

## 2016-17 Cobb County School District Strategic Plan

### Board Goal 1: *Vary learning experiences to increase success in college and career pathways.*

<p style="text-align: center;"><i>District Focus Priorities 2016-2019</i></p> <p style="text-align: center;"><i>Focus Priorities: (Based on priorities identified by IE<sup>2</sup>, AdvancEd-AdvEd, Superintendent-S, and Academic Division-AD)</i></p>	<p style="text-align: center;"><b>2016-17 Aligned Actions and Measurements</b> (Due September 1, 2016)</p>					
	<p style="text-align: center;"><b>Key Actions:</b> (List as many actions as needed in each box.)</p>	<p style="text-align: center;"><b>Measured by:</b></p>	<p style="text-align: center;"><b>Owner(s):</b></p>	<p style="text-align: center;"><b>Resources Needed:</b></p>	<p style="text-align: center;"><b>Results Of Key Actions:</b> (Due June 30, 2017)</p>	<p style="text-align: center;"><b><u>Focus Priority Status:</u></b> NM = Not Met IP = In Progress M = Met</p>
<p>1. Organize student performance data through CTLS for full accessible use by teachers and school leaders. <b>(S) (AdvED)</b></p>	<p><b>N/A</b></p>	<p><b>N/A</b></p>	<p><b>N/A</b></p>	<p><b>N/A</b></p>	<p><b>N/A</b></p>	<p><b>N/A</b></p>
<p>2. Organize, examine, and adjust instruction based on student progress monitoring data. <b>(AD)</b></p>	<ul style="list-style-type: none"> <li>• Maintain data logs containing Milestone levels of performance.</li> <li>• Use flexible grouping strategies</li> </ul>	<ul style="list-style-type: none"> <li>• End of Grade Assessment</li> <li>• Common Assessments</li> </ul>	<p>Professional Learning Communities</p>	<ul style="list-style-type: none"> <li>• Touchstones/CTLS</li> <li>• Unit Assessments</li> <li>• I Respond</li> </ul>		
<p>3. Develop and deliver flexible formative assessments in all core content areas for monitoring student progress and adjusting instruction to meet individual student learning needs. <b>(S)</b></p>	<ul style="list-style-type: none"> <li>• Use Pacing Guide &amp; Standards to develop assessments</li> <li>• Collaborate each Wednesday to Plan Lessons &amp; Adjust Instruction based on student performance on assessments.</li> <li>• Create A schoolwide Common Assessment Calendar for quarterly benchmarks.</li> <li>• PLC's will create a calendar for monthly data analysis on Common Assessments.</li> <li>• Additional support on use of Flexible Formative Assessments created by science and social studies teachers and entered in CTLS will be provided to increase use with the IRespond System.</li> </ul>	<ul style="list-style-type: none"> <li>• Flexible Formative Assessments</li> <li>• Lesson Plans</li> <li>• Data Logs</li> </ul>	<p>Professional Learning Communities</p>	<ul style="list-style-type: none"> <li>• Curriculum</li> <li>• Academic Coaches</li> </ul>		
<p>4. Align critical professional learning by grade level/content area and ensure access for all teachers. <b>(AD)</b></p>	<ul style="list-style-type: none"> <li>• Develop grade level, content-specific professional learning that addresses the following: TKES, STEAM, Problem-Based Learning, "RACE" Writing Strategy, Social Studies Inquiry, and Professional Learning Communities.</li> </ul>	<ul style="list-style-type: none"> <li>• Staff Survey</li> <li>• Walk-Throughs</li> <li>• Lesson Plans</li> </ul>	<p>Professional Learning Communities</p>	<ul style="list-style-type: none"> <li>• SFSD</li> <li>• Academic Coaches</li> <li>• Teacher Leaders</li> <li>• Administration</li> </ul>		

