Strategic Plan:

What will success

Outcomes:

look like for our school?



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

3rd Grade Literacy

85% of 3rd grade students will read at or above grade level.

5th Grade English-Language Arts

50% of 5th grade students will score proficient or distinguished in ELA.

Balanced Literacy Framework

Implement literacy instruction that includes a progression of teacher modeling, guided practice, and student independent learning

Professional Learning Communities

Establish educational teams that meet regularly, share expertise, and work collaboratively to improve teaching skills and the academic performance of students



PEOPLE AND CULTURE

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

Teacher Retention

Increase the retention of teachers beyond their 5th year

Climate and Culture

Attain and maintain a five star climate rating from the Georgia Department of Education

Staff Leadership Development

Build the capacity of teachers and support staff by developing teacher leaders in a local school leadership cohort.

Focus on Culture:

Define what constitutes a "strong welcoming culture," instruct and train school and district personnel and assess whether the culture is effectively implemented and practiced in our schools and departments



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

Partnerships

Increase the percentage of schools with impactful partnerships that align to school goals.

Family Engagement

Increase the percentage of families who feel empowered to support their students' educational journey.

Shared Governance and Ownership

Provide schools, families, and communities with a framework that includes training and coaching for shared governance and ownership through our charter district.

Community Champions

Cultivate and sustain community champions to support student achievement.



FISCAL RESPONSIBILITY

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

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

Effective Budgeting

Refine and adjust our modified zerobased budgeting process to ensure that resources are used effectively and efficiently to impact district goals.

Initiatives: What will we do to achieve success?

Balanced Literacy Framework



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

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

 Provide professional development for teachers regarding the Ba lanced Literacy Framework.

Create a checks

 and balance system to
 monitor Literacy
 instruction.

- Identify teacher leaders who may serve as facilitators of PLC.
- Create a Professional Development plan for the implementation of PLCs.
- Use the Principles of Collaboration Rubric to monitor the effectiveness of the PLC meetings

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

- An increase in the number of teachers scoring Level 3 or higher on the Teacher Keys Evaluation.
- An increase in student performance (K-5) on the Universal Screener for Reading and Writing.

Outcomes: What will success look like for our school?

Increase all students' reading and writing at or above grade level from grades K-5

- An increase in the number of meeting minutes and agenda that reflect data analysis.
- An increase in the number of PLCs deemed effective based on the Principles of Collaboration Rubric.

Increase number of proficient learners on EOG Milestones in ELA-Math in grades 3-5 70% pass rate; 40% proficiency rate





Staff Leadership Development



PEOPLE AND CULTURE

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

District and School Climate

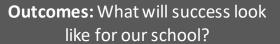


Critical actions: What major actions will we complete and by when?

- Conduct a needs assessment to determine the level of support for teachers.
- Create coaching plans for targeted support to meet teachers' needs.
- Provide teacher-led experiences for all teachers to build capacity.



- Increase in the number of teachers who lead school-based leadership experiences.
- Increase in the number of lesson plans that reflect targeted support.



70% of all teachers will remain at the school unless retiring, untimely death, or family dynamics.

- Establish a PTSA to address the parent and student needs of the school.
- Host monthly Principal Coffees to address the needs and concerns of parents.
- Create a Student Council to meet with the principal monthly to address students' needs.

- Increase in PTSA membership
- Increase in number of parents who attend Principal Coffees
- Increase in the number of students participating in the Student Council.



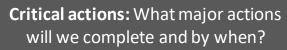
5 Star Rating in CCRPI

Shared Governance and Ownership



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

Community Champions



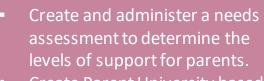
- Create a Facebook and a Facebook Live for parents who cannot attend certain events.
- Create a Year-At-A-Glance calendar to share with all stakeholders at the beginning of the school year.
- Conduct volunteer opportunities with businesses and faith based institutions.



- Increase in the number of participants at school events.
- Increase the percentage of volunteer work from business and community partners

Outcomes: What will success look like for our school?

Strengthen Parent/Community participation within the school.



• Create Parent University based on parents' needs.

 Increase the percentage of parents attending Parent University sessions.

Shared responsibility of increased student achievement by completing the program.







Effective Budgeting



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

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

- 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.

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

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

Outcomes: What will success look like for our school?

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 Council.







