



# Lake Ridge New Tech Schools

## Beliefs and Values

*We value service-minded learners, demonstrated through active civic engagement and service to others.*

*We believe in developing learners who share and model high moral values and ethical behavior.*

*We believe in providing an inclusive environment in which everyone feels safe.*



## Mission

*Changing Learning...*

*Changing Lives...*

*Inspiring Lifelong Possibilities*

*We value the impact of technology and innovation on society and embrace its importance in*

*We value building positive relationships with students, parents, colleagues, and community.*

*We believe that all students must have the skills to communicate effectively.*

*We believe that every student will be college and career ready.*

8-Step Process

New Tech Model



**VISION** Lake Ridge New Tech Schools aspire to provide exemplary opportunities for life-long learning and continuous growth which are the foundations for engaged citizens and a strong community. The Lake Ridge family of learners will be united through strong relationships that are grounded in trust, respect, and responsibility. Lake Ridge is committed to investing in the future by providing a supportive learning environment that will prepare all learners for college and careers in a changing and complex global society.



# Lake Ridge New Tech Schools

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## Strategic Priorities and Objectives 2018-2021

### Mission

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*Changing Learning, Changing Lives, Inspiring Lifelong Possibilities*

### Vision

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Lake Ridge New Tech Schools aspire to provide exemplary opportunities for life-long learning and continuous growth which are the foundations for engaged citizens and a strong community. The Lake Ridge family of learners will be united through strong relationships that are grounded in trust, respect, and responsibility. Lake Ridge is committed to investing in the future by providing a supportive learning environment that will prepare all learners for college and careers in a changing and complex global society.

### Beliefs and Values

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- *We value building positive relationships with students, parents, colleagues, and community.*
- *We believe in developing learners who share and model high moral values and ethical behavior.*
- *We value the impact of technology and innovation on society and embrace its importance in educating students.*
- *We believe that every student will be college and career ready.*
- *We believe in providing an inclusive environment in which all stakeholders feel safe.*
- *We value service-minded learners, demonstrated through active civic engagement and service to others.*
- *We believe that all students must have the skills to communicate effectively.*

**STRATEGIC PRIORITY 1**

*The School Board and Administration creates a positive, safe learning environment for all students and staff.*

**Strategies**

**Evidence of Success**

**Staff receives training/recertification in Safe Schools**

- Currently certified Safety Specialists in each building
- Attendance at Lake County Safe Schools Commission
- Superintendent serves on State Safety Commission
- Lake Ridge hosts Lake County Safe Schools Commission meetings

**Staff attends state and local safety meetings, workshops and conferences**

- Trauma informed training for staff
- PBIS meeting agendas for each school and district level
- Crisis teams conduct training for staff on crisis prevention and de-escalation
- Staff receives annual bullying training

**Staff and students are drilled in safety procedures**

- Drills conducted on a regular basis in all schools for fire, tornado, lockdown
- Crisis Teams review procedures and protocols

**Partnerships are continued with law enforcement**

- Grant-funded SRO services all schools
- Annual drug searches by Lake County Police for middle and high school
- Lake County Sheriff attends School Board and Safe Schools Commission meetings

**Bullying is reduced through the implementation of effective bullying programs as per HEA 1423**

- Counselors and SRO provide bullying training for staff and students
- Bullying procedures and policies in place
- SWIS and RDS data regarding bullying reported to DOE
- Bullying Prevention Training done annually with students and staff

**Facilities are evaluated and updated to improve safety**

- Routine inspections: Elevator, Fire Marshall, Fire Systems, Risk Management, Boiler, Kitchen Fire Suppression System, Emergency and Exit Lights, AHEERA for lead and asbestos, Lead Water Testing, TFM Program
- Updated security cameras, new lighting installed at Longfellow
- New doors and PA system installed at Head Start
- Updated fire extinguishers and emergency kits
- AEDs provided for each building
- Updated School Safety policies and procedures
- Current Safety Audits and Threat Assessments
- Quarterly walk-throughs of facilities
- *School Dude* Work Order Management System
- Quarterly Joint Review Committee with GCA, local and state

