

Turner Woods Elementary

Strategic Improvement Plan FY 2017

Strategic Goal Area I: Increase Student Achievement and Success

Goal Area Priorities:

- * Academic Growth for all students
- * High quality instruction

Performance Objective IA – To ensure student mastery of curriculum

Initiatives and Action Steps:

I.A.1: Curriculum Initiative

- Promote sustained implementation of Georgia Standards of Excellence(GSE)
- Science/Technology/Engineering/Arts/Math(STEAM) –Plans/activities implemented for Gifted / K-5 classrooms to initiate activities for students
- Developed a STEAM committee with all grade levels represented meeting held monthly
- Increase writing exploratory collaboration with grade level teachers.
- Driving consistent, high standard teaching and learning through high quality teaching and assessment practices.
- Provide training and assist teachers with new Social Studies and Science GSE

I.A.2: Instruction Initiative

- Use classroom walkthroughs, department meetings, grade level/content meetings and Professional Learning Communities (PLC) meetings, to ensure the curriculum is implemented with fidelity.
- Participate in monthly data meetings to ensure comprehensive analysis of all data sources is used to improve instructional effectiveness and student growth – (Grade level Specific, Measurable, Achievable, Realistic, Time-bound (SMART) Goals/Standardized Test for the Assessment of Reading (STAR) with the addition of common formative assessment – (leads toward common grading practices)
- Use data from Write Score with 3-5 to determine weak areas and plan according to needs of students
- Improve student self-monitoring / goal setting

I.A.3: Assessment Initiative

- Assist teachers in developing periodic common formative assessments to guide instructional practices
- Implement comprehensive, balanced common assessments – analyze data from these assessments and adjust instruction accordingly to maximize student achievement
- Increase student reading using Accelerated Reading (AR) incentives. Monitor points and library book circulation.
- Provide electronic template format to guide discussion and collaboration in creating common formative assessments with follow up data analysis with administration
- Utilize consistent, legitimate grading practices throughout grade levels and from class to class in order to ensure that teachers are well informed of student progress

I.A.4: Technology Initiative

- Provide software to enhance learning and student achievement – Lexia / Reflex /IXL programs
- Implemented Classwork program schoolwide with teacher team leading the staff development and learning

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Performance Objective I.B – To ensure all students are college and career ready upon graduation

Initiatives and Action Steps:

I.B.1: Intervention Initiative

- Provide Response to Intervention (RTI) procedures and follow up with monthly meetings in order to monitor student data as identified in Tier 2
- Maintain RTI procedures for Tier 3 students based on individual student needs
- Ensure the implementation of progress monitoring for students with disabilities in math and reading
- Develop and implement an after school program for grades 3-5
- Schedule Trooper Time in order to facilitate the school wide implementation of interventions without interfering with regular class instruction.

I.B.2: Counseling Initiative

- Planned 3-5 Career interest inventory / Researching careers
- Participation for All Grade levels in career writing activities
- Planned K-2 Career on Wheels Day
- Schedule 3-5 Career Awareness Day with community speakers
- Presentations for 4th Grade from Career, Technical, Agriculture Education (CTAE) students about different careers – Turner Woods Elementary Teachers give feedback to CTAE teacher
- Conduct guidance lessons (bullying, introduction to the counselor – Kindergarten, self-esteem) by Counselor

I.B.3: College and Career Ready Performance Index Initiative (CCRPI)

- Evaluate the performance on the CCRPI report to make instructional decisions
- Conduct data analysis on the CCRPI for all students with emphasis placed on student growth

Performance Objective I.C – To ensure effective student support services

Initiatives and Action Steps:

I.C.1: Attendance Initiative

- Initiate incentives for attendance – Students with excused / unexcused
- Address the guidelines from CCRPI – 6 or under... Excused/unexcused
- Monitor attendance in excess of 6 days by administration
- Display attendance counts daily for greater awareness by the school community

I.C.2: Counseling

- Provide Family supports – Liaison between families and communities
- Respond to student needs - Group counseling sessions(divorce, death, household change)

I.C.3: Nurse Initiative

- Deliver Hygiene and Puberty overview (Parent permission required) 4th and 5th grade
- Train select staff in administering Cardiopulmonary Resuscitation - 17% of staff trained
- Provide Diabetes Training – (maintain at least 2 staff members trained)

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Strategic Goal Area II: Increase Student, Staff and Stakeholder Engagement

Goal Area Priorities:

- * Communication
- * Community Participation
- * Partnerships

Performance Objective II.A – To Increase Family and Community Engagement

Initiatives and Action Steps:

