

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)	<ul style="list-style-type: none"> - refine data teams - develop one common formative assessment per unit - develop common summative assessments 	<ul style="list-style-type: none"> - CTLS Data Discussion Handout - common assessments 	<ul style="list-style-type: none"> - subject area administrator - PLC Data team 	<ul style="list-style-type: none"> - I-respond refresher training - CLTS refresher training 		<ul style="list-style-type: none"> - IP - IP - IP
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)	<ul style="list-style-type: none"> - refine data teams process - refine and analyze common assessment data each instructional unit, using the data analysis discussion sheet - adjust PLC lesson plans based on results of data - provide differentiated instruction to meet individual student learning needs 	<ul style="list-style-type: none"> - lesson plans - CTLS Data Discussion Handout - common assessments 	<ul style="list-style-type: none"> - subject area administrator - PLC Data team 	<ul style="list-style-type: none"> - Oncourse - common assessments -release time for collaboration -SFSD funds 		<ul style="list-style-type: none"> - IP - IP - IP - IP
4. Align critical professional learning by grade level/content area and ensure access for all teachers. (AD)	<ul style="list-style-type: none"> - staff development based on for: <ul style="list-style-type: none"> - AVID reading and writing strategies - use of Costa's level of questions - technology integration - data utilization - Open Classroom Initiative 	<ul style="list-style-type: none"> - the yearlong staff development plan - staff development lessons - focused learning walks 	<ul style="list-style-type: none"> - administrative team - AVID staff development team - building leadership team 	<ul style="list-style-type: none"> - SFSD funds 		

<p>5. Increase percentage of students reading on grade level. (S) (Based on CCRPI 2014 Reading Scores)</p>	<ul style="list-style-type: none"> - implement school-wide AVID reading and writing strategies - implement Read180 classes for students not reading on grade level - incorporate USA Test Prep to meet individual student needs - incorporate Reading Inventory universal screener - develop reading incentive program including a book club for low readers - tutoring program 	<ul style="list-style-type: none"> - focus learning walks - lesson plans incorporating reading and writing in the content - online resources - RI - EOG 	<ul style="list-style-type: none"> - PLC -building leadership team -subject area administrator - online resources administrator 	<ul style="list-style-type: none"> - AVID reading and writing strategies training - Read180 - USA Test Prep - MobyMax - RI 		<ul style="list-style-type: none"> - IP - IP - IP - IP - IP
<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"> - establish math literacy classes in 6th, 7th, and 8th grade for struggling math students - create common math assessment items to measure performance data on algebra related items - incorporate USA Test Prep/ MobyMax to meet individual student needs - incorporate MI universal screener 	<ul style="list-style-type: none"> - math Literacy class rosters - common assessments - online tutoring resources - MI - EOG 	<ul style="list-style-type: none"> - scheduling administrator - math PLC - subject area administrator - online tutoring resources administrator 	<ul style="list-style-type: none"> - training in math quantile - Math PLC - USA Test Prep - MI 		<ul style="list-style-type: none"> - IP - IP - IP - IP
<p>7. Increase number of students academically completing every grade.(S)</p>	<ul style="list-style-type: none"> - teach advisement lessons on academic goal setting and time management skills - monitor and implement RTI process for at risk students - continue CORE team - continue to offer AVID in the AM - Counselors to implement Closing the GAP project for students' academic progress 	<ul style="list-style-type: none"> - RTI end of the year reporting - CORE team meeting notes - Closing the GAP report 	<ul style="list-style-type: none"> - administrative team - RTI administrator - principal - counselors 	<ul style="list-style-type: none"> - advisement lessons - student agendas - RTI meeting notes - CORE Team meeting notes - AVID in the AM sign in 		<ul style="list-style-type: none"> - IP - IP - IP - IP - IP
<p>8. Other: (Priorities specific to school, division, or area. Can be multiple.)</p>	<ul style="list-style-type: none"> - AVID - Gifted Resource Class 	<ul style="list-style-type: none"> - AVID Site team plan - AVID tutorials - EOG - RI 	<ul style="list-style-type: none"> - AVID coordinator - ALP coordinator 	<ul style="list-style-type: none"> - cell tower funds for AVID budget - AVID tutors 		<ul style="list-style-type: none"> - IP - IP

