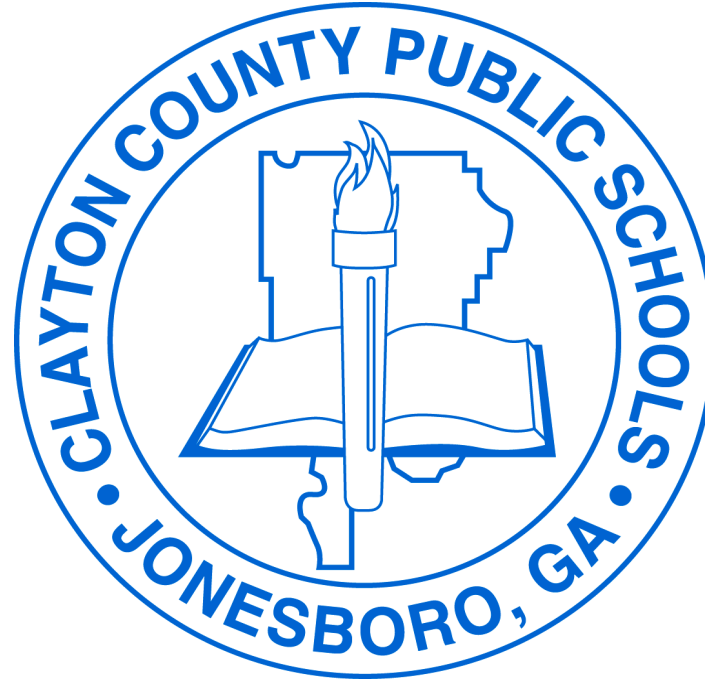


Comprehensive School Improvement Plan



Thurgood Marshall Elementary School 2017-2018

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.

Principal: Dr. Kathryn Holloman
Assistant Principal(s): Mr. Gerald Yancey

School Leadership/Improvement Team	
Name	Position
Dr. Kathryn Y. Holloman	Principal
Gerald Yancey	Assistant Principal
Dr. Fredric Daffin	K-2 Facilitator
Candice McBryde	3-5 Facilitator
Demetrius Smith	Counselor
Angel McSwain	Counselor
Sharon Henderson	Lead EIP
Briana Scott	Kindergarten Chairperson
Natarsha Johnson	1 st grade Chairperson
Mable Young	2 nd grade Chairperson
Caneisia McKan	3 rd grade Chairperson
Tiera Lee	4 th grade Chairperson
Daniella Richardson Allen	5 th grade Chairperson
Tish Hasty	Lead ESOL
Sheri Moore-Change	Parent Liaison
Marianne DeBondt	Gifted lead
Nicole Muhyee	DES lead

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 Performance Goals: During the 2017-20178 school year in the area of ELA, a 3% increase will be obtained resulting in an increase of students scoring in the proficient and distinguished levels of the Georgia Milestones assessment by May 2018.			CCRPI Alignment: ES Indicator 1. Weighted percent of students scoring at Developing Learner or above on the Georgia Milestones English Language Arts EOG (required participation rate \geq 95%) ES Indicator 7. Percent of students in grade 3 achieving a Lexile measure equal to or greater than 650 on the Georgia Milestones ELA EOG ES Indicator 8. Percent of students in grade 5 achieving a Lexile measure equal to or greater than 850 on the Georgia Milestones ELA EOG		
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)
Implementation of the MyOn Reading program to support students of varied reading levels. Increased usage of MyOn for independent work	12/1/17-5/23/18 Daily School-wide	Instructional Facilitator (s) Grade Level Chairs Media Specialist Administrators	myOn <i>Title I</i>	<ul style="list-style-type: none"> Data Sheets collected on a monthly basis by teacher and by school Student book reports Teacher Lesson Plans 	Professional Development on day of purchase TBD in December

