





	<p>and anything else they desire to share. This is a huge first step toward building trust.</p> <p><b>Inclusive Leadership</b></p> <ul style="list-style-type: none"> <li>- One of the goals of the administrative team will be to develop inclusive leadership. When at all possible, other stakeholders will be involved in decision making. For example, instead of just the school leaders interviewing potential staff, parents, students, and other staff members will be invited into that process.</li> </ul>	<b>August 2019</b>
<b>Empowerment</b>	<p><b>School Improvement Leadership Team</b></p> <ul style="list-style-type: none"> <li>- The school improvement and leadership teams will be merged and will be comprised of school leaders, staff members, parents, students, and other communities. This will allow for more inclusive leadership, whereas all the decisions will not be made by school staff. Other stakeholders will be able to speak into decisions such as hiring staff, budgets, and curricula.</li> </ul> <p><b>Staff-Led Professional Development</b></p> <ul style="list-style-type: none"> <li>- The school leaders recognize that staff are experts in their own fields. These staff members will be given the opportunity to lead professional development for the school, especially when they attend a conference or PD that is off-campus. Also, school leaders will ask staff to present “good things” that are happening in their classrooms.</li> </ul>	<p><b>August 2019</b></p> <p><b>August 2019</b></p>
<b>Performance Focused Rewards</b>	<p><b>Staff Shout Outs</b></p> <ul style="list-style-type: none"> <li>- All stakeholders in the school will be able to write a shout out for a staff member. This will include their name, position, and why they are awarding them a shout out this week. These will be posted on a bulletin board near the front office, along with the staff member’s picture.</li> </ul> <p><b>Student of the Week</b></p> <ul style="list-style-type: none"> <li>- Teachers will have the opportunity to recognize a student of the week from their</li> </ul>	<p><b>August 2019</b></p> <p><b>August 2019</b></p>

	<p>classroom. The student’s name will be announced on the intercom, and they will meet with the principal for a congratulatory conversation. If there are community partners that are restaurants, students will be awarded a coupon for a free dessert or something similar.</p> <p><b>Volunteer of the Year</b></p> <ul style="list-style-type: none"> <li>- A school cannot properly run without the help of parent and community volunteers. Each year, staff members will nominate and vote on a community volunteer of the year. All volunteers will be honored with a breakfast, where the winner will be announced and presented with flowers and a small present.</li> </ul>	<p><b>May 2020</b></p>
<p><b>Systematic Communication</b></p>	<p><b>Daily Email</b></p> <ul style="list-style-type: none"> <li>- One of the school leaders will send out a daily email to staff notifying them of any staff who are absent and any other logistics, such a schedule change for the day.</li> </ul> <p><b>Weekly Staff Memo</b></p> <ul style="list-style-type: none"> <li>- A weekly memo will be sent out to all staff on Friday mornings. It will contain pertinent information for the coming week, from both the school leader and the school district. The school leader will write this email throughout the week, as he receives information that needs to be included.</li> </ul> <p><b>Family Newsletters</b></p> <ul style="list-style-type: none"> <li>- Grade levels will be required to send home biweekly newsletters to families, and they will also be translated into Spanish. The newsletters will contain what the students are learning, any upcoming events, and how the family can support their child’s learning. The school leader will also send home a monthly newsletter to families.</li> </ul> <p><b>Twitter/Social Media</b></p> <ul style="list-style-type: none"> <li>- The school staff will be encouraged to open classroom Twitter accounts, where they can post daily happenings in their classroom.</li> </ul>	<p><b>August 2019</b></p> <p><b>August 2019</b></p> <p><b>August 2019</b></p> <p><b>January 2020</b></p>



	<p>opportunity to be trained and serve as peer mediators, where they help younger students talk through minor issues they are having with their peers. This will decrease minor conflict in the classroom that interrupts the learning space.</p>	
--	---	--