

PLEASE READ THESE INSTRUCTIONS FIRST:

- Please help us determine which initiatives the district should implement (and when) by placing an X in the column that represents the first year that an initiative should be implemented.
- You can place no more than 4 Xs in any given year (e.g., column B can have no more than 4 Xs).
- If an initiative already is underway (e.g., teacher recruitment) and you believe that the initiative should continue as is or with minor improvements (as opposed to with significant effort to improve), then you do not need to assign an X to it.
- Not all initiatives will receive an X.
- Please don't peek at the work of others -- we want everyone's unique perspective!
- Use the tab with your name!

Initiatives	22-23 (Y1)	23-24 (Y2)	24-25 (Y3)	25-26 (Y4)	26-27 (Y5)
TOTAL (no more than 4 per year / column):	4	4	4	4	4
Priority 1 - Renewed vision: Develop and inspire staff with a vision focused on equity and high expectations for all of our students.					
Central office leaders develop a system-wide vision to foster a diverse, equitable, and inclusive community for adults and students	x				
Central office leaders facilitate training to strengthen staff members' mindsets in alignment with the vision		x			
Priority 2 - Great instruction: Strengthen implementation of our high-quality curricula, with specific attention to early literacy.					
Central office leaders and principals strengthen implementation of high-quality curricula to develop teachers' capacity to teach effective ELA lessons		x			
Central office leaders and principals strengthen implementation of high-quality curricula to develop teachers' capacity to teach effective Math lessons		x			
Central office leaders and principals strengthen implementation of high-quality curricula to develop teachers' capacity to teach effective Science lessons				x	
Central office leaders and principals implement/ strengthen implementation of high-quality curricula to develop teachers' capacity to teach effective Social Studies lessons				x	
Central office leaders train and coach principals to be exceptional instructional leaders			x		
Central Office leaders and principals strengthen teachers' understanding of the science of the reading in order to develop early literacy students in grades PK-2.	x				
Priority 3 - A thriving team: Recruit and hire diverse and talented teachers, foster a positive staff culture, and increase retention.					
Central office leaders develop/ strengthen partnerships with education schools and alternative certification programs to increase the quality and/ or diversity of applicants (e.g. Louisiana Tech and other university partnerships).					x
Central office leaders re-design the recruitment and selection process and implement changes to increase the quality and/ or racial diversity of new hires at schools					
Central office leaders design and implement (or strengthen) a teacher residency program to increase the number and effectiveness of new-to-teaching candidates			x		
Central office leaders design and implement a leadership pipeline program to strengthen the pool of future school leaders					
Central office leaders re-design and implement an evaluation system that increases the accuracy of school leaders' evaluations of teachers					
Central office leaders and principals develop and implement a program to increase the retention of effective first-year teachers					x
Central office leaders design and implement a plan to encourage highly effective teachers to teach in the highest-need schools	x				
Central office leaders develop school leaders' capacity to lead effective school leadership teams					
Central office leaders provide professional development and coaching to develop school leaders' capacity to cultivate strong adult culture in schools					x
Central office leaders adopt high-quality social emotional learning curriculum to develop staff members' SEL skills and mindsets			x		

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TOTAL (no more than 4 per year / column):	4	4	4	4	4
Central office leaders implement/ strengthen implementation of high-quality SEL curriculum to develop staff members' SEL skills and mindsets				x	
Priority 4 - An exceptional student experience: Cultivate a joyful, engaging, and inclusive student culture.					
Teachers implement behavioral expectations, routines, and practices to cultivate engaging and focused classroom cultures for students	x				
School leaders and teachers implement rituals and practices to increase student joy		x			
School leaders implement practices to develop teachers' capacity to increase students' feelings of safety and inclusion at school					
Central office leaders and principals adopt a high-quality social emotional learning curriculum to develop teachers' capacity to teach effective SEL lessons			x		
Central office leaders and principals implement/ strengthen implementation of high-quality, culturally responsive SEL curriculum to develop teachers' capacity to teach effective SEL lessons				x	
Central office leaders and principals modify SEL practices to develop teachers' capacity to integrate SEL with academic instruction					
Central office leaders increase internal staffing or form partnerships to provide more students with mental health support					x