

Goal 1.1.1	By May 2017, 100% of the Mountain Shadow's teachers will demonstrate effective Tier 1 instruction with 85% passing rate as measured by proficiency in math and reading content areas on district and state assessments.		
Action Step	Teachers will track their data to show % of proficiencies.		
Responsible Party	Teachers		
Professional Development	As needed		
Quarterly Summary			
Date Initiated	September 01, 2016	Date Completed	
Status	In-Process	Last Modified	9/22/2016 9:15 AM

Goal 1.1.1			
Action Step	Teachers will reflect upon current practices and effective instructional practice during weekly PLC meeting.		
Responsible Party	Certified Teachers		
Professional Development	PD is provided through administrator and instructional coach to support individual PLC teams on an -as-needed basis.		
Quarterly Summary			
Date Initiated	August 08, 2016	Date Completed	
Status	In-Process	Last Modified	9/21/2016 2:33 PM

Goal 1.1.1			
Action Step	Certified staff will develop their understanding of current brain research and how people learn, then apply practices that support quality instruction.		
Responsible Party	Administrator		



Professional Development	On-going development during early release days		
Quarterly Summary			
Date Initiated	August 08, 2016	Date Completed	
Status	In-Process	Last Modified	9/21/2016 2:30 PM

Goal 1.1.1			
Action Step	Create master schedule that provides maximum amounts of instructional time.		
Responsible Party	Scheduling Committee		
Professional Development			
Quarterly Summary	Master schedule will be reviewed quarterly for changes as appropriate.		
Date Initiated	July 25, 2016	Date Completed	August 19, 2016
Status	Completed	Last Modified	9/21/2016 1:15 PM

Goal 2.2.3	By May, 2017, 100% of the Mountain Shadows staff will participate in continuous improvement practices aligned to the Leader in Me initiative as measured by perceptual data collection from all staff members.		
Action Step	Monitor school-wide Wildly Important Goal (WIG) of increasing parent engagement from 0% to 100%.		
Responsible Party	Certified Staff		
Professional Development	As needed		
Quarterly Summary			
Date Initiated	September 01, 2016	Date Completed	
Status	In-Process	Last Modified	9/22/2016 9:17 AM

Goal 2.2.3			
Action Step	All staff members will create a mission statement and model a personal WIG (Wildly Important Goal)		
Responsible Party	Staff		
Professional Development	As needed		
Quarterly Summary			
Date Initiated	August 08, 2016	Date Completed	
Status	In-Process	Last Modified	9/21/2016 2:36 PM

Goal 2.2.3			
Action Step	Data will be collected from all staff in a pre and post format to identify current participation and practices aligned to the Leader in Me initiative.		



Responsible Party	Staff		
Professional Development	As needed		
Quarterly Summary			
Date Initiated	August 08, 2016	Date Completed	
Status	In-Process	Last Modified	9/21/2016 2:34 PM

Goal 3.3.1	By May 2017, 100% key programs and initiatives will involve at least 1 representative of our stakeholders in each action team and increasing their involvement and/or engagement as measured by the attendance and/or support at key events and meetings.		
Action Step	On-going development and implementation practices of Leader in My philosophies through events, support and opportunities for growth.		
Responsible Party	Staff		
Professional Development	As needed		
Quarterly Summary			
Date Initiated	August 03, 2016	Date Completed	
Status	In-Process	Last Modified	9/21/2016 2:48 PM

Goal 3.3.1			
Action Step	Create and support on-going student action teams		
Responsible Party	Staff		
Professional Development	As needed		
Quarterly Summary			
Date Initiated	August 03, 2016	Date Completed	
Status	In-Process	Last Modified	9/21/2016 2:46 PM

Goal 3.3.1			
Action Step	Create and support a Student Lighthouse Team that will identify big rocks (major problems/needs) and create resolutions.		
Responsible Party	Student Lighthouse Team Sponsors		
Professional Development	As needed		
Quarterly Summary			
Date Initiated	August 03, 2016	Date Completed	
Status	In-Process	Last Modified	9/21/2016 2:45 PM

