

School Action Plan Summary 2024 - 2025

Esther Jackson ES

Prepared by Boyd, Nikol

Approved by Parham, Angela (Harper) on 2024-10-21

Programs:

- AVID
- CTAE Pathway
- Pre-K

Strategic Plan Goals	Strategic Plan Metrics	High-Level Actions	Progress Monitoring Metrics
Enhance performance for all students.	Milestones Proficiency ELA	Specific admin goals aligned with data analysis. Professional Development on Writing and Small Group Instruction. Identify skill gaps and implement targeted small group instruction.	Unit Assessment Data Student Tracker Data IReady lesson Data Common Formative Assessments
Prioritize safety and operational efficiency.	Office Referrals	Admin goal specific to reducing number of office referrals that will be monitored through MTSS. Developed explicit lesson plans to teach expected student behaviors. Enhance our PBIS school store and developed a process to regularly reward student behavior.	Discipline Dashboard - Office Referral Data
Ensure impactful programming.	ESOL Proficiency Reading	Professional Development for ESOL teachers on how to utilize the Reach resources for language learners. Adjusted master schedule to ensure that all 4th and 5th grade students who had a language level under 3.0 received a double segment. SIOP training for administrators and coaches to support teachers with implementation.	Student Tracker Data Unit Assessment Data Academic Dashboard
Strengthen work force engagement.	Employee Satisfaction	Departmentalized in grades 3-5 to allow for teachers to focus on effectively supporting all students in their content area. Hired PLC consultant to support grade levels and departments with lead and lag goals and running effective PLCs. Redesigned our PBIS process to ensure teachers understand	Regular opportunities to provide feedback via survey link.



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		expectations and that they feel supported with student discipline. Established EJ Elite and presented jackets to staff who have completed 6 years at EJ. Dedicated monthly celebrations for staff.	
Utilize fiscal resources effectively.	Student Activity Funds	Weekly meeting between bookkeeper, principal, and assistant principal to discuss expenditures and to ensure compliance. Checklist inside signature folder that outlines what to look for on purchase requisitions.	Monthly Bar Report
Deepen community connections.	Parent/Guardian Satisfaction	Increase the visibility of our School Governance Council by enhancing our website and creating an informational bulletin board. Continue to solicit parent feedback on school satisfaction and use feedback to drive parent engagement events and activities. Continue having clear and transparent communication with families using my voice in addition to schoolwide communication of events and happenings.	Regular opportunities for parents to provide satisfaction feedback via survey link.