



Smyrna 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>	<ol style="list-style-type: none"> 1. Create curriculum maps, as teams, at each grade level, based on standards and current data. 2. Touchstone Data Teams and Early Literacy Teams will ensure that standards are being prioritized and implemented. 	Use collaborative team agendas, unit plans, observations Touchstone data Early Literacy data Data team Minutes	
	<i>Conduct weekly, collaborative, teacher team meetings based on the 4 critical questions.</i>	<ol style="list-style-type: none"> 1. Create a weekly time for teams to collaborate. 2. Each team will work from a team minute sheet with the 4 critical questions to focus their conversations. 	Use collaborative team agendas, unit plans, observations, and/or notes	

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>	<ol style="list-style-type: none"> 1. Work with our TTIS to redeliver the CTLS ASSES training. 2. Schedule times for common assessments to be given for 3rd -5th grade. 3. Hold data team meetings to analyze and discuss the data. 	<p><i>Use reports in CTLS ASSESS, generated by teacher or subject.</i></p> <p><i>Data team minute sheets.</i></p>	
	<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"> 1. Use the data team process and grade level meetings to monitor student progress in reading and math and adjust instruction for each type of learner. 2. Data sheets will be kept and reviewed by teachers to monitor student growth. 3. RI, GLOSS, On Demand pre / post reports will be analyzed during grade level meetings to plan for differentiated instruction. 	<p>Data sheets Data sources such as RI</p>	

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	<p><i>Increase percentage of students performing at grade level in reading and math.</i></p>	<ol style="list-style-type: none"> 1. Teachers will provide both guided reading and guided math consistently. 2. EIP teachers will support students by delivering small group strategy lessons to students in Reading and Math. 	<p><i>Data sources such as RI, GLOSS, Touchstones, Jan Richardson Assessments and Milestones.</i></p>	<p>GA Milestones Reading On Grade Level</p> <p>3rd – 64.5 % 4th – 60.3% 5th 70.4%</p> <p>GA Milestones Math % in levels 3 & 4</p> <p>3rd – 33% 4th – 29 % 5th – 30 %</p> <p>RI % Advanced and Proficient at end of year</p> <p>1st – 13 % 2nd - 35% 3rd – 79% 4th – 71 % 5th – 61 %</p>
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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>)
<p>Make Cobb the best place to teach, lead, and learn.</p>	<p><i>Utilize stakeholder input to improve school processes.</i></p>	<ol style="list-style-type: none"> 1. Stakeholders will have multiple opportunities to provide feedback through surveys and participation on committees like School Council, PTA, Foundation and Parent Nights. 2. The SES staff will commit to being active listeners and problem solvers as we work with our stakeholders to improve school processes. 	<p><i>Use GA Climate Survey data</i></p> <p><i>Feedback on the Title Plan</i></p> <p><i>Emails and Conferences with parents where we can improve processes.</i></p>	<p>300 parents completed surveys last.</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>	<ol style="list-style-type: none"> 1. We will offer multiple opportunities for families to be involved with their child in learning experience and activities such as: Open House for each class AC Open House LIM Night STEM / Math Night Culture Night Wax Museum Milestone Parent Meeting 2. We will visit local apartment complexes to read with the students and share resources with the parents. 3. Our Parent Liaison and some staff members will offer parent courses that relate to the curriculum, each month. 	<p>Sign in sheets</p> <p><i>Feedback forms or surveys</i></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)
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<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"> 1. Smyrna University, led by our academic coach, will be offered to all staff and required for new staff. 2. CTLS training lead by our TTIS, Ellen. 3. PLC Leaders will be established at each grade level for each content area. They will attend the district training and redeliver information to their team. 	<p><i>Survey given to new staff on topics they want to learn about.</i></p> <p><i>Staff Calendar with training dates.</i></p> <p><i>Agendas / Minutes from trainings</i></p>	
	<p><i>Develop professional learning needs based on TKES and LKES evaluations and collaboration rubrics.</i></p>	<ol style="list-style-type: none"> 1. Provide Discipline training, introducing and implementing, school wide behavior expectations for the 2018 – 2019 school year. 2. Optional book study on how to address power struggles in the classroom, will be offered to all staff, led by Ms. Rogers and Ms. Ventura. 3. Academic coach is providing multiple professional development opportunities that cover all content areas. 	<p><i>Used staff survey results from last year. We can do a comparison survey at the end of this year.</i></p> <p><i>TKES evaluations / observations.</i></p> <p><i>Agendas/ sign in sheets / Minutes.</i></p>	