



Kincaid 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>Provide professional learning on prioritizing standards.</p> <p>Use a common procedure to guide our process in prioritizing standards</p> <p>Provide time for ongoing collaborative planning for teams to prioritize standard</p>	<p>Collaborative team agendas</p> <p>Completed grade level prioritized standards templates</p> <p>Lesson plans</p>	NA
	<i>Conduct weekly, collaborative, teacher team meetings based on the 4 critical questions.</i>	<p>Schedule and protect the time of the weekly collaborative team meetings.</p> <p>Focus on identifying priority standards, learning targets, and essential skills.</p> <p>Utilize assessments provided through CTLS for reading and math.</p> <p>Analyze assessment results to plan acceleration and extension.</p> <p>Access CTLS for standards, assessments, and instructional resources.</p>	<p>Team Meeting Minutes</p> <p>PLC Notebooks</p> <p>Touchstone Data</p> <p>Lesson Plans</p>	<p>During the 17-18 school year, Kincaid staff completed CTLS Cohort 4 Training.</p> <p>During the 17-18 school year, Kincaid staff met in collaborative teams to plan, and create collaborative assessments, and share instructional resources.</p>



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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>Administer Math Mini-Touchstones as formative assessments to monitor and measure student learning in math.</p> <p>Administer Reading Touchstones quarterly as formative and summative assessments to monitor and measure student learning in reading.</p> <p>Use Professional Learning Communities to develop and analyze common formative assessments for all core content areas.</p>	<p>CTLS ASSESS teacher reports</p> <p>CTLS ASSESS subject reports</p>	NA																																															
	<i>Deliver, analyze, and adjust instruction in reading and math, utilizing data from Universal Screener (RI and MI).</i>	<p>Use RI data to identify students who need reading interventions.</p> <p>Use Professional Learning Communities to plan instructional interventions, monitor common formative assessment data, and to adjust instruction.</p>	<p>RI Data</p> <p>Lesson Plans</p>	<p>RI - End of Year Proficiency Fall 17/Spring 18</p> <p>1st- 0%/50%</p> <p>2nd- 38%/72%</p> <p>3rd- 44%/84%</p> <p>4th- 70%/87%</p> <p>5th- 57%/77%</p>																																															
	<i>Increase percentage of students performing at grade level in reading and math.</i>	<p>Utilize Systems 44/Read 180 for identified students.</p> <p>Conduct guided reading groups/strategy groups daily based on students' instructional levels.</p> <p>Conduct small, guided math groups, on a regular basis to reteach and accelerate students.</p> <p>Administer ongoing, formative assessments to monitor student progress</p> <p>Provide a double-dip of reading and/or math instruction from certified teachers through our tutoring program.</p>	CCRPI Data	<p>EOG Median Reading On Level</p> <table border="1"> <thead> <tr> <th></th> <th>2016</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>3rd</td> <td>86.7%</td> <td>92.9%</td> <td>87.5%</td> </tr> <tr> <td>4th</td> <td>90.9%</td> <td>78.8%</td> <td>80.5%</td> </tr> <tr> <td>5th</td> <td>90.0%</td> <td>90.5%</td> <td>85.3%</td> </tr> </tbody> </table> <p>EOG ELA Proficient Level 3-4</p> <table border="1"> <thead> <tr> <th></th> <th>2016</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>3rd</td> <td>57.4%</td> <td>63.4%</td> <td>58.1%</td> </tr> <tr> <td>4th</td> <td>68.2%</td> <td>68.5%</td> <td>62.0%</td> </tr> <tr> <td>5th</td> <td>74.5%</td> <td>66.6%</td> <td>62.4%</td> </tr> </tbody> </table> <p>EOG Math Proficient Level 3-4</p> <table border="1"> <thead> <tr> <th></th> <th>2016</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>3rd</td> <td>60.5%</td> <td>66.4%</td> <td>52.7%</td> </tr> <tr> <td>4th</td> <td>60.9%</td> <td>66.9%</td> <td>67.3%</td> </tr> <tr> <td>5th</td> <td>70.0%</td> <td>64.8%</td> <td>42.2%</td> </tr> </tbody> </table>		2016	2017	2018	3 rd	86.7%	92.9%	87.5%	4 th	90.9%	78.8%	80.5%	5 th	90.0%	90.5%	85.3%		2016	2017	2018	3 rd	57.4%	63.4%	58.1%	4 th	68.2%	68.5%	62.0%	5 th	74.5%	66.6%	62.4%		2016	2017	2018	3 rd	60.5%	66.4%	52.7%	4 th	60.9%	66.9%	67.3%	5 th	70.0%	64.8%
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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: (<u>Due September 1</u>)
Make Cobb the best place to teach, lead, and learn.	<i>Utilize stakeholder input to improve school processes.</i>	<p>Promote parent participation on School Climate Survey</p> <p>Utilize social media and technology such as Twitter and Facebook to communicate with stakeholders and encourage interaction with the school.</p> <p>Collaborate with the PTA Executive Board, and School Council quarterly to discuss school processes and solicit feedback.</p>	<p>GA Climate Survey data</p> <p>FB Usage Reports</p>	<p>Include literacy as a school priority, supported by the Kincaid Foundation.</p> <p>Established a Facebook Page with 269 followers.</p>
	<i>Establish programs and practices that enhance parental involvement and reflect the needs of students and their families.</i>	<p>Establish a Fall Festival for parents, families, and the community.</p> <p>Establish a Math Night for parents and students.</p> <p>Conduct a Heritage Day to increase parent involvement and highlight cultures of students and families.</p> <p>Promote Parental Involvement for annual school events including the Thanksgiving Feast, Celebration of the Arts, STEM Day, Fun Run, Career Day, Hands On Atlanta, School Spirit Nights, and volunteer opportunities.</p>	<p>Local school data</p>	<p>During the 17-18 school year, Kincaid promoted parent involvement through the Back to School Picnic, Celebration of the Arts, STEM Day, Fun Run, Earth Day, Hands On Atlanta Day, K & 5th Thanksgiving Feast, and other volunteer opportunities.</p>