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>
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<p>Focus Priorities: (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>- implementation of Science Academy PBL course</p>	<p>- course rosters - increase in student Lexile score</p>	<p>- scheduling administrator - Science Academy vertical PLC</p>	<p>- PBL training through district office - consumable funds</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. implementation of Read180 2. continue math literacy class 3. Closing the Gap plan To address all points above we will use 20 day funds for tutoring in all subject areas</p>	<p>- rosters for Read180 and math literacy classes - Lexile scores - SI - MI - EOG - closing the gap data report - tutoring sign-in sheets</p>	<p>- scheduling administrator - remedial plan administrator -guidance department</p>	<p>- Read180 - math literacy curriculum - closing the gap plan - 20 day plan</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>	<ul style="list-style-type: none"> - continue attendance incentive program - continue PBIS framework development 	<ul style="list-style-type: none"> - student attendance rate - office referral data - RTI data 	<ul style="list-style-type: none"> - attendance team - PBIS team 	<ul style="list-style-type: none"> - partners in education for student attendance recognition - partners in education for student positive recognition - SWISS data system 		
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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>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>Seek and evaluate stakeholder input for critical processes. (AdvED)</p>	<ul style="list-style-type: none"> - collaborate with a variety of stakeholder groups: <ul style="list-style-type: none"> - Student Council - school building leadership team - school council - PTSA - Palmer Action Teams 	<ul style="list-style-type: none"> - stakeholder perception survey data - meeting agenda/minutes - School Council end of the year report 	<ul style="list-style-type: none"> -administrative team 			

<p>Establish programs and practices that enhance parental involvement and reflect the needs of students and their families.(S)</p>	<p>- Mentoring Programs: Men of Choice Athletes Investing More Destiny's Daughter KSU Latino Mentoring Group College Bound - Offer once a month parent/family engagement opportunities: Aug. – Open House/ Magnet Presentation Sept. – AVID Night Oct. – Meet School Social Worker/ Conference Week Nov. – Rising 9th grade Parent Meeting & Family Fun Night Dec. – Parent GA Milestone Session Jan. – CCRPI Parent Session Feb. – Talent Show March – Volunteer Clean Up Day April – Food Truck Night May – Career Day</p>	<p>- Participation</p>	<p>- Mentoring program sponsor - Group sponsoring event</p>	<p>- partners in education to support mentoring group</p>		<p>- IP - IP</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>2016-17 Aligned Actions and Measurements (Due September 1, 2016)</p>
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<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>Seek and hire teachers who meet the qualifications for a highly effective teacher. (IE²)</p>	<ul style="list-style-type: none"> - attend recruiting fairs - include school leadership in the interview process - collaborate with KSU to facilitate teacher pre-service experiences 	<ul style="list-style-type: none"> - number of resumes obtained at hiring fair - notes for interview - number of KSU pre-service students meetings 	<ul style="list-style-type: none"> - administrative team 	<ul style="list-style-type: none"> - CCSD to host recruiting fairs 		
<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>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>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"> - develop a staff development calendar that ensures professional development on AVID critical reading and writing strategies, the data team process, increased rigor through the incorporation of Costa's, and technology integration 	<ul style="list-style-type: none"> - development of staff development calendar - survey data - focus walk data 	<ul style="list-style-type: none"> - administrative team - AVID coordinator - building leadership team 	<ul style="list-style-type: none"> - SFSD funds to provide release time for teacher leaders for trainings 		
<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>	<ul style="list-style-type: none"> - review TKES data to drive professional development 	<ul style="list-style-type: none"> - TKES data 	<ul style="list-style-type: none"> -administrative team 	<ul style="list-style-type: none"> - CCSD evaluation office - PLP's as indicated by TKES 		

<p>Other: (Specific to school, division, or area. Can be more than one.)</p>	<ul style="list-style-type: none"> - staff recognition programs - New Teacher Induction Program 	<ul style="list-style-type: none"> - staff attendance - staff recognition webpage - sign in sheets - end of the year induction program reflection by participants 	<ul style="list-style-type: none"> - administrative team -webmaster - assistant principal and AVID coordinator 	<ul style="list-style-type: none"> - partners in education for staff recognition prizes - certificates - recognition pins 		<ul style="list-style-type: none"> - IP - IP
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Middle School Key Trends: Palmer

Trend	Palmer			Cobb		
	2014	2015	2016	2014	2015	2016
Lexile Levels 8th Grade	89.1%	74.6%		85.8%	75.3%	
On-track for Graduation	83.8%	93.4%	93.6%	85.0%	86.8%	88.5%
Career Ready	100.0%	100.0%	100.0%	99.2%	99.6%	95.0%
Advanced Academics	39.6%	56.3%	59.0%	49.2%	48.0%	48.8%
Stakeholder Satisfaction	62.3%	71.4%	66.0%	66.7%	70.1%	67.5%
Iowa Reading 7th Grade	58.5%	53.2%	57.7%	54.6%	55.5%	54.5%
CCRPI Score	84.9	78.6		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.