



# Nicholson 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>	<b>Local School 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)
Simplify the foundation of teaching and learning to prepare for innovation.	<i>Ensure all teachers prioritize standards.</i>	- Teachers will work collaboratively within grade level and vertical teams to review the essential standards identified during the 2017-2018 school year and revise to reflect standards deemed a priority based on Readiness, Endurance, Assessment and Leverage.	Collaborative Team Agendas, Unit Plans , Observations	Team collaboration meetings took place each week and essential standards were identified in grade level and vertical collaboration teams.
	<i>Conduct weekly, collaborative, teacher team meetings based on the 4 critical questions.</i>	- Teachers will be consistent in collaborative grade level and vertical team procedures, roles, and expectations. Norm protocols will be adhered to and violations will be enforced as they occur.	Collaborative Team Agendas, Unit Plans , Observations	Grade level collaborative teams met weekly to address the 4 questions and monitor student progress.  Quarterly vertical collaboration took place for grade levels to discuss essential standards and address the 4 questions.

## 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 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>	<ul style="list-style-type: none"> <li>- Touchstones will be administered and analyzed school wide to address the 4 questions.</li> <li>- Common formative assessments based on Priority Standards will be utilized to determine areas of focus in math and reading.</li> </ul>	CTLS Assess Reports  Agendas from collaborative team meetings.  Data Notebooks	Teachers met weekly in grade level collaborative teams to develop common formative assessments and analyze data.
	<i>Deliver, analyze, and adjust instruction in reading and math, utilizing data from Universal Screener (RI and MI).</i>	<ul style="list-style-type: none"> <li>- The Universal Screener will be given three times per year.</li> <li>- Results from the Universal Screener will be analyzed at grade level collaborations meetings.</li> <li>- Data notebooks will be used to record and track data from the Universal Screener.</li> <li>- Daily intervention time will be built into the grade level schedules to differentiate for individual learning needs.</li> </ul>	Universal Screener Reports  Data Notebooks	Students scoring Proficient or Advanced on the RI increased from 50% to 67% with an average growth in Lexiles of 174.  Students scoring BB or Basic on the RI decreased from 51% to 31%.  Students scoring Proficient or Advanced on MI increased from 12% to 53% with an average growth of 205 quantiles.  Students scoring BB or Basic on the MI decreased from 88% to 48%.



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	<p><i>Increase percentage of students performing at grade level in reading and math.</i></p>	<ul style="list-style-type: none"> <li>- Implement System 44 and Read 180 to focus on reading strategies and interventions.</li> <li>- Identify below grade level students in reading and provide tutoring focused on R/ELA content standards during the day from certified teachers.</li> <li>- Implement Number Talks, GLOSS (Diagnostic Math Assessment), Guided Math, and Modeled Drawing in math.</li> <li>- Administer math common formative assessments in all grade levels.</li> <li>- Identify below grade level students in math and provide tutoring focused on math content standards during the day from certified teachers.</li> <li>- Implement Advanced Content math instruction in grades 4 and 5.</li> </ul>	<p>CCRPI Data</p>	<p><b>Reading</b></p> <p>Milestones Assessment: Students scoring at Grade Level or Above in Reading on 2018 EOG.</p> <ul style="list-style-type: none"> <li>• Gr 3 - 87%</li> <li>• Gr 4 - 79%</li> <li>• Gr 5 - 84%</li> </ul> <p>Average growth for Read 180 students increased an average of 221 exiles.</p> <p><b>Math</b></p> <p>Milestones Assessment: Students reaching Achievement Levels 3 and 4 on the Math EOG</p> <ul style="list-style-type: none"> <li>• Gr 3 – 52%</li> <li>• Gr 4 – 52%</li> <li>• Gr 5 – 47%</li> </ul>
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## Board Goal 3: *Develop stakeholder involvement to promote student success.*

<p><b>Superintendent's Priorities</b></p>	<p><b>District Initiatives</b></p>	<p><b>Local School Key Actions:</b> (List as many actions as needed in each box.)</p>	<p><b>Measured by:</b></p>	<p><b>Results of Key Actions from last year's plan:</b> (Due September 1)</p>
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<p>Make Cobb the best place to teach, lead, and learn.</p>	<p><i>Utilize stakeholder input to improve school processes.</i></p>	<ul style="list-style-type: none"> <li>- Enhance use of social media such as Twitter and Facebook to communicate with stakeholders and encourage interaction with the school.</li> <li>- Implementation of Positive Behavior Interventions (PBIS) will move from emerging to fully operational.</li> </ul>	<p>Georgia Climate Survey</p> <p>PTA and School Council Meeting Minutes</p>	<p>N/A</p>
	<p><i>Establish programs and practices that enhance parental involvement and reflect the needs of students and their families.</i></p>	<ul style="list-style-type: none"> <li>- PTA will offer events to families such as Bingo Night, Fall Carnival, Silent Auction, Spirit Nights etc. to provide families opportunities for involvement.</li> <li>- School will host VIP lunches, Veterans Day breakfast, Chorus Performances etc. to promote family involvement</li> <li>- Blessings in a Backpack program to provide food on the weekends for families in need.</li> <li>- Core Team (Admin., counselors, Social Worker, SSA) will meet weekly to discuss students and parents in need and ways to meet their needs.</li> </ul>	<p>PTA Agendas and Meeting Minutes</p> <p>Core Team Minutes</p> <p>Local School Surveys</p>	<p>N/A</p>

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



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<p>Make Cobb the best place to teach, lead, and learn.</p>	<p><i>Develop teacher leaders.</i></p>	<ul style="list-style-type: none"> <li>- The Building Leadership Team (BLT) will be comprised of one member from each grade level.</li> <li>- Support teachers seeking professional development and advanced degrees.</li> <li>- Selected teachers will attend professional development and will re-deliver and share knowledge gained: PBIS convention, RTI for PLC's, training etc.</li> <li>- Teachers with a coaching endorsement will mentor teachers new to Cobb and Nicholson.</li> </ul>	<p>BLT agendas and meeting minutes</p> <p>TKES professional growth plans and goals</p>	<p>N/A</p>
	<p><i>Develop professional learning needs based on TKES and LKES evaluations and collaboration rubrics.</i></p>	<ul style="list-style-type: none"> <li>- Provide professional learning in technology through MIE, blog and Office 365 training provided by the TTIS.</li> <li>- Provide Orton Gillingham training for all Kindergarten and First grade teachers.</li> </ul>	<p>TKES and LKES Data</p>	<p>N/A</p>