

Paul L. Dunbar Elementary Strategic Plan (Jackson Cluster)

District Mission & Vision

With a caring culture of trust and collaboration, every student will graduate ready for college and career.

A high-performing school district where students love to learn, educators inspire, families engage and the community trusts the system

Cluster Mission & Vision

MJHS Cluster Mission; to Graduate students who are productive, caring and lifelong learners.

MJHS Cluster Vision; a high-performing cluster where students love to learn, educators inspire, families engage and the community trusts the system.

School Mission & Vision

Paul Laurence Dunbar Elementary is a school that nurtures and develops life- long learners who are problem solvers and internationally minded citizens.

Paul Laurence Dunbar is a school where excellence is expected and all students are developed academically, socially, and emotionally in order to become globally competitive.

Signature Program: International Baccalaureate Primary Years Programme

School Priorities

- Maintain a strong climate & culture that supports social emotional learning that impacts high student achievement and growth**
- Increase overall academic performance in math, and ELA/Reading as well as Science and Social Studies for 5th grades.**
- Provide every student with a rigorous curriculum centered on a global perspective**

- Recruit and retain highly qualified urban teachers**
- Improve teacher efficacy in IB, Literacy Development, Gifted and other Core Content Areas.**
- Build teacher-leader capacity**

- Build systems & procedures to support our school priorities**

- Develop a family oriented culture of trust, expectations, and communication to strengthen the relationship between the administration, school partners, parents, and staff members.**
- Strengthen the school's motto of "Excellence without Excuses" through extensive community engagement and alignment with business and community partners.**

School Strategies

- Implement innovative strategies to promote social, emotional balance
- Monitor Student discipline data to decrease incidents of conflict
- Consistently monitor student performance data through research based assessment tools (STAR 360, Achieve 3000, APS Benchmark)
- Increase rigor of instruction through consistent use of APS Instructional strategies.
- Maintain full-day common planning for all grade levels once per week
- Monitor student Lexile scores based on progress monitoring through Accelerated Reader/Achieve 3000 and Star 360 Assessments weekly, monthly, & quarterly.
- Develop unit plans that align with IB curriculum.
- Continue implementing learner profiles in student and staff recognitions
- Integrate tenants of IB into the daily instruction program at the school
- Make application to start the process of becoming an IB World School

- Develop rigorous 90 day probationary period for all new staff
- Provide PD opportunities specifically tailored to IB, Literacy Development and all core content.
- Provide PD opportunities for teachers to engage with the IB Coach and with components of IB prior to making application.
- Establish a school-based Gifted Endorsement Cohort
- Establish a Principal Leadership Academy for Teacher Leaders

- Prioritize our budget and personnel to address our school priorities and needs

- Maintain Parent Rally & Upgrade Parent Center to engage more parents
- Reactivate the school's PTA with the State of GA PTA Organization
- Update School Website & Social Media presence.
- Rebrand school with a focus on Excellence.

Key Performance Measures

- Increase GAP score of 3 in all CCRPI performance areas
- Increase % of students scoring in the Proficient Learner or above on the GA Milestones by 5-10%
- Decrease % of student scoring in the Developing learner by 10%
- Increase % of students in grade 3 achieving a Lexile measure equal to or greater than 650 on the Georgia Milestones ELA EOG by 10% to 15%.
- Increase % of students in grade 5 achieving a Lexile measure equal to or greater than 850 on the Georgia Milestones ELA EOG from 10% to 15%.
- Maintain a weighted suspension rate and student discipline score of 97% or above.



Academic Program



Talent Management



Systems & Resources



Culture