

The following report is filtered by active items, all statuses, all funding sources, all assignments, all tags, and all goals.

**GOAL Smarter Return on NM Investment**

The district budget will align with proven educational programs to improve the academic achievement and success of all students.

Filing Cabinet Count 4

**STRATEGY Budgets Aligned with Proven Education Programs**

All schools will implement scientifically research based programs for targeted subgroups, grades, and students to learn the prerequisite grade level skills in reading and math s measured by classroom observations and walkthroughs

Filing Cabinet Count 0

**ACTION STEP Research Based Programs**

All schools and grade levels will utilize appropriate research based core materials and programs that are aligned to the NM Common Core Standards and the NM Standards and Benchmarks as measured by evidence from classroom observations, unit plans, daily lesson plans, and budgeted expenditures. The elementary school uses SRA Reading Mastery for reading and McGraw-Hill My Math for math. The intermediate school uses SRA Open Court and McGraw Hill My Math. The middle school language arts teachers use Prentice Hall Literature Language and Literacy for language arts and Connected Math for math. The high school uses McGraw Hill for math and Prentice Hall for Literature.

Status	In Progress 04/26/2013	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	On-going		
Persons Responsible	Brenda Vigil		

TASKS 0 of 1 Complete

<b>Math Adoption</b>	In Progress	Due 7/11/2013
Grade level teachers, math departments and administrators will evaluate scientifically research based math materials for adoption. The math adoption will be aligned to the Common Core Standards.		

**ACTION STEP Subgroups Not Meeting SGT in K-2**

**Tularosa Municipal Schools**

**GOAL Smarter Return on NM Investment**

**STRATEGY Budgets Aligned with Proven Education Programs**

**ACTION STEP Subgroups Not Meeting SGT in K-2**

Native American and special education students did not meet the school growth target in math and reading for K-2. Students in those subgroups as well as those identified as most at risk will utilize additional scientifically research based materials for instruction. Special education students will use Wilson Reading for additional instruction.

Status	In Progress 04/15/2014	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	This will be ongoing.		

**ACTION STEP Students Not Meeting SGT in Grades 3-6.**

Hispanic, Native American and Special Education students did not meet the School Growth Target in reading and math in grades 3-6. Scientifically research based materials including Wilson Foundations Reading, SRA Direct Instruction Reading Mastery and Everyday Math using differentiated strategies will be used for remediation.

Status	In Progress 04/15/2014	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Persons Responsible	Brenda Vigil		

**ACTION STEP Students in Grades 7-8 who did not meet the SGT.**

Hispanic, Native American and Special Education students in grades 7 and 8 did not meet the School Growth Target in reading and math.

Status	In Progress 04/15/2014	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	Scientifically research based materials will be utilized to improve student learning.		
Persons Responsible	Brenda Vigil		

**ACTION STEP Students in Grades 9-10 who did not meet the SGT.**

All subgroups failed to meet the School Growth Target in both reading and math in grades 9-10. Agile Minds Intensified Algebra will be used for to address math. Plato Prescriptive Learning will be used for reading.

Status	In Progress 04/15/2014	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	This will be ongoing.		
Persons Responsible	Brenda Vigil		

**Tularosa Municipal Schools**

**GOAL Smarter Return on NM Investment**

**STRATEGY Increase the % of dollars to the classroom**

Describe how budgets are focused on increasing the percent and dollars to the classroom. These increases are then used to implement proven strategies for student success.

Filing Cabinet Count 0

**ACTION STEP Class Size Reduction**

All classes will be maintained at a level that is lower than the statutory class load requirements as measured by the class schedules and pupil/teacher ratio.

Status	In Progress 04/15/2014	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Persons Responsible	Brenda Vigil		

**ACTION STEP Increasing Funding for Direct Instruction**

The funding amount for direct instruction will continue to increase to support the educational programs as measured by the 2014-2015 budget. The current increase is .7%.

Status	In Progress 08/23/2012	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	The 2014-2015 Operating Budget did reflect a .7% increase in the 1000 function. This is an increase of \$620,959 for direct instruction.		
Persons Responsible	Brenda Vigil		

**ACTION STEP Funding Priorites**

Discovery short cycle assessments, the NMSBA, DIBELS, and formative assessments will be used to determine funding priorities to improve student achievement and proficiency. Each school will identify their funding needs and academic interventions based upon this data.

Status	Not Begun 05/02/2014	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	This will be ongoing throughout the year.		
Persons Responsible	Brenda Vigil		

**Tularosa Municipal Schools**

**GOAL Smarter Return on NM Investment**

**STRATEGY Increasing Student Achievement**

The district identifies programs that have been invested in for three years or more and have not produced commensurate increased student achievement.

Filing Cabinet Count 0

**STRATEGY Proven Strategies**

The district has purchased proven strategies, materials, and equipment to support student success.

Filing Cabinet Count 0

**STRATEGY Funds for Students: Title VII, Impact Aid, Indian**

The district staff utilizes Title VII, Impact Aid, or Indian Set-Aside funds for students residing on Indian lands in the school district/charter school.

Filing Cabinet Count 0

**STRATEGY Funds for Students: Collaboration with Tribes**

The district receiving Title VII, Impact Aid, or Indian Set-Aside funds collaborates with tribes to develop policies and procedures.

Filing Cabinet Count 0

**ACTION STEP Indian Education Committee**

The superintendent, building administrators, and the liaison will meet with the Indian Education Committee to discuss the budget for Title VII and Impact Aid. We will review academic progress and attendance of Native American students.

Status	Not Begun 05/02/2014	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	This will be on-going throughout the year.		
Persons Responsible	Brenda Vigil		

**Tularosa Municipal Schools**

**GOAL Smarter Return on NM Investment**

**STRATEGY Funds for At-Risk Students**

The school district/charter school is providing services to at-risk students. Specific services are implemented to improve the academic success of at-risk students.