**SRO/Designee provides leadership safety into school culture and curriculum**

- SRO meets with PBIS team, Principals/Deans in each school
- REM 4 updated by SRO and Administrative Team
- Monthly attendance at the Lake County Safe Schools Commission meetings

**SRO/Designee provides information to parents and community**

- PBIS data provided to parents
- SRO presents bullying/conflict for School Board/students/parents/ community
- Current safety issues presented by Lake County police and SRO

**District implementation and coordination of CPI with district trainer-of-trainers**

- CPI-trained staff in each building and CPI trainer for Lake Ridge Certification
- Crisis teams in each building

**The Truman Medical Center will audit behavior data and district discipline policies**

- Grant application, monitoring data from SWIS and RDS for expulsions, ODRs, and suspensions
- Audit/review of district and school discipline plans

**STRATEGIC PRIORITY 2**

*All learners will demonstrate academic growth through college and career readiness curriculum.*

**Strategies**

**Evidence of Success**

**Establish K-12 curriculum that promotes college and career readiness**

- Integrate inquiry-based, problem-based and project-based learning Pre K-12
- Integration of Learning Outcomes
- Curriculum contains clear standards for College and Career Readiness

**Provide tools to ensure students take active ownership of academic success**

- Implementation of New Tech at all schools
- Implementation of Project-Based Learning for Pre K-5
- Yearly 5% improvement in test scores in all core content areas

**Strengthen Fine Arts programs**

- Increased student opportunities for fine arts experiences

**Hold all teachers and administrators accountable for high student achievement**

- Investigation of effectiveness of district assessments
- Classroom walk-throughs Pre K-12
- Grades and GPAs
- Graduation rate improved
- Increased enrollment in post-secondary institutions
- Staff evaluations show increased *Effective* and *Highly Effective* ratings
- School performance data will be shared with Board, staff, students, parents, community, and media

**Continue the 8 Step Process K-12 to increase student academic growth**

- Learning Log data
- 30 minute daily 8-Step time (remediation, maintenance, enrichment)
- Learning log meetings with teachers during each cycle

**Use appropriate test data to drive instruction**

- Established SAT School Day at high school
- PSAT implemented grades 8-11
- Data derived from ILEARN, College Readiness Assessments (SAT, PSAT, ACT), NWEA, Reading Assessments, Interim Assessments, IAKTs, and CRAs

**Leverage the New Tech Network for resources and coaching**

- Attendance at national, state, and local conferences
- Professional development for all staff in Project-Based Learning
- Increased Professional Development for trainers-of-trainers and in-house experts
- New Tech Certified Teachers

**Communicate the role of parents on student achievement**

- PTC meetings, Counselor/Home School Coordinator parent trainings, Side-by-Side Visitation Days, Parent/Teacher Conferences

**Celebrate student success**

- Honor roll, PBIS rewards, ISTEP celebrations, teacher recognition of high scores, bulletin boards displaying student success, School Board meeting presentations, social media posts

**Provide and promote tools to ensure Lake Ridge students exceed the state required attendance rate**

- Make calls home when students miss more than two days
- Call Child Protective Services for excessive truancy as per LRNTS Attendance Policy
- Communicate to parents the impact of school attendance on academics
- Use school-based health clinic to decrease student absenteeism
- Utilize RDS to track absenteeism and implement attendance intervention

**All staff model punctuality and attendance for students**

- Increased staff attendance rate (AESOP)
- Administrators model and encourage good attendance
- Meeting with individual teachers who fall below attendance expectations

*The School Board and Administration will maximize opportunities to develop and improve communication and relationships at all levels of the Lake Ridge New Tech Schools family and community to support social, emotional, and civic development of all learners.*

