



**Cimarron Schools Quarterly Strategic Plan  
Planning Process Document Monitoring Tool**

<b>School Year: 2021-2022</b>	<b>Reporting Date: April 2022</b>
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<b>Focus Area:</b>	<b>Summative SMART Objectives</b>	<b>As Measured By/ Evidence of Accomplishment</b>	<b>Proposed Timing</b>
<b>Collaboration</b>			
<b>Objective 1</b>	Promote a culture of collaboration between teachers, administration, students, families, the board and the community. Use in-service training to connect grade level teachers throughout the district and outside the district to develop grade level appropriate curriculum that will support college and career readiness.	<ul style="list-style-type: none"> <li>● Feedback from teachers</li> <li>● Provide encouragement to seek opportunities for collaboration</li> <li>● Identify areas where collaboration needs to be strengthened</li> <li>● Provide examples of outcomes</li> </ul>	

**Reflections and Feedback:**

<b>Objective 1</b>	<p>Professional Development for teachers focused on personality awareness that encouraged district and site collaboration.</p> <p>Staff completed a full staff progress assessment together Monday Dec. 13th. Custodians, Bus drivers and secretarial staff were all present to evaluate positive school practice, areas of needed growth and suggestions for addressing those areas. This is the first time this has been done with all staff in the same place.</p>
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April 19th

Professional Development for our staff is one of our main focuses for continued excellence. All staff are required to do online training to refresh understanding of required reporting of abuse and dangerous behaviors for our students.

Vector Training Solutions are being used to allow for flexibility of learning. The Videos require assessments to check for understanding.

Many teachers have completed their 80hrs of required training and are now getting supplementary pay for additional training at \$25 per hour.



<b>Focus Area:</b> <b>Communication</b>	<b>Summative SMART Objectives</b>	<b>As Measured By/  Evidence of Accomplishment</b>	<b>Proposed  Timing</b>
<b>Objective 1</b>	Improve communication between teachers, students and families via: <ul style="list-style-type: none"> <li>● producing a monthly newsletter from each campus that provides information on activities, achievements, academics and upcoming events</li> <li>● holding periodic virtual town-hall meetings to address parent and community interests</li> </ul>	<ul style="list-style-type: none"> <li>● Monthly newsletters posted on website.</li> <li>● Prepare a process for Facebook video being migrated to website</li> <li>● Consult with board when considering a town-hall meeting</li> </ul>	
<b>Objective 2</b>	Continuously update and improve the content and design of the district website.  Each campus will ensure their monthly newsletter is published on the website.  Ensure contact information for all staff members is up-to-date.	<ul style="list-style-type: none"> <li>● Review and update content</li> <li>● Consider redesign of the interface</li> <li>● Integrate social media with the website</li> <li>● Consider email functionality in website content</li> </ul>	



**Reflections and Feedback:**

<p><b>Objective 1</b></p>	<p>Schools have had a great deal of communication with parents:          Newsletters          Back To School Night          School COVID Safety Survey          Ongoing Safety Announcements for COVID</p> <p>News letters are in place.</p> <p>April 19th</p> <p>The use of Social Media for student communication for students is no longer the norm. Currently, coaches are using school email to inform parents and students. Safe options are being considered to use technology to aid staff with this communication.</p>
<p><b>Objective 2</b></p>	<p>Staff member is currently working on updating the website with a new look and ease of access. Staff member is being paid an additional stipend for this extra work.</p> <p>April 19th</p> <p>Behind the scenes updates to the school website continue.</p>



<b>Focus Area:</b>  <b>Excellence - Student</b>	<b>Summative SMART Objectives</b>	<b>As Measured By/ Evidence of Accomplishment</b>	<b>Proposed Timing</b>
<b>Objective 1</b>	Increase student achievement in reading	Identify baseline for short cycle assessment by grade level and cohort.  Review data to ensure that all students are showing at least one year's growth per school year.  Increase the percentage of students who are proficient in each grade level.  6% improvement in proficiency across all students using short cycle assessment as well as state standard testing identified by grade level and subgroup.	Monthly reporting to Board
<b>Objective 2</b>	Increase student achievement in math	Identify baseline for short cycle assessment by grade level and cohort.  Review data to ensure that all students are showing at least one year's growth per school year.	Monthly reporting to Board