Filing Cabinet Count 0

**ACTION STEP Title VII, Impact Aid, and Indian Set-Aside Funds**

The Title VII, Impact Aid, and Indian Set-Aside fund will be used to supplement the operational budget to provide specific interventions to improve the academic achievement of Native American students.

Status	Not Begun 05/02/2014	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	This will be on-going throughout the year.		
Persons Responsible	Brenda Vigil		

**ACTION STEP Title VII Needs Assessment**

The district will conduct a survey of Native American parents to determine what parents feel are the most important needs of their students.

Status	Completed 05/18/2014	Filing Cabinet Count	0
Start-End Dates	05/02/2014 - 05/16/2014		
Timeline Notes	The results of the survey will be used for the Title VII application.		
Persons Responsible	Brenda Vigil		

**ACTION STEP Academic Interventions**

The district is providing specific interventions to improve student achievement. Agile Minds targets students who most at risk of failing Algebra. Plato Prescription Learning is used to improve student academic achievement in reading. Direct instruction reading is used to improve reading skills. The elementary and intermediate school will participate in the ASSETS program. Other Tier II interventions are used to improve student learning.

Status	Not Begun 05/02/2014	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	This will be ongoing throughout the year.		

**Tularosa Municipal Schools**

**GOAL Smarter Return on NM Investment**

**STRATEGY MEM**

The district has implemented practices to reduce scale inefficiencies.

Filing Cabinet Count 0

**ACTION STEP Facilities Maintenance Assessment Reports**

The district has implemented the Facilities Maintenance Assessment Reports on our preventive maintenance schedules to ensure that are buildings are properly and efficiently maintained.

Status	Not Begun 05/02/2014	Filing Cabinet Count	0
Start-End Dates	07/01/2014 - 06/30/2015		
Timeline Notes	The walkthroughs will be conducted on a quarterly basis.		
Persons Responsible	Brenda Vigil		

**ACTION STEP Program Evaluation**

Each school and the district evaluates current programs to determine the impact on student achievement. We continue programs that are most effective for improving student learning.

Status	Not Begun 05/02/2014	Filing Cabinet Count	0
Start-End Dates	07/01/2014 - 06/30/2015		
Timeline Notes	This will be on-going throughout the year.		
Persons Responsible	Brenda Vigil		

**ACTION STEP Efficiency of Scale**

All schools and the district will evaluate staff replacement based upon the number of students in each classroom and each school.

Status	Not Begun 05/18/2014	Filing Cabinet Count	0
Start-End Dates	05/01/2014 - 05/22/2015		

## Tularosa Municipal Schools

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### GOAL **Ready for Success**

To prepare students to succeed throughout their academic careers, districts will place a command-focus on literacy by prioritizing research-based strategies for reading interventions. This will ultimately lead to college success and career readiness.

All New Mexico Districts will reduce the percentage of students retained in third grade due to literacy level.

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Filing Cabinet Count 0

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### STRATEGY **Common Core Transition**

The Common Core standards are a set of nationally-developed standards that are aligned with 21st century skills that students need in order to be college and career ready. Full implementation of the Common Core standards (CCS) means that teachers will be teaching towards a mastery of the standards, using materials aligned with the CCS, and that students will be assessed using tests fully aligned to the CCS. This transition includes providing teachers with professional development, and building school, district, and charter school capacity for computer-based assessments. Full implementation also includes implementing new state assessments based on the CCS.

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Filing Cabinet Count 2

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### ACTION STEP **Common Core Professional Development**

All students will have access to effective teachers and administrators through equitable distribution and high quality professional learning opportunities in order to close the achievement gap as measured by classroom walkthroughs, observations, short cycle assessments, and formative assessments.

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Status	In Progress 04/15/2014	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Persons Responsible	Kayce Patterson, Brenda Vigil		

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### ACTION STEP **Common Core Implementation**

**Tularosa Municipal Schools**

**GOAL Ready for Success**

**STRATEGY Common Core Transition**

**ACTION STEP Common Core Implementation**

All schools and grade levels will implement the NMCCSS as measured by unit plans, lesson plans, and curriculum guides.

Status	In Progress 08/27/2012	Filing Cabinet Count	0
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Start-End Dates	08/06/2014 - 05/22/2015
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Timeline Notes	The preparation for transition to the Common Core began during the 2011-2012 school year and will continue until full implantation of the New Mexico Common Core State Standards.
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Persons Responsible	Brenda Vigil
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**STRATEGY NM Reads to Lead (K-3)**

The district provides a foundation in literacy in grades K-3 by participating in a statewide reading initiative to improve reading proficiency in the state and shall include the following:

1. Consistent assessment and evaluation of student reading levels;
2. Appropriate staff development to assist in the instruction of reading;
3. Extra time in the student's day or year for implementation of reading programs;
4. Criteria for public schools to establish an individualized reading plan for students who fail to meet grade level reading proficiency standards.

Filing Cabinet Count	0
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**ACTION STEP Literacy Training and Support**

All staff will be provided with instructional support and high quality professional development in literacy to close the achievement gap.

Status	In Progress 02/19/2014	Filing Cabinet Count	0
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Start-End Dates	08/06/2014 - 05/22/2015
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Timeline Notes	Instructional staff will participate in training during the summer, and a reading coach will provide support throughout the year.
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Persons Responsible	Brenda Vigil
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**ACTION STEP Reading Coach**



**Tularosa Municipal Schools**

**GOAL Ready for Success**

**STRATEGY NM Reads to Lead (K-3)**

**ACTION STEP Reading Coach**

A reading coach will provide all teachers in Grades K-3 with high quality research based instructional strategies to improve reading achievement as measured by the Reading Coach Log.