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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)
Make Cobb the best place to teach, lead, and learn.	<i>Develop teacher leaders.</i>	<p>Establish a guiding coalition/focus group for teacher leaders to study and implement research-based, balanced literacy practices.</p> <p>Establish an Innovation School Improvement Committee to enable teacher leaders to guide the school toward STEM Certification and innovative practices.</p> <p>Allow teacher choice in determining professional learning based on interest, strengths or areas of growth.</p> <p>Conduct weekly collaborative planning for a teacher leader to facilitate grade level collaboration to increase student engagement and instructional rigor.</p> <p>Create opportunities for teachers to share instructional practices at staff meetings.</p>	<p>Teacher Leader Self-Assessment Survey</p> <p>Meeting Minutes</p> <p>Peer Observation Reflection Sheets</p> <p>Book Study Online Collaboration Threads</p> <p>Mid-year and Summative Conferences on Professional Goals and Growth</p>	<p>Established an effective Building Leadership Team with distributive leadership, sharing, problem solving and a focus on school improvement.</p> <p>Building Leadership Team revised and revised mission and vision and presented to the staff.</p>
	<i>Develop professional learning needs based on TKES and LKES evaluations and collaboration rubrics.</i>	<p>Secure a school-based reading specialist to support staff in implementing best practices in reading instruction and assessments.</p> <p>Offer a school-based Microsoft Innovative Educator Certification for staff to support their professional goals.</p> <p>Send a team of educators to participate in the 2018-2019 Cobb Innovation Academy.</p>	<p>TKES/LKES professional goals, observations and evaluations</p>	<p>During the 17-18 school year, the Kincaid staff participated in and completed a variety of professional learning:</p> <p>45 teachers CTLS Cohort IV</p> <p>9 teachers MIE certified</p> <p>2 teachers Gifted Endorsed</p> <p>1 teacher Cobb Education Consortium</p> <p>2 teachers trained AC math</p> <p>2 teachers trained AC ELA</p>