

Strategic Plan:



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?

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

Teacher Retention
 Increase the retention of teachers beyond their 5th year

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

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?

5th Grade English-Language Arts
 50% of 5th grade students will score proficient or distinguished in ELA.

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

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

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

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

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

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.

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

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

Community Champions
 Cultivate and sustain community champions to support student achievement.

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

- Provide professional development for teachers regarding the Balanced Literacy Framework.
- Create a checks and balance system to monitor Literacy instruction.

- 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.

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



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Professional Learning Communities

- 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

- 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

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?

Staff Leadership Development

- 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.



PEOPLE AND CULTURE

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District and School Climate

- 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

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Shared Governance and Ownership

- 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

Strengthen Parent/Community participation within the school.



COMMUNITY COLLABORATION

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

Community Champions

- Create and administer a needs assessment to determine the levels of support for parents.
- 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.

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?

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.

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.



FISCAL RESPONSIBILITY

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