Goals 2012-2017

Leadership Team High Support Areas

These goals have been approved by the TJ leadership team and will be addressed at varying degrees starting Fall 2012 as part of the School Improvement Plan since they will take several years to accomplish.

N	Category	Item	Evidence location	Significant finding
1	Teaching and Learning	Finalize Program of Study (POS) documents.	TJ self-assessment; principal's executive summary reflecting opportunities; accreditation external visiting team feedback	Required action from Advanced Ed visiting evaluation team
2	Documenting and Using Results	Develop POS-aligned performance indicators.	TJ self-assessment; principal's executive summary reflecting opportunities; teachers' working conditions survey; accreditation external visiting team feedback	Required action from Advanced Ed visiting evaluation team
3	Teaching and Learning	Utilize baseline assessment of incoming freshmen to differentiate instructional design and pacing.	TJ self-assessment; principal's executive summary reflecting challenges; teachers' working conditions survey; accreditation external visiting team feedback	Required action from Advanced Ed visiting evaluation team
4	Vision and Commitment to Continuous Improvement	Implement additional feedback and evaluation approaches to ensure concerns are being addressed by the school's leadership.	Teachers' working conditions survey	Highest staff response rate, and second highest preference among community, majority approval from TJ leadership team
5	Professional Development and Collaboration	Provide professional development in order to create high quality, TJ-specific, common assessments that can be adopted consistently across multiple sections of a class independent of the teacher.	TJ self-assessment; principal's executive summary reflecting opportunities; teachers' working conditions survey; accreditation external visiting team feedback	High response rate among community, and second highest among staff, strong majority approval from TJ leadership team
6	Stakeholder Communicati ons and Relationships	Create a mechanism to share with the community ongoing expectations, events, and outcomes related to learning, ethics, culture, and school priorities.	TJ self-assessment	Second highest among staff, second highest among community, majority approval from TJ leadership team

2011-2012 SACS Action Plan Preliminary Survey Findings

Leadership Team Secondary Support Areas

These goals have reasonable support, although require more discussion and clarification with stakeholders during the 2012-2013 school year, in order to be part of future School Improvement Plans.

N	Category	Item	Evidence location	Possible conflict
7	Resource	Prioritize resources to recruit highly	TJ self-assessment	Very high community
l '	and Support	qualified staff prepared to be leaders in	To sen assessment	response rate, second
	Systems	the TJ curriculum.		highest preference among
	Cystems	the 10 carriediam.		staff, and reasonable support
				from TJ leadership team
8	Professional	Reallocate resources to allow teachers	Teachers' working	Highest staff response rate,
0	Development	to take advantage of non- FCPS	conditions survey;	second highest preference
	•	professional development opportunities	accreditation	among community, and
	and Collaboration			
	Collaboration	with minimal out-of pocket expenses.	external visiting team feedback	reasonable support from TJ leadership team
9	Stakeholder	Establish a systematic process to	accreditation	Highest staff response rate,
9		Establish a systematic process to		
	Communicati	gather feedback from alumni in guiding	external visiting team	highest preference among
	ons and	program improvements and	feedback	community, although not a
	Relationships	innovations.		stand-out among the TJ
40	Danimaria	Insulance to a section of	The Kenney	leadership team
10	Documenting	Implement a process to examine the	TJ self-assessment;	High response rate among
	and Using	technical quality of student performance	accreditation	community, although not a
	Results	measures to ensure grading practices	external visiting team	stand-out among staff or the
44	Deserves	are reliable, valid, and free of bias.	feedback	TJ leadership team
11	Resource	Protect teachers from duties that	Teachers' working	High response rate among
	and Support	interfere with educating students by	conditions survey	staff, although not a stand-
	Systems	allocating more resources to		out among the community,
		administration.		reasonable support from TJ
				leadership team
12	Vision and	Extend the impact of TJ's mission	principal's executive	Highest response rate from
	Commitment	through network-based research	summary reflecting	community, and a distant
	to	collaborations and outreach programs.	opportunities;	second highest response rate
	Continuous	Research collaborations involve joint	accreditation	from staff, reasonable
	Improvement	projects with scientists and sister	external visiting team	support from TJ leadership
		schools, and outreach programs involve	feedback	team
		sharing curriculum and inspiring		
		younger audiences in remote locations.		
		Additional resources, such as funding,		
		support, and personnel would be		
		needed in order to manage a growth in		
		virtual partnerships and outreach		
		relationships.		
13	Resource	Reallocate instructional or counseling	accreditation	majority approval from TJ
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1	and Support	resources to obtain increased	external visiting team	leadership team, although
	and Support Systems	availability of school psychologist and	feedback	not a stand-out among staff
	Systems	availability of school psychologist and social worker	feedback	not a stand-out among staff or the community
14	Systems Vision and	availability of school psychologist and social worker Establish and implement a protocol for	feedback TJ self-assessment;	not a stand-out among staff or the community majority approval from TJ
14	Systems	availability of school psychologist and social worker Establish and implement a protocol for establishing school goals driven by	feedback TJ self-assessment; principal's executive	not a stand-out among staff or the community majority approval from TJ leadership team, second
14	Systems Vision and Commitment to	availability of school psychologist and social worker Establish and implement a protocol for establishing school goals driven by important results from TJ-specific	feedback TJ self-assessment; principal's executive summary reflecting	not a stand-out among staff or the community majority approval from TJ leadership team, second highest response rating from
14	Systems Vision and Commitment	availability of school psychologist and social worker Establish and implement a protocol for establishing school goals driven by	feedback TJ self-assessment; principal's executive summary reflecting challenges; teachers'	not a stand-out among staff or the community majority approval from TJ leadership team, second highest response rating from the staff, although not a
14	Systems Vision and Commitment to	availability of school psychologist and social worker Establish and implement a protocol for establishing school goals driven by important results from TJ-specific	feedback TJ self-assessment; principal's executive summary reflecting	not a stand-out among staff or the community majority approval from TJ leadership team, second highest response rating from
14	Vision and Commitment to Continuous	availability of school psychologist and social worker Establish and implement a protocol for establishing school goals driven by important results from TJ-specific achievement and organizational	feedback TJ self-assessment; principal's executive summary reflecting challenges; teachers'	not a stand-out among staff or the community majority approval from TJ leadership team, second highest response rating from the staff, although not a
14	Vision and Commitment to Continuous	availability of school psychologist and social worker Establish and implement a protocol for establishing school goals driven by important results from TJ-specific achievement and organizational	feedback TJ self-assessment; principal's executive summary reflecting challenges; teachers' working conditions	not a stand-out among staff or the community majority approval from TJ leadership team, second highest response rating from the staff, although not a stand-out among the
14	Vision and Commitment to Continuous	availability of school psychologist and social worker Establish and implement a protocol for establishing school goals driven by important results from TJ-specific achievement and organizational	feedback TJ self-assessment; principal's executive summary reflecting challenges; teachers' working conditions survey; accreditation	not a stand-out among staff or the community majority approval from TJ leadership team, second highest response rating from the staff, although not a stand-out among the