Status	In Progress 05/22/2013	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Persons Responsible	Kayce Patterson, Brenda Vigil		

TASKS 0 of 1 Complete

<b>Close Reading</b>	In Progress	Due 5/22/2015
The literacy coach will provide elementary and intermediate school staff with strategies to engage students close reading.		Brenda Vigil (LEA) , Kayce Patterson (LEA)

**ACTION STEP Reading Assessments**

All students in K-3 will be evaluated in reading using a variety of reading assessments including DIBELS Next and the Vocabulary within Burst Reading Assessments to identify indicators of reading proficiency.

Status	In Progress 08/27/2012	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	Assessments will be given at least three times per year.		
Persons Responsible	Brenda Vigil		

**ACTION STEP Progress Monitoring**

All students who are below benchmark as measured by DIBELS Next will be monitored to determine progress once every two weeks as documented by progress notes.

Status	In Progress 05/22/2013	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Persons Responsible	Kayce Patterson, Brenda Vigil		

**ACTION STEP Fidelity of Implementation**

**Tularosa Municipal Schools**

**GOAL Ready for Success**

**STRATEGY NM Reads to Lead (K-3)**

**ACTION STEP Fidelity of Implementation**

All administrators and instructional staff will utilize data from the reading proficiency assessments (DIBELS Next and SCA, classroom walkthroughs, and observations to monitor the fidelity of implementation of the scientifically based core reading program. Progress monitoring is done every 2 weeks to monitor progress and fidelity of instruction. Common formative assessments in reading and math are used to measure fidelity of instruction and progress.

Status	In Progress 08/27/2012	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Persons Responsible	Brenda Vigil		

**ACTION STEP Academic Improvement Plan**

Students who are struggling academically will have an Academic Improvement Plan developed with their parents and teachers.

Status	Not Begun 05/18/2014	Filing Cabinet Count	0
Start-End Dates	08/10/2014 - 05/22/2015		

**ACTION STEP Parent Notification of Progress**

The district has a practice of retaining students in Grades K-2 who are not reading at grade level. The school/teachers identify students in grades K-2 who most at risk, Parents are notified during a meeting with the parents when the student first indicated they were at risk through progress monitoring. Regular meetings were held with parents prior to the final notification of retention in the spring.

Status	Not Begun 05/21/2014	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/22/2015		

**STRATEGY Strengthening the School’s Instructional Program**

Action Steps demonstrate that the district’s plan for strengthening the school’s instructional program(s) is: (1) based on student need(s) and (2) ensures that the instructional program(s) is research-based, rigorous, and aligned with state academic content standards for Q1 and Q3 students.

Filing Cabinet Count 0

**ACTION STEP Research Based Instructional Programs**

**Tularosa Municipal Schools**

**GOAL Ready for Success**

**STRATEGY Strengthening the School’s Instructional Program**

**ACTION STEP Research Based Instructional Programs**

All instructional materials adopted by the school and district will be rigorous and aligned to our Common Core Transition Plan. They will be research based. The elementary uses SRA Direct Instruction for Reading and My Math for math; The intermediate school uses SRA Open Court for Reading and My Math for math. The middle and high school use state adopted instructional materials for math and reading.

Status	Not Begun 05/21/2014	Filing Cabinet Count	0
Start-End Dates	07/01/2014 - 05/22/2015		
Persons Responsible	Brenda Vigil		

**ACTION STEP Q1 and Q3 Instructional Materials**

The high school uses PLATO Prescription Learning for reading and they are implementing the Agile Minds Intensive Algebra for the lowest performing students. They are using dual credit and online classes to meet the needs of the highest performing students. The middle school will use Compass Learning reading and math to meet the needs of both groups. The intermediate school addresses the low performing students in reading using SRA Direct Instruction while the elementary school uses Foundations.

Status	Not Begun 05/21/2014	Filing Cabinet Count	0
Start-End Dates	07/01/2014 - 05/22/2015		

**STRATEGY Instructional Time**

Supplemental instructional time is provided for students who are struggling (Q1).

Filing Cabinet Count	0
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**ACTION STEP Increased Instructional Time**

School schedules will be designed to increase instructional time during the school day for students in the lowest quartile.

Status	Not Begun 05/18/2014	Filing Cabinet Count	0
Start-End Dates	08/10/2014 - 05/22/2015		

**STRATEGY Closing the Achievement Gap**

The district works to assure growth for the lowest performing students (Q1).

Filing Cabinet Count	0
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**ACTION STEP Q1and Q 3 Studnts**

**Tularosa Municipal Schools**

**GOAL Ready for Success**

**STRATEGY Closing the Achievement Gap**

**ACTION STEP Q1and Q 3 Studnts**

Students in the lowest and highest quartile will be provided instruction in reading and math to ensure growth in academic achievement in both quartiles. The elementary and intermediate school will continue to implement WINN (What I Need Now) time to provide these students with instruction to meet their individual and group needs. The high school and the middle school will implement programs in reading and math to meet the needs of these students.

Status	In Progress 05/18/2014	Filing Cabinet Count	0
Start-End Dates	05/01/2014 - 05/22/2015		

**STRATEGY School Safety**

The district establishes a school environment that (1) improves school safety and discipline, and (2) addresses other non-academic factors that impact student achievement, such as students' social, emotional, and health needs.

Filing Cabinet Count	10
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**ACTION STEP Safe School Plan**

Each school will update their current Safe School Plan to meet the requirements of the new Safe School Template. Each school will submit the plan to the Public Education Department for review. These plans will be updated on an annual basis.

