Stark Elementary School

We are STARK STRONG
trustworthy · responsible · optimistic · nice · growth-minded · supportive

One Vision - One Mission
SES Students WILL Perform at Grade Level or Above!

Butts County Schools

Grow Together -*Succeed Together!*

The mission of the Butts County School System is to educate each student in a safe environment while providing opportunities and experiences to graduate as a productive community member.

Excellence in Student Achievement

Excellence in our BCSS Team

Excellence in Operations

Excellence in Culture and Climate

We Believe:
- A safe environment is imperative for the growth of students, staff, and schools.
- Recruiting, retaining, and training quality staff is required for excellence to be achieved.
- Holding staff and students accountable for high standards and rigor will grow our schools.
- Public education will have a positive impact on the next generation.
- Partnering with all stakeholders is vital for transparency, collaboration, and building trust.
- We have to be great stewards of community resources and taxes while remaining student focused.
- Partnering with our community will enhance student opportunities.
- Providing relevant educational experiences for every child is what makes our schools great.
- Every student will be equipped to reach his or her academic, career, and life potential upon graduation

Needs Assessment	Data Reviewed
ELA and Reading Data	CCRPI Milestones 3-5 GKIDS - K MAP K-5 Progress Learning 1-5 Sub Group (Gender, Ethnicity, ESE, TAG, EIP)
Math Data	CCRPI Milestones 3-5 GKIDS - K MAP K-5 Progress Learning 1-5 Sub Group (Gender, Ethnicity, ESE, TAG, EIP)
Science Data	CCRPI Milestones 5 GKIDS - K Progress Learning 1-5 Sub Group (Gender, Ethnicity, ESE, TAG, EIP)
Social Studies Data	GKIDS - K Progress Learning 1-5 Sub Group (Gender, Ethnicity, ESE, TAG, EIP)
JHS Data	Graduation Rate Drop-Out Rate Pathway Completion Sub Group (Gender, Ethnicity, ESE, TAG, EIP)
Attendance Data	Staff Attendance Student Attendance Sub Group (Gender, Ethnicity)
Discipline Data	Total Referrals By Event

	By Month By Grade Level By Resolution (ISS, OSS) Sub Group (Gender, Ethnicity, ESE)
Perception Data	Student Climate Survey (By School, By District, By State) Grades 3-5 MRA (Leader in Me) Grades 4-5, Special Ed. Survey (Pre-school -5th) - By Student - By Teacher - By Staff - By Parent
TKES Data	Teacher Evaluation System
Teacher Retention/Professional Learning Data	Out-of-County PL for Administration Out-of-County PL for Teachers
Community Involvement Data	Number/List of Events for Parents Number/List of Events for the Community Number/List of Events the School Participated in the Community

Team Members	Name and Role
School Administrators	Shannon Daniel, Principal Nichole Craft , API Joshua Ridley, APD Julie Castellanos-Akins, Counselor Shelby Lamb, IC
Teachers: (include subgroup)	Heather Rustin, Kindergarten Courtney Groover, 1st Grade Catharina McWhorter, 2nd Grade Andrea Griffin, 3rd Grade Rosemary Boone, 3rd Myette Crawford, 4th Cindy Ethridge, 5th Misty Thompson, SPED
Parents: (not employees of the school)	Ash Biles Kirsty Manross Amber Fort
Community Stakeholders	
Students	GiGi Biles Gracyn Manross

Team Focus

Increase Student Achievement By
    Having Excellence in our BCSS Team
    Having Excellence in Operations
    Having Excellence in Climate and Culture

What is our current state?
Growing our students toward mastery. Making Progress!

What is our desired state?
Meeting and Exceeding! Students performing on and above grade level.

