2017-18 Cobb County School District Strategic Plan

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

District Focus Priorities 2016-2019	2016-17 Aligned Actions and Measurements (Due September 1, 2016)					
Focus Priorities: *(Based on priorities identified by IE², AdvancEd-AdvEd, Superintendent-S, and Academic Division-AD)*	**Key Actions:** (List as many actions as needed in each box.)	**Measured by:**	**Owner(s):**	**Resources Needed:**	**Results Of Key Actions:** (Due June 30, 2017)	*Focus Priority Status:* NM = Not Met IP = In Progress M = Met
1. Organize student performance data through CTLS for full accessible use by teachers and school leaders. (S) (AdvED)	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**
2. Organize, examine, and adjust instruction based on student progress monitoring data. (AD)	Implement CTLS (1st year of implementation)- to analyze growth and modify instruction in math Use data from RI and MI to determine student level. Use information to construct guided reading and math groups for differentiated instruction.	CTLS RI/MI Monitor lesson plans to see guided groups	Admin team	TTIS- .5 support for the 2016-17 SY	Touchstones were used to determine mastery of the grade level standards. RI/MI data used with fidelity to establish growth and determine guided groups. RI/MI growth compared to Milestones growth (see attached)	IP
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. (S)	Create assessments in the area of math using CTLS. Teachers use MC and constructed response questions to measure learning.	CTLS	Admin team & TTIS	TTIS- .5 support for the 2016-17 SY	**Touchstones** implemented and successfully recorded	**IP**
4. Align critical professional learning by grade level/content area and ensure access for all teachers. (AD)	Align PL to school goals and initiatives. Use team assessment survey to determine individual needs of horizontal teams at Blackwell. Use self-assessment and goal setting to determine individual needs in the area of PL.	Horizontal team survey TKES Self-assessment	Admin team & Professional Learning Key Team	N/A	Assessment was given and recorded- PLC were established for the SY based on the needs assessment.	M

5. Increase percentage of students reading on grade level. (S) *(Based on CCRPI 2014 Reading Scores)*	Use RI and DRA data to determine students performing in the lowest 10 percent within a class. Use guided reading groups to differentiate instruction for all levels. Use RTI Strategies to help with struggling readers.	RI & DRA data RTI documentation other reading assessments lesson plans to include guided reading	Admin team, classroom teachers & RTI team	New K-2 textbook acquisition for support with primary GR Leveled books and resources for 3-5 guided groups Read 180/System 44 use	RI/MI data used with fidelity to establish growth and determine guided groups. RI/MI growth compared to Milestones growth.	IP
6. Increase percentage of student performance in math/algebra at every grade level. (S) *(Based on CCRPI ES-MS Math & HS Algebra Scores)*	Use MI, assessment and CTLS data to determine students performing in the lowest 10 percent within a class. Use guided math groups to differentiate instruction for all levels. Use RTI strategies to help with those struggling in math	MI, assessment & CTLS data Lesson plans to include guided math ended RTI documentation	Admin team, classroom teachers & RTI team	Guided math resources acquired with EIP monies (released in August) First in math (acquired by Blackwell)	RI/MI data used with fidelity to establish growth and determine guided groups. RI/MI growth compared to Milestones growth. Lowest 15% received extended day tutoring	M
7. Increase number of students academically completing every grade.(S)	RTI process to identify struggling learners and put proper strategies/supports in place	RTI documentation	RTI team	N/A	RTI minutes and logs were kept on the portal to include key strategies and interventions.	IP

| 8. Other:
(Priorities specific to school, division, or area. Can be multiple.) | Begin process of Blackwell STEM certification through CCSD

Implement STEM days once per quarter using the STEM model: *Ask, Imagine, Plan, Create & Improve*

Collaboration between STEM committee and horizontal teams to ensure that the best lessons are being implemented

Integration of Growth Mindset model/language and strategies implemented through counseling lessons and brain breaks

Integration and relating the Growth Mindset model with STEM activities | STEM days

STEM rubrics

Meeting Minutes to determine best practices

RI data pre and post

Lesson plans to include growth mindset strategies and brain breaks

Reflection minutes on STEM days and how Growth Mindset was implemented | STEM committee

Counselors

Admin team | STEM supplies-foundation

Growth Mindset materials-PTA | STEM days implemented and will continue into the 2017-18SY