Status	In Progress 05/18/2014	Filing Cabinet Count	2
Start-End Dates	01/05/2014 - 05/22/2015		

**Tularosa Municipal Schools**

**GOAL Rewarding Effective Educators and Leaders**

Identify objective criteria that establish a multi-tiered evaluation based to include regular feedback to teachers and aligned professional development.

Filing Cabinet Count 0

**STRATEGY Training for New Mexico Teachers and Leaders**

Identify training needs for New Mexico Teachers and Leaders

Filing Cabinet Count 0

**ACTION STEP Mentoring Program**

All teachers new to the profession will be assigned a mentor, and they will complete a Mentoring Program as documented by the mentoring log and certificate.

Status	In Progress 08/27/2012	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	This training will be provided by Region IX, and the mentors will be assigned by the respective schools.		
Persons Responsible	Brenda Vigil		

TASKS 0 of 3 Complete

<b>New Teacher Mentoring</b>	In Progress	Due 5/22/2015
All teachers new to the profession will be assigned a mentor and will attend mentoring training this year.		Brenda Vigil (LEA) , Mary Reeve (LEA)
<b>Mentor Training</b>	In Progress	Due 5/22/2015
All mentors will attend training provided by Region IX.		Brenda Vigil (LEA)
<b>First Year Teacher Training</b>	In Progress	Due 5/22/2015
All teachers new to the profession will receive training and continued support from Region IX staff and their mentor teachers.		Brenda Vigil (LEA)

**ACTION STEP Quality Professional Development**

**Tularosa Municipal Schools**

**GOAL Rewarding Effective Educators and Leaders**

**STRATEGY Training for New Mexico Teachers and Leaders**

**ACTION STEP Quality Professional Development**

All instructional staff and administrators will participate in high quality professional development that focuses on improving their skills as teachers and/or leaders.

Status	In Progress 08/27/2012	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	Training will be ongoing throughout the year.		
Persons Responsible	Brenda Vigil		

TASKS 0 of 1 Complete

<b>Unit Plan Training</b>	In Progress	Due 5/22/2015
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Middle school and high school teachers and administrators will participate in Unit Plan Training provided by Region IX.

**ACTION STEP Mentor Application**

Mentors for beginning teachers will be selected based upon a completed mentor application.

Status	In Progress 05/22/2013	Filing Cabinet Count	0
Start-End Dates	05/05/2014 - 05/22/2015		
Timeline Notes	Teachers interested in being mentors will complete and submit an application in May. Mentors will be trained in August.		

TASKS 0 of 1 Complete

<b>Mentor Selection</b>	In Progress	Due 8/29/2014
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All mentors will complete an application to be a mentor for new staff members. Brenda Vigil (LEA)

**ACTION STEP High Performing Teachers**

High performing teachers will be identified through the new Teacher Evaluation Process. Rewards for those teachers have not been determined.

Status	Not Begun 05/29/2013	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		

**ACTION STEP Struggling Teachers**

**Tularosa Municipal Schools**

**GOAL Rewarding Effective Educators and Leaders**

**STRATEGY Training for New Mexico Teachers and Leaders**

**ACTION STEP Struggling Teachers**

Struggling teachers will be assigned a mentor teacher. Additional professional development will be determined using classroom walkthroughs and data from assessments.

Status	In Progress 04/15/2014	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	This will be ongoing.		
Persons Responsible	Brenda Vigil		

**ACTION STEP Observation Protocol/ Teachscape Training**

All administrators will attend additional Observation Protocol Training.

Status	In Progress 07/02/2014	Filing Cabinet Count	0
Start-End Dates	06/02/2014 - 05/22/2015		
Timeline Notes	Two days of initial training were provided, and additional training will be given during the year. Three days of training will be provided during summer 2014 with follow-up training during the year.		
Persons Responsible	Brenda Vigil		

**STRATEGY Professional Development**

Research based professional development based upon recommendations from educational leaders will be provided for all staff.

Filing Cabinet Count 3

**ACTION STEP Program Professional Development**

Administrators and instructional staff in K-3 will identify professional development opportunities to support current research based programs. Professional development will be determined based upon data from classroom walkthroughs and individual professional development plans.

Status	In Progress 08/27/2012	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	This professional development will be ongoing throughout the year.		
Persons Responsible	Brenda Vigil		

**Tularosa Municipal Schools**

**GOAL Rewarding Effective Educators and Leaders**

**STRATEGY Professional Development**

**ACTION STEP Program Professional Development**

TASKS 0 of 1 Complete

<b>Professional Learning Communities</b>	In Progress	Due 5/22/2015
Administrators and teachers will attend training on utilizing Professional Learning Communities to improve student success. The 3 day training will be implemented throughout the year.		

**ACTION STEP Improving Teaching and Learning**

All administrators and instructional staff will be provided with quality research based professional development that focuses on improving teaching and learning as measured by data from assessments and documented professional development.

Status	In Progress 08/27/2012	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	This professional development will be ongoing throughout the year.		
Persons Responsible	Kayce Patterson, Brenda Vigil		

TASKS 0 of 1 Complete

<b>Observation Protocol Training</b>	In Progress	Due 5/22/2015
All administrators will attend NMTEACH Observation Protocol Training to improve teaching and learning. This training will continue during the summer 2014 with the goal of all administrators being certified in the observation and evaluation process.		

**ACTION STEP Relevant Professional Development**

All teachers will be provided with high quality professional development that is relevant to their needs, based in classroom practice, and reinforced through ongoing support as measured by classroom walkthroughs and observations.

