

TAOS LEADS!

Vision 2020 for Educational Excellence

**Developing a Long-Term Strategic Plan for
Taos Municipal Schools**

July 14, 2015

A working document to be updated periodically

TAOS LEADS: *Inspiring excellence and life-long success*

Our Values

- **Life-Long Success**

- Preparing students academically, socially, physically, and emotionally to succeed as responsible citizens through teaching, learning, and collaboration

- **Excellence**

- Holding high expectations/optimism/confidence to inspire and motivate growth and achievement for each and every student

- Maximizing the potential and success of each individual student

- **Accountability**

- Empowering educators, caregivers, students and community to take responsibility for making student Learning and wellness a priority

- Encouraging parental and staff involvement/advocacy for students

- **Dedication**

- Promising dedication/hard work/perseverance/loyalty to cause

- Committing to the long term to staying true to our vision

- **Supportive Environment**

- Engaging students, parents, and community members as partners in the educational process

- Enabling collaboration and open communication within schools and between schools, parents, students, and the community

- Practicing compassion and fairness for all and social responsibility

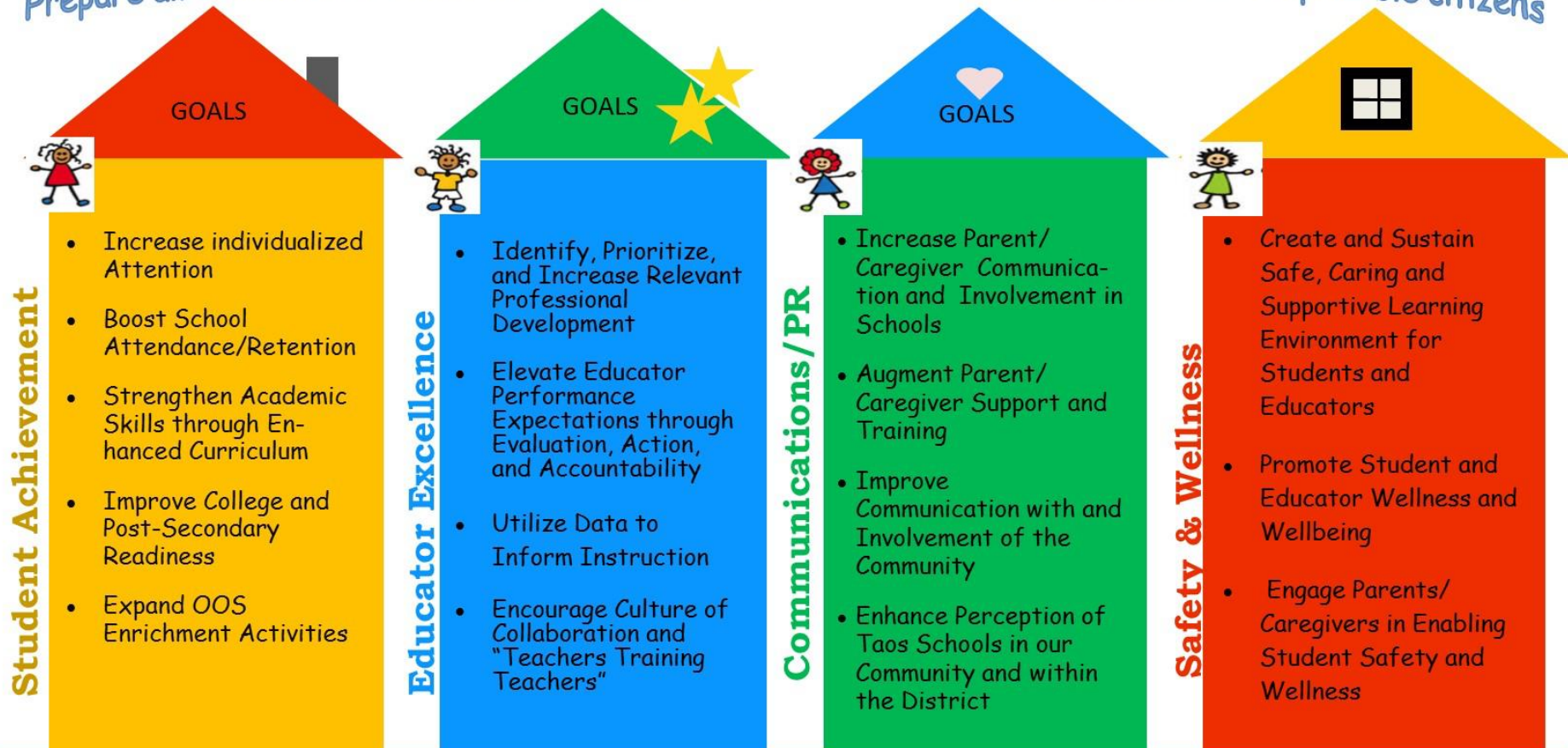
Taos Municipal Schools Strategic Plan Overview