**STRATEGIC PRIORITY 3**

**Strategies**

**Evidence of Success**

**Mentoring programs for students and beginning teachers**

- Instructional coach developed booklet and program for new teachers
- List of mentors at all levels

**Host Superintendent's Community Forums**

- Staff, parent, and community attendance

**Maintain active parent/teacher groups in all buildings and pre-K parent councils**

- Each school has its own parent involvement group
- Record of the minutes and agendas

**Continue to bring motivational speakers to staff and students**

- *Cultural Sensitivity* by Byron Garrett, nationally-recognized expert, for all Lake Ridge employees on 1-31-18

**Increase effective marketing of Lake Ridge New Tech Schools**

- Website upgraded
- Use of social media such as Facebook and Twitter
- Newsletters
- *Blackboard Connect*

**Develop partnerships with local businesses and churches**

- Counseling team consisting of local church members
- Local businesses are involved in PBL projects with students

**Promote outreach programs**

- Superintendent provides recognition of outreach programs at Board meetings

Surveys for students and parents to “bring a voice” to schools

- New Tech Annual Survey
- ACEs survey

Develop two-way communication with parent events

- Technical and adaptive resources provided for parents and community members
- Parent/Teacher Conferences and Side-by-Sides

Open forums at School Board meetings

- Teacher and administrator reports to the Board about various topics
- Student representation at Board meetings

*The School Board and Administration will ensure that Lake Ridge New Tech Schools operates with fiscal responsibility.*

**STRATEGIC PRIORITY 4**

**Strategies**

**Evidence of Success**

Annual audit of the budget

- Association membership evaluation

Evaluation of all expenditures

- Balanced budget

Support district programs/initiatives by researching all financial sources

- Research-based programs/initiatives that are within the financial parameters of the Lake Ridge budget
- Lobby legislators
- Continual evaluation of contracts for services to ensure Lake Ridge New Tech Schools dollars are maximized

Seek partnerships and grant opportunities that will provide fiscal relief

- Grants received
- Partnerships with businesses and community organizations

Continue cost reduction evaluations

- No deficit financing
- Energy savings evaluation
- Maintain a positive operating cash balance
- Based on routine assessments, provide upgrades that ensure efficient facility operations for each building

Audit of ECA finances

- Audit and plan for ECA finances

**Dr. Sharon Johnson-Shirley, Superintendent**



**Lake Ridge New Tech Schools Board of School Trustees**

Front: Dan Diehl, Kim Osteen

Back: Jonathan Evans, Glenn Johnson, Ken Buckley



**FOCUS PRIORITY**

*All learners will improve their skills in literacy and math.*

**Strategies**

**Meet with stakeholders to examine data, resources, research.**

**Develop a plan of action based on data, School Improvement Plans, student work, test scores, and error analysis**

**Provide on-going embedded Professional Development to support best practices of math and literacy in the content areas.**

**Evidence of Success**

- Curriculum Committee evaluations based on data
- CRAs once per semester and individual assessment of IAKTs
- Progress monitoring of students receiving assistance through RtI
- Monitoring of reading levels through running records, NWEA, and I-Read 3
- Math curriculum maps reflect Indiana Standards and College and Career Benchmarks
- Curriculum maps in all content areas include literacy standards and College and Career benchmarks
- Remediation plans developed in math/literacy for students new to the district
- Enrichment courses for high ability students in math and literacy
- Co-teaching is implemented with Teachers of Record to provide instructional support to general education teachers in literacy and math
- Curriculum Maps follow state standards and New Tech Written Communication rubrics for IAKTs and CRAs which are part of Toolkits
- Professional Development for teachers on text-dependent writing, IAKTs and *6 Traits of Writing*
- Teacher retention and recruitment strategies for Highly Qualified Math Teachers
- Peer Coaching model to assist new teachers in developing inquiry based pedagogical skills