Status	In Progress 05/22/2013	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Persons Responsible	Kayce Patterson, Brenda Vigil		



**Tularosa Municipal Schools**

**GOAL Rewarding Effective Educators and Leaders**

**STRATEGY Professional Development**

**ACTION STEP Relevant Professional Development**

TASKS 0 of 1 Complete

<b>Professional Learning Communities</b>	In Progress	Due 5/22/2015
Teachers and administrators will attend a 3 day training to implement Professional Learning Communities to improve teaching and learning for all students and staff. This will be implemented throughout the year.		Brenda Vigil (LEA)

**STRATEGY Ensuring that Teachers are Effective**

The district ensures that teachers are effective and able to improve instruction by: (1) reviewing the quality of all staff and retaining only those who are determined to be effective and have the ability to be successful in the turnaround effort; (2) preventing ineffective teachers from transferring to struggling schools.

Filing Cabinet Count 0

**ACTION STEP Teacher Collaboration**

All administrators will ensure that the school master schedule allows for time for the instructional staff to collaborate to improve teacher and student learning.

Status	Not Begun 07/14/2014	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		

**ACTION STEP Effective Use of Observations and Walkthroughs**

All administrators will utilize observations and walkthroughs to monitor the use of time and give teachers feedback on the effective use of instructional time and to identify strategies and professional development needed to support struggling teachers.

Status	Not Begun 07/14/2014	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Persons Responsible	Brenda Vigil		

**ACTION STEP Utilizing TEACH Evaluation Data**

**Tularosa Municipal Schools**

**GOAL Rewarding Effective Educators and Leaders**

**STRATEGY Ensuring that Teachers are Effective**

**ACTION STEP Utilizing TEACH Evaluation Data**

All principals will be utilize the TEACH Reflect Reports to identify professional development needs of teachers as a group and individually.

Status	Not Begun 07/14/2014	Filing Cabinet Count	0
Start-End Dates	05/26/2014 - 05/22/2015		
Timeline Notes	Principals will utilize the data from current observations to identify needs for the 2014-2015 school year.		
Persons Responsible	Brenda Vigil		

**STRATEGY Providing Strong Leadership**

The district provides strong leadership by: (1) reviewing the performance of the current principal; (2) either replacing the principal if such a change is necessary to ensure strong and effective leadership, or demonstrating to the State Education Agency (SEA) that the current principal has a track record in improving achievement and has the ability to lead the turnaround effort; and (3) providing the principal with operational flexibility in the areas of scheduling, staffing, curriculum and budget.

Filing Cabinet Count 0

**ACTION STEP District Leadership Meetings**

All administrators meet at least monthly to discuss instructional leadership and strategies to improve teaching and learning.

Status	Not Begun 07/15/2014	Filing Cabinet Count	0
Start-End Dates	07/16/2014 - 05/22/2015		

**ACTION STEP Continuous School Improvement**

All administrators utilize a continuous school improvement process focused on increasing student achievement.

Status	Not Begun 07/15/2014	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Persons Responsible	Brenda Vigil		

**ACTION STEP Scheduleing and Budget**

## Tularosa Municipal Schools

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GOAL **Rewarding Effective Educators and Leaders**

STRATEGY **Providing Strong Leadership**

ACTION STEP **Scheduleing and Budget**

All school administrators have the flexibility to develop school schedules and allocate resources to support increased student learning.

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Status	Not Begun 07/15/2014	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Persons Responsible	Brenda Vigil		

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**Tularosa Municipal Schools**

**GOAL Real Accountability, Real Results: A-F**

Real Accountability, Real Results: A-F School Grade Accountability System is a transparent school-grading system that allows parents, teachers, students, and the community to understand the quality of education in our classrooms, creating a culture of higher expectations and greater achievement.

Within one year, the percentage of all students that are proficient or on track to proficiency (within 3 years) equals the Reading SGT of 56.7%.

Within one year, the percentage of all students that are proficient or on track to proficiency (within 3 years) equals the Math SGT of 50%.

Filing Cabinet Count 6

**STRATEGY Accurate Data Reporting**

The district staff uses data to inform instruction.

Filing Cabinet Count 0

**ACTION STEP Data Analysis**

A continual analysis of disaggregated data for including the NMSBA, PARCC, ACCESS for ELLs, the short cycle assessment data, DIBELS, and curriculum based assessments will be utilized to determine instructional needs of all students including all ethnic groups, ELL, and special education.

Status	In Progress 08/27/2012	Filing Cabinet Count	8
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	The NMSBA and PARCC are given once each year, and other assessments will be given at least three times per year. The formative or curriculum based assessments will be ongoing throughout the year. Each school and the district will uploaded the data analysis.		
Persons Responsible	Brenda Vigil		

TASKS 0 of 1 Complete

<b>Discovery Data Analysis Training</b>	In Progress	Due 5/22/2015
Data Analysis training will be provided by Discovery Education to assist teachers and administrators in utilizing short cycle assessment data to implement targeted instruction based upon SCA results.		Brenda Vigil (LEA) , John Ashcraft (LEA)

**ACTION STEP NM School Report Card Data for A to F Grades**

**Tularosa Municipal Schools**

GOAL **Real Accountability, Real Results: A-F**

STRATEGY **Accurate Data Reporting**

**ACTION STEP NM School Report Card Data for A to F Grades**

All schools and the district will ensure that data to support all sections of the A to F Grade are accurately and timely reported. Focus areas will be Q1, Q3, and other areas that need improvement.

Status	In Progress 08/27/2012	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	The data analysis will be ongoing throughout the year.		
Persons Responsible	Brenda Vigil		

**ACTION STEP Common Formative Assessments**

Each school will develop rigorous formative assessments that are aligned to the CCSS to monitor student learning.

Status	Not Begun 04/29/2014	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		

**ACTION STEP Interim Assessments**

Each school, grade level, and/or department will administer assessments on a regular basis (4-8 week intervals) to identify gaps in student learning and adjust instruction to meet the individual and group needs.