Vision:

Inspire excellence and life-long success through teaching, learning, and collaboration

Mission:

Prepare all students academically, socially, physically, and emotionally to succeed as responsible citizens



Values—Taos LEADS

Life-long Success ~ Excellence ~ Accountability ~ Dedication ~ Supportive Environment

Working the Vision: 2015-2020 Action Plan

Strategic Pillar: ACHIEVEMENT/CURRICULUM

Strategic Initiatives District-Wide Action Steps School Specific Action Steps

Increase individualized attention for students

- Work to decrease student teacher ratio **TMS**
- Leverage volunteers to increase individualized attention **TMS/TSZ**
- Decrease interruptions to instructional time through scheduling, substitutes, volunteers **SCHOOLS**
- Model and train teachers, as needed, on how to implement small group instruction effectively **TMS**
- Better integrate technology into teaching curriculum **TMS**
- Utilize OOS time for PD, whenever possible, to maximize instructional time **TMS/FRIDAY CALENDAR**

- **ENOS:**
 - ✓ Formal/rigorous peer observations
 - ✓ Partner with Taos High and UNM students
 - ✓ Vertical alignment with pacing guides
 - ✓ Provide tutoring for Native American students **TMS**
 - ✓ Literary/media center with certified teacher **TMS**
- **ARROYOS:**
 - ✓ Decrease interruptions: schedule times earlier in the year for Non-Violence counseling, designate time for in-school announcements, create protocol for removal of disruptive students
 - ✓ Small group instruction: Daily 5, Guided Reading, Math Groups. GLAD Expert Groups Title 1, and Exceptional Programs
 - ✓ Need funding for an Educational Assistant for over-populated classrooms **TMS**
- **RANCHOS:**
 - ✓ Administer summative and formative assessments and analyze data to determine student needs and develop small groups
 - ✓ Teachers collaborate btw grades from year to year and use student inventory (deficits and strengths) **FRIDAY CALENDAR**
 - ✓ Small group instruction in Reading and Math: GLAD, Daily 5, Lexia Core 5, Really Great Reading, MC2, MobyMax, IXL etc.
 - ✓ Grade level depts collaborate to create pacing guides aligned to Common Core Standards **FRIDAY CAL**
- **HIGH SCHOOL:**
 - ✓ Create a student peer-mentor program **TMS**

Accountability

Blue – Taos Municipal Schools and Individual Schools

Red – TSZ: The School Zone Taos, phase 1; TSZ2: The School Zone Taos, phase 2

Green – Non-Profit Organizations

Working the Vision: 2015-2020 Action Plan

Strategic Pillar: ACHIEVEMENT/CURRICULUM

Strategic Initiatives District-Wide Action Steps

Boost attendance/ retention

- Recognize school attendance
SCHOOLS
- Create school culture aligning with vision and mission
TMS/SCHOOLS
- Utilize existing committees for effective and early identification of students needing support (i.e. goal teams, RTI, SAT team, IEP teams, grade level teams, content teams) and development of strategies to meet those needs
TMS/SCHOOLS (TSZ2)
- Grant for truancy/drop-out prevention coaches and leverage truancy coaches and middle school social worker to increase attendance
TMS/MS/HS

Accountability

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School Specific Action Steps

