Comprehensive School Improvement Plan

Elite Scholars Academy
2016 –2017

Vision Statement

The vision of Clayton County Public Schools is to be a district of excellence preparing ALL students to live and compete successfully in a global society.

Mission Statement

The mission of Clayton County Public Schools is to be accountable to all stakeholders for providing a globally competitive education that empowers students to achieve academic and personal goals and to become college and career ready, productive, responsible citizens.

District-Wide Expectations for Comprehensive School Improvement Plans

- Utilize the schools' pertinent data such as CCRPI data to make instructional decisions and prioritize strategic actions and monitoring protocols.
- Performance objectives should be written as specific, measurable, attainable, realistic, and timely (S.M.A.R.T.) goals using goal setting formulas.
- Include action steps that address Clayton County Public Schools' instructional priorities: **Literacy Across the Curriculum**, **Numeracy**, **Integrating Technology**, and **Critical Thinking** in the comprehensive plan.
- Action steps for training, weekly collaborative planning, implementing, and refining **Explicit Instruction** need to be included.
- A formative assessment system with data analysis should be included in the action steps for all applicable goals.
- Plan action steps for necessary interventions based on academic and behavioral data (i.e. subgroup data, placed or retained students, reading interventions, and the Behavior Big 7 Report).
- Consult the Technology Department before purchasing hardware or software to support an action step.
- Formatting: Times New Roman, 10 font, updated revision date
- Schools should review Comprehensive School Improvement Plans regular in various school meetings such as administrative, leadership, data, grade level and collaborative planning meetings and make revisions as needed. **District level reviews will occur quarterly.**

Principal: Dr. Shonda Shaw
Assistant Principal(s): Dr. Phillip Ramsey

School Leadership/Improvement Team	
Name	**Position**
Dr. Ashley Baker	Instructional Site Facilitator
Stephanie Brown	Lead Counselor
Sunil Dudeja	Math Chair
Reshawndra Hutchins-Trapp	Gifted Chair
Michael Sloan	Connections Chair

School CCRPI Data Team	
Name	**Position**
Dr. Ashley Baker	Instructional Site Facilitator
Jamilyne Lorme	Counselor
Elizabeth Hooper	Grade Level Chair (7^{th})
Justin Spurley	Grade Level Chair (6^{th})
Jamin LeBoeuf	Grade Level Chair (10^{th})
Brandie Scofield	9^{th} Grade Language Arts Teacher

School Demographic Data			
	2013-2014	2014-2015	2015-2016
Total Enrollment	530	565	
Asian	4%	3.3%	
Black	86%	83.49%	
Hispanic	9%	9.9%	
Multiracial	0.8%	1.98%	
White	1%	1.32%	
English Language Learners	0.5%	0.33%	
Gifted	25%	26.07%	
Students	1.5%	1.32%	

CCRPI Score

2014	2015	2016-2020 Goals
Overall CCRPI Score: 93.7	**Overall CCRPI Score: 97.7**	**2016 Goal: 98** **2019 Goal: 99.5** **2017 Goal: 98.5** **2020 Goal: 100** **2018 Goal: 99**
Achievement Points Earned: 51.6/60	**Achievement Points Earned: 55.7/60**	**Overall CCRPI Goals based on the following formula:**
Progress Points Earned: 19.5/25	**Progress Points Earned: 18/25**	**CCPRI Performance Goals** For each year during the five-year Strategic Waiver School System term, formerly the Investing in Educational Excellence (IE2), with the baseline year **2015-2016**, School will increase its College and Career Ready Performance Index (CCRPI) score with *Challenge Points* by 3% of the gap between the baseline year CCRPI score and 100.
Achievement Gap Points Earned: 15/15	**Achievement Gap Points Earned: 14/15**	$\textbf{\textit{IE2 Annual Growth}} = (100 - 2016\ \textit{CCRPI Score}\ (\textit{without Challenge Points})) \times 0.03$
Challenge Points Earned: 7.6/10	**Challenge Points Earned: 10/10**	*Example*

Baseline CCRPI Score	Expected Annual Growth	Year 1	Year 2	Year 3	Year 4	Year 5
65	(100 – 65)(.03)	65 + 1(1.05)	65 + 2(1.05)	65 + 3(1.05)	65 + 4(1.05)	65 + 5(1.05)
	1.05	66.05	67.1	68.15	69.2	70.25