<p><i>5. Increase percentage of students reading on grade level. (S)</i> <i>(Based on CCRPI 2014 Reading Scores)</i></p>	<ul style="list-style-type: none"> <li>Integrate literacy across all subject matter during the Extended Learning Time as well as during all classes.</li> <li>Provide incentives for reading based on improved Lexile Levels after SRI administrations through announcements, newsletters, quarterly honor roll celebrations, prizes awarded to students.</li> <li>Implement System 44 in 6<sup>th</sup>/7<sup>th</sup></li> <li>Implement Read 180 in 6<sup>th</sup>/7<sup>th</sup>/8<sup>th</sup></li> </ul>	<ul style="list-style-type: none"> <li>Reading Inventory 3 X</li> </ul>	All Staff	<ul style="list-style-type: none"> <li>Academic Coach</li> <li>Local Funding</li> <li>System 44</li> <li>Read 180</li> </ul>		
<p><i>6. Increase percentage of student performance in math/algebra at every grade level. (S)</i> <i>(Based on CCRPI ES-MS Math &amp; HS Algebra Scores)</i></p>	<ul style="list-style-type: none"> <li>Hire Title I Math Coach to support math achievement.</li> <li>Implement Math 180 in 6<sup>th</sup>/7<sup>th</sup>/8<sup>th</sup></li> <li>Implement Math Connections</li> <li>Provide access for student math practice at home via IXL web program.</li> </ul>	<ul style="list-style-type: none"> <li>Math Inventory 3 X</li> </ul>	All Staff	<ul style="list-style-type: none"> <li>Math Coach</li> <li>Math 180</li> <li>Math Connections</li> <li>IXL</li> </ul>		
<p><i>7. Increase number of students academically completing every grade.(S)</i></p>	<ul style="list-style-type: none"> <li>Increase Parent Involvement through face to face conferences, phone conferences, Parent Synergy Use</li> <li>Offer instructional tutoring.</li> </ul>	<ul style="list-style-type: none"> <li>Synergy Usage Reports</li> <li>Sign In Logs</li> <li>Conference Log</li> </ul>	All Staff Parent Liaisons (Title I & III)	<ul style="list-style-type: none"> <li>Title I</li> <li>Title III</li> <li>20 Day Fund</li> </ul>		
<p><b>8. Other:</b> <i>(Priorities specific to school, division, or area. Can be multiple.)</i></p>	<ul style="list-style-type: none"> <li>Implement STEAM instructional strategies during Extended Learning Time to increase rigor and relevance in curriculum.</li> <li>Offer Algebra I, Spanish, French,. High School Visual Arts</li> </ul>	<ul style="list-style-type: none"> <li>STEM Certification</li> <li>Synergy</li> <li>EOG</li> </ul>	All Staff	<ul style="list-style-type: none"> <li>Local School Funding</li> <li>CCSD</li> </ul>		

**Board Goal 2: Differentiate resources for students based on needs.**

<p><i>District Focus Priorities 2016-2019</i></p> <p><b>Focus Priorities:</b> (Based on priorities identified by IE<sup>2</sup>, AdvancEd-AdvED, Superintendent-S, and Academic Division-AD)</p>	<p><b>2016-17 Aligned Actions and Measurements</b> (Due September 1, 2016)</p>					<p><b>Focus Priority Status:</b> NM = Not Met IP = In Progress M = Met</p>
	<p><b>Key Actions:</b> (List as many actions as needed in each box.)</p>	<p><b>Measured by:</b></p>	<p><b>Owner(s):</b></p>	<p><b>Resources Needed:</b></p>	<p><b>Results Of Key Actions:</b> (Due June 30, 2017)</p>	
<p>Identify local school innovations through system flexibility to increase student achievement. (IE<sup>2</sup>)</p>	<ul style="list-style-type: none"> <li>Create Gifted Resource Courses during Extended Learning Time: 1 per 6<sup>th</sup>/7<sup>th</sup>/8<sup>th</sup> Grade</li> </ul>	<ul style="list-style-type: none"> <li>Synergy</li> </ul>	<ul style="list-style-type: none"> <li>Mann</li> <li>McCall</li> <li>Thomson</li> </ul>	<p>Advanced Learning Program Curriculum</p>		
<p>Divisionally support local school innovations identified through system flexibility for increasing student achievement. (IE<sup>2</sup>)</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	
<p>Provide targeted resources for students</p> <ol style="list-style-type: none"> <li>not reading on grade level (Lexile)</li> <li>unsuccessful in Math/Algebra (Based on 2014 CCRPI Math/Algebra scores)</li> <li>not on-track for graduation (S)</li> </ol>	<ol style="list-style-type: none"> <li>System 44, Read 180, Tutoring</li> <li>Math Coach 50%; Math 180, Math Connections, Tutoring</li> </ol> <p>Link Khan Academy Videos in English &amp; Spanish on Blogs and provide parent instructions for access.</p>	<ol style="list-style-type: none"> <li>Reading Inventory</li> <li>Math Inventory</li> </ol> <p>Blog Review</p>	<p>Reading Teachers Math Teachers, Math Coach</p>	<p>Title I 20 Day Funds CCSD</p>		

