

23-24 TES Continuous Improvement Plan

Tharptown Elementary School

<div>Vision</div> <div>To engage, inspire, and equip all students to become productive members of society.</div>	<div>Mission</div> <div>To provide an equitable educational experience that ensures every student becomes a graduate prepared for the future.</div>	<div>Beliefs</div> <div>We believe that every student can learn in an engaging and safe environment. We believe that the foundation of success and academic excellence is established through positive leadership and service. We believe in embracing diversity and building relationships to ensure students a quality education.</div>	
<div>Turnaround Leadership</div> <div>Objectives</div> <div><ul style="list-style-type: none">• Create strong leaders within that are creating a high performing school.</div> <div>Critical Initiatives</div> <div><ul style="list-style-type: none">• Establish a school leadership team including all stakeholder groups that meets at least once a year to discuss CIP goals and survey results also community needs/goals - including volunteer activities• Participate in ATMP (Alabama Teacher Mentoring Program) for all first and second year teachers.</div>	<div>Talent Development</div> <div>Objectives</div> <div><ul style="list-style-type: none">• 1. To hire and retain high-quality employees that work collaboratively within our school.• 2. Encourage collaboration across grade-levels and subjects.• 3. Provide effective PD to all staff.</div> <div>Critical Initiatives</div> <div><ul style="list-style-type: none">• Implement strategies targeting school culture/employee morale.• Demonstrate a commitment to fostering a positive, welcoming, and collaborative culture among employees.• Offer regular opportunities for job-embedded</div>	<div>Instruct. Transformation</div> <div>Objectives</div> <div><ul style="list-style-type: none">• 1. Use data intentionally to drive instruction.• 2. Increase test scores.• 3. Provide resources for teachers and students.</div> <div>Critical Initiatives</div> <div><ul style="list-style-type: none">• Analyze and act upon assessment results to make decisions that support further learning, guide students’ next steps, check progress toward meeting clear learning goals, and determine achievement• Teachers will make instructional decisions based on evidence of student learning.</div>	<div>Cultural Turnaround</div> <div>Objectives</div> <div><ul style="list-style-type: none">• 1. To create schools where students want to learn and thrive.• 2. Increase student attendance.• 3. Create a positive environment where all stakeholders are invested in learning.</div> <div>Critical Initiatives</div> <div><ul style="list-style-type: none">• Demonstrate a commitment to fostering a positive, welcoming, and collaborative culture among parents, employees, and students.• Promote and celebrate student achievement through a positive school climate.</div>

Critical Initiatives	Critical Initiatives	Critical Initiatives	Critical Initiatives
<ul style="list-style-type: none"> Utilize Instructional Coaching (Literacy and Math) through weekly and bi-weekly meetings to improve teachers' capacity and learners' achievement. 	<p>learning including coaching, mentoring, and observation (including peer observations).</p> <ul style="list-style-type: none"> Conduct weekly grade-level meetings. Participate in research-based best practices in the science of reading. Participate in research-based instructional best practices in Math to include training from AMSTI, OGAP, NUMBERS and to support the implementation of the new math curriculum. Participate in research-based instructional best practices for diverse learners and English language learners. 	<ul style="list-style-type: none"> Utilize evidence-based strategies to increase student achievement for all students. Teachers will ensure each student learns every chance and every day Conduct structured data meetings. Engage in weekly collaborative planning. Implement extended learning opportunities (after school tutoring, summer reading camp) Provide needed technology resources for teachers and students 	<ul style="list-style-type: none"> Acquire and install additional card readers and cameras to help ensure a safe campus for learning. Conduct attendance awareness activities for students and parents. Partner with truancy staff and the Early Warning Court system in Franklin Co. to address students with excessive absences. Send attendance letters to parents with students who have at least one unexcused absence. All families will have an opportunity to be actively engaged and support their child's school. Implement strategies targeting school culture/employee morale (e.g., recognition, celebrations)
Key Measures	Key Measures	Key Measures	Key Measures
<ul style="list-style-type: none"> Meeting documentation Walkthrough evidence. 	<ul style="list-style-type: none"> Documentation of activities Meeting documentation Walkthrough evidence. 	<ul style="list-style-type: none"> Meeting documentation Walkthrough evidence. Documentation of extended learning opportunities. Additional, repaired, updated technology purchase 	<ul style="list-style-type: none"> Documentation of activities Documentation of new safety equipment and procedur Documentation of partnership. Documentation of contacting parents.