

2016-17 Cobb County School District Strategic Plan

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

District Focus Areas and Priorities 2016-2019	2016-17 Aligned Actions and Measurements (Due September 1, 2016)					Focus Priority
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: (Formative and/or Summative)	Owner(s):	Resources Needed:	Results Of Key Actions: (Due June 30, 2017)	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)	Continue Data Team implementation to focus on all students but specifically critical needs groups (ELL and SWD). Implement and monitor progress of focus groups (ELL and SWD) Use FFAS to examine student progress and determine instructional needs	Common teacher-designed formative/summative assessments Assessment data Goal/progress sheet	Teachers Coaches	Goal/progress sheets Data Analysis documents		
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)	Continue implementation of Data Teams Provide structures and opportunities for collaborative and interactive planning	Common assessment data Weekly planning and data meetings w/reflection forms	Teachers Coaches Admin	Common assessments Specific planning schedule		

<p>4. <i>Align critical professional learning by grade level/content area and ensure access for all teachers. (AD)</i></p>	<p>Develop a best practices web channel to better access web resources.</p> <p>Develop a differentiated PL calendar</p>	<p>Use of symbaloo on teacher desktop</p> <p>EdCamp –PL Participation</p> <p>PL Calendar</p>	<p>Admin Coaches</p>	<p>TKES Data Learning Walks Self-Assessment</p> <p>PL Needs Assessment</p>		
<p>5. <i>Increase percentage of students reading on grade level. (S)</i> (Based on CCRPI 2014 Reading Scores)</p>	<p>Determine reading level using Scholastic Reading Inventory (SRI) (Universal Screener)</p> <p>Provide Reading Connections w/ Read 180 support class for students reading below grade level</p> <p>Utilize specific reading strategies in all content areas</p> <p>Utilize Thinking Maps for literacy development</p> <p>Sustained Silent Reading during our FLT-Advisory Period</p>	<p>(SRI) Assessment Data</p> <p>Read 180- Lexile growth</p> <p>Lesson plans & Observations</p> <p>Lesson plans & Observations</p> <p>Sustained Silent Reading during (apprx. 2 times per week)</p>	<p>Teachers Coach</p> <p>Teachers Coach Admin All Staff</p>	<p>SRI Assessment</p> <p>Specific reading strategies</p> <p>Reading Material (Books, Magazines, Ebooks, etc...)</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 Thinking Maps for content development</p> <p>Provide Math Connections for selected students performing below mastery</p> <p>Utilize universal screener (County Provided-Scholastic Math Inventory)</p>	<p>Lesson plans & Observations</p> <p>Pre-Mid- Post Scholastic Math Inventory (SMI)</p> <p>Data Team Monitoring</p>	<p>Teachers</p> <p>Coach</p> <p>Title I funds</p>	<p>Universal screener</p>		
<p>7. Increase number of students academically completing every grade.(S)</p>	<p>Utilize data teams to monitor achievement</p> <p>Monitor SWD/ELL student groups' progress</p> <p>Implement RTI strategies for students who are not experiencing success</p> <p>Provide students with additional opportunities to master skills</p>	<p>Grade profiles</p> <p>Advisement-Plan of Action & Goal Attainment forms</p> <p>CSIS RTI plans</p> <p>Lesson plans w/remediation</p>	<p>Teachers</p> <p>Coach</p> <p>Admin</p>			
<p>8. Other: Decrease the number of students with 6 or more absences.</p>	<p>Implement Truancy intervention</p>	<p>TIP</p> <p>PPO-Monitoring</p> <p>Calls, cards, letters</p>	<p>Admin, counselors, social work, teachers</p>			

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

<p><i>District Focus Areas and 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: (Formative and/or Summative)</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>
<p>Identify local school innovations through system flexibility to increase 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>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> <p>1. not reading on grade level (Lexile)</p> <p>2. unsuccessful in Math/Algebra (Based on 2014 CCRPI Math/Algebra scores)</p> <p>3. not on-track for graduation (S)</p>	<p>1. Utilize: READ 180 & Language! Live, Readworks</p> <p>2. Provide Math Conn/Math Support for specific students utilizing Thinking Maps & Path to Proficiency</p> <p>3. Monitoring of student progress through Focused Advisement all students as well as maintaining focus on "AIMS" students (goal setting/self-monitoring)</p>	<p>Baseline Data: use lowest 25% based on standardized testing</p> <p>Post Data: Universal screener will be used 2-3 times for specific data and growth</p> <p>AIMS Advisors will measure percentage of students who pass a certain amount of classes each semester.</p>	<p>Teachers</p> <p>Admin</p> <p>Coaches</p>	<p>Read 180</p> <p>Language! Live Readworks</p> <p>Data tracking tools for students</p> <p>SRI and SMI</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>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>