- **ENOS:**
 - ✓ Utilize support staff in RTI
 - ✓ Alternative learning/counseling center
 - ✓ Student athlete development program
- **RANCHOS:**
 - ✓ Continue using/improve RTI framework and SAT process with implementation guidelines
 - ✓ Create opportunities for strong SAT teams to meet regularly to discuss student progress
 - ✓ Continue allowing time for collaboration including SPED and OT on early release days **FRIDAY CAL**
 - ✓ Vertical grade meetings on academic and behavior management, focusing on IEP, ELL, SAT students
 - ✓ Guidance to parents on Home Language Survey and Bilingual program. Student growth incentives for attendance and academic progress
 - ✓ Make parents/caregivers aware of school's attendance policy and enforce it
 - ✓ Automated phone system to report absences
 - ✓ Boost student moral and school spirit and create school culture that values good attendance
 - ✓ Community Outreach: "What parents want to see"
 - ✓ Utilize resources on www.attendanceworks.org
- **MIDDLE SCHOOL:**
 - ✓ Collaboration between all schools **TMS**
- **HIGH SCHOOL:**
 - ✓ Develop and utilize district-wide SAT process **TMS**
 - ✓ Credit recovery (E2020) over school year **TMS/HS OPPORTUNITY SCHOOL**
- **TEEN CENTER:**
 - ✓ Health and Wellness Center for at-risk youths **NVW**

Working the Vision: 2015-2020 Action Plan

Strategic Pillar: ACHIEVEMENT/CURRICULUM

Strategic Initiatives

Strengthen academic skills (in math, reading, writing, technology, business, and bilingual education)
Through enhanced curriculum

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District-Wide Action Steps

- Create engaged/experiential learning opportunities (in and out of classroom) through increased community educational outreach **TMS (TSZ2)**
- Identify and implement programs to strengthen academic skills **SCHOOLS (TSZ2)**
- Adopt program that helps all students acquire a 2nd language, through MS and HS (2nd lang block) **TMS**
- Expand and implement Dual Credit program with UNM **TMS**
- Improve evaluation of district-curricula for effectiveness and cultural competency **(TSZ2)**
- District will adopt and teachers implement a reading program (AVID) aligned to Common Core **TMS/SCHOOLS**

School Specific Action Steps

- **ENOS:**
 - ✓ Academic rigor
 - ✓ Student Council (growth mindset, leadership/business skills, student voice, peer mediation, student accountability, role models)
- **ARROYOS:**
 - ✓ Take activity-led field trips
 - ✓ Invite and connect with our local community experts (including parents) to lead activities, create multiple intelligence stations in classrooms, and incorporate our school resources (science kits, art, nature trail)
 - ✓ Strengthen academic skills in writing and oral language through Responsive Classroom, development of MC2 strategies, Descubre el Español K-5th Dual and Heritage Language, Guided Reading training for teachers, Title 1 Reading Coyotes, Exceptional Programs, after-school tutoring, WIDA Rubric for writing, strategies from Teaching Basic Writing Skills, Writer's Workshop and GLAD writing strategies
 - ✓ Develop a plan for technology goals for K-5th
- **RANCHOS:**
 - ✓ Hands-On Science Friday
- **HIGH SCHOOL:**
 - ✓ Friday Dual Credit Program at UNM

Working the Vision: 2015-2020 Action Plan

Strategic Pillar: ACHIEVEMENT/CURRICULUM

Strategic Initiatives

Improve college readiness

District-Wide Action Steps

- Offer ACT core and test-prep activities, infused in curriculum
TMS
- Educate and expose Taos youth to college beginning in Pre-School
TMS/TSZ/BRIDGES
 - ✓ College alumni, businesses, and Bridges present at schools
 - ✓ Expand and strengthen student/parent activities and visits to NM colleges (i.e. summer and sports camps, classes, events)
- Provide college awareness, counseling, academic preparation, application assistance, and financial aid services either through Bridges or a career counselor
HS/BRIDGES

