Forsyth County Schools

A safe, connected, and thriving community for all

ACE

2023-2024

School Improvement Plan

Principal: Drew Hayes

School Mission/Vision Statement(s):

To be created by the ACE admin and staff this school year

School Belief Statements:

To be created by the ACE admin and staff this school year

Reflection on results:

We did not accomplish everything we needed to with the Mission/Vision. We have a general schematic ready to go, but we did not get participation from everyone. We have a plan to gather feedback from staff and work with a group of teacher leaders in pre-planning. The statement from my admin team- "This is really hard." I do believe that putting together a meaningful and lasting mission/vision is extremely challenging. We are close. We will get the mission and vision finalized in the first 9 weeks of the school year. I believe it is important to have full ownership in something this important.

ACE
2023-2024 School Improvement Plan

FCS Goal Area: Social & Emotional Health

FCS Performance Objective C: Promote respect, wellness, and balance for staff and students

Major Focus: Crucial Conversations
Performance Measures:

- All ACE staff will be given the opportunity to complete Crucial Conversations training during the course of the school year.

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Complete an admin training cohort of Crucial Conversations by Dec 19, 2023 • Complete a staff cohort of Crucial Conversations by Dec 19, 2023	• Complete a staff training for a 2nd cohort of Crucial Conversations by May 23, 2023

Performance Measures: Year-End Results

2022-2023 (Baseline):
4 staff members were trained to be Crucial Conversations Trainers

2023-2024:
All staff at ACE will be given the opportunity to complete Crucial Conversations this school year (May 23, 2024).

Reflection on Results:

We had two cohorts run throughout the year. One group completed the training through HR. Another group completed the training through once a month meetings run by me and my trainers throughout the school year. Twenty people were trained this year. I believe I need to carve out more time to complete the training in a shorter time span. I do believe and the staff who participated believe that CC is an extremely meaningful and effective training. I also saw people being willing to have more challenging conversations in a very respectful fashion than we did in the past. It also gave us a common language to talk about conflict and how to get better. I will continue to offer this training in an on-going fashion at ACE.

ACE
2023-2024 School Improvement Plan

FCS Goal Area: Climate, Culture, & Community

FCS Performance Objective B: Work collaboratively with all people to promote inclusivity, school pride, and belonging

Major Focus: Hearing People's Stories
Performance Measures:

- **Provide an opportunity for students and staff to share their story.**

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Students will be provided an opportunity through ELA or peer facilitation course to share their story through an essay or project. • Administration will work to know the stories of their staff members to better understand their "Why?". These will be shared through admin meetings throughout the year.	• Students will be provided an opportunity through ELA or peer facilitation course to share their story through an essay or project. • Administration will work to know the stories of their staff members to better understand their "Why?". These will be shared through admin meetings throughout the year.

Performance Measures: Year-End Results

(Include sub-group data where applicable)

2022-2023 (Baseline):
Admin team divided up the staff and established relationships to better get to know all staff members.

2023-2024:
We will provide an opportunity for all students and staff to share their story by the end of year (May 23, 2024).

Reflection on Results:

All students participated in a share out of their stories. I do firmly believe that it helped the students to express themselves, and I believe it helped our staff to better get to know and understand our students. Our admin did a really good job getting to know our staff on a more personal and deeper level. I do not know that we fully got to everyone's why. I would like to do that next year. We did open every admin meeting with: "What is going on with the staff that we all need to know about?" It could be that someone's child was sick or that they had lost a family member or regarding something positive to share. We would then take a few minutes to text or call those people before moving on with the meeting. I believe it helped us to know as a group to collectively know, support, and celebrate one another.

ACE
2023-2024 School Improvement Plan

FCS Goal Area: The Learner Experience

FCS Performance Objective A: Increase student achievement

Major Focus: The PLC Process
Performance Measures:
ACE will fully implement the PLC process with all teachers in the building.

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Develop a PLC Leaders Team • Initiate Collaborative Teams for every teacher and have each CT create meeting/team norms and schedule for the year.	• **Evaluate team effectiveness with the PLC Leaders utilizing the rubrics available in Learning By Doing.**

Performance Measures: Year-End Results

(Include data for the school and each sub-group)

2022-2023 (Baseline):
ACE admin read *Learning By Doing: A Handbook for Professional Learning Communities at Work* and attended all county trainings about PLCs. ACE developed a plan and created Collaborative Teams for every teacher at ACE.

2023-2024:
ACE will fully implement the PLC process with all teachers in the building.

Reflection on Results:

We implemented the PLC process fully. It was not perfect, but I do believe we had a very strong start. We need to tweak the team setups a little bit, and I want to have clearer guidelines for the collaborative team leaders next year. But overwhelmingly, teachers collaborated and got better as a result of being in teams and discussing student learning and what was working and what was not. I believe it was critical that we purposefully created collaborative teams with members across all of our programs and not just within a program (FVA, Gateway, and FA). People learned from the variety of perspectives and approaches.

ACE
2023-2024 School Improvement Plan

FCS Goal Area: The Learner Experience

FCS Performance Objective A: Increase student growth

Major Focus: The PLC Process
Performance Measures:
ACE will fully implement the PLC process with all teachers in the building.

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Develop a PLC Leaders Team • Initiate Collaborative Teams for every teacher and have each CT create meeting/team norms and schedule for the year.	• **Evaluate team effectiveness with the PLC Leaders utilizing the rubrics available in Learning By Doing.**

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