Growth mindset lessons completed and data (RI/MI) recorded for CCRPI

Reflection of STEM days and Growth Mindset lessons recorded and used to plan and improve for the 2017-18 SY. | IP |

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

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Identify local school innovations through system flexibility to increase student achievement. **(IE^2)**	Implement and expand on Growth Mindset lessons and strategies in counseling and class lessons Continue with learning commons transformation (currently in phase 2)	Lesson plans Learning Commons Plan	Admin, counselors & media specialist	TBD	Growth Mindset lessons recorded and used to plan and improve for the 2017-18 SY. We will continue to expand the way that GM is used at Blackwell.	IP

Divisionally support local school innovations identified through system flexibility for increasing student achievement. **(IE²)**	N/A	N/A	N/A	N/A	N/A	
Provide targeted resources for students 1. not reading on grade level (Lexile) 2. unsuccessful in Math/Algebra (Based on 2014 CCRPI Math/Algebra scores) 3. not on-track for graduation **(S)**	1. Use extended day tutoring plan to provide additional support. Provide additional support through system 44 2. Use extended day tutoring plan to provide additional support. Provide additional support through first in math (purchased by Blackwell) 3. Use RTI data to determine what specialized instruction/strategies need to be implemented	RI/DRA and local assessment data SMI and CTLS assessments RTI collection	Admin, RTI team & extended day team	20 day funds	Lowest 15% received extended day tutoring & system 44 RTI strategies documented in portal	IP
Identify and provide resources to increase opportunities for advanced, on-level, and remedial students to earn initial credit, embedded credit, dual credit, recovered credit, distance learning, and certifications in areas of student interest. **(AD)**	N/A	N/A	N/A	N/A	N/A	

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

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Seek and evaluate stakeholder input for critical processes. **(AdvED)**	Analyze and reflect on parent surveys Meet monthly with: PTA- Overarching goal: monitor teacher grants for technology and engaging materials in the class room Foundation- Overarching goal implementing a STEM lab at Blackwell School Council- Overarching goal- parent involvement at Blackwell	Survey results Meeting minutes	Admin team with county support Lowest 15% received extended day tutoring	TBD	Meetings held and recorded Overarching goal for each organization met. Reflection on the survey yielded the following: *electronic communication to parents including conferences *new sign in/out procedures *school wide behavior plan implemented	M IP
Establish programs and practices that enhance parental involvement and reflect the needs of students and their families.**(S)**	Educate and involve parents with Growth Mindset roll out Promote PTA and Foundation events	Meeting minutes Communication Blogs/Newsletter	Admin team, counselors & classroom teachers	TBD	PTA/Foundation alignment of goals and plans *Growth mindset parent night *literature home to parents on how to become involed	IP

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

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Seek and hire teachers who meet the qualifications for a highly effective teacher. **(IE^2)**	Provide leadership opportunities in the school Promote leadership and certifications through the Cobb County School District Promote advanced degrees Move to performance based interviews	Evaluations and conferences held throughout the year	ADMIN & CCSD	Communication from district and colleges about programs/ certificates being offered	We ask that candidates provide 2 years of evals & have committee interviews.	IP
Seek and hire school administrators who meet the qualifications for a highly effective school leader and who are best suited for the school's environment. **(IE^2)**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	
Support local school teachers and leaders to improve retention rate. **(IE^2) (S)**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	
Ensure that teachers are highly trained in the standards, learning engagement strategies, formative assessments, and student progress monitoring. **(AD)**	Implement the Professional learning plan to ensure the following: 1. Teachers are analyzing data for the purpose of instruction 2. Differentiation/grouping occurs in the classroom 3. Engaging strategies are being used CTLS plan laid out for the year STEM and Growth Mindset Training executed	PL plan Lesson plans CTLS plan	Admin & TTIS	N/A	CTLS & Touchstone training completed Continue to focus on guided groups and Growth Mindset training	M IP

Fully implement and evaluate state system of teacher and leaders evaluation **(TKES and LKES).**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	
Use results of TKES and LKES to improve professional performance **(IE²)**	Lead pre conferences and goal setting with teachers. Prepare professional learning plan for a score of "2 or 3" in any given area	TKES data/results	Admin team	TKES Platform and TKES/LKES CCSD team	Goal setting and conferences completed. Continue to work on PLP for 2017-18 SY	M IP