School Specific Action Steps

- **ARROYOS:**
 - ✓ During Career Day, we will ask presenters to elaborate on their educational background
- **RANCHOS:**
 - ✓ Contact Bridges, UNM, NMHU, etc. to promote a school wide college presentation
 - ✓ Institute Friday Logo Day (college, high school) for weekly perfect attendance
 - ✓ Individual classrooms will showcase a college of their choice (i.e. door and bulletin board decorating)
 - ✓ In Spring, school will invite scholarship recipients to discuss the benefits of academic success
- **MIDDLE SCHOOL:**
 - ✓ Work with Bridges more in depth and focus on the entire student body, not just 8th graders
 - ✓ Counselor to facilitate/coordinate parent/student college awareness activities and visits (field trips)
 - ✓ Expand college awareness beyond a single classroom – incorporate No Excuses University program in 6th and 7th grade classes, make use of Bridges, AVID, Upward Bound Program and Summer College Prep Programs at universities for 6th-8th grade students
 - ✓ Collaboration with life science teachers and other professionals to ensure academic rigor
 - ✓ Include staff from college and universities on Career Day
- **HIGH SCHOOL:**
 - ✓ Keep in touch with alumni and have them communicate college experiences

Accountability

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Working the Vision: 2015-2020 Action Plan

Strategic Pillar: ACHIEVEMENT/CURRICULUM

Strategic Initiatives

Improve post-secondary/career readiness

District-Wide Action Steps

- Align curriculum offerings between TMS and area colleges to clarify career pathways and gain dual credit **TMS**
- Reinstate career pathways that previously existed at HS and incorporate in students' elective schedules **HS**
- Communicate pathways to parents and students in educational community **HS/TSZ**
- Hire a counselor specifically for post-secondary opportunities and activities **HS ACADEMIES**
- Expand and strengthen community, for credit, internship/job/study program to improve career opportunities for students (i.e. Tech/IT, Nursing, Business Admin) **HS/TEN/CHAMBER**
- Work with Taos Chamber and Taos Entrepreneurial Network to identify opportunities for internships in businesses and non-profits **HS/TEN/CHAMBER**
- Track data on career success of students involved with internships **HS**

School Specific Action Steps

- **ARROYOS:**
 - ✓ Talk with students about their interests to inspire a Career Day in which community members are invited to discuss their jobs
- **RANCHOS:**
 - ✓ School-wide career day coordinated by grade levels. Reach out to community members to
- **MIDDLE SCHOOL:**
 - ✓ Create a steering committee for proactive actions/implementation of a for credit internship program, designed for longevity
 - ✓ Work with local businesses to find ways to expand interests, skills, and participation
 - ✓ Counselors work with students to create a "TMS plan" (goals, career ideas, possible pathways, and pre-requisite classes for HS career path)
 - ✓ Offer wider variety of electives (i.e. PE can include Zumba, yoga, sports fitness, etc.; Computer can include programming or design) **TMS**
 - ✓ High School vocational recruitment day (2X a year) **HS**
 - ✓ Bring students from High School to present their work **HS**
 - ✓ Community Farming
- **HIGH SCHOOL:**
 - ✓ High Schools that Work Grant to build academies, focusing on health and hospitality first
 - ✓ ACE program: careers, internship, dual credit
 - ✓ Work study
 - ✓ Have alumni communicate career paths, training, and experiences

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Strategic Pillar: ACHIEVEMENT/CURRICULUM

Strategic Initiatives District-Wide Action Steps School Specific Action Steps

Expand OOS enrichment activities: *Quality Before and After School Enrichment Programs*

- Initiate quality before school and after school enrichment programs to provide safe, meaningful experiences **TSZ**
 - ✓ Hire a grant writer to secure funding for before and after school enrichment and to include all district activities
 - ✓ Work with youth-serving community organizations to explore the possibility of developing after-school programs

- **ENOS:**
 - ✓ Expand after school enrichment program **TSZ**
- **ARROYOS:**
 - ✓ Expand our current internal mentoring program
 - ✓ Request grants for after school activities (wrestling and tumbling teams, student mariachi groups, robotics club, Zumba dance, and after school tutoring) **TSZ**
- **RANCHOS:**
 - ✓ Investigate changing to after school program **TSZ**
 - ✓ Continue Three Rivers tutoring (beginning 1st nine weeks)
 - ✓ School will invite staff members to solicit funds and provide XP time for grant writing
 - ✓ Teachers who volunteer to provide after school activities will have duties reduced by one during time of program
 - ✓ Increase and support school clubs and broaden the availability of the visiting artists programs to after school
 - ✓ Utilize community parent involvement for enrichment
 - ✓ After school “Grow Your Own” program
- **MIDDLE SCHOOL:**
 - ✓ Need after school enrichment activities including volunteers, resources, transportation
 - ✓ Create a steering committee for proactive actions/implementation designed for longevity
 - ✓ Incentives for students and volunteers to increase participation
 - ✓ Program must include activities for diversity in student population
- **HIGH SCHOOL:**
 - ✓ Expand Credit Recovery support to after school (not just during summer)
 - ✓ Improve Substance Abuse support and accountability **TEEN CENTER/NW**

