

2016-17 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)					
<u>Focus Priorities:</u> (Based on priorities identified by IE ² , AdvancEd-AdvEd, Superintendent-S, and Academic Division-AD)	<u>Key Actions:</u> (List as many actions as needed in each box.)	<u>Measured by:</u>	<u>Owner(s):</u>	<u>Resources Needed:</u>	<u>Results Of Key Actions:</u> (Due June 30, 2017)	<u>Focus Priority Status:</u> NM = Not Met IP = In Progress M = Met
<i>1. Organize student performance data through CTLS for full accessible use by teachers and school leaders. (S) (AdvED)</i>	N/A	N/A	N/A	N/A	N/A	N/A
<i>2. Organize, examine, and adjust instruction based on student progress monitoring data. (AD)</i>	<ol style="list-style-type: none"> Horizontal teams meetings will occur minimally every six (6) weeks. New log sheets have been developed. Analysis of second year implementation of ELL alternative model. Analysis & adjustment based on AP instructional summary report. 	<ol style="list-style-type: none"> Analysis of logs Common Assessment GPA, EOC, ACCESS Data Summative - AP Test Results 	<ol style="list-style-type: none"> DeptChairs/ Administrators Teachers ELL Teachers & Administrators All AP Teachers & Administrators 	None	<ol style="list-style-type: none"> Horizontal teams met on the designated schedule. The forms we developed were adjusted throughout the year to prepare for the implementation of PLCs. In analyzing our second year data of the ELL innovative model, our ELL students demonstrated impressive results. 100% of students were promoted to the next grade level. 8 out of 13 showed growth on the new ACCESS test. 76.9% were measured proficient in 9th grade literature. Using these results we developed a renewal application keeping lower class sizes with a dually certified teacher. AP instructional summary reports were accessible to all teachers. Curriculum teams worked together to target areas of needed improvement. 92% of students earned a 3 or higher on AP exams this year. 	IP
<i>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)</i>	<ol style="list-style-type: none"> Horizontal teams will analyze assessment data to determine curriculum & instructional changes. All English horizontal teams will complete standard setting exercise on the first essay to determine specific skill development needed. 	<ol style="list-style-type: none"> Common Assessments Writing folders 	Teachers	None	<ol style="list-style-type: none"> Our horizontal team work included data analysis of classroom common assessment. Additionally, each department chair chose a department specific data point to focus on at the beginning of the second semester to make any course policy and/or instructional adjustments. All English horizontal teams did essay standard setting at the beginning of the year to create more consistency in writing expectation as well as determine additional instruction needed in writing development. 	

