**2019-2020 Hartwell Elementary Strategic Plan
Georgia Vision Project = GVP**

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| **School Name: Hartwell Elementary School** | **System Name: Hart County Charter System** |
| **Principal Name: Lydia A. Bennett, Ed. S.** | **School Year: 2019-2020** |
| **Title I School: Yes** | **School Governance Team Meeting Date: 8/19/19**  |
| **CCRPI Status: 2018 Score: 73.6** |  |  | **Graduation Rate: %** |  |  |  |  |  |
| **Star Climate Rating: Three Stars** |  |  |  |  |  |  |
|  | **Executive Summary:** Hartwell Elementary School serves grades Pre-K through fifth grade and is one of three elementary schools in the Hart County Charter System. Hartwell Elementary is home to approximately 540 students with an ethnicity of 47.0% White, 41.9% African American, 0% American Indian or Alaskan native, 1.2% Asian or Pacific Islander, 3.5% Hispanic, and 6.2% Two or more races. Of our student population, 52.4% are male and 47.6% are female. Approximately 4.6% of the student body is enrolled in and receive gifted education services and 12.0% receive special education services. The teacher staff consists of 29 homeroom teachers, 7 teachers serving in support roles, and 10 paraprofessionals. The current pupil/teacher ratio is approximately 18:1. The average homeroom class size is 18 students. Currently, at Hartwell, 68.55% of the student body qualifies for free or reduced lunch. |
| **Principal’s Signature:**  | **Date:** |
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| **Superintendent’s Signature:** | **Date:** |

**Goal 1: Student Achievement**

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| **Performance Objective 1.1**: Increase Student Mastery of the Curriculum |
| **Initiatives** |
| **Coherent Instructional System (Standards Based Instruction) GVP 4.1, 5.1, 5.3** | **Literacy**  | **Science, Technology, Engineering, Art, and Math (STEAM)GVP 5.2** |
| ***Action Steps*** |
| *Create, Implement, and Monitor Curriculum Maps, Pacing Guides, and Common Assessments for Core Content Courses (What We Teach)* | *Conduct Achievement Teams on a Consistent Basis at Each Grade Level* | *Implement and Refine School Based STEM/STEAM/Project Based Learning Plans*  |
| *Implement and Monitor Components of Effective and Engaging Classrooms (How We Teach)* | *Provide Professional Learning Related to Lucy Calkins Reading and Writing Model and Math Using Guided Math Kits to all K-5 teachers* | *Integrate Technology into All Core Content Areas* |
| *Utilize Data to Inform Instruction*  | *Increase Student Exposure to Literature in All Content Areas Including Writing* | *Provide Professional Learning Related to STEM/STEAM/Project Based Learning* |
| *Utilize Instructional Coaches to Improve Instruction*  | *Increase Libraries in All Classrooms K-5* | *Implement Grade Level STEAM Units and Projects Consistently* |

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| **Performance Objective 1.2**: Ensure Student Success |
| **Initiatives** |
| **Achievement Gap Closure** | **High ExpectationsGVP 4.3** | **College & Career Preparation**  |
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| *Provide and Monitor Academic Safety Nets for All Subgroups Through Effective Data Analysis Quarterly* | *Challenge Exceeding Students Through Differentiated Instruction During Acceleration Blocks* | *Increase Lexile Reading Levels of All Students K-5*  |
| *Meet or Exceed Subgroup Targets* | *Provide Afterschool Tutoring in Grades K-5 in Math and Reading* | *Increase Percentage of Students Reading on Grade Level* |
| *Monitor Response to Intervention (MTSS) Protocols and Practices* | *Establish MTSS Team and Participate In Professional Development Throughout The Year* | *Monitor Implementation of District Wide Character Education Program (Soft Skills) 7 Mindsets* |

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| **Goal 2: School Climate and Family/Community Engagement**  |

