

# School Improvement Plan

- Student Achievement
- Human Capital & Development
- Community Collaboration
- Fiscal Responsibility

School  
Name

Lockheed Elementary

School  
Year

2024-2025

# Members

Dr. Tricia Patterson, Principal & SGT *Dr. Tricia Patterson*  
Mrs. Ann Booker, Assistant Principal *Ann Booker*  
Mrs. Bree Mavity, Assistant Principal *Bree Mavity*  
Mrs. Lindsay McDaniel, Assistant Principal *Lindsay McDaniel*

Mrs. Amy Morris, Administrator *Amy Morris*  
Mrs. Jennifer Williams, Assistant Principal *Jennifer Williams*  
Ms. Claire Brink, TSS *Claire Brink*  
Ms. Tasha Bowen, DA *Tasha Bowen*

Mrs. Julianna Morelock, Instructional Coach *Julianna Morelock*  
Mrs. Emily Ovalle, Instructional Coach *Emily Ovalle*  
Mrs. Megan Mull, Instructional Coach *Megan Mull*  
Ms. Shenea Haynes, Teacher (Specialists) *Shenea Haynes*

Mrs. Hannah Ruark, Teacher (5<sup>th</sup>) *Hannah Ruark*  
Mrs. Jasmine Foster, Teacher (4<sup>th</sup>) *Jasmine Foster*  
Mrs. Darci Brandon, Teacher (3<sup>rd</sup>) *Darci Brandon*  
Ms. Kiara Bowen, Teacher (2<sup>nd</sup>) *Kiara Bowen*

Ms. Madi Greco, Teacher (1<sup>st</sup>) *Madi Greco*  
Ms. Abby Cathcart, Teacher (K) *Abby Cathcart*

# Members



Mr. John Silvey, Community Member  
Mrs. Sarah McGerald, Appointed Certified Staff  
Mrs. Natalie Foster, Elected Certified Staff

Mrs. Alicia Pettus-Bilal, Elected Certified Staff  
Sabrina Hood-Lyles, Elected Parent  
Kayla Jakes, Elected Parent

*Handwritten signatures:*  
John Silvey  
Sarah McGerald  
Natalie Foster  
Alicia Pettus-Bilal  
Sabrina Hood-Lyles  
Kayla Jakes

# Needs Assessment



***The Lockheed Administrative Team conducted a SWOT analysis to determine strengths, weaknesses, opportunities, and threats at Lockheed. The data was used as a Needs Assessment for the areas included in our school improvement plan and the below were determined after a series of strategic planning days:***

**Student Achievement:** Lockheed will monitor the progress of students throughout the year, we will use formative assessments, classwork, summative assessments, and, ultimately, MAP and Milestones scores to monitor growth of all students. We will increase the percentage of 3<sup>rd</sup> -5<sup>th</sup> grade students at or above grade level proficiency in ELA by 10%+ on the Spring EOG Assessment and increase the percentage of 3<sup>rd</sup> - 5<sup>th</sup> grade students at or above grade level proficiency in Math by 10%+ on the Spring EOG Assessment.

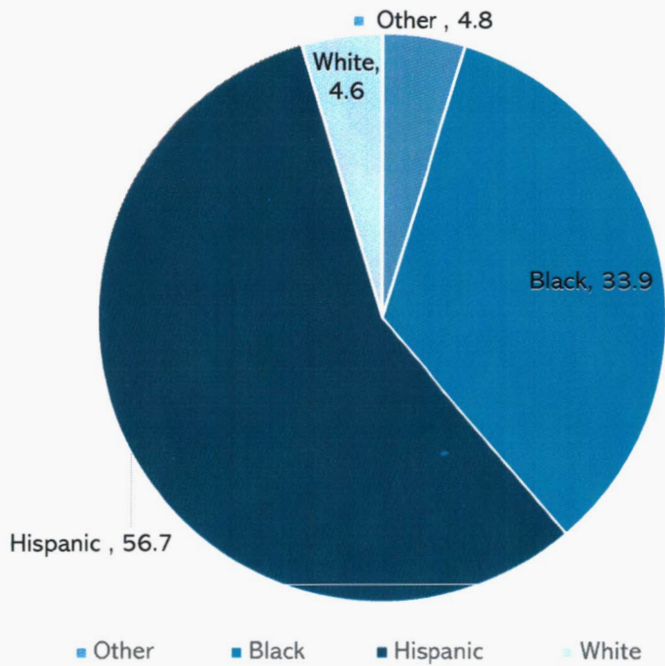
**Human Resources:** Lockheed will increase professional knowledge in ELA, math, incorporating ESOL strategies, during Action Teams and PLC meetings. The school will continue to retain highly qualified staff by decreasing discipline referrals by 5% and increasing attendance on CCRPI by 4%.

**Community & Collaboration:** Lockheed will continue to foster relationships with current partners that support our School Improvement Plan. In addition, we will look to develop strategic and intentional partnerships with community churches, companies, and individuals. The school will work to increase volunteer opportunities through the PTA and, to involve parents in their child's education and build collaborative relationships between the staff and parents, Lockheed will hold monthly Coffee Talks, differentiated by language needs.

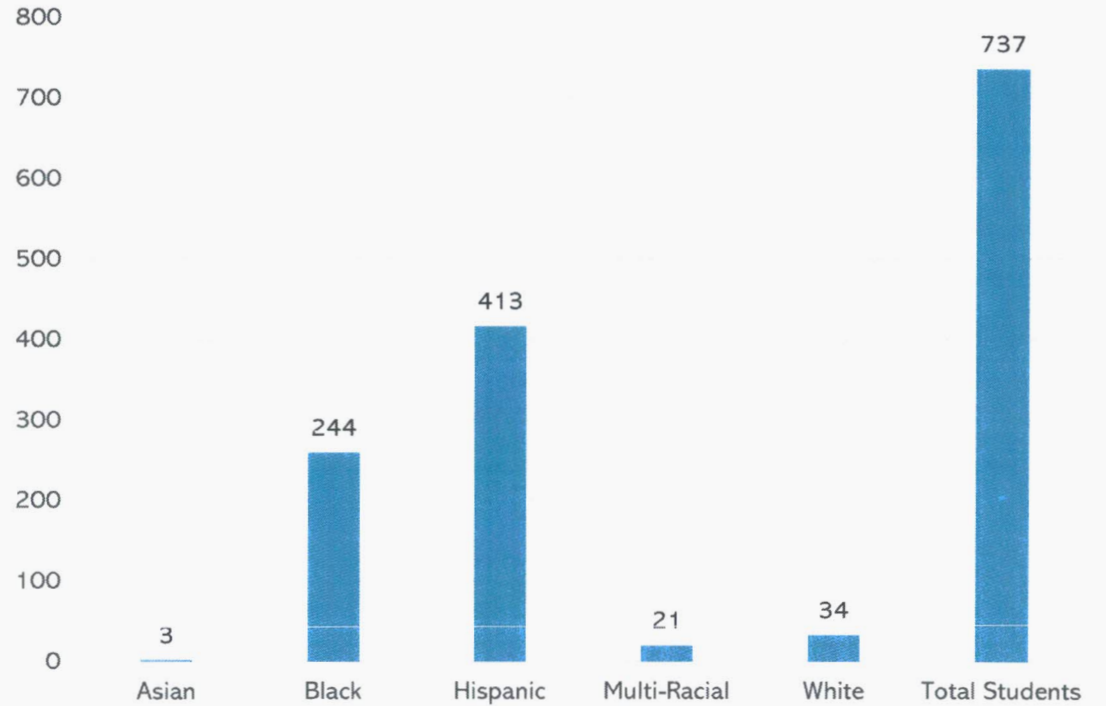
**Fiscal Responsibility:** Lockheed will focus on using funds from Consolidated and Charter to supplement curriculum and instruction to support student achievement goals, Leader in Me, innovative practices, and social-emotional resources. Lockheed administration will be transparent with fund usage and involve the school staff and SGT in funding decisions when appropriate. Lockheed is fortunate to have a PTA that will support all students and staff through monies raised in their fundraising efforts.