<p>4. Align critical professional learning by grade level/content area and ensure access for all teachers. (AD)</p>	<ol style="list-style-type: none"> 1. Completion of gifted certification program. 2. Over the summer, curriculum planning for 9th grade English & new STEM courses. 3. Implement mandatory professional learning for teachers of iPad implementation including lunch and learns as well as monthly demonstration of new Apps in department meetings. 4. Implement lunch and learn on support of ELL students. 	<ol style="list-style-type: none"> 1. Classroom Observation 2. Curriculum Documentation 3. Student Work 4. ACCESS scores 	<ol style="list-style-type: none"> 1. Gifted Dept. Chair 2. 9th lit teachers & STEM Teachers 3. TSI, Admin, Teachers 4. ELL Lead Teachers 	<p>School Based Professional Learning Funds</p>	<ol style="list-style-type: none"> 1. Our gifted cohort completed the second year of coursework and received certification. 2. New 9th grade literature course curriculum was implemented with adjustment made along the way by the horizontal team. There was a 97.4% pass rate in 9th grade literature. The additional STEM courses were introduced. Students were highly successful on AP and PLTW EOC tests in these subject areas. 3. We continued subject based training for applications on the iPad. We bought more iPads to be checked out in the media center which a team of 10 early implementer teachers used twice a week. They in turn shared their lessons within the department. 4. Lunch and learn EL support was used as needed. 	<p>Met</p>
<p>5. Increase percentage of students reading on grade level. (S) (Based on CCRPI 2014 Reading Scores)</p>	<ol style="list-style-type: none"> 1. Implement a summer bridge Academic Boot Camp for students identified through Iowa, CRCT & MS principal recommendation. 2. Require summer reading assignments for all students in English & Social Studies. 3. Adjust & implement a state approved EL innovative model. 4. Spring semester, create & teach a 93 Ninth Lit course to focus on skill development. 	<ol style="list-style-type: none"> 1. GPA & promotion percentage of all 9th grade students 2. Analysis of summer reading assignments 3. Student level of development on ACCESS Test 4. Success of students in next English course 	<ol style="list-style-type: none"> 1. Administration & select Faculty 2. English & Social Studies Teachers 3. All ELL Teachers 4. 9th grade English Teachers 	<p>1. Summer Bridge Grant</p>	<ol style="list-style-type: none"> 1. Retention data is pending summer class completion. The average GPA for 9th grade students was 3.27. 2. The Academic Boot Camp was highly successful with students successfully completing summer reading assignments. Feedback from parents emphasized an excitement for starting high school. 3. All students completed and were assessed over summer reading assignments. Social studies and English teachers worked together to find common books for the upcoming school year. 3. Our state approved model has been adjusted and approved for the 2017-18 school year. 8 out of 13 students with a matched score showed growth as measured by the ACCESS test. 4. The Ninth grade 93 course was a success with 100% of students passing the course. 	<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>	<ol style="list-style-type: none"> 1. Implement a Summer Bridge Academic Boot camp for students identified through Iowa, CRCT & MS Principal Recommendation. 2. Implementing an Algebra skills review by topic for Algebra II students before & after school. 3. Offer a variety of course selections for appropriate differentiated levels including Honors, Enriched, Support & 3-Level. 	<ol style="list-style-type: none"> 1. GPA & promotion percentage of all 9th grade students 2. Passing percentage of math courses 	<p>1.Math teachers</p>	<p>1.Summer Bridge grant 2. 20 day money</p>	<ol style="list-style-type: none"> 1. Retention data for 9th grade students is pending summer course completion. The average GPA of the class of 2020 was 3.27. 2. 97% of all students at Walton passed their math class. 3. The Academic Boot Camp was highly successful with students successfully completing summer reading assignments. Feedback from parents emphasized an excitement for starting high school. 4. Tutorials were offered and students participated in specific skill based courses. 5. Walton continues to differentiate the curriculum through course leveling allowing students and parents' choices in the level of rigor they desire. 	<p>Met</p>
<p>7. Increase number of students academically completing every grade.(S)</p>	<ol style="list-style-type: none"> 1. Offer a summer program at Walton HS for remedial & initial credit. 2. Offer a 9th grade Study Skills course for identified students based on six (6) week report cards. 3. Offer peer tutoring by every Academic Honor Society. 	<ol style="list-style-type: none"> 1. Percentage of retained students school wide 2. Percentage of students who increase their grades from six (6) weeks to end of semester 	<p>1.Select Teachers/ Guidance Counselors / Club Sponsors</p>	<p>1. Tuition 2. 20 day money</p>	<ol style="list-style-type: none"> 1. Retention data is pending summer course completion. 2. We had 159 students participate in the summer program at Walton this summer. 3. Study skills class was offered during 1st semester. Students who participated decreased the percentage of failing classes significantly by 28.57%. 4. All academic honor societies offered free peer tutoring. 	<p>Met</p>

<p>8. Other: (Priorities specific to school, division, or area. Can be multiple.)</p>	<ol style="list-style-type: none"> Continue the implementation of 1:1 program. Implement goals established in the Charter. Develop a charter renewal petition. Expand the implementation of Naviance as a tool for all students for college & career ready exploration, streamline college application process. 	<ol style="list-style-type: none"> Classroom observation Data points Presentation of petition to all stakeholders Percentage of students completing assigned activities Percentage of students apply & being accepted to post-secondary 	<ol style="list-style-type: none"> Selected Faculty All Faculty & Staff Charter Renewal committee School Counselors 	<ol style="list-style-type: none"> Instructional Funding / Foundation Donations None Foundation Donation / Parent Fee 	<ol style="list-style-type: none"> The iPad program was expanded by creating a cohort of early implementer teachers. These teachers mandated every student have an iPad in class twice per week for specific lessons (they are available for check out in the media center). These teachers then served as trainers for other teachers in their department. We continued to work on meeting the goals established in our current charter. The charter development committees met throughout the year and a new petition will be presented to the community in August. We used Naviance to complete all bridge bill requirements as well as IGP in both 9th and 11th grade. Walton completed 100% of all bridge bill requirements. The college application process has been greatly enhanced by this program. 	<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>Identify local school innovations through system flexibility to increase student achievement. (IE²)</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>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></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 2014 CCRPI Math/Algebra scores) not on-track for graduation (S) 	<ol style="list-style-type: none"> Offer three (3) level 9th Literature. Implement & offer 9th grade Study Skills before school. Continue to offer summer program at Walton. Offered academic Boot Camp to rising 9th graders for targeted group. Offer Lunchtime peer tutoring. Use 20 day money to support EOC preparation for target & Special Education students. Use 20 day money to prepare for AP Tests. Provide two tutoring times per week plus on WEB for all students by their teachers. 	<ol style="list-style-type: none"> GPA of 9th grade class Percentage of retained students EOC scores or AP scores 	<ol style="list-style-type: none"> Selected Faculty / School Counselors / Administration All teachers 	<ol style="list-style-type: none"> 20 Day Money Summer Bridge Grant 20 Day Money 	<p>Utilizing all the key actions to meet this goal, we have had success working with our students. Preliminary results of the EOC and AP tests show a high level of success. Also, student retention has remained low although exact data points will not be available till summer school grades are available. (see previous data points)</p>	<p>IP</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>	<ol style="list-style-type: none"> Continuation of implementation of the EL innovative model & increase use of Blackboard shell for supportive materials. Expand the implementation of Naviance. Use distance equipment to partner w/ other schools to offer courses available to students at that school. 	<ol style="list-style-type: none"> GPA / Test Scores of ELL students Percentage of students & parents utilizing Naviance 	<p>Selected Faculty & Administration</p>	<p>Foundation support for Naviance / Student fee</p>	<ol style="list-style-type: none"> 100% of EL students were promoted to the next grade level. We have adjusted and had renewed our EL innovative model for the 17-18 school year. Naviance is now fully functional for all grade levels. Data indicates all students have been active in their account while more than half the parents have utilized the parent account. We utilized the distance equipment to provide accelerated math classes to our feeder middle school students. 	<p>Met</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 align="center">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>

