

Swift Creek Elementary School Staff Essential Outcomes

Vision: Everyone Will Learn and Succeed!

PLC	PBS
100% of staff will participate in a high-functioning PLC.	100% of staff will employ the PBS philosophy.
<p>A high-functioning PLC will:</p> <ul style="list-style-type: none"> • Live the four critical questions. • Collaborate weekly • Make Data-driven decisions. • Use common formative assessments to drive instruction. • Focus on learning. • Do whatever it takes. • Design remediation/enrichment opportunities. • Document their work (minutes, notebook, etc). • Align with other subjects and grade levels. • Recognize strengths and weaknesses and use that information to help drive professional growth. • Strive to support and trust each other. • Recognize that they are ALL our students. 	<p>To employ the PBS philosophy; staff will:</p> <ul style="list-style-type: none"> • Explicitly teach ROAR expectations in all settings. • Take responsibility for all students. • Positively reward meeting and exceeding expectations (coupons, menu, etc). • Use positive terms and redirecting. • Celebrate successes. • Use appropriate tone and volume. • Constantly re-teach as necessary. (Remember the 4:1 ratio). • Build personal relationships with all students. • Use all strategies, interventions, and resources for 80%, 5-15%, & 3-5%. • Use appropriate office referral forms when necessary. • Clean the slate daily. • Hold Morning Meetings.
SIP	21st Century Learning
100% of staff will utilize the SIP to utilize the SIP as a working document, staff will:	100% of staff will build instruction that requires students to utilize 21 st century learning strategies.
<ul style="list-style-type: none"> • Read and understand it • Reflect upon the SIP and how it affects the learning of our students • Use to create professional growth opportunities for self and PLCs • Create PLC smart goals that align to the SIP • Benchmark PLC and individual progress 	<p>Strategies will include the development of:</p> <ul style="list-style-type: none"> • Individual and collaborative problem solving • Critical thinking skills and question stems • Creativity and innovation skills • Personal and social responsibility • Evaluation of literacies from a variety of sources • Verbal and written Communication skills – • An awareness of living in a global society

Four Vital Behaviors of Excellent Educators

- 1. Consistently use positive reinforcement, even for at standard work**
- 2. Use questioning and formative assessments to frequently adjust teaching**
- 3. Positively impact student attendance**
- 4. Explicitly teach the standard course of study with emphasis on the essential outcomes**