<p>Teachers will participate in professional learning modules in the area of reading and writing to support students in grades K-5</p> <ol style="list-style-type: none"> 1. Writing Workshop – Dr. Lee 2. Imagine it Coaching (K-2) – Pearson 	<p>December 12, 2017</p> <p>October 26, 2017</p>	<p>Instructional Facilitator (s) EIP Lead Admin. Team PD Presenters</p>	<p>n/a</p>	<ul style="list-style-type: none"> • Sign in sheets, Agendas, photos from presentations • Classroom Walkthroughs data following implementation of writing strategies taught during the PD sessions • Presenters’ written feedback to participants 	<p>12/12/17 with Dr. Ebony Lee and Vic Bedford “Elementary Reading and Writing Support for Teachers”</p> <p>Pearson Support in Writing for Elementary Teachers – Dates TBD</p> <p>“Using Data to Improve Teaching and Learning” Presenter: Candice McBryde</p>
<p>Increase reading skills for all struggling students through the use of Corrective Reading and Reading Mastery</p>	<p>9/1/17-5/23/18 Daily School-wide</p>	<p>Instructional Facilitator (s) EIP Lead Administrators</p>	<p>Corrective Reading and Reading Mastery resources</p>	<ul style="list-style-type: none"> • Checkouts Forms every 5 to 8 days • Monthly Teacher Spreadsheets of Data • Classroom Observation Checklist • Teachers’ Data Notebooks 	<p>n/a</p>
<p>Implement strategies for Close Reading to increase student achievement.</p>	<p>9/14/17-5/23/18 Daily School-wide</p>	<p>Instructional Facilitator (s) Content Leads Grade Level Chairs Administrator</p>	<p>n/a</p>	<ul style="list-style-type: none"> • Reading Interactive Notebooks • Teacher Observations/Walkthroughs • Observation Data 	<p>Site Facilitators – 9/13/17 “Close Reading”</p>

<p>Teachers will participate in collaborative planning sessions for the purpose of lesson planning, analyzing data, and examining student work in reading/language arts. The school will participate in a Professional Learning Community with Tara ES and be provided with opportunities for combined collaborative planning monthly.</p>	<p>Aug. 2017 – May 2018</p>	<p>All Grade Levels and Departments Administration Site Facilitators</p>	<p>n/a</p>	<ul style="list-style-type: none"> • Sign-in Sheets • Agendas • Meeting Minutes • Explicit Instruction Lesson Plans • Photos 	<p>n/a</p>
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Goal 1: To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results.

<p>Math Performance Goals: During the 2017-2018 school year in the area of ELA, a 3% increase will be obtained resulting in an increase of students scoring in the proficient and distinguished levels of the Georgia Milestones assessment by May 2018.</p>	<p>CCRPI Alignment: ES Indicator 2.Weighted percent of students scoring at Developing Learner or above on the Georgia Milestones mathematics EOG (required participation rate \geq 95%)</p>
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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)
Teachers will participate in a districtwide mathematics professional learning community, by grade level, with a focus on Identifying and Planning with Higher-Level-Cognitive-Demand Mathematical Tasks and Ensuring Evidence-Based Instructional Goal Setting.	Oct. 2017	PD Presenters/ISF School Support	n/a	<ul style="list-style-type: none"> • Sign in sheets, Agendas • Classroom Walkthroughs data following implementation of math strategies taught during the PD sessions 	Mathematics for Elementary Teachers – Date: Oct. 10, 2017