**Board Goal 3: *Develop stakeholder involvement to promote student success.***

<p><i>District Focus Priorities 2016-2019</i></p> <p><b>Focus Priorities:</b> (Based on priorities identified by IE<sup>2</sup>, AdvancEd-AdvEd, Superintendent-S, and Academic Division-AD)</p>	<p><b>2016-17 Aligned Actions and Measurements</b> (Due September 1, 2016)</p>					<p><b>Focus Priority Status:</b> NM = Not Met IP = In Progress M = Met</p>
	<p><b>Key Actions:</b> (List as many actions as needed in each box.)</p>	<p><b>Measured by:</b></p>	<p><b>Owner(s):</b></p>	<p><b>Resources Needed:</b></p>	<p><b>Results Of Key Actions:</b> (Due June 30, 2017)</p>	
<p>Seek and evaluate stakeholder input for critical processes. <b>(AdvED)</b></p>	<ul style="list-style-type: none"> <li>• Administer Climate Surveys</li> <li>• Administer PBIS Surveys</li> <li>• Analyze Survey Data</li> <li>• Conduct Parent Input Meetings</li> </ul>	<p>Survey Data</p>	<p>School Strategic Team, Parent Liaisons (Title I &amp; III)</p>	<ul style="list-style-type: none"> <li>• CCSD</li> <li>• PBIS</li> <li>• Coach</li> <li>• Title I, III</li> </ul>		
<p>Establish programs and practices that enhance parental involvement and reflect the needs of students and their families.<b>(S)</b></p>	<ul style="list-style-type: none"> <li>• See Title I Plan</li> </ul>	<p>See Title I Plan</p>	<p>See Title I Plan</p>	<p>Title I</p>		
<p><b>Other:</b> (Priorities specific to school, division, or area. Can be multiple.)</p>	<ul style="list-style-type: none"> <li>• Offer Middle School 101 Parent Session (8/27/16)</li> <li>• Teach Adult English Language Class for Parents (Aug-Dec.)</li> <li>• Support ESOL Families with Parent Liaison (9/7 &amp; ongoing)</li> <li>• ESOL Extended Learning Time for Special Education Dual Served Students (ongoing)</li> <li>• Communication is ongoing in both languages to increase parental participation.</li> </ul>	<p>Comparison of 2015-16 and 2016-17:</p> <ul style="list-style-type: none"> <li>• Participation</li> <li>• Synergy Usage</li> </ul>	<ul style="list-style-type: none"> <li>• Counselors</li> <li>• Thurman</li> <li>• Weston</li> <li>• Lockhart, Seabrooks, Gugleilmi, Lyles</li> </ul>	<ul style="list-style-type: none"> <li>• Title I</li> <li>• Title I</li> <li>• Title III</li> <li>• CCSD</li> </ul>		

**Board Goal 4: *Recruit, hire, support and retain employees for the highest level of excellence.***

<p><i>District Focus Priorities 2016-2019</i></p> <p><b>Focus Priorities:</b> (Based on priorities identified by IE<sup>2</sup>, AdvancEd-AdvED, Superintendent-S, and Academic Division-AD)</p>	<p><b>2016-17 Aligned Actions and Measurements</b> (Due September 1, 2016)</p>					
	<p><b>Key Actions:</b> (List as many actions as needed in each box.)</p>	<p><b>Measured by:</b></p>	<p><b>Owner(s):</b></p>	<p><b>Resources Needed:</b></p>	<p><b>Results Of Key Actions:</b> (Due June 30, 2017)</p>	<p><b>Focus Priority Status:</b> NM = Not Met IP = In Progress M = Met</p>
<p>Seek and hire teachers who meet the qualifications for a highly effective teacher. (IE<sup>2</sup>)</p>	<ul style="list-style-type: none"> <li>Consider interview teams including teachers when possible.</li> </ul>	<ul style="list-style-type: none"> <li>TKES Ratings to Document Success and identify professional learning needs.</li> </ul>	<ul style="list-style-type: none"> <li>Administration</li> <li>Teachers</li> </ul>	<p>Time</p>		
<p>Ensure that teachers are highly trained in the standards, learning engagement strategies, formative assessments, and student progress monitoring. (AD)</p>	<ul style="list-style-type: none"> <li>Conduct Classroom observations</li> <li>Conduct peer observations and record videos for self-reflection</li> <li>Support new teachers with modeling of instruction</li> </ul>	<ul style="list-style-type: none"> <li>Observations</li> <li>(TKES)</li> </ul>	<ul style="list-style-type: none"> <li>Academic Coaches, Administration</li> <li>New Teachers</li> <li>Academic Coaches</li> </ul>	<p>Title I CCSD</p>		
<p>Fully implement and evaluate state system of teacher and leaders evaluation (TKES and LKES).</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	
<p>Use results of TKES and LKES to improve professional performance (IE<sup>2</sup>)</p>	<ul style="list-style-type: none"> <li>Participate in local, state, and national professional learning opportunities</li> <li>Mentor teachers and administrators</li> </ul>	<ul style="list-style-type: none"> <li>TKES</li> <li>LKES</li> </ul>	<ul style="list-style-type: none"> <li>Teachers</li> <li>Administration</li> </ul>	<p>CCSD KSU</p>		
<ul style="list-style-type: none"> <li><b>Other:</b></li> <li>(Specific to school, division, or area. Can be more than one.)</li> </ul>	<ul style="list-style-type: none"> <li>Coordinate an “ED Camp” at Floyd and invite other teachers and schools</li> </ul>	<ul style="list-style-type: none"> <li>Survey</li> </ul>	<ul style="list-style-type: none"> <li>School Strategic Team</li> </ul>	<p>Local</p>		