

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)	Implement Curriculum Quarterlies – quarterly checks on student progress and re-teaching strategies.	Class Failures	Admin		Increase on-track for graduation from 84% to 86%.	
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)	PLC's to create a minimum of 1 common formative assessment every 2 weeks.	PLC Minutes CFA Data	PLC Facilitators	CTLS Training	Increase CCRPI score to 80.	
4. Align critical professional learning by grade level/content area and ensure access for all teachers. (AD)	Deliver professional learning on CTLS. Set time aside every month on Tuesdays for CTLS.	Use and Frequency of CFA	Technology Training Specialist	CTLS Kits	Increase CCRP score to 80.	
5. Increase percentage of students reading on grade level. (S) (Based on CCRPI 2014 Reading Scores)	Identify students reading below grade level via RI and provide additional reading support during REACH.	Growth Reports on RI.	Admin		Increase lexile levels to 78%.	
6. Increase percentage of student performance in math/algebra at every grade level. (S) (Based on CCRPI ES-MS Math & HS Algebra Scores)	Utilize MI and Math EOG assessments to identify students struggling in math and provide support during REACH.	Math Milestones.	Math PLC		Increase percentage of students scoring proficient on Math EOG from 39.5 to 41%.	
7. Increase number of students academically completing every grade. (S)	Identify failing students and create support strategies to be implemented in REACH (will vs. skill)	Class Failures	PLC's		Increase on-track for graduation from 84% to 86%.	
8. Other: (Priorities specific to school, division, or area. Can be multiple.)						

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>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>Identify local school innovations through system flexibility to increase student achievement. (IE²)</p>	<p>Increase AC enrollment and course offerings.</p>	<p>Enrollment in advanced classes.</p>	<p>Admin</p>		<p>Increase advanced academics from 36.6% to 40%.</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.REACH Reading Support 2.REACH Math Support 3.REACH Study Halls</p>	<p>Course Failures.</p>	<p>PLC's</p>	<p>READ 180</p>	<p>Increase on-track for graduation from 84% to 86%.</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>	<p>Implementation of PBIS platform to better track referrals and points. Provide more PBIS rewards for "purchase."</p>	<p>Discipline Data</p>	<p>PBIS Committee.</p>	<p>PBIS Platform.</p>	<p>Decrease 5 of ISS and OSS by 3%.</p>	

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

<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>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 evaluate stakeholder input for critical processes. (AdvED)</p>	<p>Implement School-Wide Communication Plan</p> <ul style="list-style-type: none"> • Weekly newsletter • Twitter • Teacher blogs • Grade level calendars • Principal/parent coffee • School messenger weekly notes 	<p>Parent Surveys</p>	<p>Principal Teachers</p>	<p>School Messenger</p>	<p>Increase stakeholder satisfaction survey to 75%.</p>	
<p>Establish programs and practices that enhance parental involvement and reflect the needs of students and their families.(S)</p>	<p>Provide opportunities through PTSA for parents to become involved.</p>	<p>Parent Surveys</p>	<p>PTA</p>		<p>Increase stakeholder satisfaction survey to 75%.</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>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>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>	<p>Create new teacher profile and involve teacher leaders in hiring process.</p>	<p>New hires</p>	<p>Admin Leadership Team</p>		<p>100% HQ Status</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>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>	<p>Implement peer observations twice a year (1 per semester). Create and facilitate a new teacher program.</p>	<p>TKES New Teacher Retention</p>	<p>Admin</p>		<p>Increase new teacher retention rate to 100%</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 on specific standards.</p>	<p>TKES</p>	<p>Admin</p>	<p>HR Dep't to Train</p>	<p>Increase percentage of proficient in TKES.</p>	
<p>Other: (Specific to school, division, or area. Can be more than one.)</p>	<p>Offer Leadership Academy for aspiring school leaders.</p>	<p>Number of Participants.</p>	<p>Admin</p>		<p>At least 1 teacher promoted to leadership position.</p>	

Middle School Key Trends: Pine Mountain

Trend	Pine Mountain			Cobb		
	2014	2015	2016	2014	2015	2016
Lexile Levels 8th Grade	76.0%	66.9%		85.8%	75.3%	
On-track for Graduation	92.9%	91.9%	90.9%	85.0%	86.8%	88.5%
Career Ready	100.0%	100.0%	100.0%	99.2%	99.6%	95.0%
Advanced Academics	36.8%	36.6%	37.3%	49.2%	48.0%	48.8%
Stakeholder Satisfaction	64.8%	72.8%	61.7%	66.7%	70.1%	67.5%
Iowa Reading 7th Grade	45.3%	53.0%	51.6%	54.6%	55.5%	54.5%
CCRPI Score	76.6	73.3		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.