Theory of Action
One Vision - One Mission *SES Students WILL Perform at Grade Level or Above!* *Lead Measures:* ● *Learners set goals, are able to articulate these goals, and monitor their own learning progress in Fall, Winter and Spring.* ● *Student assessment data is used to make informed decisions about teaching and differentiated instruction weekly in PLC's.* ● *Improve problem-solving skills through engaging activities that require physical manipulation, experimentation, and collaboration by students planned weekly in Collaborative Planning.*   ● *Professional Learning and Coaching will be provided to support these Lead Measures*

Goal Area 1

Excellence in Student Achievement

Performance Objective: Ensure quality instruction for all students	
Initiative	Increase the percentage of students grades 3-8 that meet their Growth projection on MAP
School SMART Goal:	Increase the percentage of students grade K-5 that meet their Growth projection on MAP Math and Reading by 6%: Math: Increase from 59% Spring of 2025 to 65% Spring of 2026 Reading: Increase from 64% Spring of 2025 to 70% Spring of 2026
Data to support mastery	MAP Data
January Update	
June	Met Not Met

Action Steps	Person Responsible	Timeline for implementation	Monitoring (When / How will the Goal be monitored)	Evidence (Reviewed in October and March) Data to show proof of the effects of the Action Step
Increase goal setting with every student for their MAP growth	School Administrators Instructional Coaches Teachers	June 2026	MAP Growth	● Student Goal Sheets 　○ Fall 　○ Winter 　○ Spring
Ensure all interventions provided are research based or evidence based on SES Go To Intervention List.	School Administrators Instructional Coaches	June 2026	RTI Process	● RTI Meeting Minutes-weekly (GoMTSS/RTI) ● RTI Progress Monitoring Data-weekly

Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence
Complete development of Intervention Instructional Videos	Counselor Stark Strong Focus Team Teachers			• IEP Progress Monitoring Data-weekly • Go To Intervention List-in progress Intervention Videos - 8 Videos Complete 2024-2025 SY • Agenda, Sign In Sheets, and Minutes from Stark Strong Focus Team Meetings
Increase the use of the Learning Continuum to ensure DI for students	School Administrators Instructional Coaches Teachers	June 2026	MAP	• Lesson/Unit Plans • Agenda, Sign In Sheets, and Minutes from PLC • Walkthrough Collaboration

Performance Objective: Ensure quality instruction for all students	
Initiative	Increase the percentage of students 3-8 demonstrating proficiency on Georgia Milestone EOG
School SMART Goal:	Increase percentage of students K-5 scoring above the 61st percentile for Achievement on Spring MAP in Math and Reading by 5%. 45% scored above 61st percentile Spring 2025 on MATH MAP Achievement - SES will increase to 50% for the 2026 SY 47% scored above 61st percentile Spring 2025 on Reading MAP Achievement - SES will increase to 52% for the 2026 SY
Data to support mastery	MAP Data Milestone Data
January Update	
June	Met Not Met

Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence (Reviewed in October and March)
Teachers K-5 will participate in Professional Learning Community	School Administrators	June 2026	Attendance at PLC Planning Meetings	• PLC Schedule • Sign In Sheet, PLC Agenda and Lesson Plans from PLC Planning Meetings

Performance Objective: Ensure quality instruction for all students				
Meetings (PLC's) weekly to collaborate around the first 2 PLC guiding questions 1. What do we want students to learn? 2. How will we know if students have learned it? These meetings will focus on standards and student data.	Instructional Coaches Teachers Special Education Teachers Specials Teachers			
Teachers K-5 will participate in Collaborative Planning weekly to focus around questions #3 and #4 of the PLC guiding questions 3. How will we respond when students don't learn? 4. How will we extend learning for students who have demonstrated proficiency? Special Education Teachers will participate in collaborative planning monthly.	School Administrators Instructional Coaches Teachers Special Education Teachers Specials Teachers	June 2026	Attendance at Collaborative Planning Meetings	● Collaborative Planning Schedule ● Agendas ● Lesson Plans from Collaborative Planning Meetings
Create and revise Common Formative Assessments created at SES and Summative Assessments created at the district with all three elementary schools	School Administrators Instructional Coaches Teachers	June 2026	Common Formative Assessment and	● Common Formative Assessments ● Summative Assessments ● Data from Assessments ● PLC Meeting Team Documentation Template & Lesson Plans