Status	Not Begun 04/29/2014	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		

**ACTION STEP Professional Development for Data Analysis**

Professional development workshops provided by Region IX to teach participants how to run reports and create pivot tables to support analysis of data for Discovery testing, DIBLES and PARCC. Region IX will also provide professional development that supports using data to drive instruction.

Status	Not Begun 05/21/2014	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Persons Responsible	Mary Reeve, Brenda Vigil		

**Tularosa Municipal Schools**

GOAL **Real Accountability, Real Results: A-F**

STRATEGY **Graduation and Attendance**

The expectation is that your school increase the percent of your successful 4-year graduates over time.

Filing Cabinet Count 0

**ACTION STEP Improving Attendance**

All parents will be called each day when their child is absent for one period at the high school/middle school or if the student is not in school by 10 am at the elementary/intermediate level.

Status	In Progress 08/27/2012	Filing Cabinet Count	0
Start-End Dates	08/10/2014 - 05/22/2015		
Timeline Notes	This activity will be daily for each day that school is in session.		
Persons Responsible	Brenda Vigil		

**ACTION STEP Attendance Policy**

All schools will send letters to parents according to the attendance policy. Parents will also have daily access to Power School to monitor student attendance.

Status	In Progress 08/27/2012	Filing Cabinet Count	0
Start-End Dates	08/10/2014 - 05/22/2015		
Timeline Notes	This will be ongoing throughout the year.		
Persons Responsible	Brenda Vigil		

**ACTION STEP Graduation Progress**

Progress toward graduation will be monitored on an ongoing basis. Data from the 4,5, and six year cohorts will be utilized to identify areas of strength and concern for each subgroup.

Status	In Progress 08/27/2012	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	Graduation progress will be monitored through the principal, counselor, and cluster teachers at the high school level. Other schools will monitor progress based upon performance in classes.		
Persons Responsible	Brenda Vigil		

**ACTION STEP Next Step Plan**

**Tularosa Municipal Schools**

**GOAL Real Accountability, Real Results: A-F**

**STRATEGY Graduation and Attendance**

**ACTION STEP Next Step Plan**

All students in grades 8-12 will have a Next Step Plan that is developed with the student, parent, and counselor and to identify individual and career goals. This plan will be a living, working document that is updated on a regular basis to allow students to re-examine and revise their individual goals and course of study as they progress through high school according to Board Policy 5.1.A.1a.

Status	In Progress 05/22/2013	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Persons Responsible	Brenda Vigil		

**ACTION STEP College/Career Ready**

All students in grades 9-12 will have the opportunity to take dual credit classes, advanced placement and or International Baccalaureate on-line as evidenced by enrollment and dual credit agreements.

Status	In Progress 05/22/2013	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Persons Responsible	Brenda Vigil		

**ACTION STEP At Risk Students**

Each school will monitor student attendance and grades on a daily basis to determine students most at risk of dropping out. Parents will be notified and plans developed to improve attendance. The Student Assistance Team will be utilized to assist students in being successful in school.

Status	In Progress 05/22/2013	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		

**ACTION STEP Plan Test**

All students in grade 10 will be administered the Plan test as a measure of academic progress in ACT's College and Career Readiness System.

Status	In Progress 05/22/2013	Filing Cabinet Count	0
Start-End Dates	08/10/2014 - 05/22/2015		
Timeline Notes	The test will be given to tenth grade students during the assessment window.		
Persons Responsible	Brenda Vigil		

**ACTION STEP Career Technical Education**

**Tularosa Municipal Schools**

**GOAL Real Accountability, Real Results: A-F**

**STRATEGY Graduation and Attendance**

**ACTION STEP Career Technical Education**

The Explore and Plan will be given to all students to identify career and educational options, establish goals, and to evaluate educational/career progress. Current CTE offerings reflect student interest and industry needs.

Status	Not Begun 04/29/2014	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		

**ACTION STEP College and Career Readiness Preparation**

Region IX will provide Kuder Navigator College and Career Readiness student assessment tool to document student/parent contact and involvement in college and career preparation for member districts only.

Status	Not Begun 05/21/2014	Filing Cabinet Count	0
Start-End Dates	08/10/2014 - 05/22/2015		
Persons Responsible	Mary Reeve, Brenda Vigil		

**ACTION STEP CTE Program of Study**

Tularosa High School will continue to offer the Construction/Agriculture Program of study.

Status	Not Begun 05/21/2014	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/22/2015		
Persons Responsible	Mary Reeve, Brenda Vigil		

**STRATEGY Improving School Growth**

School growth compares students enrolled in the current year to students from prior years.

Filing Cabinet Count	1
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**ACTION STEP Specific Goals and Targets**

Specific goals and targets will be identified for all subgroups and for the Q1 students as well as for individual students based upon an analysis of data including the NMSBA, Short Cycle Assessment, and DIBELS Next by the school/district leadership team and instructional staff.

Status	In Progress 08/27/2012	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	This will be ongoing throughout the year.		
Persons Responsible	Brenda Vigil		



**Tularosa Municipal Schools**

**GOAL Real Accountability, Real Results: A-F**

**STRATEGY Improving School Growth**

**ACTION STEP Implementing Common Core**

All administrators and instructional staff will develop consistent curricula district-wide that is aligned to the NM Common Core Academic Standards.

Status	In Progress 05/22/2013	Filing Cabinet Count	0
Start-End Dates	05/26/2014 - 05/22/2015		
Timeline Notes	This alignment began in the 2011-2012 school year, and it will be ongoing throughout the current school year.		
Persons Responsible	Brenda Vigil		

**ACTION STEP Response to Interventions**

All schools will implement a Response to Intervention that includes a multi tiered instructional support system to meet the needs of students most at risk as identified by ongoing assessments.

