

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 IE², AdvancEd-AdvEd, Superintendent-S, and Academic Division-AD)</i></p>	<p style="text-align: center;">2016-17 Aligned Actions and Measurements (Due September 1, 2016)</p>					
	<p style="text-align: center;">Key Actions: (List as many actions as needed in each box.)</p>	<p style="text-align: center;">Measured by:</p>	<p style="text-align: center;">Owner(s):</p>	<p style="text-align: center;">Resources Needed:</p>	<p style="text-align: center;">Results Of Key Actions: (Due June 30, 2017)</p>	<p style="text-align: center;">Focus Priority Status: 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. (S) (AdvED)</p>	N/A	N/A	N/A	N/A	N/A	N/A
<p>2. Organize, examine, and adjust instruction based on student progress monitoring data. (AD)</p>	<ul style="list-style-type: none"> • Create data-driven PLCs to monitor grade level data. • Review data for school-wide perspective in key teams and BLT 	<ul style="list-style-type: none"> • PLC minutes • PLC schedule • Key Team minutes • Key team schedule 	PLCs, BLT, Key Teams	N/A	-Organized weekly, data driven, results-oriented PLC teams to review student progress and make instructional adjustments accordingly	IP
<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. (S)</p>	<ul style="list-style-type: none"> • Utilize RI & MI • PLC-driven common assessments across the content areas 	<ul style="list-style-type: none"> • PLC minutes • RI Reports • MI Reports 	PLC Admin Team Classroom Teachers	(Resources already in place)	-Administered RI and MI assessments 3 times/year along with common assessments from teacher teams	Met
<p>4. Align critical professional learning by grade level/content area and ensure access for all teachers. (AD)</p>	<ul style="list-style-type: none"> • Parent Volunteer Subs to allow teachers extended common planning time once a month. • Focused professional development given during PVS times 	<ul style="list-style-type: none"> • Teacher survey to assess needs • Focused professional development calendar 	Admin team	(Resources already in place)	-Provided PVS professional development monthly and sent teacher teams to content area trainings throughout the year	Met

<p>5. Increase percentage of students reading on grade level. (S) (Based on CCRPI Reading Scores)</p>	<ul style="list-style-type: none"> Identify bottom quartile of students based on assessment data. Monitor implementation of new K-2 literacy materials in order to establish readers' & writers' workshop models with fidelity. Utilize additional funding to create tutoring opportunities for below grade level readers 	<ul style="list-style-type: none"> Spreadsheet created and shared with PLCs Walkthrough & observational data Tutoring schedule Percentage of increase in students reading on grade level from last year 	<ul style="list-style-type: none"> PLCs Classroom teachers Admin Team 	<ul style="list-style-type: none"> 20 Day Funding Other resources already in place 	<p>-95% of students reading at or above grade level according to GA Milestones data</p>	<p>Met</p>
<p>6. Increase percentage of student performance in math/algebra at every grade level. (S) (Based on CCRPI ES-MS Math & HS Algebra Scores)</p>	<ul style="list-style-type: none"> Identify bottom quartile of students based on assessment data. Monitor implementation of math workshop models with fidelity. Utilize additional funding to create tutoring opportunities for below grade level readers 	<ul style="list-style-type: none"> Spreadsheet created and shared with PLCs Walkthrough & observational data Tutoring schedule Percentage of increase in student math performance from last year 	<ul style="list-style-type: none"> PLCs Classroom teachers Admin Team 	<ul style="list-style-type: none"> 20 Day Funding Other resources already in place 	<p>-86% of students performed at the proficient or distinguished level according to GA Milestones data</p>	<p>Met</p>
<p>7. Increase number of students academically completing every grade. (S)</p>	<ul style="list-style-type: none"> Target bottom quartile for instructional resources. 	<ul style="list-style-type: none"> RTI minutes Core Team Percentage increase in number of student passing from last year 	<ul style="list-style-type: none"> Classroom teachers Core Team 	<p>(Resources already in place)</p>	<p>-TBD based on further GA Milestones data to be delivered</p>	<p>TBD</p>

<p>8. Other: <i>1. Increase the number of students scoring Levels 3 & 4 in ELA, with a distinct focus on writing</i></p>	<ul style="list-style-type: none"> • Implement consistent writing curriculum in grades 3-5. • Focused professional development for teachers on writing instruction. • Increase direct instruction of writing across the content areas, in addition to the Writers' Workshop 	<ul style="list-style-type: none"> • Lesson Plans • Walkthroughs • Classroom Assessments • Show increase 	<ul style="list-style-type: none"> • Teachers • Admin 	<ul style="list-style-type: none"> • Consistent writing curriculum (3-5) • Teacher Training 	<p>-82% of students scored at the proficient or distinguished level according to GA Milestones ELA data, up from 74% in previous year</p>	<p>Met</p>
<p><i>2. Achieve STEM certification at the county and state levels.</i></p>	<ul style="list-style-type: none"> • Establish STEM focus in weekly PLC meetings • Center PVS training around STEM topics • Actively seek input from community to increase STEM partnerships • Collaborate with STEM certified schools to establish consistency in practice and receive feedback on our progression • Establish STEM teaching requirements 	<ul style="list-style-type: none"> • PLC minutes • Walkthroughs • Increased community involvement • Lesson plans 	<ul style="list-style-type: none"> • Admin • Teachers • PLCs 	<p>(Resources already in place)</p>	<p>-Achieved Cobb STEM Certification -Scheduled AdvancED visit for Oct. 2017</p>	<p>IP</p>

