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 Communications 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 and Support Systems	Prioritize resources to recruit highly qualified staff prepared to be leaders in the TJ curriculum.	TJ self-assessment	Very high community response rate, second highest preference among staff, and reasonable support from TJ leadership team
8	Professional Development and Collaboration	Reallocate resources to allow teachers to take advantage of non- FCPS professional development opportunities with minimal out-of-pocket expenses.	Teachers' working conditions survey; accreditation external visiting team feedback	Highest staff response rate, second highest preference among community, and reasonable support from TJ leadership team
9	Stakeholder Communications and Relationships	Establish a systematic process to gather feedback from alumni in guiding program improvements and innovations.	accreditation external visiting team feedback	Highest staff response rate, highest preference among community, although not a stand-out among the TJ leadership team
10	Documenting and Using Results	Implement a process to examine the technical quality of student performance measures to ensure grading practices are reliable, valid, and free of bias.	TJ self-assessment; accreditation external visiting team feedback	High response rate among community, although not a stand-out among staff or the TJ leadership team
11	Resource and Support Systems	Protect teachers from duties that interfere with educating students by allocating more resources to administration.	Teachers' working conditions survey	High response rate among staff, although not a stand-out among the community, reasonable support from TJ leadership team
12	Vision and Commitment to Continuous Improvement	Extend the impact of TJ's mission through network-based research collaborations and outreach programs. Research collaborations involve joint projects with scientists and sister schools, and outreach programs involve 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.	principal's executive summary reflecting opportunities; accreditation external visiting team feedback	Highest response rate from community, and a distant second highest response rate from staff, reasonable support from TJ leadership team
13	Resource and Support Systems	Reallocate instructional or counseling resources to obtain increased availability of school psychologist and social worker	accreditation external visiting team feedback	majority approval from TJ leadership team, although not a stand-out among staff or the community
14	Vision and Commitment to Continuous Improvement	Establish and implement a protocol for establishing school goals driven by important results from TJ-specific achievement and organizational effectiveness data	TJ self-assessment; principal's executive summary reflecting challenges; teachers' working conditions survey; accreditation external visiting team feedback	majority approval from TJ leadership team, second highest response rating from the staff, although not a stand-out among the community