Goal 3.3.1



Action Step	Establish Lighthouse team members, identify purpose, and create yearly plan for the coordination of the school-wide work needed to achieve Lighthouse status.		
Responsible Party	Lighthouse Team Members		
Professional Development	As needed		
Quarterly Summary			
Date Initiated	August 03, 2016	Date Completed	
Status	In-Process	Last Modified	9/21/2016 2:43 PM

Goal 4.4.1	By May 2017, 100% of staff will determine effectiveness of current programs by analyzing the fidelity and impact on student growth scores.		
Action Step	Data will be monitored to determine effective transfer of current programs		
Responsible Party	Leadership Team		
Professional Development	As needed		
Quarterly Summary			
Date Initiated	August 26, 2016	Date Completed	
Status	In-Process	Last Modified	9/21/2016 2:49 PM

Goal 4.4.1			
Action Step	Current program will be reviewed and analyzed for effectiveness taking fidelity and rigor into consideration..		
Responsible Party	Staff Members		
Professional Development	None		
Quarterly Summary			
Date Initiated	September 09, 2016	Date Completed	
Status	In-Process	Last Modified	9/21/2016 2:39 PM

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Feedback

Goal	1.1.1 By May 2017, 100% of the Mountain Shadow's teachers will demonstrate effective Tier 1 instruction with 85% passing rate as measured by proficiency in math and reading content areas on district and state assessments.		
Feedback			9/27/2016 9:23 PM

Strength: Teachers will bridge their own learning of brain research and learning with reflection on instructional practice.
 Questions to Ponder: The goal in its current form states “Mountain Shadows teachers will demonstrate effective Tier1 instruction with 85% passing rate.” Perhaps this is an opportunity to include measureable growth as an option for all students including some that may not reach proficiency. For example: “By May 2017, all Mountain Shadows teachers will demonstrate effective Tier 1 instruction with 100% of students reaching proficiency or measureable growth in math and reading content areas on district and state assessments.” Based on the action steps, has the team determined how the teachers will track their data to show progress? Has a schedule of trainings on brain research with reflection on current practices and effective practices been established?

Goal	2.2.3 By May, 2017, 100% of the Mountain Shadows staff will participate in continuous improvement practices aligned to the Leader in Me initiative as measured by perceptual data collection from all staff members.
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Feedback	9/27/2016 9:23 PM
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Strength: The school is implementing “The Leader in Me” initiative as a process to improve school wide and individual practices.
 Questions to Ponder: Participation, as well as implementation, are a critical components of implementing continuous improvement plans. The goal states that all staff will participate. Does this include all classified as well as certified? Has the team considered measuring criteria of implementation of the initiative and not just participation? As part of The Leader in Me initiative, the school has created a “Wildly Important Goal.” Staff members will also create a goal. How will leadership ensure the individual goals align with the school goal?

Goal	3.3.1 By May 2017, 100% key programs and initiatives will involve at least 1 representative of our stakeholders in each action team and increasing their involvement and/or engagement as measured by the attendance and/or support at key events and meetings.
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Feedback	9/27/2016 9:23 PM
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Strength: Mountain Shadows Elementary School is working toward “Lighthouse” status.
 Questions to Ponder: The goal includes increasing stakeholder representation and involvement in all key programs and initiatives. Perhaps simplifying the goal by explicitly stating how it will be measured will give the team direction for action steps. For example, “By May 2017, all action teams will involve at least one representative of each stakeholder group to support greater involvement in key programs and initiatives as measured by increased attendance during events and meetings.” Who are the identified stakeholders? Has the team created a plan for on-going development to support targeted events?

Goal	4.4.1 By May 2017, 100% of staff will determine effectiveness of current programs by analyzing the fidelity and impact on student growth scores.
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Feedback	9/27/2016 9:23 PM
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Strength: Mountain Shadows staff is reflecting on the effectiveness of current programs
 Questions to Ponder: While all staff will be analyzing the effectiveness, has the team determined which programs will be evaluated and established criteria for fidelity and effectiveness as related to the student growth scores?