Performance Objective: Ensure quality instruction for all students				
			Summative Data	
Provide a comprehensive ELA Program (Benchmark, Reading Horizons, LLI, Growing Readers)	Administrators Instructional Coaches Teachers	June 2026	MAP EOG	- Defined Resource - Professional Learning on Resources- Sign In Sheets, Agenda, Minutes, Handouts - PLC and Collaborative Planning Sign In Sheets, Agendas, Minutes
Provide professional learning for Growing Readers and New ELA Standards Growing Readers: - Master Schedule Time for Growing Readers - PrePlanning - Class Libraries are Established - August - PL Active View of Reading & Hierarchy - September - PL Structuring Independent Reading: Selecting Just Right Books & Reading Stamina - October - PL Compliment Conferences - November/December - Coaching Compliment Conferences - January - PL Research, Compliment, Teach Conferences - February/March - Coaching	Administrators Instructional Coaches Teachers Growing Readers Cohort I	June 2026	MAP EOG	- PL Plan In-District - Master Schedule - Professional Learning- Sign In Sheets, Agenda, Minutes, Handouts - PLC and Collaborative Planning Sign In Sheets, Agendas, Minutes

Performance Objective: Ensure quality instruction for all students				
Research, Compliment, Teach Conferences				
Ensure protocols for media centers	Administrators Instructional Coaches Media Specialist	June 2026	TKES Meetings	• Media Center Protocols • Media Center Plan • TKES
Continue to provide a comprehensive Math program (Big Ideas, Do the Math)	School Administrators Instructional Coaches Teachers	June 2026	MAP EOG	• Professional Learning for New Teachers on Resources- Sign In Sheets, Agenda, Minutes, Handouts • PLC and Collaborative Planning Sign In Sheets, Agendas, Minutes • Do the Math Coaching
Provide PL to ensure mathematical instruction using CRA (Concrete, Representational, and Abstract) while developing mathematical practices in students	School Administrators Instructional Coaches Math Focus Team Teachers Paras	June 2026	MAP EOG	• Professional Learning- Sign In Sheets, Agenda, Minutes, Handouts • PLC and Collaborative Planning Sign In Sheets, Agendas, Minutes
Participate in local, regional and state professional learning opportunities.	School Administrators Instructional Coaches Teachers	June 2026	Yearly Professional Learning Plan	• Documentation from Professional Learning Opportunity. • Redelivery Plan to include Sign In Sheets, Agendas, Minutes, and Handouts.

Performance Objective: Ensure quality instruction for all students	
Initiative	Increase the % of students grades 3-8 showing readiness for the next level according to CCRPI Readiness indicators
School SMART Goal:	Increase the % of students grade 3-5 showing readiness for the next level according to CCRPI Readiness indicators by 3.4% From 84.6% in 2024 to 88% in 2026
Data to support mastery	CCRPI Data
January Update	
June	Met Not Met

Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence (Reviewed in October and March)
Continue to monitor student attendance tardies Communicate "Attendance and punctuality is important initiative"	Administrators School Counselors Teachers	June 2026	Monthly Attendance Reports	● Student Attendance Reports ● IC Contact Log ● Attendance Task Force Documentation
Increase participation and courses offered for Fine Arts and World Language.	Administrators Instructional Coach Teachers	June 2026	Fine Arts Course List	● Master Schedule for the 2025-2026 SY
Ensure career development is implemented in K-5.	Administrators School Counselors Teachers	June 2026	Schedule of Activities	● School-Wide Counseling Plan (Mrs. C) ● Career Expo (4th & 5th)
Review standards for Health/PE and Fine Arts Courses. Ensure accurate implementation of standards.	Administrators Instructional Coach	June 2026	Attendance at PLC Planning Meetings	● PLC Schedule ● Sign In Sheet, PLC Agenda, and Lesson Plans