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

<p><i>District Focus Priorities 2016-2019</i></p> <p>Focus Priorities: (Based on priorities identified by IE², AdvancEd-AdvED, Superintendent-S, and Academic Division-AD)</p>	<p>2016-17 Aligned Actions and Measurements (Due September 1, 2016)</p>						<p>Focus Priority Status: NM = Not Met IP = In Progress M = Met</p>
	<p>Key Actions: (List as many actions as needed in each box.)</p>	<p>Measured by:</p>	<p>Owner(s):</p>	<p>Resources Needed:</p>	<p>Results Of Key Actions: (Due June 30, 2017)</p>		
<p>Identify local school innovations through system flexibility to increase student achievement. (IE²)</p>	<ul style="list-style-type: none"> Provide Advanced Content curriculum in 4th grade to qualified students. 	<ul style="list-style-type: none"> AC classroom data 	<ul style="list-style-type: none"> AC Teachers 	<ul style="list-style-type: none"> Familiarity with AC curriculum 	<p>-All 4th grade students that qualified for AC content were delivered AC curriculum</p>	<p>Met</p>	
<p>Divisionally support local school innovations identified through system flexibility for increasing student achievement. (IE²)</p>	<p>N/A</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"> not reading on grade level (Lexile) unsuccessful in Math/Algebra (Based on CCRPI Math/Algebra scores) not on-track for graduation (S) 	<ul style="list-style-type: none"> Implement RI/MI Universal screener to identify students below grade level/not on track for graduation. Provide tutoring for students in bottom quartile of reading and/or math 	<ul style="list-style-type: none"> RI/MI pre and post schedule and data Tutoring schedule 	<ul style="list-style-type: none"> Admin Teachers Teams 	<ul style="list-style-type: none"> 20 Day Funds 	<p>-Targeted students that met criteria were provided additional tutoring during the school year</p>	<p>Met</p>	
<p>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)</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	
<p>Other: (Priorities specific to school, division, or area. Can be multiple.)</p>							

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

<p><i>District Focus Priorities 2016-2019</i></p> <p>Focus Priorities: (Based on priorities identified by IE², AdvancEd-AdvEd, Superintendent-S, and Academic Division-AD)</p>	<p>2016-17 Aligned Actions and Measurements (Due September 1, 2016)</p>					<p>Focus Priority Status: NM = Not Met IP = In Progress M = Met</p>
	<p>Key Actions: (List as many actions as needed in each box.)</p>	<p>Measured by:</p>	<p>Owner(s):</p>	<p>Resources Needed:</p>	<p>Results Of Key Actions: (Due June 30, 2017)</p>	
<p>Seek and evaluate stakeholder input for critical processes. (AdvED)</p>	<ul style="list-style-type: none"> Administer surveys to families, staff, and students Glean input from school council members during regularly scheduled meetings 	<ul style="list-style-type: none"> AdvancED surveys Health surveys School Council minutes 	<ul style="list-style-type: none"> Admin Team School Council 	<p>(Resources already in place)</p>	<p>-Provided several opportunities for community feedback including surveys, Q & A sessions, and regularly scheduled school council meetings</p>	<p>Met</p>
<p>Establish programs and practices that enhance parental involvement and reflect the needs of students and their families.(S)</p>	<ul style="list-style-type: none"> Schedule family curriculum nights Welcome community members to official STEM days 	<ul style="list-style-type: none"> Visitor logs Parent feedback 	<ul style="list-style-type: none"> Admin team Teachers Families 	<p>(Resources already in place)</p>	<p>-Provided several family nights centered around STEM initiatives, PTA and Foundation initiatives, and Performing Arts initiatives</p>	<p>Met</p>
<p>Other: (Priorities specific to school, division, or area. Can be multiple.)</p>						

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>Focus Priorities: (Based on priorities identified by IE², AdvancEd-AdvED, Superintendent-S, and Academic Division-AD)</p>	<p>2016-17 Aligned Actions and Measurements (Due September 1, 2016)</p>					
	<p>Key Actions: (List as many actions as needed in each box.)</p>	<p>Measured by:</p>	<p>Owner(s):</p>	<p>Resources Needed:</p>	<p>Results Of Key Actions: (Due June 30, 2017)</p>	<p>Focus Priority Status: NM = Not Met IP = In Progress M = Met</p>
<p>Seek and hire teachers who meet the qualifications for a highly effective teacher. (IE²)</p>	<ul style="list-style-type: none"> Attend job fairs Target application questions to position requirements 	<ul style="list-style-type: none"> Applicant Files Interviews 	<p>Admin Team</p>	<p>(Resources already in place)</p>	<p>-Attended job fair and hired highly qualified candidates for open positions</p>	<p>Met</p>
<p>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. (IE²)</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>
<p>Support local school teachers and leaders to improve retention rate. (IE²) (S)</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</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"> Encourage participation in district training opportunities. Targeted professional development during PVS times Provide specific teachers with mentoring and scheduled meetings 	<ul style="list-style-type: none"> CCSD PL Schedule Teachers' professional growth goals 	<ul style="list-style-type: none"> Admin Team Teachers 	<p>(Resources already in place)</p>	<p>-Provided PVS professional development monthly and sent teacher teams to content area trainings throughout the year</p>	<p>Met</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>N/A</p>
<p>Use results of TKES and LKES to improve professional performance (IE²)</p>	<ul style="list-style-type: none"> Review mid-year TKES/LKES data to identify instructional adjustments and provide targeted coaching 	<ul style="list-style-type: none"> Mid year conference agendas TKES/LKES data 	<p>Admin Team</p>	<ul style="list-style-type: none"> Admin Team 	<p>-Conducted midyear conferences with all TKES/LKES evaluated personnel and provided targeted coaching</p>	<p>Met</p>
<p>Other: (Specific to school, division, or area. Can be more than one.)</p>						