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Working the Vision: 2015-2020 Action Plan

Strategic Pillar: ACHIEVEMENT/CURRICULUM

Strategic Initiatives

**Expand OOS enrichment activities:
Provide Quality Pre-School Within the District**

District-Wide Action Steps

- Support quality pre-school within the community **TSZ** **(Paso y Paso)**
 - ✓ Enable and increase quality pre-K programs
 - ✓ Form committee to research best practices focused on general education pre-schools

School Specific Action Steps

- **ENOS:**
 - ✓ Integrate technology into pre-school
 - ✓ Partnership with established pre-schools to develop relationship with kids entering elementary school **TSZ**
- **ARROYOS:**
 - ✓ Form teacher committees to collaborate Pre-K to K regarding vertical alignment
 - ✓ More publicity about our preschool through outreach with families and advertising with an article in the Taos News **TSZ**
- **RANCHOS:**
 - ✓ Provide inclusion setting for Developmental Pre-K program and provide full day Pre-K program
 - ✓ Maintain and improve programs ("Estrellitas", YDI, 3+4, preK4+free, Headstart 4-5)
 - ✓ Provide larger, updated facilities for Pre-K, use empty classrooms in main school building
 - ✓ Implement "Tools of the Mind" training **TMS**
 - ✓ Recruit grant writer to increase funding for Pre-K

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Working the Vision: 2015-2020 Action Plan

Strategic Pillar: STAFF DEVELOPMENT, EVALUATION & ACCOUNTABILITY

Strategic Initiatives

Identify, prioritize, and increase relevant professional development for all teachers/staff

District-Wide Action Steps

- Conduct needs assessment to identify and prioritize professional development needs **TMS/TSZ (pre K-2)**
- Provide introductory EQ training for all staff (and parents) **TSZ/TMS**
- Provide district-wide professional development to maximize the use of technology in the classroom **TMS**
- Identify optimal times for training **TMS/FRIDAY CALENDAR**
- Encourage NBCT certification **TMS/PRINCIPALS**
- Begin/Continue instructor use of student performance data **TMS/TSZ (to be confirmed by Center on Research and Evaluation)**

School Specific Action Steps

- **ENOS:**
 - ✓ EQ, LETS, GLAD Training **TMS (ARROYOS and RANCHOS are GLAD Certified)/TSZ**
 - ✓ Minimize instructional interruptions
- **ARROYOS:**
 - ✓ GLAD, Spanish, Music in Teaching Training
- **RANCHOS: TMS**
 - ✓ Data Driven Schools, LETRS, Tier II Math, RTI/Differentiated Instruction Training
 - ✓ District provide appropriate and adequate PD training that supports our Common Core Curriculum
 - ✓ Implement “Tools of the Mind” training for pre-K
 - ✓ Implement Emotional Intelligence Curriculum
- **MIDDLE SCHOOL:**
 - ✓ WIDA Bilingual Strategies, Discovery Data Use (or other SCA approach), Using Technology in Schools Training **TMS**
 - ✓ Discovery Education Short Cycle Assessment **TMS**
 - ✓ CCI, MC2, Carnegie Learning Training **TMS**
 - ✓ Team building PD
 - ✓ Document-based questions Workshops
- **HIGH SCHOOL:**
 - ✓ EQ for teachers/staff throughout the year
 - ✓ Increase access to equipment and need-based IT training **TMS**
 - ✓ Refine PD timing and relevancy

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Working the Vision: 2015-2020 Action Plan

Strategic Pillar: STAFF DEVELOPMENT, EVALUATION & ACCOUNTABILITY

Strategic Initiatives

Elevate educator performance through evaluation, action, and accountability

Utilize data to inform instruction

Accountability

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District-Wide Action Steps

- Administrators meet with staff to jointly determine professional development goals for the year based on prior year NM TEACH Summative Evaluation results, student data, and code ethics [TMS/SCHOOLS/NMPED](#)
- Follow Quality Educator Statutes and Regulation for administrators, including administrator evaluation process [TMS/SCHOOLS/NMPED](#)

