



APS SCHOOL MANAGEMENT PLAN
SY: 2021-2022
Performance Priorities and Actions to be Taken to
Address Student Achievement and School Priorities

School: Eunice Kennedy Shriver Program

Principal: George Hewan, Ed.D.

PERFORMANCE PRIORITIES <i>Provide description of qualitative and quantitative baseline data analyzed to support development of annual performance goals</i>	ANNUAL PERFORMANCE SMART GOALS <i>List SMART goals based on baseline data focused on key priorities: Student Acceleration, Professional Learning in Literacy and Numeracy, Social and Emotional Learning, Diversity, Equity and Inclusion and School Safety</i>	ALIGNMENT WITH LEADERSHIP PERFORMANCE STANDARDS <i>Indicate goal alignment to following Leadership Performance Standards (Leadership, Climate, Human Resource Management, Organizational Management, Communication and Community Relations, Professionalism, Student Academic Progress)</i>	ACTIONS TO PRIORITIES <i>List specific actions and strategies that will be implemented to support meeting desired goals and outcomes.</i>	TIMELINE FOR ACTIONS <i>List timeline for specific actions and strategies</i>	RESPONSIBLE PARTIES <i>List specific staff who will be responsible for measuring and monitoring progress on desired goals and outcomes</i>	EVIDENCE OF PROGRESS TOWARD ANNUAL GOAL <i>List specific evidence that will be used to measure and monitor progress on desired goals and outcomes</i>	RESULTS OF PROGRESS <i>List specific results on desired goals and outcomes</i>
<p>More than 70% of students enrolled and attending the Shriver Program are non-verbal. Communication, whether non verbal , verbal, or written is a complex process and for students with intellectual disabilities, communication can be even more challenging.</p> <p>Focus: Work with central office staff to provide ongoing professional elopementent around the</p>	<p>During the 2021-2022, all Shriver faculty and staff will engage and participate in three or more professional development (in person and virtual) around research based strategies using Alternative Augmentative Communication Devices. The Professional Development meeting will begin in October 2021 and conclude in May 2022</p>	<p>Leadership: Collaboratively develops, implements, and monitors the school improvement plan</p> <p>Student Academic Progress: Utilizes faculty meetings, CLT Meetings/Instructional Staff Meetings, IEP and Re-evaluation Meetings, and professional development activities to focus on student or program progress outcomes.</p>	<p>Collaborating with speech pathologist, general education teachers, special education teachers, instructional and resource assistants to ensure that instruction should align with the universal core words</p> <p>Observing classroom instruction across the program and to provide immediate feedback to teachers</p> <p>Providing teachers with an opportunity to check and bring their devices to the meetings</p> <p>Working with school based Speech Pathologist to ensure that 80% of Shriver Students have a communication device with access to the universal core words</p> <p>Check with with teachers/IA to ensure that all voices are heard, honored, and respected</p> <p>Provide feedback to the AAC team regarding professional development</p> <p>Provide staff with the opportunity to reflect on the training and practice in the classroom</p>	<p>Monthly Professional Development meetings/ Weekly CLT meetings/ Monthly Meetings with Instructional and Resoruce Assistants beginning October 2021 and ending May 2022</p>	<p>All Instructional Staff, Instructional Lead Teachers, Instructional/Resource Assistants, Administration</p>	<p>Visuals (Core Word Poster) around the building and in all classroom at the Shriver Program</p> <p>Communication goals outlined in the IEP outlined by the speech pathologist</p> <p>Collaborate with the Speech pathologist to ensure that all student devices with access to the universal core words</p> <p>Allow members of the IEP to discuss the benefits of the universal core words in meetings with families and offer families additional support as needed</p>	

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<p>Augmentative Alternative Communication (AAC) devices to support staff and student learning across the Shriver Program</p> <p>Create a culture where faculty and staff are provided with the tools and resources to communitate with Shriver students effectively and consistently</p>	<p>During the 2021-2022, all Shriver faculty and staff will engage and participate in three or more professional development (in person and virtual) around research based strategies using Alternative Augmentative Communication Devices</p>		<p>Create additional individual and group trainings for staff members who may have additional questions and concerns</p>			<p>Collaborate with HB student/members of Eagle Scout and design a Universal Core Word Board for each Shriver classroom</p>	

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