

MWA School Leader Goals for 2023-24

Goal 1: Support for All Learners: Develop and refine vertically aligned programs to support all learners.

School Leader Goals	LCAP/LCFF Priority Areas	“Big Rocks”
	Goal 1: Basic Conditions Goal 2: Academic Standards Goal 3: Family Partnerships Goal 8: Academic Growth	<ol style="list-style-type: none"> 1. Shift of service model for social-emotional support (MTSS) 2. A focus on academic achievement and outcomes 3. Ensure long-term financial viability (“right-sizing”)
Jackson	By May 2024, 100% of teachers in core subjects (47/47) and 80% of teachers in non-core subjects will ensure that students receive a guaranteed and viable curriculum. We will do this by having all teachers grow their content expertise by internalizing and implementing WAAGS, unit plans, scope and sequences and syllabi with fidelity.	
AP Becker	100% of teachers in core subjects in US (20/20) and 80% of teachers in non-core subjects	
MS AP	100% of teachers in core subjects in MS (22/22) and 80% of teachers in non-core subjects	
Le	100% of teachers in Art/Spanish subjects in US (5/5)	
AP for Student Conduct & Discipline	TBD	

Milestones (Definition)	Q1: Oct 20th	Q2: Dec 15	Q3: Mar 1st	Q4: May 31st
Core Content	50%	75%	85%	100%
Non-Core	40%	60%	70%	80%

Metrics	Scope and sequence	Unit plans	Waag (week at a glance)	Syllabus
Teacher owns	S1: by Aug 9th, S2: after 10/9 (Indigenous date)	Submitted (1 week before you start a new unit) Teacher owns uploading it (reflections/ template	End of day on Tuesday for next week	End of August PD (Friday end of day August 8?)

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		we provide)		
	Scope (only for Semester 1) / Unit & Waags (next Tuesday the following week) due Tuesday , end of day August 8th Syllabus: August 4th end of day			
We own entirely Q1-2	Bi-weekly Review & Observation Schedule	Model, template, comment bank for all teacher feedback Feedback within a week (also flag folks who haven't)	Feedback End of the day Weds , Tameka has a follow up for opt out folks. (To Be Linked)	Template (To Be Linked) Rubric (To Be Linked)

MOCHA for Goal 1: Academic Standards, Family Partnerships, & Academic Growth

Manager	Owner(s)	Consultant(s)	Helper(s)	Approver
Nelson	Jackson (Becker, & AP of SCD)			Nelson (MWA Board)

MOCHA for Goal 1: Basic Conditions

Manager	Owner(s)	Consultant(s)	Helper(s)	Approver
Nelson & Martinez	Jackson & Mason	Wei, Mai		Nelson & Martinez (MWA Board)

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Goal 2: College and Career Readiness: Refine holistic support for college and career readiness that builds all students' capacity for graduation and success beyond high school.

School Leader Goals	LCAP/LCFF Priority Areas	“Big Rocks”
	<p>Goal 4: College & Career Readiness</p> <p>Goal 7: Course Access</p>	<ol style="list-style-type: none"> 1. <i>Shift of service model for social-emotional support (MTSS)</i> 2. <i>A focus on academic achievement and outcomes</i> 3. <i>Ensure long-term financial viability (“right-sizing”)</i>
Jackson	By April 2024, 100% of teachers are able to effectively apply 80% of the MWA Playbook Strategies by planning Week-at-a-Glances for all classes, receiving observation feedback and monthly professional development around the strategies.	
Becker	100% of Upper School teachers are able to effectively apply 80% of the MWA Playbook Strategies by planning Week-at-a-Glances for all classes, receiving observation feedback and monthly professional development around the strategies.	
Le	100% of (<i>selected - TBD</i>) teachers are able to effectively apply 80% of the MWA Playbook Strategies by planning Week-at-a-Glances for all classes, receiving observation feedback and monthly professional development around the strategies.	
AP for Student Conduct & Discipline	TBD	

