



The Fair Oaks Elementary 2018-2019 Strategic Plan

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

<i>Superintendent's Priorities</i>	<i>District Initiatives</i>	Local School Key Actions: (List as many actions as needed in each box.)	Measured by:	Results of Key Actions from last year's plan: (Due September 1)
Simplify the foundation of teaching and learning to prepare for innovation.	<i>Ensure all teachers prioritize standards.</i>	<p>Implement weekly CCCs (2x per week) and an extended CCC day (1x per month) for teachers to thoroughly examine student assessment data (all content areas) to address the 4 PLC questions.</p> <p>Review of student Touchstone, CTLS, RI, MI, and local assessment scores to identify standard(s) in each content area that require additional attention to move students to proficiency.</p> <p>Teachers will identify students who are reading below grade level in grades 3-5 to participate in Read 180 and Systems 44.</p> <p>Implementation of the Early Literacy Initiative program in K-2 (Benchmark phonics) to ensure students are able to acquire phonemic awareness at the appropriate grade level.</p> <p>Implement the Write Score assessment to measure student's ability to write in preparation for the Ga. Milestones.</p> <p>DLI and regular classroom teachers will visit schools that are using innovative techniques to drive student achievement that are not currently in practice.</p>	<p>CCC meeting agenda, student data, lesson plans that address deficiencies / mastery on student progress on standards and observations</p> <p>RI data</p> <p>Data collected and retrieved through CTLS</p> <p>Write Score data</p> <p>Redelivery of innovative methods during grade level / staff meetings.</p>	<p>Student data was used to determine instructional strategies to be used and to determine flexible student grouping.</p> <p>Guided Reading and Guided Math was implemented with training to help teachers to help support teachers in reading and math</p> <p>Strategies were implemented for math operations (fact fluency, sequencing, counting, and operations).</p> <p>Quarterly trainings were provided to support academic strategies and resources used to engaged students.</p>

The Fair Oaks Elementary 2018-2019 Strategic Plan

	<p><i>Conduct weekly, collaborative, teacher team meetings based on the 4 critical questions.</i></p>	<p>Grade level teams will meet 2x per week in CCCs to review student assessment data and to plan lessons that demonstrate acceleration / remediation strategies based off of the data.</p>	<p>Grade level meeting notes, student data, lesson plans, observations, TKES</p>	<p>Quarterly data meetings were used to review summative assessment data and to plan for the next quarter.</p> <p>Academic coaches and teacher leaders facilitated professional learning team discussions focused on standards in each content area.</p> <p>Number of Students academically completing every grade</p> <p><u>Kindergarten:</u> 2016: 150/165 = 91% 2017: 139/166 = 84% 2018: 137/142 = 96%</p> <p><u>1st Grade:</u> 2016: 153/161 = 95% 2017: 134/145 = 92% 2018: 140/141 = 99%</p> <p><u>2nd Grade:</u> 2016: 153/171 = 89% 2017: 162/176 = 92% 2018: 135 / 135 = 100%</p> <p><u>3rd Grade:</u> 2016: 153/176 = 87% 2017: 152/163 = 93% 2018: 153 / 153 = 100%</p> <p><u>4th Grade:</u> 2016: 138/139 = 99% 2017: 145/146 = 99% 2018: 154/154 = 100%</p> <p><u>5th Grade:</u> 2016: 119/125 = 95% 2017: 141/147 = 96% 2018: 136/137 = 99%</p>
--	---	--	--	--



The Fair Oaks Elementary 2018-2019 Strategic Plan

--	--	--	--	--

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

<i>Superintendent's Priorities</i>	<i>District Initiatives</i>	Local School Key Actions: (List as many actions as needed in each box.)	Measured by:	Results of Key Actions from last year's plan: (Due September 1)
Use data to make decisions.	<i>Utilize CTLS to assess, develop, deliver, and analyze common formative assessments in all core content areas.</i>	<p>Each grade level will create a min. of 1 common assessment per semester per content area.</p> <p>Data from Touchstone minis in ELA and math will be used in CCCs to drive flexible guided instruction.</p> <p>Utilizing data from the Early Literacy Initiative program in K-2 (Benchmark phonics) to ensure students are able to acquire phonemic awareness at the appropriate grade level.</p>	<p>Grade level created assessments in CTLS</p> <p>Independent student report results, class results, standards itemization results.</p> <p>Data collected through CTLS.</p>	CTLS was utilized by all grade levels to implement grade level formative assessments and to analyze student data.



The Fair Oaks Elementary 2018-2019 Strategic Plan

	<p><i>Deliver, analyze, and adjust instruction in reading and math, utilizing data from Universal Screener (RI and MI).</i></p>	<p>CCCs will analyze data from the MI and RI to develop instruction to address student needs. RI will be used to also determine to see which students in grade 3-5 qualify for Read 180 and Systems 44.</p> <p>Analyze RI and MI scores to determine students for enrichment and remediation.</p>	<p>RI and MI data</p>	<p>Computer resource lab was used during specials to implement math programs to address deficits in math vocabulary, concrete / abstract math concepts.</p>
--	---	---	-----------------------	---