# Student Demographics



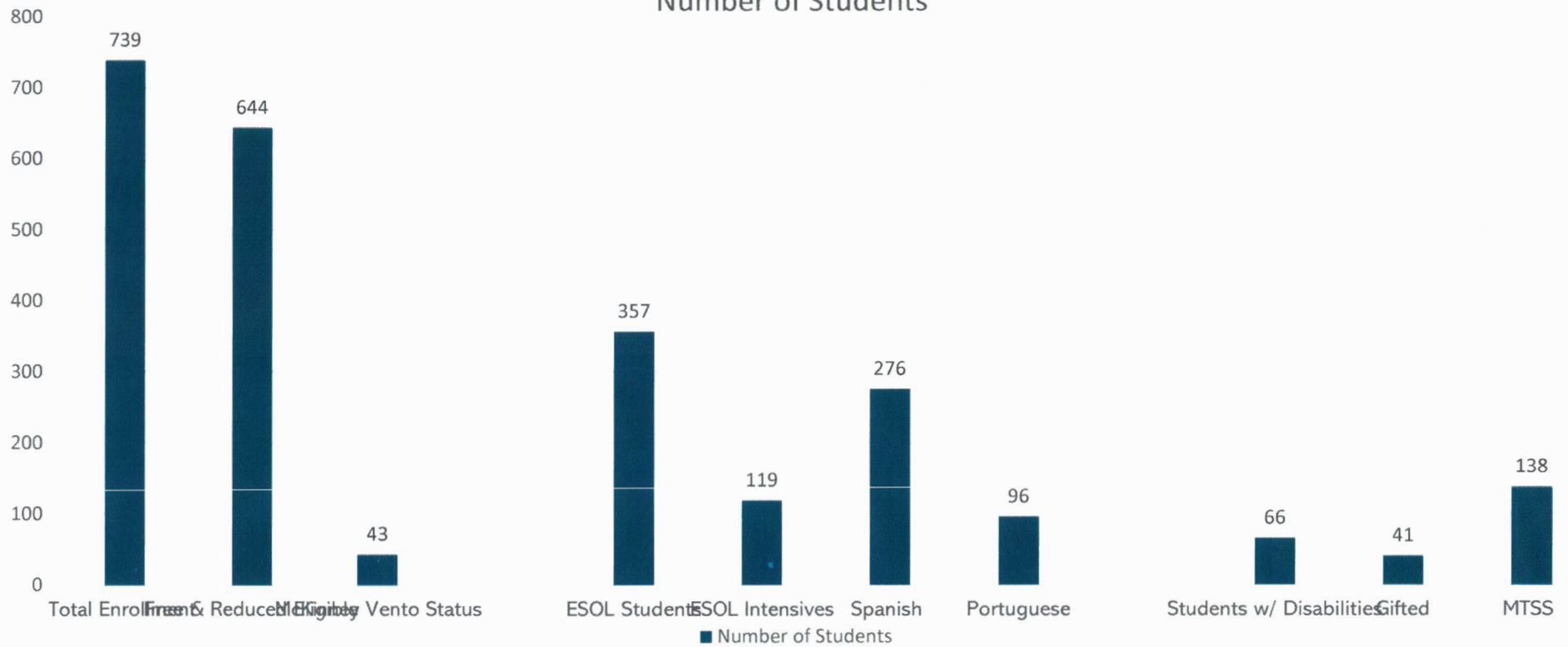
Percentage of Students



Number of Students

# Student Enrollment & Special Programs

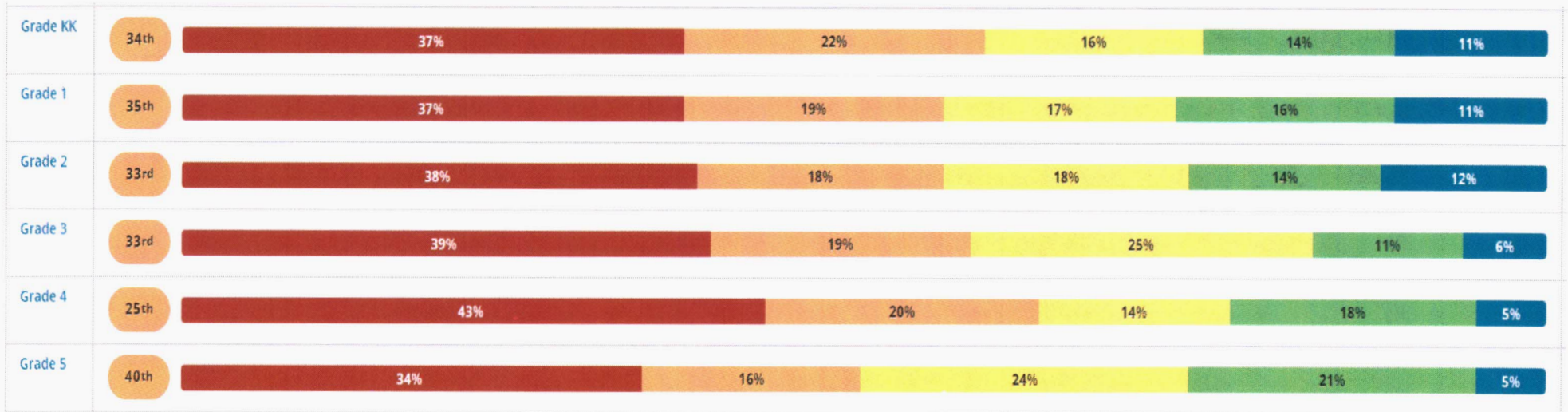
Number of Students



# Needs Assessment



## Spring 2024 MAP Assessment Achievement by Grade: Reading



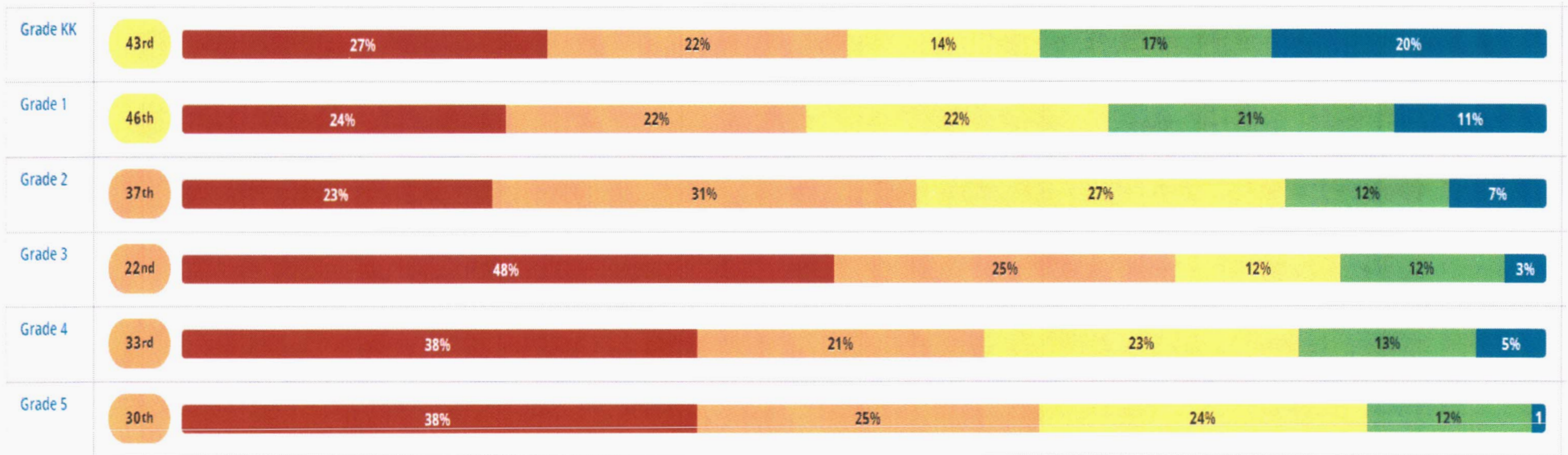
● 1st to 20th Percentile  
 ● 21st to 40th Percentile  
 ● 41st to 60th Percentile  
 ● 61st to 80th Percentile  
 ● >80th Percentile