<p>Soaring Eagles Tutorial Program for 3rd, 4th, and 5th grade Students. The program’s outlook is to provide students with a reduced student-teacher ratio. This will allow teachers to work closely with each student on a specific learning objective and check for student understanding. Simultaneously, the teacher will collect data and chart each student’s progress leading their way towards being proficient.</p>	<p>October 2017 – Dec. 2017</p>	<p>3rd/4th/5th grade teachers/ Kossonou, L. Young, Darden, Lamar, Admin. Team</p>	<p>n/a</p>	<ul style="list-style-type: none"> • Sign in Sheets • Student Work Samples • Student Pre-Post test results • Monthly Goal Setting Data • Monthly Data Desegregation • Photos 	<p>n/a</p>
<p>Mathematics teachers will implement standards- based spiral reviews aligned to data results from weekly common assessments and unit assessments.</p>	<p>9/1/17 – 5/23/18 Daily</p>	<p>Math Teachers Site Facilitators Admin. Team</p>	<p>SLDS (GoFar) GIZMOs</p> <p>EduTrax question bank items</p> <p>Data Results from assessments</p>	<p>Related Artifacts/Evidence</p> <ul style="list-style-type: none"> • Spiral Reviews • Common Assessments • Charting the Journey • Data Analysis document(s) • Student/Teacher Data Notebooks (Charting the Journey for Students) • Collaborative Planning Sessions for Lesson Planning, Data Analysis, and Examining Student Work • Sign-in Sheets • Agendas • Meeting Minutes • Explicit Instruction Lesson Plans • Edutrax Unit Assessments <p>Check Points</p> <ul style="list-style-type: none"> • Class Visits • Walk-Throughs • Formative and Summative Observations (TKES timeline) 	<p>Data Analysis Protocols Training – Administrators/Facilitators August/Sept. 2017</p> <p>“Using Data to Improve Teaching and Learning” – Ms. Candice McBryde, Presenters Sept. 2017</p> <p><i>EduTrax - Facilitators</i> September 2017</p> <p>TBD: SLDS Training with Jesse Peavy from GADoe</p>

Mathematics teachers will implement small student support groups to target needs of students through scheduled differentiation.	9/1/17 – 5/23/18 Daily	Math Teachers Site Facilitators Title 1 Parapro Admin. Team Elem. Paras	Curriculum Resources SLDS (GoFar) EduTrax items	Related Artifacts/Evidence <ul style="list-style-type: none"> • Lesson Plans • Small Group documentation, i.e. roll • Flexible Grouping collaboration notes • Student Work Samples Check Points <ul style="list-style-type: none"> • Class Visits • Walk-Throughs (TKES timeline) • Formative and Summative Observations (TKES timeline) 	Using Data to Develop Small Groups – Site Facilitators September 2017 – May 2018 (Ongoing)
Increase student achievement in math through the use of math interactive notebooks	9/1/17 thru 5/23/18 Daily	Math Teachers Site Facilitators Admin. Team Elem. Paras	Curriculum Resources SLDS (GoFar) GIZMOs PARCC EduTrax items	<ul style="list-style-type: none"> • Student interactive notebooks • Lesson Plans • Documented Classroom Walkthroughs/Observations 	Using Math Interactive Notebooks: ISF Math Facilitators September 2017 – May 2018 (Ongoing)
Schoolwide Interactive Math bulletin boards will be utilized every other month to practice, remediate and accelerate students in the area of solving mathematical equations and problems	9/15/17 thru 5/23/18 Every Other Month	Math Teachers Site Facilitators Admin. Team	Model K-5 Teachers Curriculum Resources	<ul style="list-style-type: none"> • Bulletin Board Photos • Submitted student work 	n/a

Goal 1: To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results.

<p>Science Performance Goals: During the 2017-2018 school year in the area of 5th Grade Science, a 3% increase will be obtained resulting in an increase of students scoring in the proficient and distinguished levels of the Georgia Milestones assessment by May 2018.</p>	<p>CCRPI Alignment: ES Indicator 3.Weighted percent of students scoring at Developing Learner or above on the Georgia Milestones science EOG (required participation rate \geq 95%)</p>
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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)
Teachers will work with students to create and complete science fair projects that will ultimately increase student interest in science and social studies	9/15/17 thru 3/15/18	Science Lead (McKan) Admin. Science Facilitators	General Funds	<ul style="list-style-type: none"> • Science Fair Projects • Scoring Sheets • Powerpoint of class presentations 	January 2018 – Science Coordinator
Implementation of writing across the curriculum in the area of science for students in grades K - 5	9/15/17 thru 5/23/18	All Grade Levels Admin. Science Facilitators	n/a	<ul style="list-style-type: none"> • Assessments • Lesson Plans • Science Interactive Notebooks • Sign In Sheets • Agendas collected from Professional Development • Science Lab Verifications (K-5th) • Collaborative Planning Agendas • Sign-in Sheets • Meeting Minutes 	Professional Development – Vic Bedford/Ebony Lee, Facilitators, Date: December 2017