		<p>Increase the percentage of students who are proficient in each grade level.</p> <p>15% improvement in proficiency across all students using short cycle assessment as well as state standard testing identified by grade level and subgroup.</p>	
<b>Objective 3</b>	Monitor and improve daily attendance	<p>Each day during the school year the in-seat (or live online) attendance will be 95% or higher</p> <p>Low attendance should indicate suggesting Monday school</p>	Monthly reporting to the Board
<b>Objective 4</b>	Every student that graduates from Cimarron High School is capable of doing college work.	<ul style="list-style-type: none"> <li>• Assess student skills and catch them up</li> <li>• Curriculum alignment</li> <li>• End of year assessment scores</li> <li>• Post-graduation survey</li> </ul>	

**Reflections and Feedback:**

<b>Objective 1</b>	<p>New Testing has been identified that aligns with state assessment in reading and math. Teacher training and implementation has not occurred yet.</p> <p>The delay of short cycle assessment training was not the fault of Cimarron Schools yet it has required staff to continue to use current testing practice. New contract is in place and training is</p>
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	<p>now available to staff with an expectation that MID-YEAR test data will be compiled upon staff return.</p> <p>April 19th</p> <p>January assessment data was reported to the board with the use of NEW state short cycle assessment. The assessment tool proved to be far less effective than the Edulastic that was used previously.</p> <p>This setback has been costly for our staff and students.</p>
<p><b>Objective 2</b></p>	<p>Data for math and language arts has been reported and reflected upon. Math continues to be an area of concern in middle and high school grades.</p> <p>April 19th</p> <p>During Board/Student Meeting, several students had complimentary comments of the improvement that has been made to math instruction with new personnel hired.</p>
<p><b>Objective 3</b></p>	<p>Daily attendance is being tracked and used ongoing to identify exposures. Accurate data is required and reported to the state with a weekly report in addition to the daily attendance. School keeps in communication with excessive absence.</p> <p>April 19th</p> <p>Monthly reports of attendance has been in the high 90s in all schools. Students that are being asked to quarantine are not being counted absent but are not having scheduled resource time. This is a challenge for students who are out for extended times.</p> <p>Attendance of students continues to be a high level above 90% attendance. Students who have reached the compulsory truancy category have been supported through individual plans and</p>



	contracts made with parents and students.
<b>Objective 4</b>	<p>Students are expected to do grade level work at their respective grades and those that have difficulty are recommended to intervention, after school program and Monday School.</p> <p>High School students work with Luna and Eastern New Mexico University to do dual credit classes.</p> <p>Three students were trained to fly drones in an adult training program. 1 /3 of the students passed the class the first time but will have the opportunity to take the test again.</p> <p>April 19th</p> <p>Two students have successfully made their climb of the Wind Turbine training tower as part of their requirements for completing their dual credit course.</p>





<b><u>Focus Area:</u></b> Excellence – Teacher & Staff	<b>Summative SMART Objectives</b>	<b>As Measured By/ Evidence of Accomplishment</b>	<b>Proposed Timing</b>
<b>Objective 1</b>	Support via professional development	Provide training opportunities to enable teachers to grow their practices	
<b>Objective 2</b>	Take opportunities to recognize achievement	<ul style="list-style-type: none"> <li>● Provide a written note that recognizes the achievements that are mentioned at board meetings each month</li> <li>● Peer recommendations for recognition to the board via superintendent</li> </ul>	

**Reflections and Feedback:**

<b>Objective 1</b>	<p>Cimarron Schools has partnered with many teachers to obtain master’s degrees, additional endorsements, licensure in their field of study and National Board Certification.</p> <p>Teachers continue to receive additional training, including Social Emotional Learning, Trauma Infused learning, masters degrees, licensure in specialty areas. Prek, K and 1 are working with the state to get required certification in strategies for teaching how to read and identify reading delays.</p> <p>April 19th</p>
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	<p>Three additional staff have been hired to work as Instructional Assistants while they work towards earning their bachelors degree in education. These new staff members are rotating through several classrooms throughout the district to assist the school while gaining hands-on experience that will allow them the ability to explore the profession while working towards a degree.</p> <p>All Educational assistants have been encouraged to continue to work towards earning hours towards teachers degree and the district is paying \$400 per class to reimburse staff for their investment.</p> <p>Several teachers have completed dossier requirements to move up in certification that increases teacher pay and improves instruction for our students.</p>
<b>Objective 2</b>	Both sites continue to recognize excellence in their schools with high performers among students, staff and community members.