# Needs Assessment



## Spring 2024 MAP Assessment Achievement by Grade: Math



● 1st to 20th Percentile  
 ● 21st to 40th Percentile  
 ● 41st to 60th Percentile  
 ● 61st to 80th Percentile  
 ● >80th Percentile

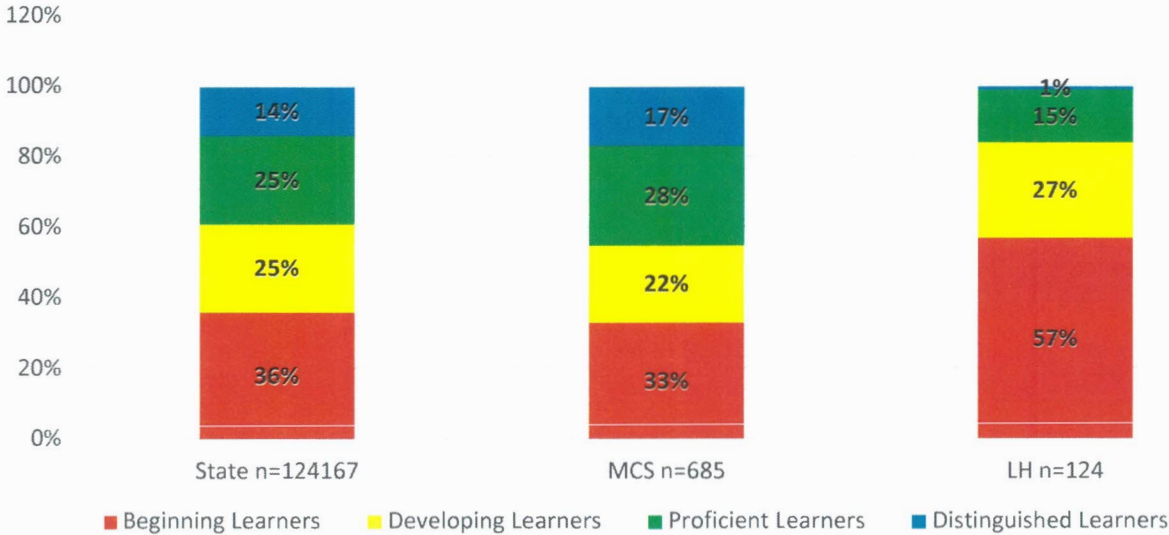


# Needs Assessment

## Georgia Milestones Results

Data shows student achievement levels on EOG for all tested students who have been enrolled in the school for the previous year.

### 2024 Grade 3 English Language Arts

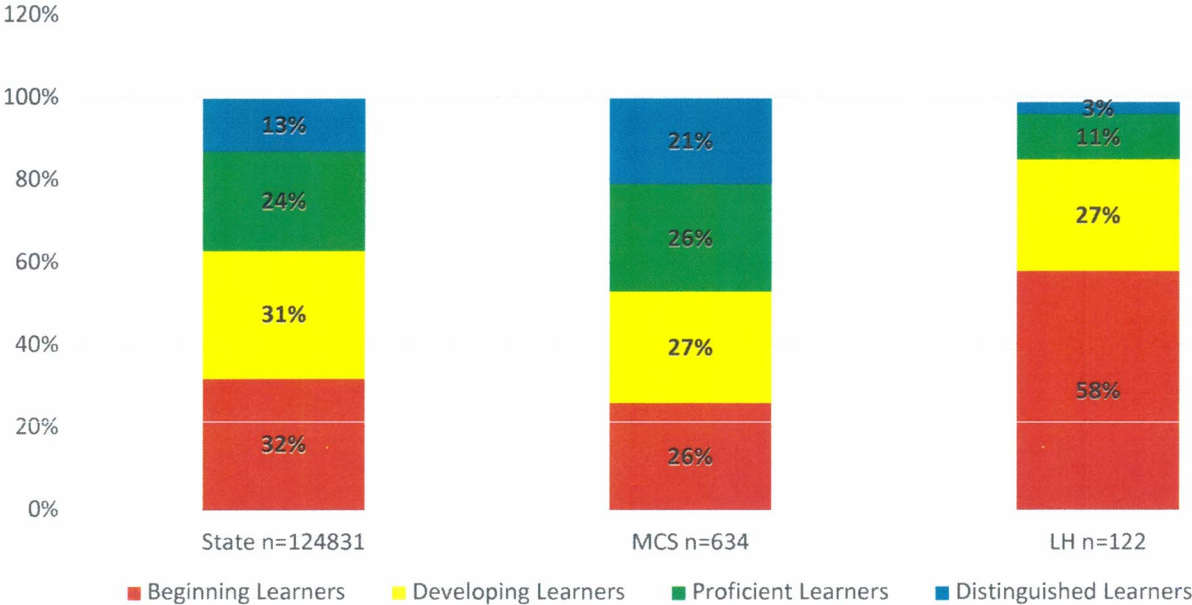


# Needs Assessment

## Georgia Milestones Results

Data shows student achievement levels on EOG for all tested students who have been enrolled in the school for the previous year.