<p>Integration of technology utilizing Gizmos</p> <p>Gizmos Training – Nakisha Polite</p>	<p>Oct. 2017 – May 2018</p>	<p>All Grade Levels Admin. Site Facilitators</p>	<p>n/a</p>	<ul style="list-style-type: none"> • Lesson Plans • Classroom Observations • Student Assessments • Sign in Sheets • Agendas collected from Professional Development 	<p>Professional Development for Gizmos – Site Facilitators</p>
<p>Teachers will participate in collaborative planning sessions (and with Tara teachers) for the purpose of lesson planning, analyzing data, and examining student work in science.</p>	<p>Aug. 2017 – May 2018</p>	<p>All Grade Levels Administration Site Facilitators</p>	<p>Professional Learning Budget</p>	<ul style="list-style-type: none"> • Sign-in Sheets • Agendas • Meeting Minutes • Explicit Instruction Lesson Plans 	<p>n/a</p>

Goal 1: To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results.

<p>Social Studies Performance Goals: During the 2017-2018 school year in the area of 5th Grade Social Studies, a 3% increase will be obtained resulting in an increase of students scoring in the proficient and distinguished levels of the Georgia Milestones assessment by May 2018.</p>	<p>CCRPI Alignment: ES Indicator 4. Weighted percent of students scoring at Developing Learner or above on the Georgia Milestones social studies EOG (required participation rate \geq 95%)</p>
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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)
Monthly implementation and continued practice with Document Based Questions (DBQs) for social studies	9/15/17 – 5/23/18	Site Facilitators, Gifted Teacher, Social Studies Lead (Goodwin)	n/a	<ul style="list-style-type: none"> • Student writing samples in Social Studies • Lesson Plans • Constructed Response Assessments • Student/Grade Level DBQs • Technology Integration (Gallopade) 	Professional Development Presenters: Vic Bedford/Ebony Lee “Writing Across the Curriculum”
Teachers will participate in collaborative planning sessions (and with Tara teachers) for the purpose of lesson planning, analyzing data, and examining student work in science.	Aug. 2017 – May 2018	All Grade Levels Administration Facilitators	Professional Learning Budget	<ul style="list-style-type: none"> • Sign-in Sheets • Agendas • Meeting Minutes • Explicit Instruction Lesson Plans 	n/a

Safe-Orderly-Secure Learning Environments

Goal 2: To provide and maintain a safe, orderly and secure learning environment.					
Performance Goals: During the 2017-2018 school year, TME will decrease the number of Out-Of-School Suspensions and incidents by 5% through the implementation of Positive Behavioral Intervention & Supports system.			CCRPI Alignment: ES Exceeding the Bar Indicator 6. School or LEA Research/Evidence-based Program/Practice designed to facilitate a personalized climate in the school: examples include but are not limited to Teachers as Advisors program; mentoring program; Positive Behavioral Interventions & Supports (PBIS); service-learning program; peer mediation; conflict mediation.		
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)
Continued implementation of a school-wide Positive Behavioral Intervention & Supports system to address student behaviors.	August 2017 – May 2018	Dr. Holloman Mr. Yancey PBIS Team Members	District School Funds	Monthly celebrations CELEBRATE Classroom charts Big 7 Reports OSS/Attendance Reports	State PBIS Training for PBIS Team (June & July 2017) Staff Professional development: PBIS team presenters (ongoing) District Behavior Interventionist PD: Date TBD