Performance Objective: Ensure quality instruction for all students				
	Teachers			● Walkthrough Collaboration

Performance Objective: Data is used to make informed decisions	
Initiative	Create a true Professional Learning Community culture throughout BCSS
School SMART Goal:	Create a true Professional Learning Community Culture. 100% of teacher teams will meet weekly with documented agendas and outcomes to include a minimum of 2 meetings per month focused on data from formative and/or summative assessments. Be responsive to the data to impact differentiated instruction. Increase the monitoring of all subgroups and accountability for all subgroup success.
Data to support mastery	Progress Learning Overall Scores SES Progress Learning Data Template MAP Growth Data Milestones Data CCRPI Climate Star Rating
January Update	
June	Met Not Met

Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence (Reviewed in October and March)
Continue to provide professional learning on PLC's to deepen implementation of effective PLC's for increased effectiveness	School Level Administration Instructional Coaches Guiding Coalition Team	June 2026	Schedule of Professional Learning	● Sign In Sheets ● Agendas ● Handouts from Professional Learning
Grow and improve PLC protocols and data dig to ensure fidelity of PLC's	School Level Administration	June 2026	Attendance at Collaborative	● PLC Schedule

	Instructional Coaches Teachers Guiding Coalition Team		Planning Meetings	● Sign In Sheet, Team Documentation Template and Lesson Plans from Collaborative Planning Meetings ● Walkthrough Collaboration
Continue to use common templates for data analysis. Review all subgroup data as part of the data analysis for each assessment.	School Administrators Instructional Coaches Special Education Teachers EIP Teachers Gifted Teachers	June 2026	MAP and EOG	● Data analysis tool
Monitor Differentiated Instruction for all subgroups (LLI, Do the Math)	School Administrators Instructional Coaches Teachers Special Education Teachers EIP Teachers	June 2026	MAP and EOG	● Sign In Sheets ● Agendas ● Minutes ● Handouts from Professional Learning ● Lesson Plans ● Classroom observations

Goal Area 2

Excellence in our BCSS Team

Performance Objective: Recruit and retain quality employees	
Initiative	Retain highly qualified effective teachers and staff
School SMART Goal:	Retain highly qualified, effective teachers and staff
Data to support mastery	86% Returned for the 26 SY - Increase to 90% Returning Staff for the 2027 SY Progress Learning Data MAP Growth Data Climate Culture Survey Data MRA Survey Data
January Update	
June	Met Not Met

Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence (Reviewed in October and March)
Enhance the SES New Teacher Induction ● Mentor program that supports new teachers daily (Grade Level Mentors) ● Bi-Weekly Mentor/Mentee Meetings	School Level Administration, Instructional Coach, Mentors	June 2026	TKES Data Observations Feedback Retention Exit Survey	● Mentor Logs ● Meeting Agendas ● Sign-In Sheets
Create a plan to support SES teachers that change grade levels or departments weekly	School Level Administration, Instructional Coach, Grade-Level/	June 2026	TKES Data Observations Feedback	● Compadre Log

● Compadre Program that supports new teachers daily (Grade Level Compadre)	Content Compadre			
Expand staff recognition and appreciation programs	School Level Administration, Stark Strong Focus Team	June 2026	Retention Data Exit Survey	● Staff recognition and appreciation programs/events

Performance Objective: Invest in professional growth	
Initiative	Implement opportunities to build capacity in staff members
School SMART Goal:	Increase MRA Leadership score from 74 to 80 by Spring of 2026
Data to support mastery	MRA- Leader in Me Climate & Culture Survey Data
January Update	
June	Met Not Met

Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence (Reviewed in October and March)
Provide professional growth opportunities for teachers by utilizing the coaching cycle	School Level Administration, Instructional Coach, Teachers	June 2026	TKES Data	● Classroom Observations ● Coaching Logs ● PLC Agendas ● Leader in Me PL Agendas, Handouts ● Redelivery Plans for Out of District PL