### 2024 Grade 4 English Language Arts

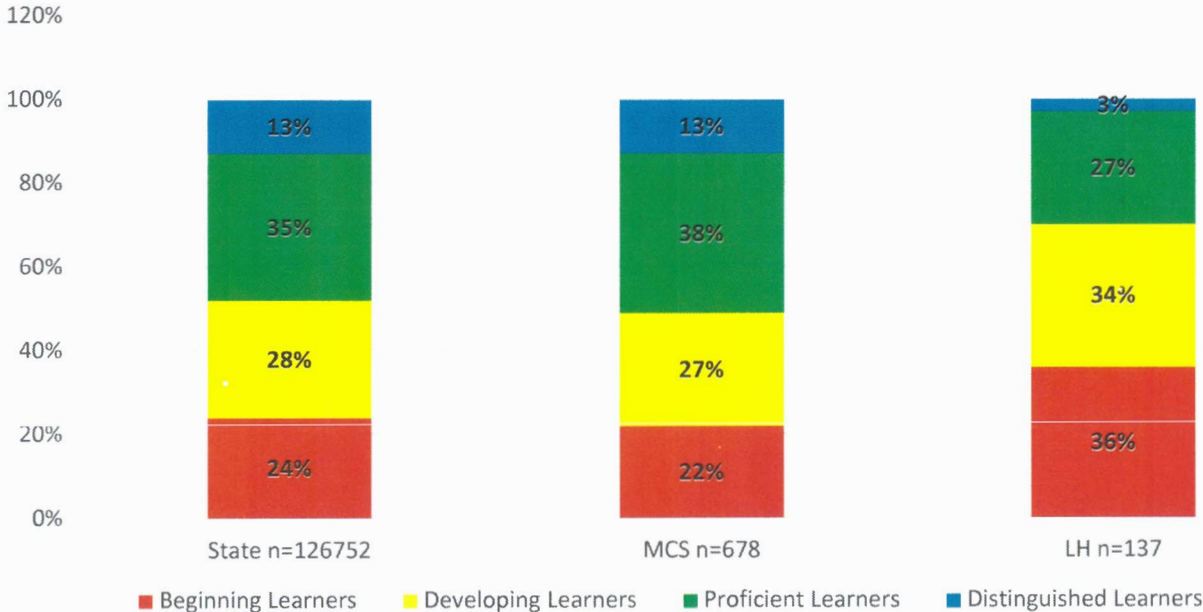


# Needs Assessment

## Georgia Milestones Results

Data shows student achievement levels on EOG for all tested students who have been enrolled in the school for the previous year.

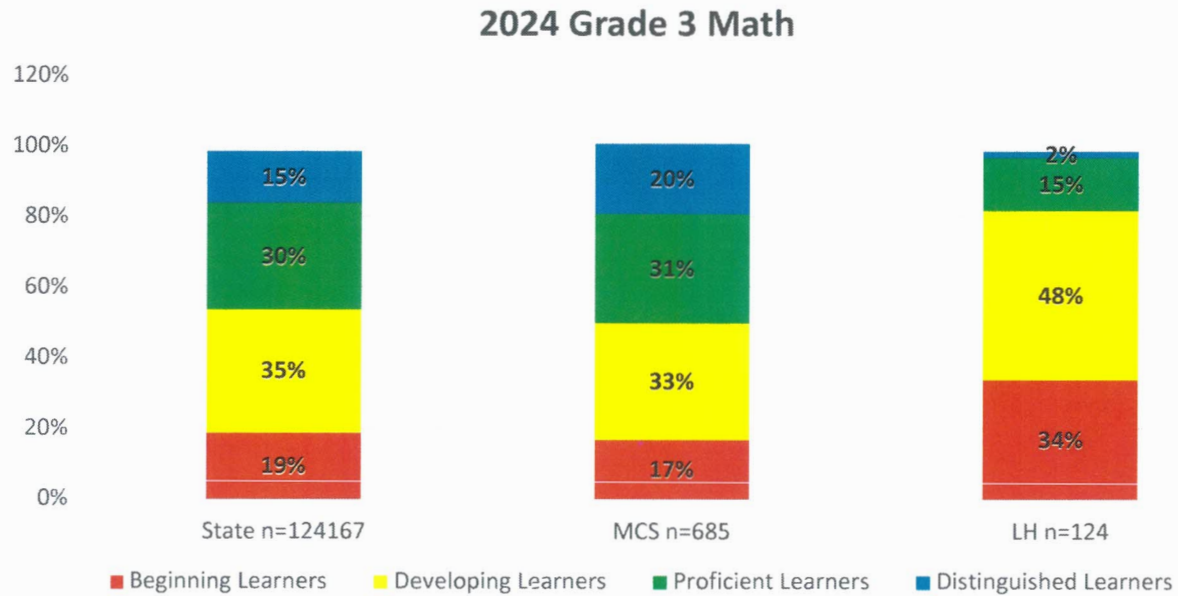
### 2024 Grade 5 English Language Arts



# Needs Assessment

## Georgia Milestones Results

Data shows student achievement levels on EOG for all tested students who have been enrolled in the school for the previous year.



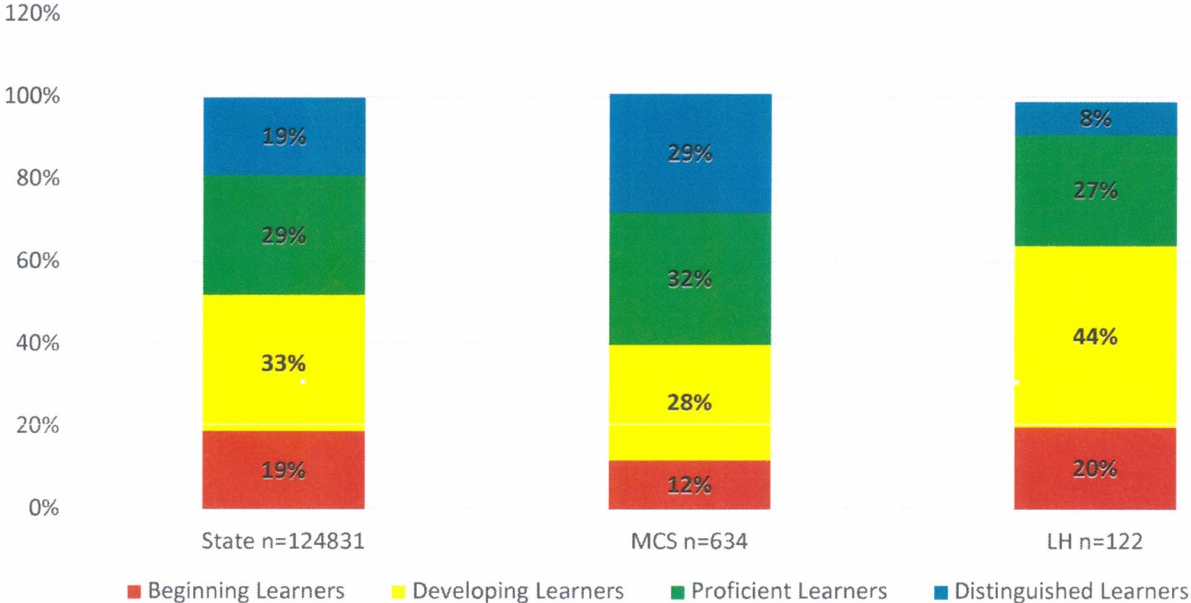


# Needs Assessment

## Georgia Milestones Results

Data shows student achievement levels on EOG for all tested students who have been enrolled in the school for the previous year.