MWA Playbook Strategies	
Instructional Playbook (we will tease out details from basic to ideal):	Culture Playbook:
<ul style="list-style-type: none"> - Learning Targets/Objectives - Do Now (academic) - Exit Ticket/Formative Assessments - Assertive Monitoring (i.e., Circulating, Proximity) - Direct Vocabulary Instruction (Gerry- ELD & Alina) 	<p>Assigned Student Seats</p> <p>Rationale (need to construct/ talking points for teachers)</p> <p>5-12 (more of a “home base” for older students)</p> <p>Lives in PS (teachers will need training how to do)</p>

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	<p>Classroom Expectations (Posted & Reviewed Daily) Rationale (need to construct/ talking points for teachers) Exemplars Lives in...</p> <ul style="list-style-type: none"> ● Agenda (Posted & Reviewed Daily) <p>Entry Routine Classroom Management System (Divisional) Teacher ownership/ responsibilities Informed by PreSST (which we will create/norm on) before it heads to Lisa</p> <p>Behavior management Tier of response and consequences within a classroom can differ (list of offerings..., number of time you remind lessen in the upper school) Examples: reminder, time out, a call... (kickboard data), to inform PreSST Existing examples from previous year</p>
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■ **Metrics:**

- Unit Plan Internalization Submission
- Week-at-a-Glance (WAG) Submission
- Bi-weekly observations and/ or walk-throughs looking for
- Unit/Summative Assessment
- Pacing Guides turn in by ___
- Walkthrough

- 2 weeks behind coaching conversation, solutions-oriented approach with coach, content lead, lead teacher, etc. - “solution” written and sent via email - may be considered a part of evaluation (maybe “Essential Content”?)

MOCHA for Goal 2

Manager	Owner(s)	Consultant(s)	Helper(s)	Approver
Jackson	Dir. of College &			Nelson

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(Nelson)	Career Counseling (Jackson, Becker & Jimenez)			(MWA Board)
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Goal 3: Diversity, Equity, & Inclusion: Create a safe, inclusive, and high-performing environment for all students and adults that are informed through the lens of diversity, equity, and inclusion.

School Leader Goals	LCAP/LCFF Priority Areas	"Big Rocks"
	<p>Goal 5: <i>Student Engagement</i></p> <p>Goal 6: <i>School Climate</i></p>	<ol style="list-style-type: none"> 1. <i>Shift of service model for social-emotional support (MTSS)</i> 2. <i>A focus on academic achievement and outcomes</i> 3. <i>Ensure long-term financial viability ("right-sizing")</i>
Jackson	By May 2024, 100% of students will develop the capacity for success beyond high school by utilizing weekly advisories, monthly Wave-wide meetings, all-school assemblies, parent workshops, school activities, student services, intervention support and college and career exploration contributing to creating and maintaining a safe and inclusive environment.	
Becker	US Weekly Advisories, Monthly Wave-wide Meetings, All-School Assemblies	
Le	TBD	
AP for Student Conduct & Discipline	US Weekly Advisories, Monthly Wave-wide Meetings, All-School Assemblies	

- Helper: Student activity coordinators (pep rally), DEI commitment,
- Metrix (considerations: what are looking for / how do we define the metric?):
 - Friday DP (Instructional playbook - DEI lens to do the work around SEL, rotation?)
 - Collaborative teams (DEI meeting agendas)
 - Advisory scope and sequence
- Wave-wide meetings (monthly) / school wide meetings (3)
- Student lead clubs/ associations: Associate student bodies (40-45 minutes), LGTQ+ club...
- DEI themed instruction/ lesson/ resources materials: Nearpod, other?

MOCHA for Goal 3

	We	Deans	Student Support Service	Academic Intervention	Student Activity Coordinator	College & Career	Teachers/ club sponsors	Committee/ Staff
Weekly advisories	Owner	Helper	Consultant	Consultant		Helper	Consultant / Helper	

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Wave-wide meetings	Approver				Owner		Consultant / co-owner for grade level	
Monthly all-school assemblies	Approver						Consultant / Helper	
Parent workshops	Owner							
School activities	Approver	Helper/ Consultant			Manager/ Owner			
Student services								

Manager	Owner(s)	Consultant(s)	Helper(s)	Approver
Nelson	All MWA Leaders			Nelson (MWA Board)