- Administer district approved short cycle and formative assessments [TMS \(TSZ – help teachers streamline use of DISCOVERY data, to be confirmed\)](#)
- Allow collaboration time for teachers to analyze data to guide instruction and plan for intervention and enhancements [TMS/FRIDAY CALENDAR](#)
- Provide training on use and integration of assessment tool [TSZ \(to be confirmed by Center on Research and Evaluation\)](#)

School Specific Action Steps

- **HIGH SCHOOL:**
 - ✓ Need for constructive evaluation and feedback system that can help direct professional development needs

Working the Vision: 2015-2020 Action Plan

Strategic Pillar: STAFF DEVELOPMENT, EVALUATION & ACCOUNTABILITY

Strategic Initiatives District-Wide Action Steps School Specific Action Steps

Encourage culture of collaboration and “teachers training teachers”

- Provide time for regular, meaningful collaboration with clear guidelines **TMS/FRIDAY CALENDAR**
- Encourage collaboration to address student data, intervention, and accountability **TMS/SCHOOLS**
- Have staff share useful and current research and strategies in their field **TMS**
- Connect teachers and staff with current educational research and strategies **TSZ**
- Utilize “train the trainer” model to support staff technological skills, allow time to share findings **TMS**

- **ENOS:**
 - ✓ Master schedule to accommodate increased collaboration time
- **ARROYOS:**
 - ✓ Form teacher committees to collaborate Pre-K to K regarding vertical alignment **FRIDAY CALENDAR**
- **RANCHOS:**
 - ✓ Create time for vertical grade level meetings to discuss effective academic and behavior management strategies specifically focusing on IEP, ELL, and SAT identified students **FRIDAY CALENDAR**
- **MIDDLE SCHOOL:**
 - ✓ Time to implement “Teachers Teaching Teachers” **FRIDAY CALENDAR**
 - ✓ All teachers meet on weekly basis to discuss and implement different strategies to use in the classroom
- **HIGH SCHOOL:**
 - ✓ Increase collaboration between departments and schools **TMS**
 - ✓ Taos Tiger Teachers Teaching Teachers (T⁵)

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Working the Vision: 2015-2020 Action Plan

Strategic Pillar: COMMUNICATION/PR

Strategic Initiatives

Increase parent/caregiver communication and involvement in the schools

District-Wide Action Steps

- Use all means of communication with parents/caregivers - email, paper, phone/texts, face-to-face, School Reach, websites and Power School **TMS/SCHOOLS**
- Communicate volunteer opportunities and how they can participate **TSZ/SCHOOLS**
- Create scheduling options to accommodate parent schedules i.e. after school and weekends **TMS/SCHOOLS**
- Regularly scheduled school-wide meetings for parents (including speakers on topics of interest, food, giveaways, performances by students) **TMS/SCHOOLS**
- Create a district wide calendar of events to eliminate overlapping schedules, including district wide open house (meetings, homework, other events) **TMS**
- Facilitate and help fund volunteer sign-up and background checks at open houses **TSZ/TMS**

School Specific Action Steps

- **RANCHOS:**
 - ✓ Offer specific volunteer opportunities to parents, i.e. donating supplies, sharing career expertise, bringing snacks, organizing library, helping with crafts, bus monitor
 - ✓ Host recognition ceremonies to celebrate academic growth and excellent attendance
 - ✓ Monthly calendar and newsletter notifying parents of events, meals, encouraging participation in PTA/Parent Advisory Comm.
 - ✓ Teachers document communication with parents and communicate as needed
 - ✓ Phone reach to communicate upcoming events, special notices
 - ✓ Create and distribute community resource guide for parents **TSZ**
- **MIDDLE SCHOOL:**
 - ✓ Positive calls home regarding student accomplishment/character
 - ✓ Change format of open-house meetings to be more parent-teacher focus vs audience style
 - ✓ Provide parents with a variety of options to interact with staff and give feedback
 - ✓ School newspaper and monthly newsletters
 - ✓ More control of school website, Mobile App!
- **HIGH SCHOOL:**
 - ✓ Develop “living website” with social media links
 - ✓ Student-friendly forms of digital communication (e.g. Facebook for clubs, Edmodo, YouTube)
 - ✓ Strengthen internal communication
 - ✓ Taos High School “App”