### 2024 Grade 4 Math

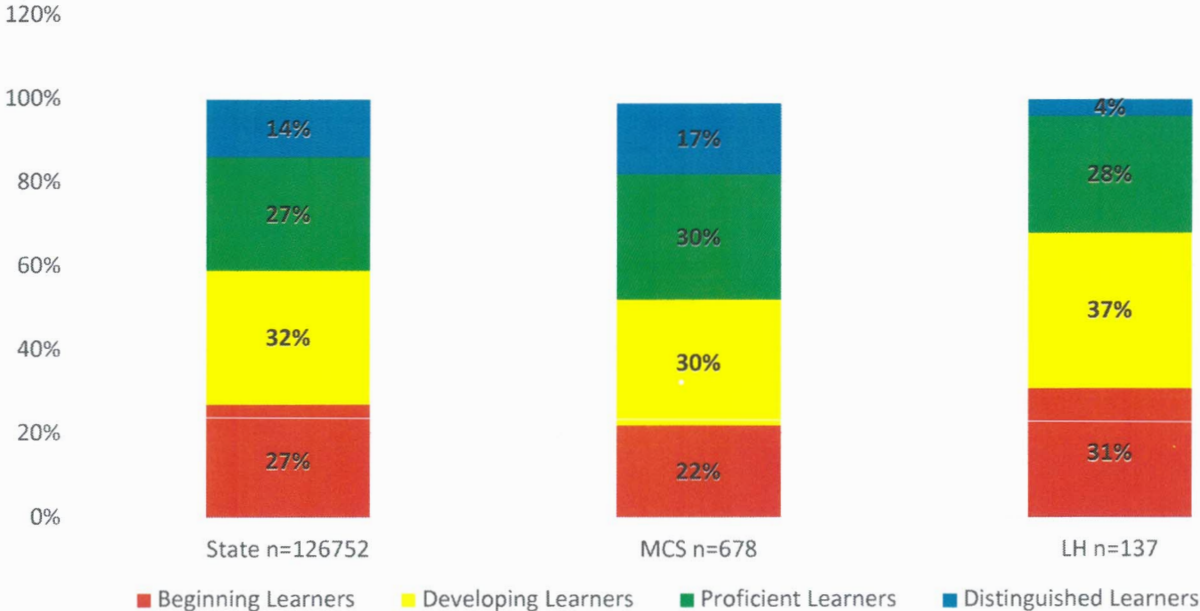


# Needs Assessment

## Georgia Milestones Results


Data shows student achievement levels on EOG for all tested students who have been enrolled in the school for the previous year.

### 2024 Grade 5 Math






Strategic Plan:  
Lockheed ES




**STUDENT ACHIEVEMENT**  
Prepare every student for college and career success.



**HUMAN RESOURCES**  
Recruit and retain effective teachers and staff who meet the district's diverse needs.



**COMMUNITY COLLABORATION**  
Increase community engagement across the district



**FISCAL RESPONSIBILITY**  
Establish fiscal processes that align to the needs of students and staff.

**Outcomes/Goals: What will success look like for our school? (Smart Goals)**

Increase the percentage of 3<sup>rd</sup> -5<sup>th</sup> grade students at or above grade level proficiency in ELA by 10%+ (from, on average 20%-40%) on the Spring EOG Assessment.

Increase student growth in ELA and math, while incorporating ESOL strategies through Action Teams and PLC meetings.

Increase the number of impactful relationships that support the students, staff and community of Lockheed.

Use and manage consolidated funds in a transparent and efficient manner.

Increase the percentage of 3<sup>rd</sup> - 5<sup>th</sup> grade students at or above grade level proficiency in Math by 10%+ (from, on average 20%-40%) on the Spring EOG Assessment.

Increased retention of highly qualified staff and hiring qualified staff for any vacancies by using TKES and other informal evaluation.

Increase the percentage of families who participate and collaborate in school activities and events.  
  
Inform new families of Lockheed and MCS processes and procedures.

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

**Structured Literacy**  
Continue Science of Reading & literacy instructional strategies that utilize researched based strategies to address individual student needs.

Provide professional learning throughout the year with PLC's focused on Wit & Wisdom and math.

Engage the community to enhance the learning focus and provide opportunities to Lockheed's families.

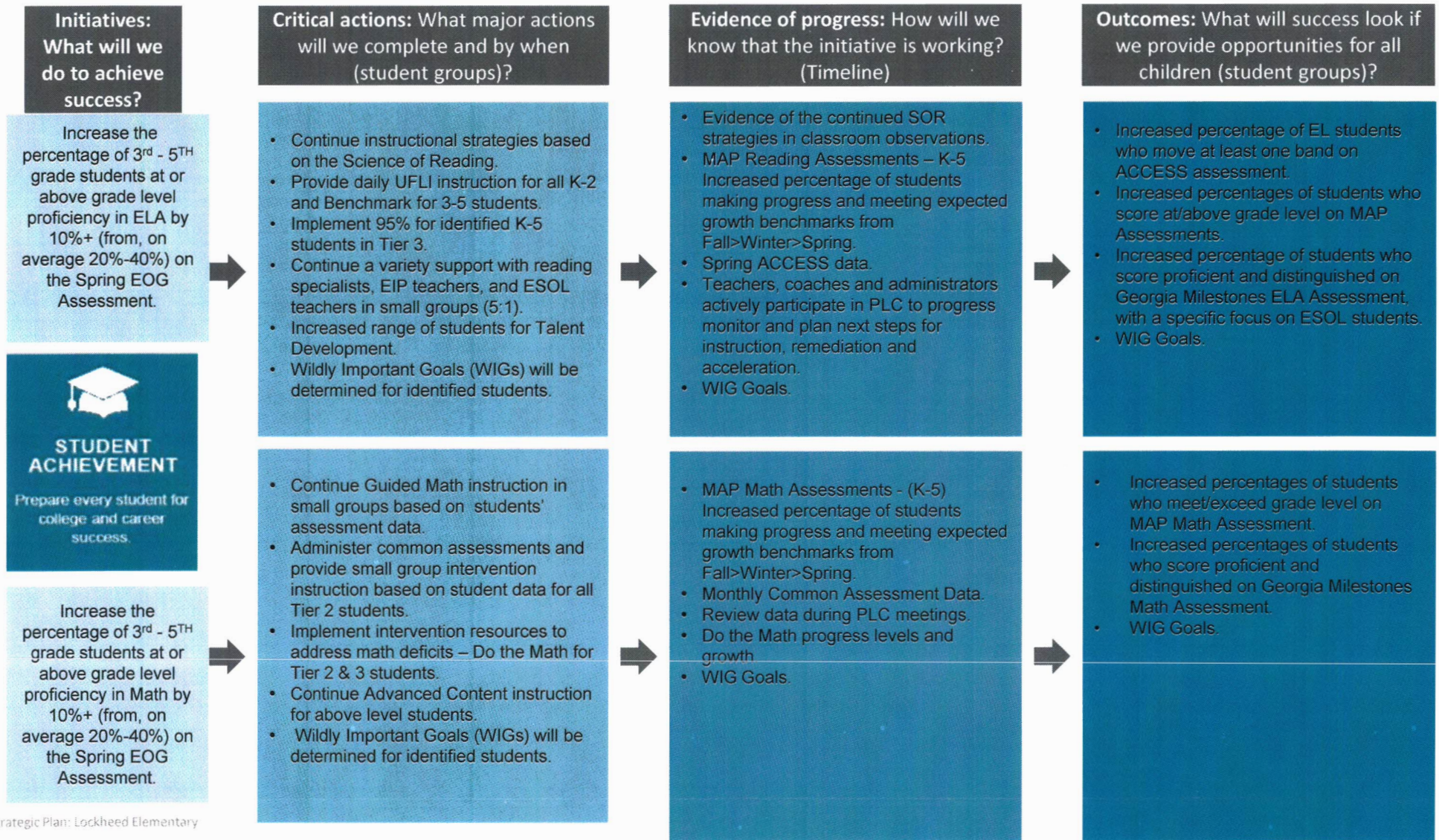
Use effective budgeting to refine and adjust the budgeting process to ensure that all financial resources are used effectively and align to strategic plan goals and needs of students and staff.

**Balanced Math Framework**  
Implement math instruction that helps students build the computational and conceptual skills needed to solve complex problems.

Provide differentiated teacher evaluative models for better visibility, coaching, and relationships.

Utilize parent liaisons to build trust and partnership within the community.







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

Increase the percentage of 3<sup>rd</sup> - 5<sup>th</sup> grade students at or above grade level proficiency in ELA by 10%+ on the Spring EOG Assessment.



**STUDENT  
ACHIEVEMENT**

Prepare every student for college and career success.