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| **Performance Objective 2.1**: Ensure Safe, Positive, Nurturing, Educational Climate |
| **Initiatives** |
| **School Climate and Culture****GVP 8.1** | **Safety** | **Discipline** **(Student Learning Community)** |
| ***Action Steps*** |
| *Seek Input from Staff to Improve the Culture and Climate of The School* | *Implement and Monitor Safety and Security Plans* | *Implement STAR Bucks for Students With PBIS* |
| *Utilize Stakeholder Feedback to Improve Stakeholder and Community Perception of The School* | *Improve Communication with Local Emergency Medical Services*  | *Communicate Behavioral Expectations to Parents and Students* |
| *Improve Decision-Making Transparency Through Leadership Meetings*  | *Provide Professional Learning in CPR, AED, and Mindset Physical Restraint* | *Monitor Positive Behavioral Interventions and Supports (PBIS) Plans* |
|  | *Implement Centegix Security Alert System for All Faculty and Staff* |  |

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| **Performance Objective 2.2:** Improve and Increase Stakeholder Involvement |
| **Initiatives** |
| **CommunicationGVP 5.4** | **Parent Outreach** | **School Governance Teams****GVP 7.4** | **Opportunities to Share District InformationGVP 2.1** |
| ***Action Steps*** |
| *Update, Publish, and Monitor Communication Plans for the School and the Teacher* | *Provide PurposefulParent and Family Engagement Opportunities*  | *Share Communication Plans with Governance Team* | *Work With Community Relations Director to Promote School* |
| *Increase Internal/External Communication* | *Create and Share School Specific Google Calendar for Parents* | *Schedule School Governance Training Opportunities* | *Maintain Effective District School Website and Other Social Media Outlets* |

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| **Goal 3: Efficient and Effective Operational Support Functions**  |

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| **Performance Objective 3.1**: Identify and Prioritize Resources to Improve Academic Success |
| **Initiatives** |
| **Fiscal Management****GVP 9.2, 9.3** |  **Resource ManagementGVP 3.6** | **Resource Utilization** |
| ***Action Steps*** |
| *Include All Employees in the Budgeting Process* | *Maintain Facilities Replacement Plan* | *Improve Staff Attendance (Substitutes)* |
| *Monitor Equity of Resource Allocations Among Grade Levels and School* | *Maintain Physical Inventory of Resources* | *Research Building Expansions for Future Growth* |

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| **Performance Objective 3.2:** Improve Student Support Functions |
| **Initiatives** |
| **School Nutrition** | **Transportation** | **Maintenance**  | **TechnologyGVP 4.2** |
|  |  | *Monitor The School and Gather Input From Stakeholders About The Grounds* | *Provide Quality Technology Training to Faculty and Staff for Use of Technology In The Classroom* |

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| **Goal 4: Continuous System and School Improvement**  |

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| **Performance Objective 4.1**: Sustain a High Quality Workforce |
| **Initiatives** |
| **Employee DevelopmentGVP 6.0** | **Leadership CapacityGVP 6.2** |
| ***Action Steps*** |
| *Provide Differentiated Professional Learning Opportunities* | *Conduct High Quality Leadership Team Meetings* |
| *Attract and Retain Effective Teachers*  | *Develop Internal Leaders Through Implementation of Leadership Teams and Acheivement Teams at Each Grade Level* |
|  | *Participate in Annual GLISI Cohort and Create a Plan of Action to Address Identified Deficits at HES* |

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| **Performance Objective 4.2:** Ensure Continuous Improvement and Performance Accountability |
| **Initiatives** |
| **Strategic Improvement**  | **Board of Education (BOE)** | **Charter** |
| ***Action Steps*** |
| *Publish School Strategic Plan and HES School Improvement Plans* | *Approve School Strategic Plan and Provide Support* | *Familiarize Stakeholders with Charter Plan* |
| *Monitor Professional Learning Opportunities* | *Provide Support and Resources for Professional Development Opportunities* | *Utilize Charter Flexibility to Effectively Meet the Needs of Students* |