The Fair Oaks Elementary 2018-2019 Strategic Plan

	<p><i>Increase percentage of students performing at grade level in reading and math.</i></p>	<p>Analyze RI data to implement Read 180 & Systems 44 in September to address the reading needs of students in 3rd, 4th, and 5th grade.</p> <p>Create tutoring and Saturday school opportunities to help provide students additional support in the reading and math through 20 Day funds.</p> <p>Develop a <i>Summer Bridge Program</i> for students in 3rd, 4th, and 5th grade to help prepare students for their next grade level. Work with Griffin Middle School for our rising 6th graders.</p> <p>Institute the; “All In, All Eagle” Attendance Program to reduce the number of lost instructional days to help students become more academically successful.</p> <p>Use the Summit program for EL students in social studies and science to improve literacy skills. Saturday school</p>	<p><i>CCRPI data, RI, MI, DRA, Georgia Milestones, Summit data, attendance sheets and lesson plans for Summer and Saturday school programs.</i></p> <p><i>20 Day Funds</i></p> <p><i>Tutoring and Saturday school sign-in sheets</i></p> <p><i>Weekly 3 day / 5day + absence reports to monitor student absences.</i></p>	<p>5th grade students were introduced to bi-weekly math constructed response questions through their math journals.</p> <p>EOG Results for Student Reading on Grade Level:</p> <p><u>3rd Grade:</u> 2016: 63.7% 2017: 61.6% 2018: 50.0%</p> <p><u>4th Grade:</u> 2016: 40.6% 2017: 43.6% 2018: 50.0%</p> <p><u>5th Grade:</u> 2016: 40.0% 2017: 56.8% 2018: 55.0%</p> <p>EOG (% Proficient Level III / Level IV) Results for Math:</p> <p><u>3rd Grade:</u> 2016: 69.9% 2017: 78.7% 2018: 45.0%</p> <p><u>4th Grade:</u> 2016: 32.6% 2017: 42.4% 2018: 35.0%</p> <p><u>5th Grade:</u> 2016: 30.6% 2017: 37.1% 2018: 32.0%</p>
--	--	---	---	--



The Fair Oaks Elementary 2018-2019 Strategic Plan

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

<i>Superintendent's Priorities</i>	<i>District Initiatives</i>	Local School Key Actions: (List as many actions as needed in each box.)	Measured by:	Results of Key Actions from last year's plan: (Due September 1)
Make Cobb the best place to teach, lead, and learn.	<i>Utilize stakeholder input to improve school processes.</i>	<p>Create a comment box in the front office and an online option to provide all shareholders an opportunity to submit suggestions and ideas on improving school operations.</p> <p>Review data from the GA Climate survey to improve community relations and school safety.</p> <p>Create community outreach meetings like; Pastries with the Principal and Lunch with the Principal to solicit feedback from parents and Partners in Education regarding school operations.</p>	<p>Submitted forms via paper and online.</p> <p>Responses from the Ga. Climate survey.</p> <p>Sign-in sheets and feedback forms given after each meeting</p>	



The Fair Oaks Elementary 2018-2019 Strategic Plan

	<p><i>Establish programs and practices that enhance parental involvement and reflect the needs of students and their families.</i></p>	<p>Institute the Northwest Eagle Family Literacy Nights to provide parents with the instructional supports to work with their students at home.</p> <p>Develop quarterly STEM nights with Fair Oaks Teachers, KSU teachers, and Majestic Plumbing to build community and to promote science and math.</p> <p>Promote the instructional programs and family events that will be occurring at Fair Oaks through our monthly community / parent newsletter.</p> <p>Provide English classes to our ESOL parents 1 to 2 times a week starting in late October / early November.</p> <p>Implement Parent Workshops to help bring understanding to grade level standards, CCRPI, Ga. Milestones, GKIDS, and ACCESS assessments.</p>	<p>Sign-in logs</p> <p>Newsletter</p> <p>Agendas</p> <p>Lesson plans for English classes</p>	<p>Average Daily Attendance 2016: 95.8% 2017: 95.9% 2018: 95.3%</p> <p>Administration and counselors monitored student's attendance and touched base with parents and students who had high absences.</p> <p>Students were recognized for their attendance during student celebrations.</p>
--	--	--	--	---



The Fair Oaks Elementary 2018-2019 Strategic Plan

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

<i>Superintendent's Priorities</i>	<i>District Initiatives</i>	Key Actions: (List as many actions as needed in each box.)	Measured by:	Results of Key Actions from last year's plan: (Due September 1)
<p>Make Cobb the best place to teach, lead, and learn.</p>	<p><i>Develop teacher leaders.</i></p>	<p>Provide Committee Chairs with leadership responsibilities to improve community relations, school climate, student behavior, and staff development.</p> <p>Develop the Fair Oaks Aspiring Leader Academy to provide those team members an opportunity to get a glimpse of what it takes to be a team leader, SLI, and / or an administrator and how to prepare to become a school level leader.</p>	<p>Committee meeting notes and agendas, and completed task-oriented sheets that demonstrate what was put in place to address the specific committee's area of responsibility.</p> <p>Monthly agenda and sign-in sheets from F.O. ALA. Staff survey given to review feedback regarding the effectiveness of the Academy.</p>	



The Fair Oaks Elementary 2018-2019 Strategic Plan

	<p><i>Develop professional learning needs based on TKES and LKES evaluations and collaboration rubrics.</i></p>	<p>Provide extended CCC planning time 1x per month per grade level to monitor student progress.</p> <p>Provide release time for teachers to observe highly effective instructional practice and behavior management techniques.</p> <p>Provide PL for teachers and academic coaches to improve their classroom instruction / instructional leadership. PL development currently scheduled is CTLS training through-out the year, Reading Workshop, How to teach to ESOL students, How to Teach to Gifted Students, Purposeful Movement in Instruction, Number Talks, GCTM, NEA ESP Conference.</p>	<p>Friday professional development led by the Academic Coaches during grade-level planning.</p> <p>After-school PD held on the 2nd Wednesday of the month.</p> <p>Agendas and sign-in sheets from in-house and off-property professional development classes.</p> <p>Survey results from the Ga. Climate Survey</p>	
--	---	--	--	--