

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>	<p>Analyze ongoing reading and math assessments for student growth and to plan instructional strategies</p> <p>Collaboratively review grade level standards and discuss appropriate instructional strategies</p>	<p>RI/MI</p> <p>Lesson plans/PLC documentation</p>	<p>Administration /Instructional Staff</p>	<p>Collaborative planning time (Super Specials, ½ day collaboration sessions)</p>		
<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>	<p>Implement FFAS across grade levels with fidelity</p>	<p>FFAS (Touchstone) results</p>	<p>Administration /Instructional Staff</p>	<p>TTIS/Assessment support</p> <p>FFAS training schedule</p>		
<p>4. Align critical professional learning by grade level/content area and ensure access for all teachers. (AD)</p>	<p>Differentiate PLC topics based on needs identified through analysis of student achievement data & requests from staff</p>	<p>PLC documentation</p> <p>LKES survey results</p>	<p>Administration</p>	<p>CCSD PL funds</p>		

<p>5. Increase percentage of students reading on grade level. (S) (Based on CCRPI 2014 Reading Scores)</p>	<p>Effectively utilize all components of K-2 ELA resource acquisition</p> <p>Implement instructional models to meet the needs of struggling students (System 44/Read 180; EIP; 20 day support)</p> <p>Ensure use of research-based literacy practices in all grade levels including guided reading</p>	<p>RI</p> <p>System 44/Read 180 formative assessments</p> <p>Milestones</p> <p>CCRPI</p>	<p>Administration /Instructional Staff</p>	<p>PL support for new ELA resources</p> <p>Materials for System 44/Read 180</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>	<p>Utilize researched based instructional strategies including guided math; Number Talks; advanced content math (4th/5th)</p> <p>Expand use of Hands on Equations</p> <p>Introduce/support Conceptua math</p> <p>Implement effective instructional models such as EIP reduced class and 20-day program</p>	<p>MI</p> <p>FFAS</p> <p>Milestones</p>	<p>Administration /Instructional Staff</p>	<p>PL support for Number Talks (CCSD math department)</p> <p>CCSD training for Conceptua Super Users</p> <p>20 Day Funds</p>		
<p>7. Increase number of students academically completing every grade.(S)</p>	<p>Implement with fidelity other identified focus priorities</p>	<p>9 week course failures</p> <p>EOY # of students retained</p>	<p>Administration /Instructional Staff</p>	<p>NA</p>		
<p>8. Other: (Priorities specific to school, division, or area. Can be multiple.)</p>	<p>Utilize AC (Advanced Content) model for ELA & math in 4th & 5th grade</p>	<p># of students participating in AC</p> <p>Student performance on report cards & EOG</p>	<p>Administration /AC teachers</p>	<p>Collaboration time/PL support @ local school level and CCSD ALP department</p>		

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

<p>District Focus Priorities 2016-2019</p>	<p>2016-17 Aligned Actions and Measurements (Due September 1, 2016)</p>
--	---

<p><u>Focus Priorities:</u> (Based on priorities identified by IE², AdvancEd-AdvED, Superintendent-S, and Academic Division-AD)</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>Identify local school innovations through system flexibility to increase student achievement. (IE²)</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>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)</p>	<p>1. Utilize System 44/Read 180/Rewards/Fundations/Language!/online programs (IXL; Reading A-Z) 2. Provide additional support through 20 Day instructional staff/after school tutoring; Conceptua math program; online programs (IXL; FrontRow) 3. Continue support of RTI program</p>	<p>Formative program assessments; online usage reports; EOG; RI MI; online usage reports RTI Tier 2 & Tier 3 documentation</p>	<p>Administration /Instructional Staff</p>	<p>Materials for System 44/Read 180 PL support for special education teachers implementing specialized instruction Online programs provided by PMES Foundation</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>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><u>Focus Priorities:</u> (Based on priorities identified by IE², AdvancEd-AdvEd, Superintendent-S, and Academic Division-AD)</p>	<p>2016-17 Aligned Actions and Measurements (<u>Due September 1, 2016</u>)</p>					
<p>Seek and evaluate stakeholder input for critical processes. (AdvED)</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: (<u>Due June 30, 2017</u>)</p>	<p><u>Focus Priority Status:</u> NM = Not Met IP = In Progress M = Met</p>
	<p>Administer/analyze stakeholder surveys</p> <p>Collaborate with: School Council, PTA, Foundation</p> <p>Discuss pertinent issues aligned with SSP goals during PIT Crew meetings</p>	<p>Survey results</p>	<p>Administration /PIT Crew</p>	<p>NA</p>		

<p>Establish programs and practices that enhance parental involvement and reflect the needs of students and their families.(S)</p>	<p>Conduct new parent/family events (Pirate Preview; new family fall social)</p> <p>Continue WatchDOGS program while creating additional opportunities for fathers/father-figures to become involved</p> <p>Establish weekly electronic communication from stakeholder groups (PTA/Foundation)</p> <p>Implement extended hours for Learning Commons</p>	<p>Event attendance</p> <p># of WatchDOGS volunteer hours</p> <p>Subscription rate of PMES families</p> <p>Student/family participation</p>	<p>All staff PTA Foundation School Council</p>	<p>Volunteers for events</p> <p>Financial support from stakeholder organizations</p> <p>Mailchimp technology</p>		
<p>Other: (Priorities specific to school, division, or area. Can be multiple.)</p>	<p>Seek new & creative avenues for increasing Partner in Education participation</p> <p>Utilize social media to tell the Pickett's Mill story</p> <p>Increase the Pickett's Mill presence in the community</p>	<p># of active partnerships</p> <p>Social media metrics including followers on Twitter</p> <p>Attendance at community events</p>	<p>Principal</p>	<p>NA</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><u>Focus Priorities:</u> (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><u>Focus Priority Status:</u> NM = Not Met IP = In Progress M = Met</p>

Seek and hire teachers who meet the qualifications for a highly effective teacher. (IE²)	Hire HiQ/highly effective teachers through hiring and interview protocols to include: multiple school representatives to screen candidates at job fairs; utilizing team interviews; include written component for teacher interviews; utilize performance-based interview strategies Hire teachers with additional certifications (gifted, reading endorsement, etc.)	Performance of new hires as measured by TKES and informal observations # of staff with additional certifications	Administration	CCSD HR resources such as job fairs		
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)	N/A	N/A	N/A	N/A	N/A	
Support local school teachers and leaders to improve retention rate. (IE²) (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)	Differentiate PLC topics based on needs identified through analysis of student achievement data & requests from staff to include: <ul style="list-style-type: none"> • FFAS PL for all K-5 instructional staff • Number Talks (intro for new staff/refreshers for veteran staff) • Continuation of literacy practices PL from 2015-16 w/ CCSD support 	PLC documentation TKES assessment Classroom Walk-throughs	Administration /TTIS	PL opportunities through CCSD		
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)	Conduct feedback conferences with teachers in accordance with TKES/LKES requirements w/ additional feedback opportunities as needed	TKES/LKES	Administration /Instructional staff	NA		

<p>Other: (Specific to school, division, or area. Can be more than one.)</p>	<p>Provide ongoing support for new PMES staff (PL w/ SLI; quarterly socials with admin)</p> <p>Implement a variety of engaging activities for staff to support a positive school culture & climate (Office Olympics, You've Been Mugged, Pop Payday, Monday Motivation, Class of the Week, W.O.W. (Within One Week) goal setting, Warm Up Wednesday, etc.)</p>	<p>LKES surveys</p>	<p>Administration</p>			
---	--	---------------------	-----------------------	--	--	--