Post school-wide PBIS behavior matrix throughout the building; morning review of SOAR expectations; students will demonstrate positive behaviors in the hallways, restrooms, cafeteria, classrooms, and on buses.	August 2017 – May 2018	Dr. Holloman Mr. Yancey PBIS team Members	District School Funds	Students will be able to articulate the expected behaviors of the school Posters visible in the halls and classrooms Morning Announcements for S.O.A.R. Behavior Matrix	
School has a current and effective safety plan for the facility that includes regularly unannounced safety drills.	August 2017 – May 2018	Dr. Holloman Yancey Leadership team members	n/a	The staff can describe the procedures and actions during safety drills. Monthly State Drill Reports Agenda and Sign In Sheets	Professional Development: August/September 2017 Mr. Yancey, Presenter Emergency Preparedness Plan
The school has a procedure in place for reporting safety and security concerns.	August 2017 – May 2018	Dr. Holloman Mr. Yancey Leadership team members	None	Instructors and students can articulate the procedures for reporting unsafe conditions. Mandated Reporting Training video/Certificates on file for all school personnel The custodial staff can express the procedure for cleaning the building and reporting safety violations. Agenda and sign in Sheets	Training on cleaning of the building Presenter: Maintenance Personnel – Tony Nalley

Engagement of All Stakeholders

Goal 3: To create an environment that promotes active engagement, accountability, and collaboration of all stakeholders to maximize student achievement.

<p>Performance Goals:</p> <p>A. During the 2017-2018 school year, collaborative opportunities for parents and teachers will be scheduled monthly for a laser-like focus on student achievement.</p> <p>B. During the 2017-18 school year, Marshall Elementary School will provide several opportunities for parents to visit and become actively engaged and involved. This includes the school’s parent resource center, parent/teacher conferences, PTA nights, and school programs and events. These monthly programs will be implemented to provide parents services that both engage them and assist them with supporting their children’s education.</p> <p>C. Marshall Elementary will increase the number of community partnerships from 3 to 5 partners in 2017-18.</p>	<p>CCRPI Alignment:</p> <p>School Climate--The School Climate Star Rating is calculated using data from the Georgia Student Health Survey 2.0, Georgia School Personnel Survey, Georgia Parent Survey, student discipline data and attendance records for students, teachers, staff and administrators.</p>
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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)
Implementation of Parent University where teachers conduct workshops for parents. Teachers will be able to collaborate with parents on effective strategies to increase student achievement	9/1/17 – 5/23/18	Parent Liaison Teachers	Title 1	Related Artifacts/Evidence <ul style="list-style-type: none"> • Agenda • Sign-In Sheets • Flyers and Invitations • School Messenger 	Math Strategies for Parents – Ms. Tomeka Powell-Date: TBA Writing Strategies for Parents – Ms. Daniella Allen-Date: TBA

Orientation/Curriculum Nights will be held by each classroom teacher during the month of September and again in March to explain grade level curriculum and expectations, grading practices, class/school rules, state testing requirements	9/1/17 – 5/23/18	Classroom Teachers, Admin.	No Funding Source	<ul style="list-style-type: none"> • Brochures • Sign in sheets • Flyers • Agendas • Powerpoints • Website advertisements • School Messenger 	n/a
An orientation for new parents and students will be held during the first month of school to acquaint them with academic and behavioral expectations and the various activities at school. Periodic orientations will be scheduled as the need arises.	9/1/17 – 5/23/18	Guidance Counselor, Adm., Parent Liaison, Media Specialist	No Funding Source	<ul style="list-style-type: none"> • Brochures • Sign in sheets • Flyers • Agendas • Powerpoints • Website advertisements • School Messenger 	n/a
Classroom teachers will hold parent conferences during the months of December/January to discuss specific goals, concerns, test data, etc. for each student in their class. Additional conferences will be held when appropriate during the remainder of the year.	10/2/17 5/23/18	Classroom Teachers	No Funding Source	<ul style="list-style-type: none"> • Sign-In Sheets • Agendas • Data Notebooks • Student sample work • Conference logs • School Messenger 	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 Goals: During the 2017-2018 school year, communication between the school, parents, and community will be consistent, two-way and meaningful interchanges focusing on student achievement, as evidenced from monthly agendas, meeting minutes, and at least 100 completed parent surveys.				CCRPI Alignment: School Climate --The School Climate Star Rating is calculated using data from the Georgia Student Health Survey 2.0, Georgia School Personnel Survey, Georgia Parent Survey, student discipline data and attendance records for students, teachers, staff and administrators.	
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)
Implementation of a communication network between parents and community to support student achievement (i.e. Face-to-Face meetings, newsletters, Class Dojo, School Messenger, Flyers, Conferences, Marquee, PTA meetings & events)	8/1/17 Thru 5/23/18	Teachers Parent Liaison Counselors Support Staff Administration	n/a	Related Artifacts/Evidence <ul style="list-style-type: none"> • Infinite Campus contact log • School Messenger printouts • School Website • Class Newsletters • Class Dojo Check Points <ul style="list-style-type: none"> • Last Friday of each Month 	n/a

