

Griffin Middle School 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>AP for Curriculum/Instruction and Academic Coaches will model how to determine priority standards for all content teachers during first quarter.</p> <p>Content core expectations are set that all teachers will prioritize content standards during their collaborative team meetings.</p>	(Use collaborative team agendas, unit plans, observations, and/or TKES results)	In 2018 our teachers meet regularly in their content collaborative teams working on common formative and summative assessments; analyzing data; and developing lessons and enrichment plans. CCC teams will continue to together to meet the needs of students with a focus next year on prioritizing standards.
	<i>Conduct weekly, collaborative, teacher team meetings based on the 4 critical questions.</i>	Teachers will meet weekly with their collaborative teams using the agenda template that incorporates the 4 critical questions.		(Use collaborative team agendas, unit plans, observations, and/or notes)



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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>	All core teams will use CTLS Access to deliver common Formative Assessments quarterly as monitored by CTLS reports and data analysis.	<i>(Use reports in CTLS ASSESS, generated by teacher or subject)</i>	Griffin is in the process of continuing to utilize CTLS Access to its fullest potential. Administrators will use CTLS reports to guide and train teachers in effective use of CTLS Access.

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	<p><i>Deliver, analyze, and adjust instruction in reading and math, utilizing data from Universal Screener (RI and MI).</i></p>	<p>Our AP for Curriculum/instruction along with our academic coaches will guide teachers on how to set SMART goals for students at the end of initial RI assessment. We will do the same with MI data but will start after the October initial administration.</p>	<p><i>(Use RI and MI data)</i></p>	<p>This past year we worked to decrease the number of students reading below grade level as well as those performing below grade level in math. As is evident by the RI and MI scores from August to May we have accomplished this but still have room to improve.</p> <p>RI % below grade level in August – 29% RI % below grade level in May – 21% MI % below basic in August - 51% MI % below basic in May - 30%</p>
	<p><i>Increase percentage of students performing at grade level in reading and math.</i></p>	<p>Implement by 4th week of school and going through the end of the school year a 30 minute literacy time at end of the day for 6th and 7th grade classes with set curriculum designed by Literacy Committee.</p> <p>Add Reading classes to the 8th grade core content schedule to reach students below grade level as well as to accelerate those students already at grade level.</p>	<p><i>(Use CCRPI data)</i></p>	<p>Milestone data - % of students reading on our above grade level- 64% Milestone data - % of kids performing on our above grade level in math- 76%</p>

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



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<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>	<p>We will host our 3rd annual stakeholder planning meeting to obtain stakeholder input on school improvement.</p> <p>We will continue to host our monthly coffee with the principal as a way to engage stakeholders and to increase their voice in school improvement.</p> <p>We will expand our student voice committee (formally known as student council) providing our students with a tool where their voice can be more readily heard.</p>	<p><i>(Use GA Climate Survey data)</i></p>	<p>Griffin conducts an annual stakeholder meeting in April where parents, students, teachers and administrators all come together to reflect and plan for the next year. This past spring we held our stakeholder meeting on April 13th and out of this meeting came the key components of our school strategic plan as well as our school's engagement focus.</p> <p>Monthly coffee talks with the principal have proven to be a beneficial means of providing stakeholders with a voice. Each month we alternate between morning and afternoon meetings so that all have a chance to attend.</p> <p>During the 2018 school year the Principal's student advisory council was formed giving students a means of voicing their concerns and suggestions on ways to make Griffin Great.</p>
	<p><i>Establish programs and practices that enhance parental involvement and reflect the needs of students and their families.</i></p>	<p>We will utilize IWC more strategically to ensure that EL parents feel more welcome and become more engaged.</p> <p>Our Local School Council will focus on parent engagement this year providing ideas and recommendations on ways to increase engagement.</p>	<p><i>(Collect data at local school)</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)
Make Cobb the best place to teach, lead, and learn.	<i>Develop teacher leaders.</i>	<p>We will open up to all staff the positions of department chair with applications reviewed by admin during first of August.</p> <p>We will have teachers rotate leading grade level collaborative team meetings each week.</p> <p>We will have teachers present various PL strategies during monthly faculty meetings to develop their presentation skills.</p>	<i>(Use new Teacher Leader Self-Assessment Survey and possibly your Professional Development Plan)</i>	This past year Griffin had a 90% retention rate of teachers which is a huge improvement from previous years. With the formation of the Guiding Coalition to help set and maintain the focus for the school, we have been able to create a place where teachers want to be and leaders are developed. This current year we have 5 teachers accepted to and attending the CCSD Teacher Leader Academy.
	<i>Develop professional learning needs based on TKES and LKES evaluations and collaboration rubrics.</i>	Academic coaches and administration will offer PL opportunities monthly based on topics generated by 2018 TKES as well as teacher surveys.	<i>(Use results from TKES and LKES evaluations)</i>	Our academic coaches used information from TKES as well as faculty surveys to create our differentiated professional development plan for Griffin.



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