Leadership Responsibility: **Focus**

**Actions:**
- Vertical articulation
  - Meet Quarterly within departments — this is CRITICAL!!!
  - Align curriculum maps/DIGS

Leadership Responsibility: **Monitor and Evaluate**

**Actions:**
- Introduce ELEOT form to all teachers
  - Provide time for teachers to observe peers (not necessarily in content area) collecting data on the ELEOT — in place of one collaboration time Wednesday.
- Review anonymous data collected from ELEOT in order to identify strengths and needs school-wide.

Leadership Responsibility: **Contingent Rewards**

**Actions:**
- Create a committee of staff to support an academic rewards program.
- Analyze data (attendance, grades, and behavior)
- Recognizes staff members for successful contributions.

Leadership Responsibility: **Order**

**Actions:**
- Develop a standard procedure within content areas for common assessments/evaluations and grading.
  - Decreasing variability
  - Review data from grading system
  - First Days of In-Service — Meet with Department chairs w/outcome agenda
  - Quarterly follow-ups with department chair.

Leadership Responsibility: **Optimize**

**Actions:**
- Using data (outcome, demographic, perception, and program) to encourage risk taking to provide a positive and supportive culture.
  - Identify trends in data
  - Increase teacher knowledge and understanding of how to be an effective teacher: "Effective teachers know what to do to support student learning. Most importantly how, when, and why to do it."

Leadership Responsibility: **Communication**

**Actions:**
- Continue implementation on communication with struggling students.
  - Utilizing the Student Success Flow Chart
  - Edit flow chart to include communication plan from admin/counselors to teachers

Leadership Responsibility: **Resource**

**Actions:**
- Continue with implementation of CITW
  - Professional Development Days
  - Share examples of instructional strategies
  - Individuals shares with departments how they are implementing CITW strategies.
  - Department Chairs share at meetings what strategies what their department is using.

Leadership Responsibility: **Affirmation**

**Actions:**
- Non-Core teachers acknowledge Galileo and AzMerit scores and growth.
  - Collaboration time to share Galileo scores after each testing.
    - This would be done in grade level pairs (ELA 10 with US/AZ History)
  - The method of acknowledgement to be determined by meeting group

**Student Outcome:**
By spring of 2018, 70% of PHS students who take the pre and post-test and start and finish the year and have fewer than 10 absences, will demonstrate statistically significant growth on the IE Galileo test for ELA and Math.