Status	In Progress 08/27/2012	Filing Cabinet Count	1
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	This activity will be ongoing throughout the year.		
Persons Responsible	Brenda Vigil		

**ACTION STEP Collaboration and Vertical Alignment**

All administrators and staff will collaborate across all grade levels and content departments to ensure that we have vertical alignment of the NM Common Core Standards as evidenced by curriculum guides, unit plans, walkthroughs and observations.

Status	In Progress 10/01/2012	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	This activity will be ongoing throughout the year.		
Persons Responsible	Brenda Vigil		

**ACTION STEP Monitoring Q1 and Q3 Student Achievement**

**Tularosa Municipal Schools**

**GOAL Real Accountability, Real Results: A-F**

**STRATEGY Improving School Growth**

**ACTION STEP Monitoring Q1 and Q3 Student Achievement**

Baseline data will be established for Q1 and Q3 students using the NMSBA 2014 data and the initial Discovery and DIBELS testing. DIBELS progress monitoring will be done for students in K-2. Formative assessments will be used to monitor academic progress. This will be done on a weekly basis.

Status	Not Begun 05/21/2014	Filing Cabinet Count	0
Start-End Dates	05/09/2014 - 05/22/2015		
Persons Responsible	Brenda Vigil		

**STRATEGY Opportunity to Learn**

The successful school invites students to be part of a thriving learning culture that uses proven teaching methods. A school's learning environment is reflected in a survey of classroom practices (OTL Survey) and in student attendance.

The state standard goal for attendance (95%) can be surpassed by some schools. This results in schools earning additional points above the maximum possible points for Opportunity to Learn.

Students are expected to graduate in 4 years. However some students require longer and are captured in 5-year and 6-year rates. Similar to School Growth, the expectation is that schools increase the percent of successful graduates over time.

Filing Cabinet Count 0

**ACTION STEP Improving Teaching and Learning Walkthroughs**

Classroom walkthroughs will be utilized to ensure that students are engaged through motivation, active participation, and on task behavior.

Status	In Progress 08/27/2012	Filing Cabinet Count	0
Start-End Dates	08/10/2014 - 05/22/2015		
Timeline Notes	This activity will be ongoing throughout the year.		
Persons Responsible	Brenda Vigil		

**ACTION STEP Rigor and Relevance**

**Tularosa Municipal Schools**

GOAL **Real Accountability, Real Results: A-F**

STRATEGY **Opportunity to Learn**

ACTION STEP **Rigor and Relevance**

All grade levels will increase the rigor and relevance of instruction as they transition to the NM Common Core Standards as evidenced by curriculum guides, unit plans, lesson plans, walkthroughs and observations. This will ultimately result in the improved four year graduation rate of students,

Status	In Progress 08/27/2012	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	This activity will be ongoing throughout the year.		
Persons Responsible	Brenda Vigil		

ACTION STEP **Safety Plan**

All schools will evaluate and update their School Safety Plan.

Status	In Progress 05/22/2013	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	Each school has a Safety Plan, and this is updated on an annual basis.		
Persons Responsible	Brenda Vigil		

ACTION STEP **Athletics and Extra-Curricular Activities**

All students will have the opportunity to participate in athletic and/or extra-curricular activities as evidenced by team, club, and organization rosters.

Status	In Progress 05/22/2013	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		

STRATEGY **Student and Parent Engagement**

The district provides ongoing mechanisms for family and community engagement.

Filing Cabinet Count 0

ACTION STEP **Parent Advisory Councils**

**Tularosa Municipal Schools**

**GOAL Real Accountability, Real Results: A-F**

**STRATEGY Student and Parent Engagement**

**ACTION STEP Parent Advisory Councils**

Each school will have a Parent Advisory Council to encourage parents to be actively involved in decisions regarding the school and its activities as evidenced by agendas and sign-in sheets..

Status	In Progress 08/27/2012	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	The Councils will be active throughout the year.		
Persons Responsible	Brenda Vigil		

**ACTION STEP Student Agendas**

All schools will utilize the student agendas to provide for daily parent, student, and teacher communication as documented in student agendas.

Status	In Progress 08/27/2012	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	The agendas will be utilized throughout the year.		
Persons Responsible	Brenda Vigil		

**ACTION STEP Parent Portal**

All parents will have immediate access to information regarding their students attendance and grades to improve attendance and academic progress as evidenced by parent log-ins to Power School.

Status	In Progress 08/27/2012	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Persons Responsible	Brenda Vigil		

**ACTION STEP Student Council and Student Clubs**

Student Council and clubs provide students with input on student handbooks as well as input for programs.

Status	In Progress 04/15/2014	Filing Cabinet Count	0
Start-End Dates	08/10/2014 - 05/22/2015		
Timeline Notes	Ongoing		
Persons Responsible	Brenda Vigil		

**Tularosa Municipal Schools**

**GOAL Real Accountability, Real Results: A-F**

**STRATEGY Interim Assessments**

The district identifies interim assessments used to gather data to inform instruction.

Filing Cabinet Count 0

**ACTION STEP Progress Monitoring**

Each grade level/department will monitor student progress in reading and math. The students in K-2 will be progress monitored using DIBELS and the unit assessments for math. All grade levels will use data from Discovery, the NMSBA, and formative assessments to identify student strengths and needs. Instruction will be adjusted to meet the needs of individuals and groups of students.

Status	Not Begun 05/02/2014	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	Progress monitoring will be on an on-going basis throughout the year.		
Persons Responsible	Brenda Vigil		

**STRATEGY Redesigning the School Day, Week or Year**

The district is redesigning the school day, week, or year to include additional time for student learning and teacher collaboration.