Academic Achievement

Goal 1: To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results.					
ELA, Math, Science, and Social Studies Performance Objectives: To increase student achievement by 5% on standardized tests in all content areas and increase the number of middle and high growth bubble students by 5%.				**CCRPI Alignment: Achievement/Progress/Achievement Gap**	
Action Steps/ Tasks	**Timeline**	**Project Leader(s) and School Level Person(s) Monitoring**	**Resources/ Funding**	**Check Points/ Related Artifacts and Evidence**	**Professional Learning Activity and Date (where applicable)**
Ongoing content area training	July-April	Administration and Site Facilitator	Title 1 and PL Budget	Increased scores on chapter and unit assessments as well as the GMAS standardized assessment from the state. We would like to see 5% increase in scores on the GMAS.	Coordinators came on July 14th during pre-planning
Integration of technological resources into daily instruction such as Study Island, Edmodo, Edutrax, Gizmo, and Schmoop.	July-April	Administration and Site Facilitator	Title 1 and PL Budget	Schmoop training and familiarization for staff, student grades, performance tasks, Edmodo and Gizmo usage reports, reduction in failure rates. Post-tests and SLO data.	Training throughout the year
Provide ongoing training opportunities for teachers on increasing rigor and differentiation.	July-April	Administration and Site Facilitator	Title 1 and PL Budget	Benchmarks, Mock Exams, Schmoop Data, chapter or unit test scores. County coordinators came on July 14th during pre-planning to enhance rigor and differentiation	College Board training, differentiation training, rigor training, technology/resource training (Schmoop)

Safe-Orderly-Secure Learning Environments

Goal 2: To provide and maintain a safe, orderly and secure learning environment.					
Performance Objectives: To create an environment that is conducive to learning and inviting for all stakeholders as evident by a 5% increase in volunteers and volunteer hours.				**CCRPI Alignment: School climate/student attendance**	
Action Steps/ Tasks	**Timeline**	**Project Leader(s) and School Level Person(s) Monitoring**	**Resources/ Funding**	**Check Points/ Related Artifacts and Evidence**	**Professional Learning Activity and Date (where applicable)**
Create a discipline committee that will outline behavior expectation framework.	August	Discipline Committee	n/a	Contribute to positive school climate. Discipline reports, number of office referrals, number of mediation sessions.	Training and review of discipline model
Share with students and parents behavior expectations from the discipline plan.	July-June	Dr. Shaw and the Leadership Committee	n/a	Improved student behavior and decrease in office referrals Positive school climate	Review of behavioral expectations and update from committee
Conduct parent workshops and classroom guidance lessons in collaboration with the school resource officer on various student safety topics.	August-June	School Counselor/Resource Officer	n/a	Improved student behavior and decrease in office referrals Positive school climate	Safety training for staff in August and October from Deputy Davis
Bullying in-service conducted yearly for students, staff, and parents.	October	School Counselor	n/a	Improved student behavior and decrease in office referrals Positive school climate	School Counseling Department-October

Engagement of All Stakeholders

Goal 3: To create an environment that promotes active engagement, accountability, and collaboration of all stakeholders to maximize student achievement.					
Performance Objectives: Increase stakeholder and parental involvement by providing a variety of workshops and activities with an increase of 5% of volunteers and volunteer hours.				**CCRPI Alignment: School Climate**	
Action Steps/ Tasks	**Timeline**	**Project Leader(s) and School Level Person(s) Monitoring**	**Resources/ Funding**	**Check Points/ Related Artifacts and Evidence**	**Professional Learning Activity and Date (where applicable)**
Provide a variety of workshops for parents such as Homework 101, Dual enrollment, Preparing for college, Preparing for the GMAS, Bullying, Cyberbullying, and Sexting.	August and May	Counselors PTSA Governance Council	n/a	Increased parental involvement as measured by the number of parent volunteers and workshop attendees	n/a
Involve the school council, PTSA, and Governance Council in school decisions.	June and July	Dr. Shaw and Dr. Ramsey	n/a	Increased parental involvement as measured by the number of parent volunteers and workshop attendees	n/a
Create an attendance committee inclusive of the school social worker and health care technician.	Bi-weekly	Cheryl Williams Social Worker Healthcare Tech	n/a	Increased parental involvement as measured by the number of parent volunteers and workshop attendees	n/a
Maintain at least 98% daily attendance.	July-June	Administration and Cheryl Williams	n/a	Monthly attendance checks, grade level competitions for attendance	n/a