<b>Focus Area:</b> Leadership	<b>Summative SMART Objectives</b>	<b>As Measured By/ Evidence of Accomplishment</b>	<b>Proposed Timing</b>
<b>Objective 1</b>	Support via professional development	Document curricula provided that demonstrates leadership training	
<b>Objective 2</b>	Create an atmosphere of leadership among the staff and students  Take opportunities to recognize examples of leadership in action	Documented examples of leadership in school newsletters and brought to the Board for accomplishments.	
<b>Reflections and Feedback:</b>			
<b>Objective 1</b>	Teachers are required to engage in 80 hours of professional development over the school year. Teachers are able to use a portion of this time to focus on areas of need within their own duties.  April 19  Many teachers have completed their 80 hours of professional development included in their annual contracts and are now continuing their training at an hourly pay rate of \$25 per hour.		
<b>Objective 2</b>	By allowing flexibility of professional development teachers are encouraged to take responsibility for their own learning and growth and share back with their peers and colleagues.		



The new structure of the Leadership Team has formalized a team of people to represent staff, students and community members with tough decisions. This has allowed staff to be more aware of how decisions are made and the logistics that are required with the implementations of those decisions. While staff, parents and community members don't always like the decisions, at least they understand that great attention is paid to the decision making process which does allow for input.

April 19th

Community members, students and teachers are encouraged to engage with school policy and practice to improve student outcomes.

Highschool Board/Student meeting was completed in April that has offered validation on past improvements and has offered suggestions for continued growth.

A Community Job Fair took place in April that connected 15 area businesses with our high school students to be able to explore different careers while completing their high school requirements. This idea supports the student request to offer more "real life" learning and connections to schools.



<b>Focus Area:</b> <b>Health &amp; Safety</b>	<b>Summative SMART Objectives</b>	<b>As Measured By/            Evidence of Accomplishment</b>	<b>Proposed            Timing</b>
<b>Objective 1</b>	Ensure a safe, clean and secure environment for all District students, staff, and visitors and to ensure the school district is prepared to effectively respond to all emergencies that might affect safety or security of students and staff.	<ul style="list-style-type: none"> <li>● Preparation and training on a district-wide and campus-specific safety plan</li> <li>● Communication to the community of the safety plan</li> <li>● Ensure that we are following or exceeding our interpretation of the Covid guidelines provided by the NM PED.</li> </ul>	
<b>Objective 2</b>	Provide nutritious food to our students each day and educate our students on healthy choices		
<b>Objective 3</b>	Create an environment that provides and demonstrates consistent wellness messages and is conducive to healthy eating and physical activity; and contributes to forming healthy life long habits for students and staff.		



**Reflections and Feedback:**

<p><b>Objective 1</b></p>	<p>Night Custodians have been hired using federal COVID dollars. This has helped to focus safety and cleanliness for our staff and students.</p> <p>Test To Stay has been implemented to allow students exposed to positive cases have an opportunity to test inhouse to continue in person learning. This has allowed for much better participation of students but has come with a great deal of labor to district staff.</p> <p>April 19</p> <p>Staffing for district safety and cleanliness has improved significantly since hiring day and night custodian in house. These individuals have taken ownership of their site placements and understand their role in the safety and success of all students within that facility.</p> <p>All positions have been filled in a time when the labor force is struggling to keep up with the demands.</p>
<p><b>Objective 2</b></p>	<p>Federal funds are paying for meals for all students. Adjustments have been made to food offerings to maintain healthy fueling meals.</p> <p>School Meals have been especially good this year as additional staff has been hired. Staff are currently participating in school lunches and they often choose to eat in cafeteria over bringing lunch or eating at local (limited) eating establishments</p> <p>April 19</p> <p>Community continues to have positive responses to free breakfast and lunch for all students district wide.</p>



	<p>With the continued growth of clients has added positive comments of the quality, and tastiness of the meals. While free lunches are scheduled to expire at the end of this school year, there is a national attempt to continue to offer these meals free.</p>
<b>Objective 3</b>	<p>Meals are being served in cafeteria which makes meal gatherings more enjoyable for students.</p> <p>Students prefer the cafeteria eating / social time but this is sometimes interrupted due to enhanced COVID measures. This is our weakest COVID safety protocols because students are relatively close together and not wearing masks.</p> <p>April</p> <p>Testing to stay continues to be offered by Cimarron Schools and is paid for by a grant to give stipends to staff members that are heading up these efforts. It is this test to stay program that allows students to be at school even if they have had exposure which is more frequent since nobody is required to wear masks.</p>