School offers scheduled academic sessions for parents related to academic success.	8/1/17	Teachers Parent Liaison Counselors Administration	Title I Budget	<p>Related Artifacts/Evidence</p> <ul style="list-style-type: none"> • Agenda • Sign-In Sheets • Flyers and Invitations <p>Check Points</p> <ul style="list-style-type: none"> • Open House • Bring Your Parent to School • Curriculum Night • Progress Reports/Report Cards 	n/a
School personnel efficiently utilizes Infinite Campus to document parent communication.	8/7/17 – 5/23/18	Teachers Parent Liaison Counselors Administration	NA	<p>Related Artifacts/Evidence</p> <ul style="list-style-type: none"> • Infinite Campus contact log <p>Check Points</p> <ul style="list-style-type: none"> • Last Friday of Each Month 	n/a
Review school data, goals, and plans for improvement with all stakeholders	9/2/17 – 5/23/18	Teachers Parent Liaison Counselors Administration	NA	<p>Increased knowledge of school data and the strategies being implemented for improvement</p> <p>Related Artifacts/Evidence</p> <ul style="list-style-type: none"> • Agenda • Sign-In Sheets • Flyers and Invitations 	n/a

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 Goals:
During the 2017-18 school year, the school bookkeeper will work in concert with the administrators and collaborate weekly to ensure proper fiscal management and accurate allocation of funds with 100% efficiency for professional learning in order to increase student learning.

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)
The principal and bookkeeper collaborate weekly for the allocation of funds.	August 2017 – May 2018	Dr. Holloman Fletcher	None	The bookkeeper and principal are able to describe how available funds are utilized to increase student achievement. Artifacts: <ul style="list-style-type: none"> • Trial Balance Sheets • Monthly Reconciliations • Deposit Statements • Substitute Invoice Sheets Checkpoints: <ul style="list-style-type: none"> • The last working day of each month 	

<p>The principal and bookkeeper work collaboratively with district personnel to allocate financial resources.</p>	<p>August 2017 – May 2018</p>	<p>Holloman Fletcher</p>	<p>None</p>	<p>The principal and bookkeeper are able to identify all areas of expenditures from school budgets. Artifacts:</p> <ul style="list-style-type: none"> • Trial Balance Sheets • Monthly Reconciliations • Deposit Statements • Substitute Invoice Sheets <p>Checkpoints:</p> <ul style="list-style-type: none"> • The 10th of each month and last working day of each month 	<p>Financial Training</p>
<p>Faculty and staff are provided resources to participate in professional development in order to increase student achievement</p> <p>Professional Learning for K-5th Grade Teachers – Oct./Nov. 2017</p>	<p>October 2017– May 2018</p>	<p>Holloman/ Fletcher</p>	<p>Title I Funds PL Funds</p>	<p>School staff can articulate how the professional learning takes place during the school day.</p>	<p>Various District instructional trainings</p>
<p>Teachers will participate in ongoing Professional Learning in the area of RTI/SST in order to meet the needs and challenges of all students.</p>	<p>August 2017 – May 2018</p>	<p>School Psychologist Counselor Administrator</p>	<p>None</p>	<p>Early identification of students experiencing academic, social, and/or behavioral difficulties; Use of research-based instructional and behavior management strategies to promote success in the general education program</p> <ul style="list-style-type: none"> • Sign-In Sheets • Agendas • Meeting Minutes 	<p>On Site Professional Learning conducted by School Psychologist (Aug. 2017 – May 2018 – Ongoing)</p>

