

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)					
Focus Priorities: (Based on priorities identified by IE ² , 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)	1. Develop differentiated strategies and/or academic peer groups based on assessment data. 2. Provide training on CTLS, iRespond and other instructional technology.	1. Common Assessments 2. Data Logs; CTLS usage 3. Mandatory trainings for CTLS	1. Teachers 2. Teachers, CCSD Personnel and Administration	SMI, SRI CTLS		
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)	Analyze subject/grade level common assessments and differentiate instruction based on individual needs.	Common Assessments – Further test development based upon CTLS inclusion and course specific	Teachers Administration	Teachers and Administration CTLS		
4. Align critical professional learning by grade level/content area and ensure access for all teachers. (AD)	1. Differentiate professional learning based on teacher needs from staff survey – two sessions per year. 2. Implement instructional strategies based on collegial professional development walkthroughs – 2 per year.	1. Staff surveys 2. TKES 3. Staff surveys and TKES	1. Teachers, Administration and CCSD Personnel 2. Teachers Administration	CCSD personnel CTLS Collaborative planning		

5. Increase percentage of students reading on grade level. (S) (Based on CCRPI 2014 Reading Scores)	1. Identify Lexile Level for each student. 2. Identify at-risk students and reassess Lexile level for those below grade level and provide strategies to increase their reading level. 3. Implement research-based instructional reading program.	1. SRI 2. Progress Reports	Grade level reading teachers, Additional certified staff, and Administration	CCSD Personnel SRI CTLS		
6. Increase percentage of student performance in math/algebra at every grade level. (S) (Based on CCRPI ES-MS Math & HS Algebra Scores)	1. Provide tutoring opportunities for all grade levels. 2. Continue Extended Day Tutoring. 3. Implement Math Literacy into the curriculum weekly.	1. Common Assessments 2. Progress Reports 3. SMI	1. Teachers 2. Teachers Administration 3. Teachers Administration	SMI USA Test Prep CTLS		
7. Increase number of students academically completing every grade. (S)	1. Continue RTI process. 2. Small group Sessions- counseling to meet needs of students.	1. Progress Reports Lexile Scores	1. Teachers Administration Counselors Grade Level Leads Subject Area Leads	Extended Day Tutoring		
8. Other: (Priorities specific to school, division, or area. Can be multiple.)	1. Identify students for study skills at all grade levels. 2. Educate students and parents on value of attendance rule - continue 3. Establish incentive program for attendance and academic achievement. 4. Completion of Career Cruising for all grades & IGP for 8 th grade	1. Teachers 2. Admin, School Social Worker, Teachers 3. Teachers and Admin 4. Counseling Dept.	Administration Counselors Grade Level Leads Subject Area Leads	Extended Day Tutoring PTSA/Business Partners		

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

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Focus Priorities: (Based on priorities identified by IE ² , 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)		

<p>Identify local school innovations through system flexibility to increase student achievement. (IE²)</p>	<ol style="list-style-type: none"> 1. Enhance the new Learning Commons. 2. Rotate the schedule, every Quarter, to allow academic classes at various times throughout the day. 3. Utilize staff and stake holders to increase student achievement in all subject areas. 4. Dedicate one computer lab for digital learning in reading and math. (Read180) 	<ol style="list-style-type: none"> 1. Generate student and teacher usage report. 2. Teacher, Parent and Student Survey 3. Data Logs, Grade Level Meetings, RTI Meetings, Progress Reports 4. Lexile Levels, Common Assessments , Read180 Progress Reports 	<ol style="list-style-type: none"> 1. Media Specialist and Teachers 2. Administration 3. Teachers Administration 	<p>Community members, business leaders, and student teachers</p> <p>SPLOST Technology Funds</p> <p>The Dodgen Foundation</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</p> <ol style="list-style-type: none"> 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) 	<ol style="list-style-type: none"> 1. a. Provide same reading books but on different levels. b. Utilize college students and community members as mentors and/or tutors. c. Continue Extended Day Tutoring. 2. a. Utilize college students and community members as mentors and/or tutors. b. Continue Extended Day Tutoring. 3. Explore Enrichment Schedule for Wednesdays (STEAM/Remediation/ Extension/ Study Skills/ Small Groups) 	<ol style="list-style-type: none"> 1. a-c Lexile Level and Common Assessments 2. a-c Lexile Level and Common Assessments 	<p>Teachers Administration</p>	<p>College Students and Community Members</p> <p>20 Day Monies</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)	N/A	N/A	N/A	N/A	N/A	
Other: (Priorities specific to school, division, or area. Can be multiple.)	1. Provide independent study for advanced students. 2. Identify and Enhance STEAM or STEM activities for all students.	Pre/Post Data	Teachers	CCSD Personnel Lockheed Martin		