Seek and evaluate stakeholder input for critical processes. (AdvED)	<ol style="list-style-type: none"> Utilize WGC & committee membership to seek input on key actions including SSP. Utilize PTSA & Foundation to discuss key issues including SSP. Write a new charter petition using a renewal committee to identify key goals, actions and priorities for the next petition. 	Meeting Minutes	All Faculty/ Staff/Parents	None	We have continued to use WGC, PTSA, and foundation as a way to receive community impact on SSP initiatives. The new charter petition has been developed over the school year with presentation to the community coming this August.	
Establish programs and practices that enhance parental involvement and reflect the needs of students and their families. (S)	<ol style="list-style-type: none"> Implement parent training parents in the use of Naviance & BYOD initiative. Offer parent education through multiple evening meetings. Host a Global Connections Festival. 	Event attendance	<ol style="list-style-type: none"> Foundation Counselors/Administration Global Connections Club 	None	<ol style="list-style-type: none"> The Foundation offered parent to parent training in the fall. Every grade level was offered at least one parent meeting per year to make sure they are informed on pertinent academic information. We continue to host a global festival. 	Met
Other: (Priorities specific to school, division, or area. Can be multiple.)	1.Utilizing volunteers throughout the building to best serve visitors & guests.	Volunteer schedule	PTSA	1.None	Our PTSA had at a minimum three parent volunteers in the building each day as well as extra volunteers for special events.	Met

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)	1.Utilizing members of the Human Resources committee as hiring committee.	1. TKES Evaluation	1. Administration	1. none	Our Human Resources committee was included in all interviews and hiring decisions.	M
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)	<ol style="list-style-type: none"> 1. Provide specific school based professional learning such as gifted cohort, APSI, College board National Forum, 1:1 sessions. 2. Allow for teachers to petition for specific professional learning opportunities. 3. Implement a new teacher induction program. 	Participation in Professional Learning	Administration & Teachers	School Focus Professional Learning Funds	We completed another gifted cohort with 10 teachers earning gifted certification. 7 teachers attend the APSI. We also continued to fund individual teacher professional learning opportunities throughout the year. Our new teacher induction program was successful.	M
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)	1.Teachers & Administrators will work together to create an individual goal.	TKES Process	All TKES/LKES Assessed Faculty	None	While not part of the TKES platform, we began the process of having teachers think about implementing an individual goal. All teacher were required to work with their horizontal team.	IP
Other: (Specific to school, division, or area. Can be more than one.)	<ol style="list-style-type: none"> 1. Charter renew committee will be created to begin renew development. 2. One (1) Administrator will work w/ all faculty new to Walton as well as selected second year faculty. 3. Each teacher will complete two (2) peer observations per semester. 	<ol style="list-style-type: none"> 1.Meeting Minutes 2.TKES Evaluation 3.Observation Forms 	Administration	None	The charter renewal committees worked diligently to create a renewal petition which will be presented to the community in August. We continued to have a designated administrator to work with teachers new to Walton to ensure a smooth and successful transition. Each teacher completed two peer observations during 1 st semester.	IP