

# Pickett's Mill 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</b> <b>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>	<ul style="list-style-type: none"> <li>Utilize prioritization of standards protocol with every grade level and team</li> <li>Provide vertical collaboration among grade levels within Pickett's Mill Elementary and feeder middle school (Durham)</li> </ul>	<b>(Use collaborative team agendas, unit plans, observations, and/or TKES results)</b>	
	<i>Conduct weekly, collaborative, teacher team meetings based on the 4 critical questions.</i>	<ul style="list-style-type: none"> <li>Develop a school-wide schedule with dedicated PLC time (regular planning, data team meetings, vertical collaboration, super specials, early release days)</li> <li>Utilize "Are We a Group or a Team?" (Mike Mattos; Part 2) training materials to increase collaboration within the PLC model</li> </ul>	<b>(Use collaborative team agendas, unit plans, observations, and/or notes)</b>	<ul style="list-style-type: none"> <li>Part 1 "Are We a Group or a Team?" training increased teacher understanding of characteristics of an effective "10" team</li> <li>Individual teacher/team reflections generated tea ratings (1/5/10) and identified areas of strength and areas for growth</li> </ul>

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

Superintendent's Priorities	District Initiatives	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>	<ul style="list-style-type: none"> <li>• Provide in-depth training and support for the use of CTLS Teach and CTLS Assess</li> <li>• Ongoing administrative review of CTLS utilization reports to provide targeted support for individual teachers and/or teams</li> <li>• Develop common formative assessments for math to be administered weekly</li> <li>• Develop common formative assessments for reading to be administered every three weeks</li> </ul>	<i>(Use reports in CTLS ASSESS, generated by teacher or subject)</i>	<ul style="list-style-type: none"> <li>• Increased use of CTLS Teach and CTLS Assess</li> </ul>																																									
	<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>• Utilize beginning of the year RI data to establish unique, tiered performance targets for every grade level</li> <li>• Implement multiple instructional models and strategies to provide acceleration, extension, enrichment and remediation (flexible grouping, compacting, advanced content, academic camps during instructional breaks)</li> </ul>		<i>(Use RI and MI data)</i>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="color: red;">RI</th> <th>Fall 2017</th> <th>Spring 2018</th> </tr> <tr> <th style="color: red;">Grade Lvl.</th> <th>%Prof/Advncd</th> <th>%Prof/Advncd</th> </tr> </thead> <tbody> <tr><td>Grade 1</td><td></td><td>58.0%</td></tr> <tr><td>Grade 2</td><td>37.3%</td><td>68.4%</td></tr> <tr><td>Grade 3</td><td>64.5%</td><td>87.0%</td></tr> <tr><td>Grade 4</td><td>55.3%</td><td>75.6%</td></tr> <tr><td>Grade 5</td><td>65.9%</td><td>79.7%</td></tr> </tbody> </table> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="color: red;">MI</th> <th>Fall 2017</th> <th>Spring 2018</th> </tr> <tr> <th style="color: red;">Grade Lvl.</th> <th>%Prof/Advncd</th> <th>%Prof/Advncd</th> </tr> </thead> <tbody> <tr><td>Grade 1</td><td>17.2%</td><td>72.6%</td></tr> <tr><td>Grade 2</td><td>21.4%</td><td>54.7%</td></tr> <tr><td>Grade 3</td><td>6.5%</td><td>40.2%</td></tr> <tr><td>Grade 4</td><td>9.2%</td><td>63.4%</td></tr> <tr><td>Grade 5</td><td>36.4%</td><td>74.2%</td></tr> </tbody> </table>	RI	Fall 2017	Spring 2018	Grade Lvl.	%Prof/Advncd	%Prof/Advncd	Grade 1		58.0%	Grade 2	37.3%	68.4%	Grade 3	64.5%	87.0%	Grade 4	55.3%	75.6%	Grade 5	65.9%	79.7%	MI	Fall 2017	Spring 2018	Grade Lvl.	%Prof/Advncd	%Prof/Advncd	Grade 1	17.2%	72.6%	Grade 2	21.4%	54.7%	Grade 3	6.5%	40.2%	Grade 4	9.2%	63.4%	Grade 5
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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>Assign content area engagement leaders to provide targeted professional development</li> <li>Deliver math professional development track (second semester) to enhance teacher understanding of standards and effective instructional practices</li> <li>Utilize support models to improve student achievement in reading (System 44, Read 180)</li> </ul>	<p><i>(Use CCRPI data)</i></p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;"><b>ELA</b></td> <td style="text-align: center;">EOG 2016</td> <td style="text-align: center;">EOG 2018</td> </tr> <tr> <td style="text-align: center;">Grade Lvl</td> <td style="text-align: center;">Level 2-4</td> <td style="text-align: center;">Level 2-4</td> </tr> <tr> <td style="text-align: center;">Grade 3</td> <td style="text-align: center;">74.6%</td> <td style="text-align: center;">80.3%</td> </tr> <tr> <td style="text-align: center;">Grade 4</td> <td style="text-align: center;">74.1%</td> <td style="text-align: center;">84.3%</td> </tr> <tr> <td style="text-align: center;">Grade 5</td> <td style="text-align: center;">82.8%</td> <td style="text-align: center;">89.1%</td> </tr> <tr> <td style="text-align: center;"><b>MATH</b></td> <td style="text-align: center;">EOG 2016</td> <td style="text-align: center;">EOG 2018</td> </tr> <tr> <td style="text-align: center;">Grade Lvl</td> <td style="text-align: center;">Level 2-4</td> <td style="text-align: center;">Level 2-4</td> </tr> <tr> <td style="text-align: center;">Grade 3</td> <td style="text-align: center;">68.1%</td> <td style="text-align: center;">86.5%</td> </tr> <tr> <td style="text-align: center;">Grade 4</td> <td style="text-align: center;">83.6%</td> <td style="text-align: center;">88.9%</td> </tr> <tr> <td style="text-align: center;">Grade 5</td> <td style="text-align: center;">89.1%</td> <td style="text-align: center;">85.2%</td> </tr> </table>	<b>ELA</b>	EOG 2016	EOG 2018	Grade Lvl	Level 2-4	Level 2-4	Grade 3	74.6%	80.3%	Grade 4	74.1%	84.3%	Grade 5	82.8%	89.1%	<b>MATH</b>	EOG 2016	EOG 2018	Grade Lvl	Level 2-4	Level 2-4	Grade 3	68.1%	86.5%	Grade 4	83.6%	88.9%	Grade 5	89.1%	85.2%
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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 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>	<ul style="list-style-type: none"> <li>Increase opportunities for staff input in local decision making and planning through utilization of highly effective action teams</li> <li>Collaborate with PTA, Foundation and School Council to identify instructional, facility and safety concerns and develop plans to address areas of need</li> <li>Analyze stakeholder surveys</li> </ul>	<p><i>(Use GA Climate Survey data)</i></p>	