Increase the percentage of 3<sup>rd</sup> - 5<sup>th</sup> grade students at or above grade level proficiency in Math by 10%+ on the Spring EOG Assessment.

**Evidence of Progress:  
Impact Check #1- Fall**

- Analyze EOG assessments (2024) and implement supports where needed with personnel and interventions (UFLI, 95%, progress monitoring). \*See Needs Assessment.
- Strategize professional learning with a dedicated administrator and instructional coach for ELA.

- Analyze EOG assessments (2024) and implement supports where needed with personnel and interventions (Do the Math). \*See Needs Assessment.
- Strategize professional learning with a dedicated administrator and instructional coach for math.

**Evidence of Progress:  
Impact Check #2- Winter**

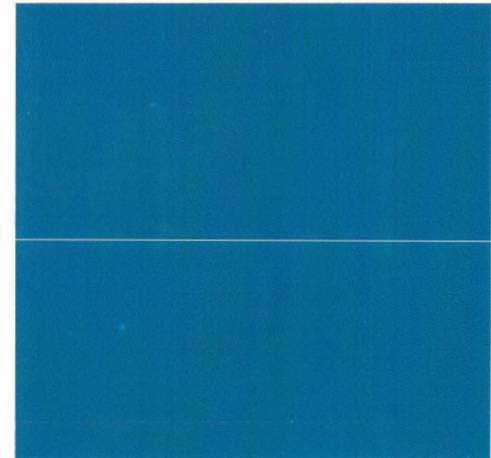
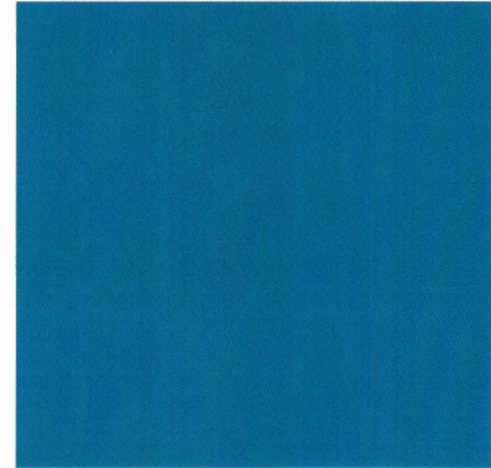
- Analyze Winter MAP results and adjust Reading Specialist support.
- Analyze Mid-Year SoR Assessment Data and adjust small group instruction.

|                 | Fall Prof. + Dist. Projection | Winter Prof. + Dist. Projection | +/- |
|-----------------|-------------------------------|---------------------------------|-----|
| 3 <sup>rd</sup> | 17%                           | 23%                             | +6  |
| 4 <sup>th</sup> | 21%                           | 19%                             | -2  |
| 5 <sup>th</sup> | 24%                           | 25%                             | +1  |

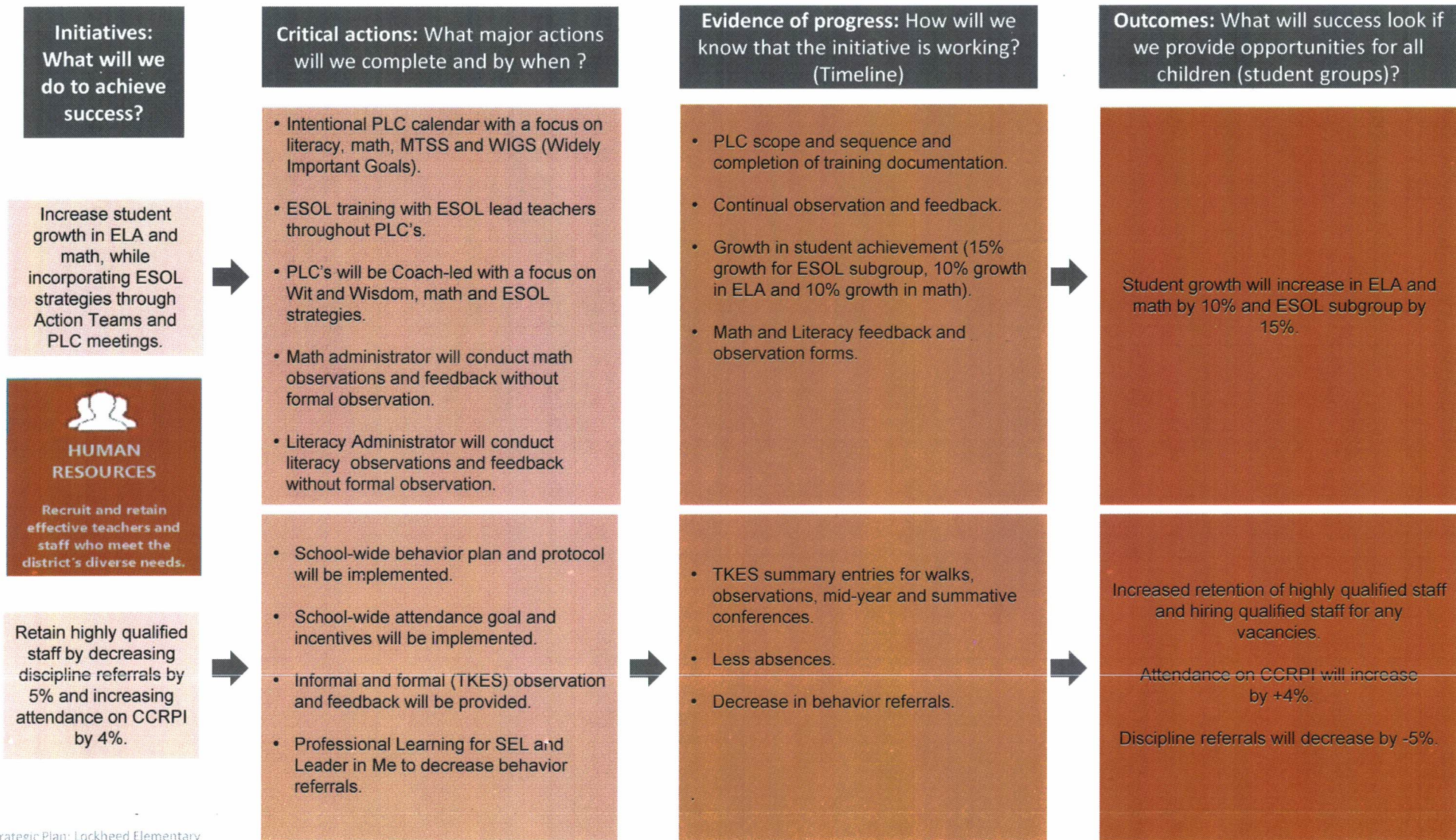
- Analyze Winter MAP results and adjust MATH Specialist support.
- Continue to monitor progress of Tier 2/3 students participating in Do the Math and adjust instruction as needed.

|                 | Fall Prof. + Dist. Projection | Winter Prof. + Dist. Projection | +/- |
|-----------------|-------------------------------|---------------------------------|-----|
| 3 <sup>rd</sup> | 25%                           | 30%                             | +5  |
| 4 <sup>th</sup> | 19%                           | 27%                             | +8  |
| 5 <sup>th</sup> | 19%                           | 19%                             | +0  |