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

<p><i>District Focus Areas and 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><u>Focus Priority Status:</u> 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: (Formative and/or Summative)</p>	<p>Owner(s):</p>	<p>Resources Needed:</p>	<p>Results Of Key Actions: (<u>Due June 30, 2017</u>)</p>	
<p>Seek and evaluate stakeholder input for critical processes. (AdvED)</p>	<p>Provide regularly scheduled School Council Meetings</p> <p>Participate in PTSA/Foundation meetings, activities, etc.</p> <p>Invite parents to participate in Title I Parent Compact, Policy Review Meeting & Plan</p> <p>Provide "Huddle up" Coffee & Conversation with staff & stakeholders</p> <p>Implement Parent Workshop Series</p> <p>Utilize Blackboard & social media to promote school activities, success, etc.</p>	<p>Sign-in Sheets</p> <p>Agendas</p> <p>Minutes of meetings</p> <p>Flyer & Agenda</p> <p>School Climate Survey</p> <p>Title 1 Survey</p> <p>Partners in ED contracts</p> <p># of followers</p>	<p>Principal</p> <p>Admin</p> <p>Coach</p> <p>Staff</p> <p>PTSA</p>	<p>Parent Workshop Series: Recorded Sessions</p> <p>Title I Parent Compact & Policy</p> <p>You Tube Channel</p> <p>Twitter/ Facebook</p>		
<p>Other: (Priorities specific to school, division, or area. Can be multiple.)</p>	<p>More involvement with partners in ed. Appointing staff member to head.</p>					

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

<p><i>District Focus Areas and 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><u>Focus Priority</u></p> <p>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: (Formative and/or Summative)</p>	<p>Owner(s):</p>	<p>Resources Needed:</p>	<p>Results of Key Actions: (Due June 15, 2016)</p>	
<p>Seek and hire teachers who meet the qualifications for a highly effective teacher. (IE²)</p>	<p>Attend CCSD Transfer and Hiring Fairs</p> <p>Utilize KSU partnership for TOSS and student teachers to consider as qualified candidates</p>	<p># of staff hired from fairs</p> <p># of KSU/ECMS student teacher participants</p>	<p>Principal</p> <p>Admin</p> <p>Teachers</p>	<p>Time</p>	<p></p>	<p></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></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></p>

<p>Ensure that teachers are highly trained in the standards, learning engagement strategies, formative assessments, and student progress monitoring. (AD)</p>	<p>Continue with collaborative planning for instruction, assessment, implementation of engagement strategies</p> <p>Implement mentoring Program New to ECMS</p> <p>Supply strategy Monday Messenger for implementation (school updates) following PL</p> <p>Provide opportunities to all staff to attend local, state, and national conferences and workshops that focus on standards, engagement, assessment, and monitoring</p>	<p>Lesson Plans</p> <p>Data Team documents</p> <p>TKES Summary LKES Survey Agendas</p> <p>Strategies indicated in Messenger</p> <p>PL Conference Calendar with Attendees</p>	<p>Teachers</p> <p>Coaches</p> <p>Admin</p>	<p>TKES Summary</p> <p>Lesson Plan (monitoring)</p>		<p>M</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>Use results of TKES and LKES to improve professional performance (IE²)</p>	<p>Provide TKES Training and implement Professional Norms</p> <p>Provide PL and support based on TKES data</p> <p>Provide opportunities for teachers to observe other teachers for proficient implementation of identified standards</p>	<p>TKES Summary</p> <p>Reflection of participants LKES Survey</p> <p>PL Calendar</p>	<p>Teachers</p> <p>Coaches</p> <p>Admin</p>	<p>TKES Summary 2014-2015</p>		<p>M</p>
<p>Other: (Specific to school, division, or area. Can be more than one.)</p>	<p>Stipulations for gifted/ESOL endorsement</p>					