Effective Communication

Goal 4: To effectively communicate the system's vision and purpose and allow stakeholder involvement in an effort to build understanding and support.					
Performance Objectives: 100% of staff will provide ongoing communication of district beliefs, goals, vision, and mission to all stakeholders through email communications and teacher webpages.				**CCRPI Alignment: School Climate**	
Action Steps/ Tasks	**Timeline**	**Project Leader(s) and School Level Person(s) Monitoring**	**Resources/ Funding**	**Check Points/ Related Artifacts and Evidence**	**Professional Learning Activity and Date (where applicable)**
Include the vision and mission statements on all correspondence (Quarterly newsletters, letters to parents and staff, presentations, websites, school postings, Edmodo, Remind 101, email blasts, and calling posts, School Council Meetings, PTSA meetings, Governance Council, Parent University) viewed/received by students, faculty/staff parents, and community.	July-June	Dr. Shaw	General Fund for paper as needed	Increase parent and community awareness of school vision, beliefs, and expectations. Evidence will be documented through surveys of parents, students, and teachers.	July-June
Include the mission, vision, and norms on emails and website.	July-June	Faculty and Media Specialist	General Fund for paper as needed	Increase parent and community awareness of school vision, beliefs, and expectations. Evidence will be documented throughsurveys of parents, students, and teachers.	July-June

Organizational Processes

Goal 5: To provide high quality support services delivered on time and within budget to promote student academic success in the Clayton County Public Schools.					
Performance Objectives: Implement monitoring procedures to ensure monthly audit reports will reflect 100% accuracy.				**CCRPI Alignment: Financial efficiency**	
Action Steps/ Tasks	**Timeline**	**Project Leader(s) and School Level Person(s) Monitoring**	**Resources/ Funding**	**Check Points/ Related Artifacts and Evidence**	**Professional Learning Activity and Date (where applicable)**
We will maintain accurate financial records related to all school expenditures as we meet the needs of all students.	July-June	Dr. Shaw and Bookkeeper	n/a	Dr. Shaw will meet with Ms. Johnson (bookkeeper) at least twice a month to discuss accounts and balances.	July-June
All faculty and staff will abide by CCPS policies and guidelines for handling monies.	July-June	Dr. Shaw and Bookkeeper	n/a	Accurate receipt books and cash collection forms will be monitored. The bookkeeper and other relevant personnel will attend county training seminars.	July-June
We will update textbook inventory each month.	July-June	Dr. Ramsey	County Funds	Dr. Ramsey will monitor the textbook inventory and consult with teachers on monthly basis to gauge textbook needs, as well as the need to assess fines accordingly.	Dr. Ramsey attended Destiny training on July 21st.
Use funds wisely based on data-driven decisions.	July-June	Dr. Shaw and Bookkeeper	n/a	Financial efficiency	July-June for any relevant training regarding receipt of funds.

Highly Qualified and Effective Staff

Goal 6: To recruit and retain highly qualified and effective staff.					
Performance Objectives: Increase workforce equality, improve the organizational climate, and enhance teacher leadership.				**CCRPI Alignment: School Climate, Achievement**	
Action Steps/ Tasks	**Timeline**	**Project Leader(s) and School Level Person(s) Monitoring**	**Resources/ Funding**	**Check Points/ Related Artifacts and Evidence**	**Professional Learning Activity and Date (where applicable)**
Provide professional development and provide mentors for new teachers. Provide release time for teachers to attend workshops, seminars, and to observe other teachers.	Ongoing	Dr. Shaw	Teacher Fund Teacher Recognition	A larger increase in staff participation in events.	n/a
Provide opportunities for school-related social gatherings such as breakfasts and luncheons. Continue to provide incentives and show appreciation (educator and professional of the month, Teacher Appreciation Week)	Ongoing	Administration	Teacher Fund Teacher Recognition	A larger increase in staff participation in events and improved faculty cohesion/morale.	n/a
Encourage teacher-leaders to assume key roles in planning and participation in important school events such as school improvement, testing and mentoring of new teachers.	Ongoing	Dr. Shaw, Dr. Edwards, Ms. Hutchins-Trapp	n/a	Increase in number of teacher leaders in various roles	Teacher leader endorsements New teacher mentoring workshops