James W. Smith Elementary

School Improvement Plan 2021-2023

MISSION

SOAR out of the nest, above the rest.

VISION

Strengthen all students by providing them with **O**pportunities to **A**chieve positive, measurable **R**esults.

Principal: Sherri N. Thomas
School Improvement Team: Kathleen Brinson (English Language Rep), Rhonda Brown (Instructional Assistant), Pam Collins (Assistant Principal), Rosa Ingram (K-2 Teacher Rep), Jennifer Jones (School Counselor), Kristen McCoy (Curriculum Coach), Elizabeth Romero (Parent Rep), Robyn Toler (3-5 Teacher Rep)
Meeting Dates: 9/1, 9/15, 9/29, 10/20, 11/17, 12/15, 1/19, 2/16, 3/16, 4/25, 5/18

SCHOOL GRADE	C
GROWTH STATUS	MEETS
DESIGNATED STATUS	N/A

SUBGROUPS	WHITE	BLACK	HISP	ASIAN	MULTI	PI
	49%	27%	19%	0	5%	0
	MALE	FEMALE	SWD	ESL	AIG	EDS
	51%	49%	12%	8%	2%	74.4%

SCHOOL GOALS

School Goal 1a: JWS will increase school performance grades by improving grade level proficiency and exceeding growth in reading for to 65.5%
School Goal 1b: JWS students, by the end of the school year will read on or about the Lexile score of 725 by the end of third grade
School Goal 1c: JWS will increase school performance grades by improving grade level proficiency in math to 62.3%
School Goal 1d: JWS will increase school performance grades by improving grade level proficiency in Grade 5 science to 79.9%

OBJECTIVE 1: A2.04 Instructional teams develop standards-aligned units of instruction for each subject and grade level.

OBJECTIVE 2: A4.06 All teachers are attentive to students' emotional states, guide students in managing their emotions, and arrange for support and interventions when necessary.

School Goal 2: James W Smith Elementary will decrease teacher turnover (attrition + mobility) to the state rate of 13.3% or maintain the 2018-2019 rate if lower than the state average.

OBJECTIVE 1: B2.03 The school has established a team structure among teachers with specific duties and time for instructional planning.

OBJECTIVE 2: C3.04 The LEA/School has established a system of procedures and protocols for recruiting, evaluation, rewarding, and replacing staff.

School Goal 3a: JWS will develop Professional Learning Communities to:

- Monitor the use of district pacing guides and curricular documents
- Ensure the fidelity of implementation of district curriculums
- Develop standards aligned units of instruction for each subject area/grade level
- Analyze student data to drive instruction

School Goal 3b: JWS will utilize a systems approach to data-driven problem solving (MTSS) to eliminate the achievement and opportunities gaps for all students.

OBJECTIVE 1: A4:01 The school implements a tiered instructional system that allows teachers to deliver evidence-based instruction aligned with the individual needs of students across all tiers.

OBJECTIVE 2: C2.01 The LEA/school regularly looks at school performance data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs.

School Goal 4a: JWS will implement strategies to inform students, parents and community members of the important things happening in their schools. School Goal 4b: JWS will utilize a listening system to prioritize valid stakeholder feedback into action steps resulting in a customer service rating of 80% or higher.
OBJECTIVE 1: E1.06 The school regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum of the home (what parents can do at home to support their children's learning.)
OBJECTIVE 2: E2.02 The school provides a broad spectrum of communication to the community through meetings, announcements, newsletters, and a consistently updated website.

STRATEGIC GOAL 5a: JWS will use a Systems Approach to Performance Excellence to demonstrate or exceed proficiency at the following levels of the organization: • 100% of classrooms **STRATEGIC GOAL 5b: JWS** will provide a core IT infrastructure (hardware, software, human resources, and facilities) that is secure, resilient, adaptable to meet current and future needs of students, educators, and staff **STRATEGIC GOAL 5c: JWS** will meet federal, state, and local safety standards to ensure a safe and inviting learning environment for all staff, students, parents
OBJECTIVE 1: B2.03 The school has established a team structure among teachers with specific duties and time for instructional planning.
OBJECTIVE 2: D2.09 All students receive adequate, up to date, equitable access to technology.
OBJECTIVE 3: D2.05 The environment of the school (physical, social, emotional, and behavioral) is safe, welcoming, and conducive to learning.