



# Murdock ES 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>	<ol style="list-style-type: none"> <li>1. Hold vertical team meetings for teachers to discuss prioritizing standards. September 11, 2018.</li> <li>2. Priority standards will be shared at the building leadership meeting.</li> <li>3. 3 Collaboration days will be scheduled throughout the year for teams for review and reflection of the prioritized standards.</li> </ol>	<ol style="list-style-type: none"> <li>1. Attendance at Vertical Team Meeting and document priority.</li> <li>2. Approval of priority standards by building leadership team.</li> <li>3. Attendance and meeting notes.</li> </ol>	<ol style="list-style-type: none"> <li>1. N/A</li> <li>2. N/A</li> <li>3. N/A</li> </ol>
	<i>Conduct weekly, collaborative, teacher team meetings based on the 4 critical questions.</i>	<ol style="list-style-type: none"> <li>1. Teachers will attend weekly collaborative team meetings based on the 4 critical questions.</li> <li>2. 3 Collaboration days will be scheduled throughout the year for teams for reflection in each of these areas.</li> </ol>	<ol style="list-style-type: none"> <li>1. Submit weekly notes.</li> <li>2. Attendance and meeting notes.</li> </ol>	<ol style="list-style-type: none"> <li>1. N/A</li> <li>2. N/A</li> </ol>

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

<i>Superintendent's Priorities</i>	<i>District Initiatives</i>	<b>Local School Key Actions:</b> (List as many actions as needed in each box.)	<b>Measured by:</b>	<b>Results</b> <b>of Key Actions from last year's plan:</b> (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>	<ol style="list-style-type: none"> <li>Teachers will utilize CTLS to develop common assessments.</li> <li>Teachers will use data generated by CTLS to drive instruction.</li> <li>3 Collaboration days will be scheduled throughout the year for teams student progress monitoring and reflection.</li> </ol>	<ol style="list-style-type: none"> <li>Records kept in CTLS assess.</li> <li>Lesson plans that reflect differentiation.</li> <li>Attendance and meeting notes.</li> </ol>	<ul style="list-style-type: none"> <li>Data teams review Touchstones and results of common assessments.</li> <li>Differentiation in all subject areas is noted in all lesson plans in all grade levels</li> </ul>
	<i>Deliver, analyze, and adjust instruction in reading and math, utilizing data from Universal Screener (RI and MI).</i>	<ol style="list-style-type: none"> <li>Use universal screeners to develop flexible grouping for remediation, on-level, and extension activities in Math and Reading.</li> <li>Provide additional instruction for at-risk reading students in third through fifth grade using Read 180 &amp; System 44.</li> <li>3 Collaboration days will be scheduled throughout the year for teams to analyze and reflect on this data.</li> </ol>	<ol style="list-style-type: none"> <li>Data for Differentiation Form</li> <li>Measured by RI scores.</li> <li>Attendance and meeting notes.</li> </ol>	<ul style="list-style-type: none"> <li>Guided reading are consistently noted in weekly lesson plans</li> <li>Average growth from 8/2017-4/2018 in Four READ 180/44 classes this year: 5<sup>th</sup>: 148 point increase 4<sup>th</sup>: 216 point increase 3<sup>rd</sup>: 169 point increase 3<sup>rd</sup>: 205 point increase</li> <li>The school is beginning to implement Ortan Gillingham instead of Max Scholar after further research. 8 teachers are attending Ortan Gillingham training for phonetics.</li> <li>Teachers monitor progress through DRA and running records</li> </ul>
	<i>Increase percentage of students performing at grade level in reading and math.</i>	<ol style="list-style-type: none"> <li>Teachers will complete the Data for Differentiation form.</li> <li>Gifted teachers will implement Talent Development to enrich students in 1<sup>st</sup> and 3<sup>rd</sup>.</li> </ol>	<ol style="list-style-type: none"> <li>Use CCRPI data, and DRA, RI, MI, and IKAN/Gloss assessments</li> <li>Standardized testing scores (IOWA and CogAT)</li> </ol>	<ul style="list-style-type: none"> <li>4-5 grades have AC classes.</li> <li>Talent development provided by ALP teachers to K-3.</li> </ul>



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

<i>Superintendent's Priorities</i>	<i>District Initiatives</i>	<b>Local School Key Actions:</b> (List as many actions as needed in each box.)	<b>Measured by:</b>	<b>Results</b> <b>of Key Actions from last year's plan:</b> (Due September 1)
Make Cobb the best place to teach, lead, and learn.	<i>Utilize stakeholder input to improve school processes.</i>	<ol style="list-style-type: none"> <li>Administration will meet separately with our 3 volunteer organizations: MES Foundation, PTA, and School Council to seek advice and input to improve school processes.</li> </ol>	<ol style="list-style-type: none"> <li>Use GA Climate Survey data and Meeting dates and agendas.</li> </ol>	<ul style="list-style-type: none"> <li>Quarterly meetings for stakeholders (PTA, MESF, and School Council)</li> <li>Out of 758 families, Murdock had 960 participants</li> </ul>
	<i>Establish programs and practices that enhance parental involvement and reflect the needs of students and their families.</i>	<ol style="list-style-type: none"> <li>Keep parents informed through weekly classroom and school newsletter.</li> <li>Utilize digital platforms to communicate classroom activities and receive parental feedback in real time.</li> <li>Offer curriculum and student performance nights.</li> <li>Offer school community events such as International Night, RAD Dad events, Spring Fling, Science Fair, etc.</li> </ol>	<ol style="list-style-type: none"> <li>Tracked by evaluating administrator.</li> <li>Listing of digital platforms used and parent subscribers.</li> <li>Dates on the school calendar.</li> <li>Dates on the school calendar</li> </ol>	<ol style="list-style-type: none"> <li>N/A</li> <li>N/A</li> <li>N/A</li> <li>N/A</li> </ol>



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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>	<b>Key Actions:</b> (List as many actions as needed in each box.)	<b>Measured by:</b>	<b>Results of Key Actions from last year's plan:</b> (Due September 1)
<p>Make Cobb the best place to teach, lead, and learn.</p>	<p><i>Develop teacher leaders.</i></p>	<ol style="list-style-type: none"> <li>1. Teachers will be provided 1 on 1 Mentoring program with collaboration days</li> <li>2. Provide opportunities for teachers to present to school staff as well as, for the county in areas of expertise.</li> </ol>	<ol style="list-style-type: none"> <li>1. Attendance and agendas.</li> <li>2. List of teacher presentations</li> </ol>	<ol style="list-style-type: none"> <li>1. N/A</li> <li>2. N/A</li> </ol>
	<p><i>Develop professional learning needs based on TKES and LKES evaluations and collaboration rubrics.</i></p>	<ol style="list-style-type: none"> <li>1. Teachers pursue professional learning opportunities with some financial support provided by Murdock.</li> <li>2. We are implementing the Proof of Concept School TKES evaluation documents for our Student Growth Measure and our Professional Goals.</li> </ol>	<ol style="list-style-type: none"> <li>1. Attendance at conferences and endorsement programs.</li> <li>2. County provided documentation forms.</li> </ol>	<ul style="list-style-type: none"> <li>• Teachers engaged in individual book study and faculty book study <u>Cultures Built to Last</u>.</li> <li>• Meetings occurred once a month for both book studies. Attendance taken and reflections completed by members</li> <li>• Training provided for Leader in Me, Touchstones , Conceptua Math, RTI, Phonics, autism training</li> <li>• Teachers selected conferences to attend and redelivered to teams Ex. Greg Tang Math, Minds in Motion</li> </ul>