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Strategic Pillar: COMMUNICATION/PR

Strategic Initiatives

**Augment
parent/caregiver
support and
training**

District-Wide Action Steps

- Leverage The School Zone – Taos to advertise and provide 7-9 parent/caregiver training sessions **TSZ**
 - ✓ *Preparing young children to succeed in school*
 - ✓ *Promoting social/emotional health*
 - ✓ *Engaging successfully with your child's school*
 - ✓ *Developing literacy skills*
 - ✓ *Developing mathematics skills*
 - ✓ *How to have a college-going culture at home*
 - ✓ *Parent resources (ESL, taxes, health, counseling, summer programs)*

School Specific Action Steps

- **ENOS:**
 - ✓ Parent Education
 - ✓ Parent Literacy
 - ✓ Parent Accountability
- **TEEN CENTER:**
 - ✓ Parent Training on Safety and Wellness **NVW**

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Working the Vision: 2015-2020 Action Plan

Strategic Pillar: COMMUNICATION/PR

Strategic Initiatives

Improve communication with and involvement of the community

District-Wide Action Steps

- Get school events/info to public **TMS/SCHOOLS**
- Create and advertise formal program for community internships, mentorships, and volunteer opportunities to address school needs **TSZ/TMS/SCHOOLS**
- Use all means of communication to community - email, flyers, phone, face-to-face, School Reach, websites, Power School, Mobile App, Social Media **TMS/SCHOOLS/TSZ**

School Specific Action Steps

- **RANCHOS:**
 - ✓ Offer specific volunteer opportunities to community members, i.e. donating supplies, sharing career expertise, bringing snacks, organizing library, helping with crafts, bus monitor
 - ✓ Monthly calendar and newsletter notifying community of event, volunteer optys
- **MIDDLE SCHOOL:**
 - ✓ Mobile App!
 - ✓ Radio spot for school news, events
 - ✓ Monthly newsletters created by students to include upcoming events – post on websites, Taos News, etc
 - ✓ More control of school website
- **HIGH SCHOOL:**
 - ✓ Develop “living website” with social media links
 - ✓ Taos High School “App”

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Strategic Pillar: COMMUNICATION/PR

Strategic Initiatives

Enhance perception of Taos schools in our community and within the district

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District-Wide Action Steps

- Make positive info/accomplishments/success stories known! [TMS/SCHOOLS](#)
- Build trust between administrators, teachers, and community [TMS/SCHOOLS](#)
- On-Site broadcasts, “talk to Kids” – get their message out [TMS/SCHOOLS](#)
- Identify volunteer to create TMS marketing plan and help implement it - TBD
- Use of Mass Media to promote schools– Social media, television, radio, print media including newspaper, contributions to newsletters, email broadcasts, posters in prominent establishments [TMS/SCHOOLS/TSZ](#)
 - Taos Schools link to Taos News – press liaison, website, weekly article i.e. “Educator or Student of the Week”, etc
 - Website/Communication links to Town of Taos, Youth Center, Mitchell Theater, Chamber of Commerce, Taos Pueblo Governor Office
- Identify coordinator for volunteers to assign volunteer duties, make reminder phone calls, etc. TBD

School Specific Action Steps

- [RANCHOS](#):
 - ✓ IT to take photos, video shorts showcasing instruction and testimonials from parents/community
 - ✓ Blogs on web (Blogger, Pinterest, Facebook)
 - ✓ Showcase student work, campus spaces, landscape, murals, culture in media
 - ✓ Ensure releases for students’ work
 - ✓ Staff member as media contact
- [ARROYOS](#):
 - ✓ More publicity about our Preschool through outreach with families and advertising with an article in Tao News
- [MIDDLE SCHOOL](#):
 - ✓ Mobile App!
 - ✓ Radio spot for school news, events
 - ✓ Monthly newsletters created by students to include upcoming events – post on websites, Taos News, etc
 - ✓ More control of school website
- [HIGH SCHOOL](#):
 - ✓ Develop “living website” with social media links
 - ✓ Taos High School “App”
 - ✓ Boost district-wide PR on all our programs
 - ✓ Continue Tiger Tuesday for program PR