<b>Focus Area:</b> <b>Programming</b>	<b>Summative SMART Objectives</b>	<b>As Measured By/Evidence of Accomplishment</b>	<b>Proposed Timing</b>
<b>Objective 1</b>	Investigate the appropriateness and feasibility of introducing bilingual education into the curriculum.	<ul style="list-style-type: none"> <li>● Search and schedule for experts in the field of study</li> <li>● Do site visits of how this is being done in other districts</li> <li>● Presentation to the board with recommendations</li> </ul>	
<b>Objective 2</b>	Provide programs that enhance career readiness in the trades	<ul style="list-style-type: none"> <li>● Develop guidelines for student/community member interactions and internships</li> <li>● Identify trade schools and local businesses</li> <li>● Determine if local Chambers of Commerce have resources</li> <li>● Access trades people in our community to provide expertise and resources to develop interested students</li> <li>● Develop internships</li> <li>● Consider a regional job day with assessments and guest speakers</li> <li>● Mock interviews</li> </ul>	





<b>Objective 3</b>	Identify specific programs to support students who require more challenge than their grade level is providing especially at the transitions between elementary/middle and high school.	<ul style="list-style-type: none"> <li>• Provide training for staff in the areas of reading (dyslexia), ESL and Gifted.</li> <li>• Provide a stipend for those teachers who have obtained the proper certification(s).</li> </ul>	
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**Reflections and Feedback:**

<b>Objective 1</b>		
<b>Objective 2</b>	<p>New shop teacher has been reaching out to community resources to find additional partnership opportunities for students.</p> <p>New shop teacher allowing students to do individual projects and students are extremely engaged with the flexibility of the learning.</p> <p>April</p> <p>One student has completed their CPR and First Aid training that is part of their Apprenticeship Program that will allow students to be part of the program for two years while in school that would require them only two additional appearance years out of high school before they could test into the construction trades.</p> <p>Cimarron Schools will be hiring students to work on converting old Admin building into a rental residence.</p> <p>Students will tour the Apprenticeship Facility in Albuquerque</p> <p>All high School Students participated in Community Job Fair. Businesses were very complimentary of the</p>	



	<p>students and seemed to be very interested in summer employment that could lead to stronger career relationships.</p>	
<p><b>Objective 3</b></p>	<p>Students continue to be offered opportunities for internships, advanced and remedial classes during and after school.</p> <p>April</p> <p>Cimarron Schools is working with Help New Mexico to improve internship opportunities to paid internships.</p> <p>By having these opportunities as paid options increases the participation for students that would like to EXPLORE careers but must earn money.</p>	



<b>Focus Area:</b> <b>Technology</b>	<b>Summative SMART Objectives</b>	<b>As Measured By/  Evidence of Accomplishment</b>	<b>Proposed  Timing</b>
<b>Objective 1</b>	<ul style="list-style-type: none"> <li>● Establish clear expectations of student technology skills connected to the academic curriculum</li> <li>● Students will apply technology skills within the academic curriculum</li> </ul>	<ul style="list-style-type: none"> <li>● Documented expectations by family or grade-level of student technology skills</li> <li>● Documented assessment of technology skills within the academic curriculum</li> <li>● Communicate and educate parents on the use of school technologies.</li> </ul>	
<b>Objective 2</b>	<ul style="list-style-type: none"> <li>● Teachers will continuously improve their practice by participating in professional development and promoting and demonstrating the effective use of digital tools and resources.</li> <li>● Teachers will develop and implement opportunities for students to apply digital citizenship practice</li> <li>● Administrators will participate in and provide professional</li> </ul>	<ul style="list-style-type: none"> <li>● Document attendance at professional development that promotes and demonstrates the effective use of digital tools and resources.</li> <li>● Document agreed digital citizenship practices and show how implemented</li> </ul>	



	development throughout the school year in order to learn and provide 21 <sup>st</sup> century classroom support and guidance		
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**Reflections and Feedback:**

<b>Objective 1</b>	<p>We have had a great deal of new students as well as new staff members. Our focus has been on replacing equipment for our schools and giving them the support they need to use the technology.</p> <p>We are still struggling in teaching students HOW to best use their tools because oftentimes the technology is the media not the subject of the lesson. We do not currently have any classes that focus on the use of the technology. This would be a great next step.</p>
<b>Objective 2</b>	Professional development is encouraged for all staff and support offered specifically for staff that struggle with the technology.