Filing Cabinet Count 0

**ACTION STEP WINN Time**

The elementary and the intermediate school has implemented WINN Time (What I Need Now) to meet the needs of all students. Based upon data analysis, student needs are identified, and time during the school day is devoted to improving student learning in reading and math at all levels.

Status	Not Begun 05/02/2014	Filing Cabinet Count	0
Start-End Dates	08/10/2014 - 05/22/2015		
Timeline Notes	This is on-going throughout the year.		

**ACTION STEP Common Planning Time**

## Tularosa Municipal Schools

GOAL **Real Accountability, Real Results: A-F**

STRATEGY **Redesigning the School Day, Week or Year**

**ACTION STEP Common Planning Time**

All schools have designed their respective schedules to allow time for grade level and departments to meet during the school day. This allows them to analyze data and plan instructional strategies to address student learning needs.

Status	Not Begun 05/02/2014	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	This is on-going throughout the year.		
Persons Responsible	Brenda Vigil		

**ACTION STEP Math Block**

The high school has designed their schedule to allow for a two hour block for Intensified Algebra for those students most at risk of failing.

Status	Not Begun 05/02/2014	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	This is ongoing throughout the year.		
Persons Responsible	Brenda Vigil		

**ACTION STEP Study Skills Reading and Math**

The middle school has implemented an additional period to provide instruction in reading and/or math based upon data from Discovery, NMSBA, PARCC, and formative assessments.

Status	Not Begun 05/02/2014	Filing Cabinet Count	0
Start-End Dates	08/06/2014 - 05/22/2015		
Timeline Notes	This will be ongoing throughout the year.		
Persons Responsible	Brenda Vigil		

**ACTION STEP School Master Schedule**

Each school within the district develops a master schedule that allows for additional time for student learning during the school day.

Status	Not Begun 05/21/2014	Filing Cabinet Count	0
Start-End Dates	05/27/2014 - 05/22/2015		
Persons Responsible	Brenda Vigil		

**Tularosa Municipal Schools**

GOAL **Real Accountability, Real Results: A-F**

STRATEGY **College and Career Readiness**

The district is increasing participation rates in Advanced Placement (AP), dual credit, International Baccalaureate degree programs, and other college or career readiness initiatives. The district has dual credit agreements with NMSUA and ENMUR to provide students with options for dual credit classes. The high school has online dual credit classes and also one dual credit class, College 101, is taught at the high school during the school day.

Filing Cabinet Count 0

ACTION STEP **Implementation of CTE Programs**

Region IX My Walk Through tool will be used for assessment and compliance with the implementation of Career Technical Education programs.

Status	Not Begun 05/21/2014	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/22/2015		
Persons Responsible	Mary Reeve, Brenda Vigil		

ACTION STEP **Dual Credit Classes**

Dual credit agreements will be signed with ENMU and NMSUA to provide high school students with on line and face to face dual credit classes.

Status	Not Begun 05/21/2014	Filing Cabinet Count	0
Start-End Dates	07/01/2014 - 05/22/2015		

ACTION STEP **PLAN/Explore Testing**

Students in grade 8 and grade 10 will take the Explore and Plan test to identify areas of interest and predict ACT scores.

Status	Not Begun 05/21/2014	Filing Cabinet Count	0
Start-End Dates	08/10/2014 - 05/22/2015		
Persons Responsible	Brenda Vigil		

**Tularosa Municipal Schools**

**GOAL Effective Options for Parents**

To provide and expand effective options for parents by utilize existing resources.

Filing Cabinet Count 2

**STRATEGY Dual Enrollment**

Dual Enrollment/Dual Credit courses will provide opportunities for high school students to take college-level courses and earn concurrent credit toward a high school diploma and a college degree.

Filing Cabinet Count 0

**ACTION STEP Dual Credit Classes**

Students at the high school level will have the opportunity to participate in dual credit classes through dual credit agreements with post secondary institutions such as NMSUA and ENMU Roswell.

Status	In Progress 08/27/2012	Filing Cabinet Count	0
Start-End Dates	08/10/2014 - 05/22/2015		
Timeline Notes	Dual credit classes will be offered throughout the year.		
Persons Responsible	Brenda Vigil		

**ACTION STEP Plato**

Students at the high school level will utilize Plato for credit recovery and remediation as evidenced by enrollment in Plato.

Status	In Progress 05/22/2013	Filing Cabinet Count	0
Start-End Dates	06/02/2014 - 05/22/2015		

**ACTION STEP Blended Learning/Tutoring**

All students will have the opportunity to participate in tutoring including a combination of online and individual instruction to improve academic progress.

Status	In Progress 05/22/2013	Filing Cabinet Count	0
Start-End Dates	08/10/2014 - 05/22/2015		



## Tularosa Municipal Schools

**GOAL Effective Options for Parents**

**STRATEGY Blended Learning**

The district offers blended learning models and/or tools as options to enhance learning.

Filing Cabinet Count 0

**ACTION STEP Blended Learning Model**

Each school will provide a combination of direct instruction, internet based instruction, and on line instructional programs such as Agile Minds to meet the needs of the all students including those in the lowest and highest quartiles.

Status	Not Begun 05/18/2014	Filing Cabinet Count	0
Start-End Dates	08/10/2014 - 05/22/2015		

**STRATEGY Personalized Learning**

Components of personalized learning are being used.

Filing Cabinet Count 0

**ACTION STEP Individualized Instructional Time**

Based upon an analysis of the NMSBA data, short cycle assessment data, and formative assessments, individual student learning outcomes will be developed. Targeted interventions will be identified to meet the needs of each student.

Status	Not Begun 05/18/2014	Filing Cabinet Count	0
Start-End Dates	08/11/2014 - 05/22/2015		

<b>TOTAL PLAN FUNDS:</b>	<b>\$0.00</b>
Budgeted	\$0.00
Actual	\$0.00