- Problem solver, critical thinker
- Technology skills/savvy
- Proficient written and verbal communications
- Financially literate
- Research and organizational skills
- Completion of graduation pathway
- Soft skills (time management, social skills, respectful)
- Professionalism
- College and Career Ready
- Life plan (goal)
- Self confidence
- Intrinsic motivation
- “Dreamer”/Visionary
- Adaptable
- Goal-oriented with concrete plan
- Willingness to be a risk taker
- Adaptable
- Self-motivated
- Idea of what they can do to be effective citizens
- Growth mindset
- Self-advocate
- Volunteerism, philanthropy, service-orientation
- Team oriented, collaborative skills
- Leader or follower when needed
- Self-Reliant/Independent
- Good work ethic
- Dependable
- Self-directed and self-aware
- Smart decision making
- Resourceful
- Life-long learner and desire to grow and learn
- Globally aware and culturally competent
- Innovative/creative thinker
- Solid, engaged citizen
- Perseverance, persistence
- Committed
- Integrity/honesty/trustworthiness
- Good listener, open-minded
- Good relationships /Interpersonal skills
- Healthy
- Compassionate
- Happy



**Dr. Sharon Johnson-Shirley, Superintendent**

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**Calumet New Tech High School**

**Mrs. Cynthia Mose-Trevino, Principal**

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P: 219.838.6990 F: 219.989.7849

**Lake Ridge New Tech Middle School**

**Mr. Greg Mikulich, Principal**

3601 West 41<sup>st</sup> Avenue, Gary, IN 46408

P: 219.980.0730 F: 219.980.0731

**Hosford Park New Tech Elementary School**

**Mr. Eric Worthington, Principal**

4735 Arthur Street, Gary, IN 46408

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**Longfellow New Tech Elementary School**

**Ms. Deborah Carlson, Principal**

4500 Calhoun Street, Gary, IN 46408

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**2018-2021 Strategic Planning Team**

<b>Dr. Sharon Johnson-Shirley</b>	Superintendent	<b>Cynthia Mose-Trevino</b>	Principal Calumet New Tech High School
<b>Glenn Johnson</b>	School Board President	<b>Chris Bajmakovich</b>	Director of New Tech Calumet New Tech High School
<b>Jonathan Evans</b>	School Board Vice-President	<b>Rae Lopez</b>	Counselor Calumet New Tech High School
<b>Ken Buckley</b>	School Board Secretary	<b>Greg Mikulich</b>	Principal Lake Ridge New Tech Middle School
<b>Kim Osteen</b>	School Board Member	<b>Earl Smith</b>	Dean Lake Ridge New Tech Middle School
<b>Dan Diehl</b>	School Board Member	<b>Eric Worthington</b>	Principal, Hosford Park New Tech Elementary School
<b>Janet Flores</b>	Assistant Superintendent	<b>Julie Martoccio</b>	Dean/Counselor, Hosford Park New Tech Elementary School
<b>Laura Hubinger</b>	CFO	<b>Deb Carlson</b>	Principal, Longfellow New Tech Elementary School
<b>Ed Sopko</b>	Treasurer	<b>Candi Dines-Cress</b>	Director of Special Education
<b>Kathy Martin</b>	Director of Titles I and III	<b>Jorge Ruano</b>	Maintenance Supervisor, GCA
<b>Sandi Sweeney</b>	Director of Programs	<b>James Townsend</b>	GCA Evening Supervisor
<b>Robert Williams</b>	Coordinator of Computer Services	<b>Kathy Dusseau</b>	Transportation Coordinator
<b>Luis Roldan</b>	Technology Manager	<b>Casey Cornelius</b>	Director of 21 <sup>st</sup> Century After School Learning Center
<b>Dan Dallas</b>	Technology Manager	<b>Monica Conrad</b>	Attorney
<b>AnnMarie Keene</b>	District Student Services Data Support Specialist		



