

		4. Nuri and Satici	Completed purchase order of devices	4. Technology department will develop a maintenance/ replacement plan and budget to be submitted to the administration for board approval.		devices and replace broken ones. 5-CO has provided multiple professional development opportunities and allocated funds for Schoology to enhance digital learning.
		5. Ms. Jabeen	Log of completed professional development	5. Time and resources will be allocated, and professional development will be offered in technology/digital learning tools for teachers.		Action Plan: Write standard protocol for cleaning and maintenance. Write a weekly check off for maintenance and safety.
Cognia Standard 3.4: The institution attracts and retains qualified personnel that support the organization's purpose and direction.	TMSA leadership will sustain annual retention of 80% of its current qualified* staff by 2022.	1. Kara 2. Admin, support staff 3. Central office and admin 4. Admin and academic coordinators	Salary scales Defined procedures Calendar of action items for staff Shout Out Log for staff	1. Leadership will continue to work to meet competitive salaries while sustaining benefits currently in place. 2. Improve systems: carpool, common documentation, updated intranet, and locations for these 3. Create a calendar of action items (ex. yearly action items)(school calendar can be created)		Completed/In-Progress: In progress Reflection: We would like to continue this focus so that the academic rigor of our school remains. Processes and procedures will continue to be developed and shared to lessen staff stress and assist in retaining qualified staff.

*Define qualified-certified for the position held

		<p>5. Central Office and the Board</p> <p>6. Leadership Team</p> <p>7. Central office and board</p> <p>8. Kara</p> <p>9. Karaduman and TMSA School Board financial committee</p>	<p>Staff bonuses available for all staff, not only certain grade levels</p> <p>Building plan for classrooms</p>	<p>4. Acknowledge high performing staff and provide positive feedback.</p> <p>5. Provide performance and achievement based staff bonuses.**</p> <p>6. Leadership will advocate for more work-life balance and professional treatment of staff.</p> <p>7. Central office and board will remain consistent with policies and procedures during the duration of a school year.</p> <p>8. Create opportunities for transparency and visibility for school board and central office members which also allows for staff input on decision-making.</p> <p>9. Find a way for each teacher to have a proper teaching space.</p>	<p>Action Plan:</p> <p>Create logs for recognition.</p> <p>Petition Board and Central Office for staff bonuses.</p> <p>Continue looking for a new building or build one.</p>
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*Define qualified-certified for the position held

<p>Cognia Standard A4: The institution implements equitable, relevant, and targeted programs and/or services for its authorized schools.</p>	<p>TMSA leadership will implement and sustain student service supports, including positive behavioral systems, social emotional supports and education, and academic interventions (tier 1, 2 and 3) to support student growth, resulting in 60% or more of teachers ranking embedded or higher on the needs assessment of spring 2020, 65% by spring of 2021, 70% by spring of 2022.</p>	<p>1. Sevilla, Ernst, Eskinton, Naser, 4, 5</p> <p>2. Lanham, Scranton</p> <p>3. Kara/Central Office</p> <p>4. Lanham, Warcup, Sandora, Ingram & Jackson</p>	<p>PBIS Matrices</p> <p>SEL Curriculum</p> <p># of mental health professionals increase</p> <p>Transition day schedules</p> <p>Tier 2 Plans, formerly PEPs</p> <p>Log of home visits</p>	<ol style="list-style-type: none"> At least one teacher per grade level (K-5) to pilot the Sanford Harmony program as part of morning meeting. Grades 6-8 teachers will implement AM Advisory Meeting with fidelity. Allocate one mental health professional (social worker, certified guidance counselor) per school, totaling 3. National recommendation is 1:250. Create opportunities for students to visit their next grade level, as well as information 	<p>Completed/In-Progress In progress</p> <p>Reflection: We have PBIS matrices and SEL curriculum being implemented We hired a soon-to-be certified school counselor allocated to HS.</p> <p>We have written Tier 2 plans.</p> <p>Action Plan: We need to schedule transition days for students in the spring. We will continue to write Tier 2 plans as needed for</p>	

*Define qualified-certified for the position held

		<p>5. Warcup, Favreau, Scranton</p> <p>6. Bozkurt, Kara</p>		<p>sessions for parents, to help with grade transitions.</p> <p>5. By the end of November, all PEPs (K-12) will be in place.</p> <p>6. Improve the number of annual home visits to 14% of our total student population.</p>		<p>students. It will be highly encouraged to participate in more home visits.</p>
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*Define qualified-certified for the position held