Title I Instructional paraprofessional	August 2017 – May 2018	Administrator Site Facilitators	Title 1	<p>To provide targeted, small group instruction areas of need as evidenced by formative and summative assessment data (DIBELS, GMAS, Benchmark common assessments)</p> <ul style="list-style-type: none"> • Data Notebook • Conferences with administration • Sign-in Sheets 	Title 1 Paraprofessional PD - Monthly
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Highly Qualified and Effective Staff

Goal 6: To recruit and retain highly qualified and effective staff.					
Performance Goals: A. Increase the attrition rate of highly qualified teachers to 90% at the end of the 2017-18 school year as measured by the rate of highly qualified teachers accepting contracts for the next school year. B. Implement methods to measure employee satisfaction during the 2017-18 school year. This objective will be measured by parent survey data (climate surveys). Survey data should show a 5% increase in overall satisfaction.			CCRPI Alignment: School Climate --The School Climate Star Rating is calculated using data from the Georgia Student Health Survey 2.0, Georgia School Personnel Survey, Georgia Parent Survey, student discipline data and attendance records for students, teachers, staff and administrators.		
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)
All new teachers with 0-2 years of experience will be provided a mentor and participate in the Mentoring Program established for Marshall Elementary School. They will also participate in on-going Professional Development to include site-based PD along with outside opportunities such as Griffin RESA.	July 2017 - May 2018	K. Holloman G. Yancey School Lead Mentor –Tomeka Powell) School Mentors	Professional Learning Funds	Related Artifacts/Evidence <ul style="list-style-type: none"> Agendas Sign-In Sheets Professional Development Logs Coaching Log Observation Feedback Form Check Points <ul style="list-style-type: none"> Monthly Mentoring Meetings Scheduled Professional Development Training Sessions (Site-Based & Off Campus) 	Training Session for Mentors and Mentees August 2016 Monthly Mentoring Meetings combined with Ongoing Professional Learning Sessions Monthly 2017 – 2018

<p>Monthly Principal’s Chat and Chew Sessions for Celebrating Accomplishments of New Teachers</p>	<p>Aug. 2017- May 2018</p>	<p>K. Holloman Instructional Site Facilitators Lead Mentor: Tomeka Powell</p>	<p>General funds</p>	<p>Related Artifacts/Evidence</p> <ul style="list-style-type: none"> • Celebration Program • Flyers and Invitations • Certificates • Check Points • Assessment Data 	<p>NA</p>
<p>Teachers will participate in TME Technology mini- conferences with focus sessions of technology on the following:</p> <ul style="list-style-type: none"> • Edmodo • Turning Point • SMART Tables • Document Cameras • Ipods • Panabords <p>“Tech-Talk” – Technology Leads</p>	<p>Sept. 2017 – May 2018</p>	<p>Instructional Site Facilitators Grade Level Tech. Leads/ Media Specialist Title 1 Parapro</p>	<p>n/a</p>	<p>Related Artifacts/Evidence</p> <ul style="list-style-type: none"> • Classroom Observations • Student Products • Assessment Data (Turning Point and Edmodo) • Agendas from Technology Sessions • Sign-In Sheets 	<p>Technology Sessions Presenter: Ms. Angela Kinne/ Ms. Gail Darden, Technology Support Sept./Oct. 2017 – May 2018</p>