Working the Vision: 2015-2020 Action Plan

Strategic Pillar: SAFETY AND WELLNESS

Strategic Initiatives

Create and sustain safe, caring and supportive learning environment for students and educators

District-Wide Action Steps

- Offer introductory Emotional Intelligence/EQ training **TSZ**
- Increase Counseling Services (**TSZ2**)
 - ✓ Hire test coordinators to ensure more counseling time for counselors
 - ✓ Implement community resources (NVW, BBBS, etc) to provide counseling
- Implement Rachel's challenge **TMS**
- Recruit volunteers for school programs **TSZ**

School Specific Action Steps

- **ENOS:**
 - ✓ Student Council: Peer Mediation (listening, problem solving, choosing a solution)
 - ✓ Duty Book
 - ✓ Think Tank: Self-Reflective feedback on problems
 - ✓ Signage/Messages: "Do the Right Thing!", "Who are You?/Who will you Be?"
- **ARROYOS:**
 - ✓ Teacher time to discuss concerns about specific students **FRIDAY CALENDAR**
- **High School:**
 - ✓ Substance abuse support and accountability **NVW**
- **Chrysalis:**
 - ✓ Therapeutic health and wellness center after school to serve at risk students (Credit recovery, substance abuse support and counseling through Non-Violence Works, program coordinator/nurse from Medicaid funds) **TEEN CENTER/NVW**

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Strategic Pillar: SAFETY AND WELLNESS

Strategic Initiatives District-Wide Action Steps

School Specific Action Steps

Promote student and educator wellness and wellbeing

- Re-establish the safety/wellness committee and update our safety/wellness plan **TMS**
- Encourage lifestyle change and adoption of positive habits through education and modeling **TMS/TSZ**
- Provide nutritional meals **TMS**
 - ✓ Get food services operating at full funding (with Grant writing support)
 - ✓ Increase site cooked food
 - ✓ Partnership with local restaurants and HS Culinary program
 - ✓ Continue with breakfast in the classroom

- **ENOS:**
 - ✓ Update safety/wellness plan to reflect: student council playground/hallway monitors, student council peer mediation, signage in hallways
 - ✓ Farm to Garden & Garden foods
 - ✓ Hot breakfast
 - ✓ Increased quantity of food
 - ✓ Culinary Arts HS students cook
 - ✓ Student Council attend Student Nutrition Forum to review foods
- **ARROYOS:**
 - ✓ Regularly assess and implement our safety and wellness policies
 - ✓ Send a representative to district-wide safety and wellness committee meetings
 - ✓ Set guidelines to limit amount of sugar available (ie. Provide only regular not flavored milk)
 - ✓ Encourage students to bring water bottles and healthy snacks
 - ✓ Provide breakfast in cafeteria to increase freshly prepared foods?
 - ✓ Explore providing non-hormonal milk

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Working the Vision: 2015-2020 Action Plan

Strategic Pillar: SAFETY AND WELLNESS

Strategic Initiatives

Engage parents/caregivers in enabling student safety and wellness

District-Wide Action Steps

- Provide parent education, literacy, and parenting classes **TSZ**
 - ✓ Healthy sleep patterns, nutrition, exercise, accountability
- Engage parents as volunteers
 - ✓ Create process/funding to sign-up and complete background checks at back- to-school nights
- Compile a resource guide for teachers, staff, and parents/caregivers

School Specific Action Steps

- **ENOS:**
 - ✓ Parent Duty Monitors (am, lunch, bus) **TSZ (recruit volunteers)**
- **ARROYOS:**
 - ✓ Health and Wellness Family Nights for family success to encourage less screen time and healthy life styles
 - ✓ Teachers provide volunteer opportunities to parents/caregivers to participate in experiential learning
 - ✓ Form a school-based parent committee to give parents a voice

Accountability

Blue – Taos Municipal Schools and Individual Schools

Red – TSZ: The School Zone Taos, phase 1; TSZ2: The School Zone Taos, phase 2

Green – Non-Profit Organizations