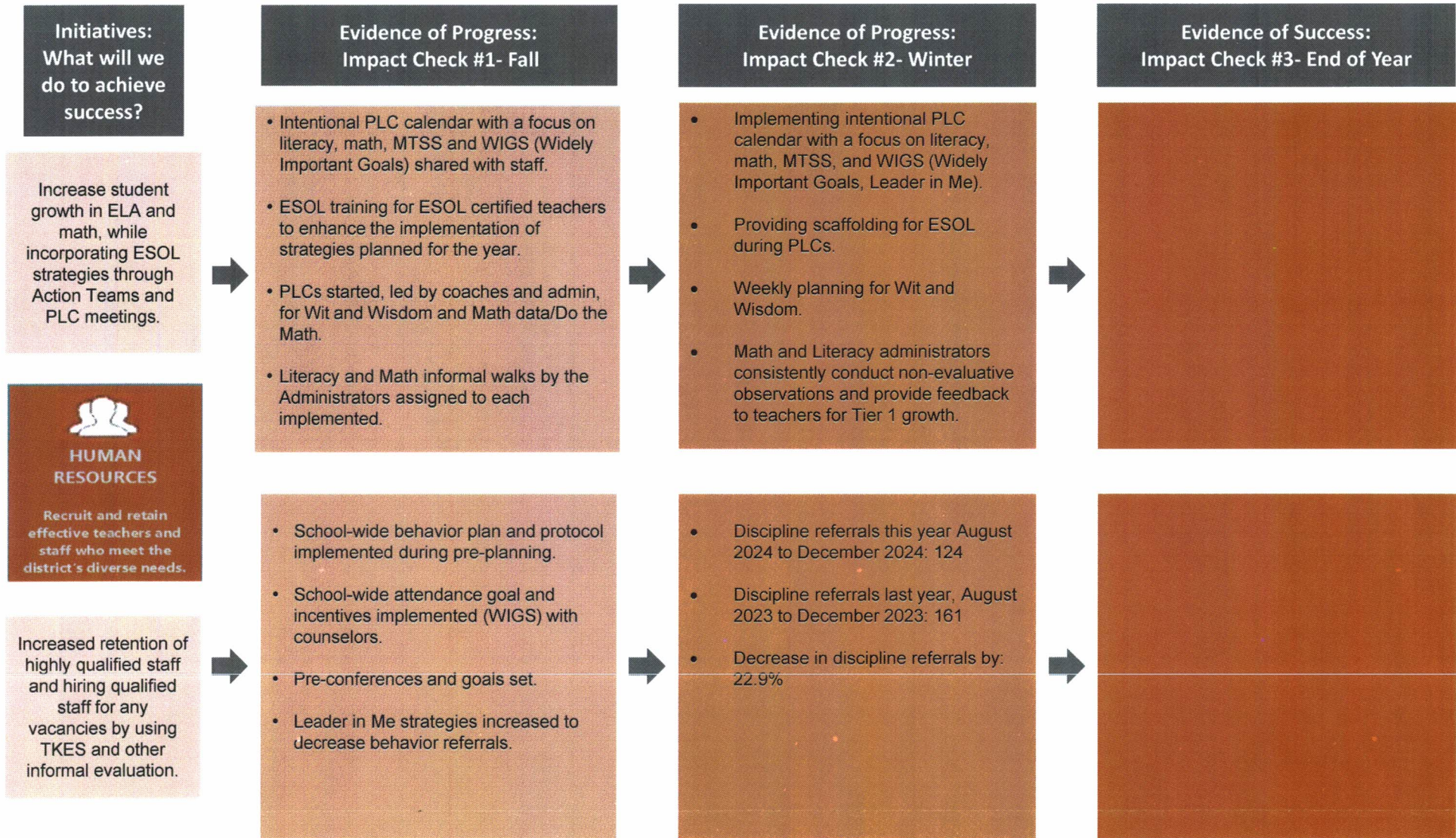
**Evidence of Success:  
Impact Check #3- End of Year**













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

Increase the number of impactful relationships that support the students, staff and community of Lockheed.



Increase the percentage of families who participate and collaborate in school activities and events & Inform new families of Lockheed and MCS processes and procedures.

**Critical actions:** What major actions will we complete and by when (student groups)?

- Collaborate with existing partners in education while adding partners that will support Lockheed's students and staff in college and career awareness.
- Extend collaborative activities to accessible times for all families.
- Continue to grow our PTA and Foundation.
- Include career counseling lessons and career fair for students.

- Continue to add a parent liaison to the Lockheed staff.
- Continue an accessible clothes closet and food pantry for parents and students.
- Continue a Flight School class for enrolling students and families in August.
- Operation Registration to emphasize registration of pre-school students.
- Continue information meetings with our subgroup populations.

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

- Grow of the number of partners in education.
- Coffee Talk attendance and Planned events in the community and at Lockheed during extended hours.
- PTA membership numbers will increase.
- Career counseling plans and career fair agenda.

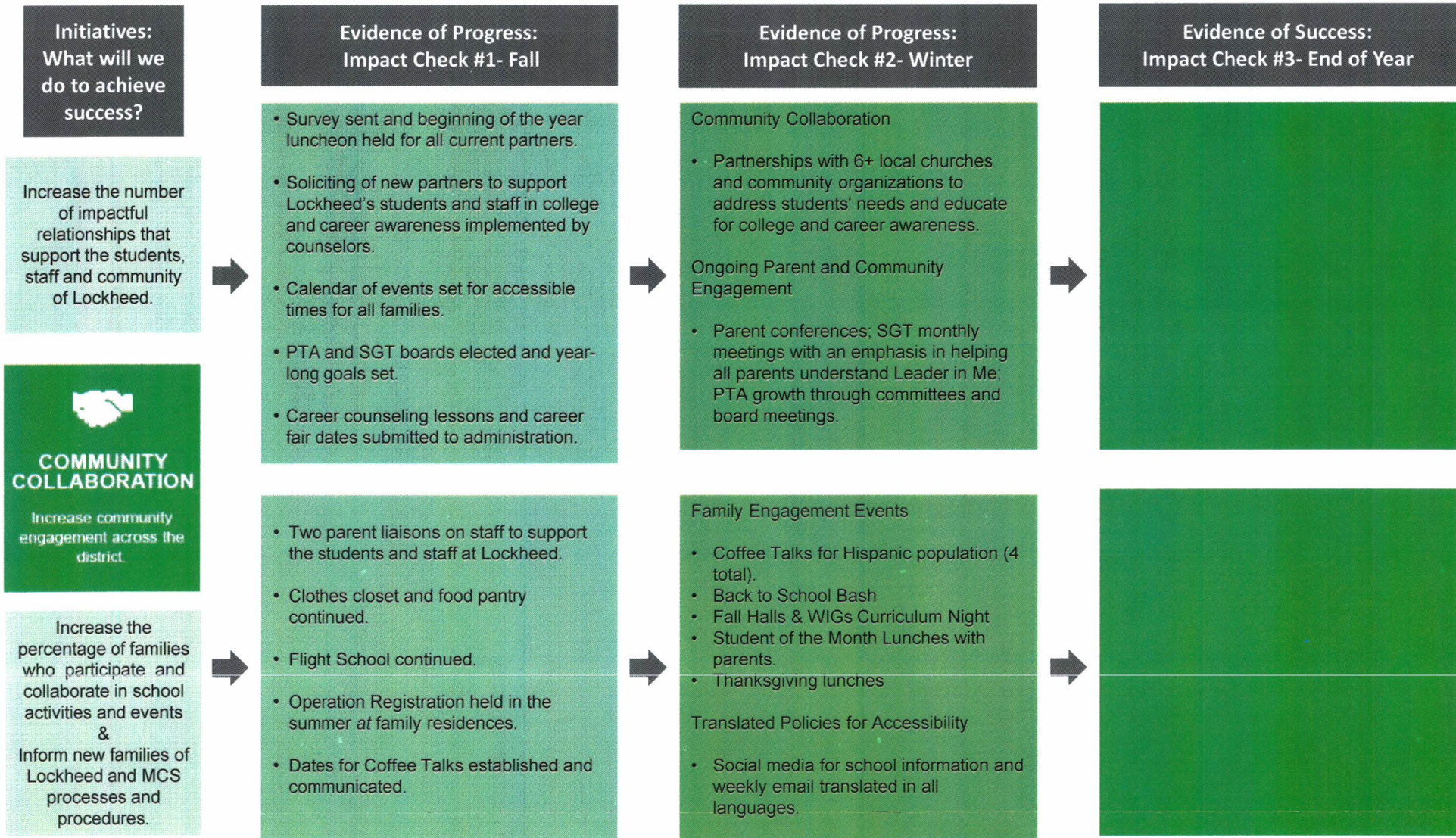
- Parent engagement will increase.
- Clothes closet and food pantry will be used.
- Documentation from the Flight School class.
- Increase in participation at the information meetings.
- Increased number of rising K students for 2025-2026.