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

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Seek and evaluate stakeholder input for critical processes. (AdvED)	1. Encourage parents and community leaders to attend coffee talks. (three sessions) 2. Identify industries in Cobb County and seek their input on educational topics. 3. Provide opportunities for parental involvement to promote student success. 4. Use the parent surveys.	1. Compare attendance rates per meetings from last year. 2. Comments from industries 3. Participation in parent informational nights. 4. Survey results	Administration	Parents Community Leaders CCSD		

<p>Establish programs and practices that enhance parental involvement and reflect the needs of students and their families.(S)</p>	<ol style="list-style-type: none"> 1. Changing the program to Open House to allow an increase of academic discussion time for parents. 2. Implementation of Dodgen 101 3. New programs instituted by the Counseling Department. (ie: student mentorship program with local church, morning study sessions, small groups based on needs: anxiety, organization,etc.) 4. Adding a mid-day session to Coffee Talks (now providing four sessions) 5. Expanding Brains Behind Business for 8th grade to a full day 	<p>Parent Survey Results</p> <p>Staff Needs Assessment Survey Results</p> <p>Participation Rates in various programs.</p>	<p>Administration</p> <p>Counseling Department</p>	<p>Parent Volunteers</p> <p>Business Partners</p> <p>Community Leaders</p> <p>Teacher Volunteers</p>		
<p>Other: (Priorities specific to school, division, or area. Can be multiple.)</p>	<ol style="list-style-type: none"> 1. Provide informational night/training sessions to parents for: Edmodo, Synergy, Dodgen 101 for rising sixth grade parents and EOG testing. 2. Meet with School Council, Foundation and PTSA 	<p>Data from Local School Surveys</p> <p>Data from Stakeholder Climate Survey</p>	<p>Administration</p>	<p>Stakeholder Climate Survey</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>					
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Seek and hire teachers who meet the qualifications for a highly effective teacher. (IE²)	1. Seek to hire or help current teachers obtain additional certifications in gifted, special education, technology, science or math. 2. Compile interview questions per subject area and/or position to ensure consistency in hiring highly effective teachers. 3. Candidates, being considered for position, will teach a lesson to students when possible.	1. TKES summative evaluation 2. Interview panel will revise and make adjustments to interview questions accordingly.	1. Administration 2. Current classified and certified staff, Administration ,CCSD HR, & Certification	District support to communicate programs CCSD Job Fair		
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)	Provide differentiated and tiered professional learning opportunities to ensure teacher growth in all ten TKES standards.	TKES	Teachers Administration	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)	Focus on standards in need of improvement on individual teachers.	TKES data	Administration	District support through Evaluation Office		
Other: (Specific to school, division, or area. Can be more than one.)	1. Promote graduate level programs and gifted certification. 2. Dodgen 101 for teachers (teacher mentor program- grade level/ subject area specific)	Completion of certifications	Administration	Information from district officials about programs offered by accredited Universities.		

Middle School Key Trends: Dodgen

Trend	Dodgen			Cobb		
	2014	2015	2016	2014	2015	2016
Lexile Levels 8th Grade	95.5%	93.0%		85.8%	75.3%	
On-track for Graduation	94.2%	95.9%	94.6%	85.0%	86.8%	88.5%
Career Ready	100.0%	100.0%	100.0%	99.2%	99.6%	95.0%
Advanced Academics	65.7%	68.0%	62.7%	49.2%	48.0%	48.8%
Stakeholder Satisfaction	73.1%	77.6%	76.5%	66.7%	70.1%	67.5%
Iowa Reading 7th Grade	83.9%	81.5%	87.7%	54.6%	55.5%	54.5%
CCRPI Score	90.9	98.4		80.0	79.0	

Labels represent the school year, that is, 2016 represents the 2015–2016 school year. Data from 2016 are not available for the Lexile Levels in 8th Grade and CCRPI Score. Scores for these trends are expected from the Ga DOE in late 2016.

Descriptions of Key Trends

Lexiles 8th Grade

The percentage of 8th grade students with Lexile scores on the state assessment (EOG) at or above 1050. This trend only considers full-academic-year students. The full-academic-year designation accounts for transiency of the student body.

On-track for Graduation

The number of 8th grade students earning the equivalent of four credits in the core content areas: ELA, math, science, social studies, or world languages divided by the number of students who attempted the equivalent of four or more credits in the core content areas.

Career Ready

The percentage of 8th grade students completing individual graduation plans as reported in the student record data collection.

Advanced Academics

The percentage of students taking advanced classes.

Stakeholder Satisfaction

The percentage of agree and strongly agree responses on the parent, staff, and student AdvancED surveys given in support of the accreditation process.

Iowa Reading 7th Grade

The percentage of 7th grade students scoring at 7.1 or higher on the reading portion of the Iowa assessments.

CCRPI Score

The College and Career Ready Performance Index, which is Georgia's accountability rating system for schools, districts, and the state. The score is out of 100 points and is calculated by the Georgia Department of Education (GaDOE). The Cobb CCRPI score shown here is the weighted average of all Cobb middle schools.