

# Abbotts Hill Elementary School



## STUDENT ACHIEVEMENT

*We prepare students with strong academic foundations and the skills needed to navigate life beyond graduation.*



## PEOPLE AND CULTURE

*We provide a welcoming environment and positive school and district culture for students, families and employees.*



## COMMUNITY COLLABORATION

*We engage families, community members and civic organizations as active partners.*



## FISCAL RESPONSIBILITY

*We manage and protect public funds and assets through efficient and effective use of available resources.*

**Outcomes:** What will success look like for our school?

**3<sup>rd</sup>, 4<sup>th</sup>, & 5<sup>th</sup> Grade Literacy:** GA Milestones Reading scores will reflect that 95% of 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> grade students are at or above reading levels by May 2022.

**Student Engagement:** 100% of students will demonstrate self-reliance and confidence to improve academic achievement by May 2022.

**Increase Staff Engagement and Satisfaction:** Increase the percentage of AHE staff that recommends AHE as a place to work.

**Increase School Culture:** Increase the percent of families that would recommend AHE as a place to attend school to a family member or friend.

**Partnerships:** Increase the percentage of impactful business partnerships that align with AHE's school goals.

**Family Engagement:** Increase the number of families engaged in school programs and activities.

**Transparent and Efficient Management of Local Funds:** Reduce the number of audit findings for Student Activity funds and ensure effective management of funds between schools and School Governance Councils.

**Initiatives:** What will we do to achieve success?

**Balanced Literacy Framework:** Implement literacy instruction that includes a progression of teacher modeling, guided practice, and independent student learning.

**Implement Student Leadership Abbotts Hill:** Provide students the opportunity to develop leadership skills.

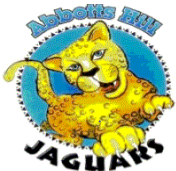
**Leadership Development:** Increase capacity of staff members by engaging in recruitment and mentoring programs.

**Focus on school culture:** Enhance school brand and define what constitutes a "strong welcoming culture".

**Shared Ownership:** Provide staff members and PTA with a framework and process that includes training for securing impactful business partnerships.

**Parent and Community Champions:** Develop a process that cultivates and sustains parent and community champions to support student achievement.

**Effective Budgeting:** Refine and adjust our modified zero-based budgeting process to ensure that resources are used effectively and efficiently to impact district goals.



# Abbot's Hill Elementary School

**Initiatives:**  
What will we do to achieve success?

**Critical actions:** What major actions will we complete and by when?

**Evidence of progress:** How will we know that the initiative is working?

**Outcomes:** What will success look like for our school?

**Balanced Literacy Framework:** Implement literacy instruction that includes a progression of teacher modeling, guided practice, and independent student learning.

- Increase staff member expertise in FastBridge Progress Monitoring strategies (Reading by May 2019).
- Implementation of Lucy Calkin's Units of Study across all grade levels by May 2019.
- Implementation of student learning communities across all grade levels by May 2019.

- Increased FastBridge progress monitoring scores.
- The number of student learning communities.
- Improved student scores in reading and writing.

**3<sup>rd</sup>, 4<sup>th</sup>, & 5<sup>th</sup> Grade Literacy:**  
GA Milestones Reading scores will reflect that 95% of 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> grade students are at or above reading levels by May 2022.



**STUDENT ACHIEVEMENT**  
*We prepare students with strong academic foundations and the skills needed to navigate life beyond graduation.*

**Implement Student Leadership Abbotts Hill:** Provide students the opportunity to develop leadership skills.

- Students in all grades will set personal learning goals by May 2020.
- Implement a student leadership program: Student Leadership Abbotts Hill similar Student Leadership Johns Creek. Also including more students helping students & teachers, such as Technology Titans.
- Implement student lead R3 initiatives.

- Students learning goal binders.
- Less behavior issues.
- Increased student attendance.

**Student Engagement:**  
100% of students will demonstrate self-reliance and confidence to improve academic achievement by May 2022.



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**Leadership Development:** Increase capacity of staff members by engaging in the recruitment and mentoring programs.



**PEOPLE AND CULTURE**  
*We provide a welcoming environment and positive school and district culture for students, families and employees.*

**Focus on School Culture:** Enhance school brand and define what constitutes a “strong welcoming culture”.

- Develop marketing materials to increase awareness of AHE’s existing programs and instructional practices.
- Train staff members that will participate in the staff recruitment/interview process.
- Train interested staff member to serve as mentors and champions of best school practices.

- Develop a process for rebranding our school using professional logo and brand.
- Develop a tool to measure whether our school is a welcoming environment and positive school culture for all stakeholders.

- The number of staff members trained in the recruitment/ interview process.
- The number of staff members involved in the mentoring program.
- Survey results indicating an increase in staff satisfaction.

- The number of families participating in schoolwide programs and activities.
- Survey results indicating positive parent and community perception.

**Increase Staff Engagement and Satisfaction:** Increase the percentage of AHE staff that recommends AHE as a place to work.

**Increase School Culture:** Increase the percent of families that would recommend AHE as a place to attend school to a family member or friend.



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**Initiatives:**  
What will we do to achieve success?

**Shared Ownership:**  
Provide staff members and PTA with a framework and process that includes training for securing impactful business partnerships.



## COMMUNITY COLLABORATION

*We engage families, community members and civic organizations as active partners.*

**Parent and community champions:**  
Develop a process that cultivates and sustains parent and community champions to support student achievement.

**Critical actions:** What major actions will we complete and by when?

- Marketing campaign to increase awareness of AHE's existing programs and activities.
  - Identify programs and activities that AHE offer.
- Enhance Business Partner recruitment materials and process.
- Train staff members, PTA and SGC members on advocating for our school.

- Identify and provide orientation to PTA, SGC members and parent champions.
- Develop and distribute school information to the above groups to be communicated throughout the school community in a methods that is understood by all (including translation).
- Principal and other staff members meet regularly with groups and update materials as needed.

**Evidence of progress:** How will we know that the initiative is working?

- Increased number of business partners- lead Enrichment Clusters
- Increased number of Lunch and Learn Sessions.
- Increase in number of impactful business partners supporting our school plan, including leading Enrichment Clusters.

- Increased parent participation including all families that make up our school demographics.
- Increase forms of communication.

**Outcomes:** What will success look like for our school?

**Partnerships:** Increase the percentage of impactful business partnerships that align with AHE's school goals.

**Family Engagement:** Increase the number of families engaged in school programs and activities.



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**Evidence of progress:** How will we know that the initiative is working?

**Outcomes:** What will success look like for our school?

Effective Budgeting

- Minimize monthly deficits by monitoring your budget.
- Principal and administrative staff will review the Budget Accountability Report (BAR) monthly.
- SGCs will monitor school General Fund on a quarterly basis.

- Average monthly deficits are 1 or less each month.
- Carryover is projected to be less than 5% at the end of the school year.

**Transparent and efficient management of local funds:**  
Reduce the number of audit findings for Student Activity funds and ensure effective management of funds between schools and School Governance Councils.



## FISCAL RESPONSIBILITY

*We manage and protect public funds and assets through efficient and effective use of available resources.*