**Outcomes:** What will success look if we provide opportunities for all children (student groups)?

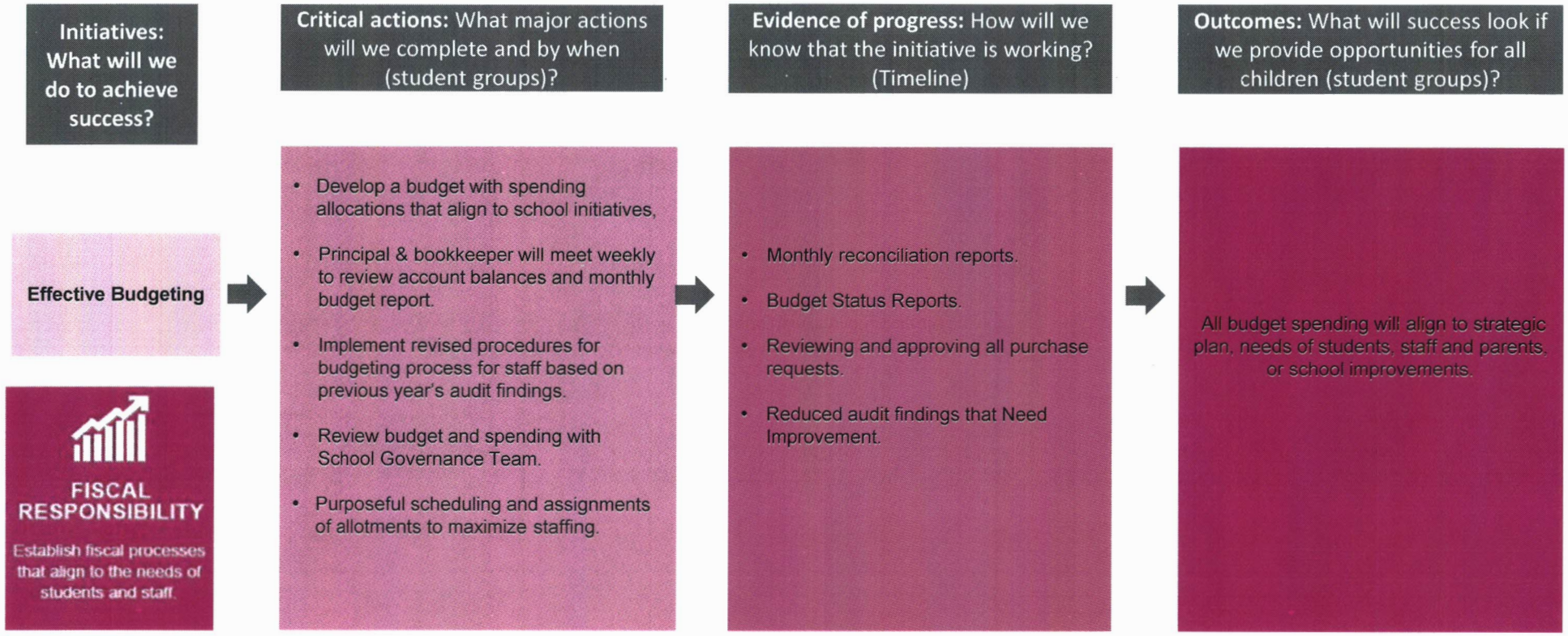
Increase in the number of impactful relationships that support the students, staff and community of Lockheed.

Increase the percentage of families who participate and collaborate in school activities and events.  
Inform new families of Lockheed and MCS processes and procedures.









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

Effective Budgeting



**FISCAL RESPONSIBILITY**

Establish fiscal processes that align to the needs of students and staff.

**Evidence of Progress:**  
Impact Check #1- Fall

- Develop a budget with spending allocations that align to school initiatives,
- Principal & bookkeeper will meet weekly to review account balances and monthly budget report.
- Implement revised procedures for budgeting process for staff based on previous year's audit findings.
- Review budget and spending with School Governance Team.
- Purposeful scheduling and assignments of allotments to maximize staffing.

**Evidence of Progress:**  
Impact Check #2- Winter

**Evidence of Success:**  
Impact Check #3- End of Year



## Charter Funding - Strategic Support -SGT Request Form-

School: Lockheed Elementary

Amount Requested: \$37,190.00

Date of SGT Approval/Vote<sup>1</sup>: 9/20/2024

**Strategic Alignment:** Explain how your proposed use of charter funds aligns to your school improvement plan (and/or the district strategic plan) and the long-term outcomes or goals highlighted in your plan.

Staff and student support for addressing trauma is a need at Lockheed. In addition, understanding how to instruct our population is challenging. We plan to invest in strategies, resources and professional learning to support Leader in Me, ESOL instruction, and co-teaching to help increase instructional time and intentionality and create a provide positive learning environment for all students and staff. Charter funds will be used to purchase instructional materials, resources, and experiences and to provide professional development.

**Funding Activities:** Use the table below to state the project activities, strategic alignment, anticipated outcomes and long-term impact for your students.

| Implementation: (Project Activities – including any Enhanced Roles <sup>2</sup> )   | Strategic Plan Alignment:  | Program Effectiveness: (Project Outcomes)  | Program Impact: (Long-term Outcomes)   | Budget:  |
|---|--|--|--|--|
| Provide professional learning to increase teachers' ability to implement positive discipline patterns for challenging behavior, creating a positive, leader-focused culture & climate, and ensure ESOL strategies are implemented throughout all instruction. | Academic Achievement<br>Human Resources<br>Community Partnerships<br>Fiscal Responsibility | 100% participation in professional learning opportunities for certified staff.<br><br>Decreased major/minor office referrals, out of school suspensions and time spent out of class due to misbehavior.<br><br>Celebrations & incentives provided. | Increased professional knowledge and effective management instructional practices for managing student behavior.<br><br>Improved overall student behavior which leads to increased instructional time with fewer disruptions due to misbehavior.<br><br>Increased students' academic performance.<br><br>Improved student and staff morale throughout the building as seen by less absences. | Professional Learning<br><br>Celebrations & Incentives (students and staff)<br><br>Wellness & Sensory Materials<br><br>Field Trips |
| Provide incentives for students and staff that align with Leader in Me.   |  | In-house and off-campus field trips scheduled and attended.  |  |  |
| Supplement funds for student experiences and teacher growth.  |  |  |  |  |