Teaching and Learning

To provide educators and students with continuous learning experiences that are relevant, rigorous, and build upon relationships

- **MTSS (Multi-Tiered Systems of Support):**
  - Use multiple data measures to guide instruction for all students
  - Continual refinement and training of the MTSS process in order to transform beliefs that best support student success
  - Focus and review quarterly MTSS data
    - Flow charts
    - Instructional learning
    - Provide support via monitoring, coaching, co-teaching, observation, etc.
  - Identify standard procedures for addressing Tier II needs in reading and math
- **Rigorous, Relevant, and Relatable Curriculum:**
  - Implement, develop, and monitor the district's Instructional Framework using data awareness, data conversations, and additional support as needed
  - Effective use of formative assessment data to drive planning and data analysis in and through PLCs
  - Actively recruit students for Advanced Placement classes
- **Ensuring Equity:**
  - Build an understanding across our district of cultural awareness and diversity among students and staff
  - Provide culturally relevant materials and instruction
  - Analyze data by subgroups
  - Implement activities and strategies which help students build social capacity
  - Host Student Advisory Group

Human Resources
To identify, recruit, and retain high quality educators

- **Innovative Recruitment & Retention:**
    - Develop an aggressive marketing campaign utilizing social media
    - Increase recruitment partnerships with local colleges and universities
    - Utilize a corporate-style of recruiting (dine & dazzle excellent candidates)
    - Recruit college-aged student interns for pre-service educational experiences
- **Unique and On-going Professional Development:**
    - Provide professional development opportunities for teachers to have multiple means of development
    - Utilize online resources such as Canvas, NCEES, Simple K-12
    - Use Instructional Framework method with teachers
    - Partner novice and retired, proven teachers
    - Build leadership capacity by identifying and highlighting areas of strength
- **Celebrate a Work Environment of Excellence:**
    - Monthly staff recognitions held in each building
    - Staff recognition for going above and beyond
    - Accountability in addition to celebrations
    - Provide classroom 'make-over' for Teacher of the Year

Family and Community Engagement

To cultivate an atmosphere of collaboration, trust, and shared responsibility between parents, community, and district personnel for student success

- **Customer Service:**
    - Improve first impressions (front office area) in all TCS buildings
    - Increase social media presence by regularly sharing events with media outlets
    - Provide front office staff with training on customer service practices
    - Equip district personnel to assist all customers and to be 'all-in' especially for students
    - Utilize Teacher Advisory Council to identify strengths and weaknesses and work toward solutions as needed
- **Family Engagement:**
    - Training for teachers on effective interactions with parents and families
    - Train parents about student advocacy
    - Ensure all materials are shared in English and Spanish
    - Community walk
    - Provide Parent Institute to ensure regular parent engagement
    - Utilization of social media options
    - Parent portal
    - Utilize Parent Advisory Council to identify weaknesses and also to work toward solutions
    - Parent resource libraries located in each school
- **Community Outreach:**
    - Align TCS and Communities In Schools volunteer efforts
    - Recognition of community partners: Bulldog Backers
    - Faith in Action Committee
    - Parent Advisory Council
    - Community Advisory Council

Efficiency, Structure, and Governance

To maximize student achievement by strengthening data use and accountability at the classroom, school, and district levels

- **Strategic Use of District Resources:**
  - Use data to determine what resources are needed at each school
  - Align resources for K-12 success using clear academic priorities aligned to district goals
  - Capitalize on individual strengths and align to district goals
  - Align district resources to strategic plan
- **Administrator training and autonomy:**
  - Assign proven principals to mentor TCS principals
  - Administrators provided time to attend Professional Development sessions both within and outside of district to enhance leadership skills
  - Create clear expectations for school leaders in areas of finance, HR, and curriculum building leader capacity prior to sharing with staff members
  - Create clear and concise processes to maintain fair and equitable alignment with regards to salaries, stipends, etc.