II.A.1 Family Involvement Initiative

- Conduct Parent and Family Nights around areas of interest and need
- Conduct Family Affair – Workshops geared to parent topics for parents to attend and engaging student activities that run at the same time
- Initiate Welcome Wednesdays during November with male role models greeting students in the morning

II.A.2: Community Involvement Initiative

- Engage the whole school community in ensuring practices continue to be current and relevant, and supporting ongoing improvement in student learning outcomes
- Schedule School Council meetings regularly throughout the year (4 meetings minimum)

Performance Objective II.B – To Improve Student Engagement

Initiatives and Action Steps:

II.B.1: Technology Initiative

- Support bring your own device (BYOD)
- Training and support with new apps
- Demonstrate and coordinate 3D printer projects with various groups and/or grade levels
- Training with 3D printers by select teachers and the opportunity to use a printer from MGRESA

II.B.2: Positive Learning Environment Initiative

- Implementation of Positive Behavioral Interventions and Supports (PBIS) <maintain operational status>
- Expedite continued use of the Trooper buck system for students and staff
- Support teacher classroom reward system
- Operation of student rewards (vary by Grade Level)
- Recognition of school wide implementation of PBIS
- Carry out monthly meetings to discuss SWSS data and evaluate our implementation
- Teacher Buck incentive given out to teachers that support and demonstrate PBIS initiatives. These can be used for the Teacher cart on select Wednesdays during PLC meetings.
- Provide meals for faculty/staff that participate in evening events.

Strategic Goal Area III: Maintain High Quality Personnel

Goal Area Priorities:

- * Ethical
- * Professional
- * Positive School Climate

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Performance Objective III.A – To provide all staff high-quality, relevant professional learning

Initiatives and Action Steps:

III.A.1 Professional Development Initiative

- Provide a common collaboration form – Electronic version – document conversations among grade level teams about lesson planning, sharing information, and data plans.
- Implement a professional learning community focused on collaboration among grade levels in a systematic manner
- Investigate and provide support for STEAM
- Training with Lexile levels and how to set goals for students (CCRPI standard 3rd grade =>650, 5th grade =>850)
- Conduct Professional Learning Visits (PLV's) by every certified teacher at least one per year and include our collaboration with other elementary schools.
- Organize a book study with all Certified staff - Maximum Tier 1
- Organize a book study with all Paraprofessionals - How Full is Your Bucket?
- Facilitate Grade Level Learning Communities based on grade needs
- Design Targeted Professional Learning

Performance Objective III.B – To improve personnel processes

Initiatives and Action Steps:

III.B.1: Retention and Recruitment Initiative

- Coordinate and support Mentor and Mentee Program
- Foster a continued relationship with local colleges and universities to support future educators and possible future employees

III.B.2: Leadership Initiative

- Analyze the data from teacher surveys to establish areas of improvement and set up professional plans
- Maintain professional development
- Attend Summer Leadership Summit
- Enroll Assistant Principal in the Georgia Association of Educational Leaders(GAEL) Aspiring Principal's program

Strategic Goal Area IV: Increase Organizational Effectiveness

Goal Area Priorities:

- ❖ Communication
- ❖ Safe Environment

Performance Objective IV.A – To improve operational processes

Initiatives and Action Steps:

IV.A.1: Technology Initiative

- Develop a replacement plan (teacher laptops)
- Update to our procedures / check in / check out /Maintenance /In-house inventory

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IV.A.2: Safety Initiative

- Promote a shared vision – Respectful, Responsible and Safe – PBIS initiative
- Understand barriers to learning and implement plans to support students
- Improve student supervision in all areas of the school (Monitor bus and car dismissal procedures, monitor referrals)
- Increase teacher / student connections – Relationship development
- Schedule monthly duty assignments and rotations
- Initiate a student safety patrol

IV.A.4: Financial Initiative

- Ongoing monitoring of profitability of the after school care program (Cub Care) including labor cost control.

Performance Objective IV.B – To improve facilities and related services

Initiatives and Action Steps:

IV.B.1: Facilities Initiative

- Make improvements with school building and land including (covering for an area of playground/additional shrubs and trees)
- Create a schedule of duties for custodial staff with weekly follow up by administration

Performance Objective IV.C – To ensure continuous Improvement with fidelity

Initiatives and Action Steps

IV.C.1 Continuous Improvement (CCRPI)

- Accurate, consistent review of reliable data with Georgia Milestones Assessment Systems (GMAS) results with specific attention on student growth
- Develop and implement plans to address weakness and gaps with special populations and grade levels
- Follow through on common formative assessment development
- Implement PLV with STEM certified schools outside Jones County school district