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	<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>• Plan for vertical collaborative meetings with Allatoona High School cluster to focus on instructional practices and community needs</li> <li>• Conduct collaborative School Council meetings with Allatoona High School cluster schools</li> </ul>	<p><i>(Collect data at local school)</i></p>	<ul style="list-style-type: none"> <li>• Conducted two “Pirate Playdates” during summer 2018 to welcome new and returning families</li> <li>• Increased presence on social media (Twitter followers: 588)</li> <li>• PTA and Foundation Boards held “Get To Know Your Board” social</li> <li>• PTA and Foundation Boards conducted a collaborative parent survey to gather feedback from stakeholders for project prioritization and budget planning</li> </ul>
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## 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>• Provide multiple opportunities for teacher leadership through local school initiatives and Cobb County School District programs (               <ul style="list-style-type: none"> <li>○ CCSD: Teacher Leader Academy; Aspiring Leader Academy</li> <li>○ Local school: Building Leadership Team; book study (<i>Start With Why</i>); aspiring leader group</li> </ul> </li> <li>• Utilize Leadership Self-Assessment (fall/spring) for all members of Building Leadership Team and aspiring leader group</li> <li>• Collaboratively create job descriptions for Building Leadership Team members</li> <li>• Provide leadership-focused training at each Building Leadership Team meeting</li> </ul>	<p><i>(Use new Teacher Leader Self-Assessment Survey and possibly your Professional Development Plan)</i></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>• Offer differentiated professional development tracks (technology/MIE; math; instructional strategies and student engagement; specialized instruction; grant writing)</li> <li>• Utilize PLC rubrics at beginning and end of year for each grade level and department team</li> <li>• Utilize O365 "Teams" to increase collaboration and enhance professional development (one team for each professional development track)</li> </ul>	<p><i>(Use results from TKES and LKES evaluations)</i></p>	