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Increase the number of Gifted, Math, and Reading/Dyslexia endorsed teachers	School Level Administration, Teachers	June 2026	CPI Report	• Kick-Up Registration Log • Registration from Endorsement Program

Build teacher efficacy through focus teams.
Guiding Coalition
Stark Strong
   • Leader in Me Lighthouse Team
   • PBIS
   • Celebrations/RTI
Literacy
Math
	School Level Administration, Teachers	June 2026	Teacher and Staff Survey	• Focus Team Agendas and Sing-in Sheets

Deepen effective Professional Learning Communities (PLCs) and Collaborative Planning for increased effectiveness	School Level Administration, Teachers	June 2026	TKES Data Observations	• PLC Agendas and Sign-In Sheets • Data analysis sheets

Goal Area 3

Excellence in Operations

Performance Objective: Ensure a safe and well-maintained facility for all stakeholders				
Initiative	Schools and facilities will be safe and inviting places for students, parents, staff, and community members			
School SMART Goal:	Increase the number of School Dog entries from 506 to 600 by Spring of 2026 Decrease the number of concerns from 10% to 5%			
Data to support mastery	School Dog Data OIC Drill Reporting Data MRA Data (Leader in Me) Climate and Culture Survey Data			
January Update				
June	Met	Not Met		

Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence (Reviewed in October and March)
Review and update Emergency Safety plan with proper input.	School Level Administration, SRO, Leadership Team, Teachers, Paras	June 2026 Annually	Safety Meeting Agenda, Sign in Sheets	● BCSS Safety Plan ● School Safety Plan
Conduct safety drills, safety procedures, and safety walks and debriefs to improve actions.	School Level Administration, SRO	June 2026 Monthly	Google Forms, OIC Log, SchoolDog Log, Meeting Agendas, Sign in Sheets	● State Safety Drill Reporting Site ● PLC Agenda with Monthly Safety Training ● Monthly Safety Walkthroughs with Grade Levels (September - April) with Sign-In Sheets

				● Google Form for Monthly Safety Walkthroughs with Grade Levels ● School Dog Data Reports
Maintain cybersecurity/digital citizenship measures and training for all staff and students.	School Level Administration, Media Specialist, Counselor, Teachers	June 2026 Annually	Vector Solutions GSBA Safety Scenarios	● Vector Training Completion ● Digital Citizenship Lesson Plans - Common Sense Media ● Lightspeed Alerts/Monitoring

Conduct training for ALL staff in the realm of safety, prevention, and response.	School Level Administration	June 2026
		Monthly
			Sign-in Sheets
			Google Invites
			Google Calendar
				● Vector Training/Sign-Offs
				● Pre-Planning Agenda
				   ○ School Safety Plan
				   ○ Safety Flip Chart
				   ○ Centegix
				   ○ AED
				   ○ Stop the Bleed
				● PLC Agenda with Monthly Safety Updates during Faculty Meetings

Ensure smooth and seamless transitions for students into PK, Kindergarten, and Henderson Middle School	School Level Administration Counselor Teachers	June 2026 Annually	Sign-in Sheets Handouts Agendas Google Invites Google Calendar	● PK Camp Plans ● ESE PK/K Transition IEP Meeting ● Kinder Camp Plans ● Kindergarten Screening ● 5th Grade Transition Plans ● ESE Annual Reviews Held at HMS

Goal Area 4

Excellence in Culture and Climate

Performance Objective: Foster stakeholder partnerships through transparency	
Initiative	To provide clear and effective communication in order to increase and sustain partnerships.
School SMART Goal:	Improve communication between the elementary school and its stakeholders (families, community partners, and staff) to strengthen and maintain partnership by increasing stakeholder engagement by 25% as measured by participation in surveys. From 36% to 61% total participation on all three surveys
Data to support mastery	Leader in Me Measurable Results Assessment, GADOE School Climate Survey, ESE Survey
January Update	
June	Met Not Met

Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence (Reviewed in October and March)
Increase participation through parent and family workshops, input meetings, and school council meetings with multiple modes and flexible times	District Admin School Admin and Faculty Parent & Family Engagement	June 2026	Feedback/ Survey Data	- Agendas - Sign-in sheet - Handouts - Infinite Campus - Social Media P - Principal Communication
BCSS will enhance educator accessibility in the community by maximizing opportunities to participate in community events and creating other opportunities for outreach	Parent & Family Engagement Coordinators, Principal, Teachers	June 2026	Feedback/ Survey Data	- Agendas - Sign-in sheets - Handouts - Infinite Campus - Social media - Principal Communication

				Planning Committee Meetings Planning Agenda
Improve effective two-way communication with stakeholders	Parent & Family Engagement Coordinators, Principal, Teachers	June 2026	Feedback/ Survey Data	- Agendas - Sign-in sheets - Handouts - Infinite Campus - Social media - Principal Communication
Involve community stakeholders in key decisions and proactively share information in the early stages of policy and decision making	School Admin and Faculty Parent Engagement Coordinators	June 2026	Feedback/ Survey Data	- Agendas - Sign-in sheets - Handouts - Infinite Campus - Social media - Principal Communication

Performance Objective: Intentionally build authentic, positive relationships with all stakeholders		
Initiative	Improve relationships and interactions with stakeholders	
School SMART Goal:	Improve from 4 star climate rating 2025 to 5 star climate rating in 2026.	
Data to support mastery	MARS Data Climate and Culture Survey Data Star Rating MRA	
January Update		
June	Met	Not Met

Performance Objective: Intentionally build authentic, positive relationships with all stakeholders				
Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence (Reviewed in October and March)
Partnering with higher institutions for practicum and student teaching experiences.	School Administration, Teacher	June 2026	Administration and Placement Supervisor	● Record of Practicums/Student Teacher assignments for the school year
Continue to support the whole child and the families of SES.	School Administration, Counselor, Stark Strong Focus Team Teachers SES Nurse PTO	June 2026	Feedback/ Survey Data Fidelity Checks	● Leader in Me ● Zones of Regulation ● PBIS Product Book ● Distribution lists of community partnership and resources (Coats, Operation Lunchbox, school supplies, hygiene items) ● Clubs (Girls on the Move, Young men on the Move, Robotics, Student Council, Chorus, Art Club) ● Dental Van ● Academic Celebrations, Character Ed Celebrations, Triple S sheet ● Title I Curriculum Night, Literacy Night, Math Night ● Career Day 4th & 5th ● Read Across America

Performance Objective: Create an "Everyone can be a Leader" mentality across the district	
Initiative	BCSS will use the Sean Covey, "Leader In Me" framework to drive a change in mindset across the district
School SMART Goal:	Increase from 76% Spring 2025 Leadership to 80% Spring 2026 in student MRA.

Data to support mastery	MRA			
January Update				
June	Met	Not Met		

Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence (Reviewed in October and March)
Implement Leader in Me to equip students with leadership and life skills, fostering a culture of empowerment and high-trust, leading to improved student achievement and behavior	School Administration, Counselor, Stark Strong Focus Team All Staff	June 2026	Schedule of Professional Learning	• Leader in Me Lesson Plans • Leader Portfolios • Leadership Roles for ALL Students • Beginning of Year Student Survey "All About Me" • Parent/Guardian communication of Leader in Me and Change - Student Handbook/ Newsletter • Growth Celebrations • Achievement Celebrations • Positive parent contact Fall & Winter • Behavior High-Flier Small Group • Counselor Small-Groups
Revamp PBIS into Eagle in Me	School Administration, Counselor, Stark Strong Focus Team All Staff	June 2026	Behavior Expectation Posters	• School-Wide Matrixes