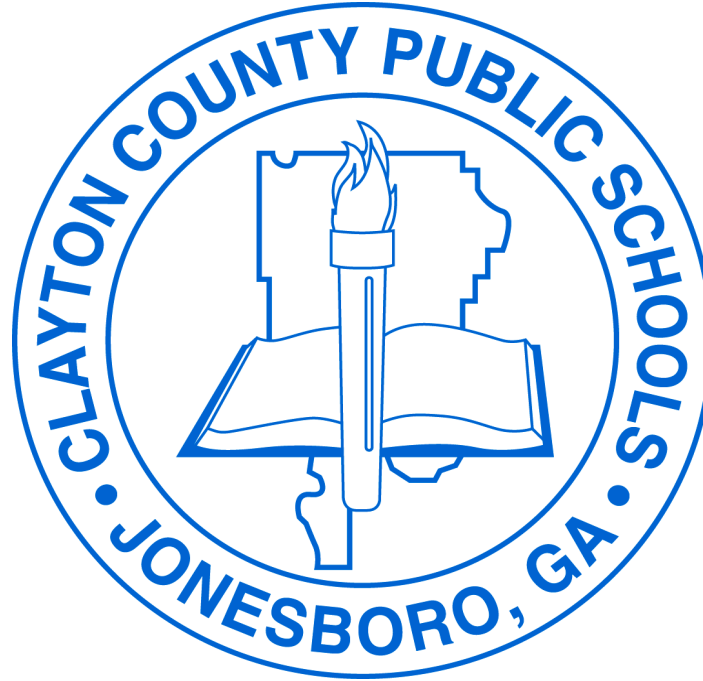


Comprehensive School Improvement Plan



Name of Elementary School
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 goals should be written as specific, measurable, attainable, realistic, and timely (S.M.A.R.T.) goals using goal-setting formulas.
- Include action steps that deepen the school's implementation of the Clayton County Public Schools' instructional priorities: **Literacy Across the Curriculum, Numeracy Across the Curriculum, Integrating Technology, and Critical Thinking** in the comprehensive plan. The action steps should include training (professional development) that addresses S.T.A.R.T.S., Explicit Instruction, and the development of the teachers' content knowledge.
- 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
- In various school meetings such as administrative, leadership, data, grade level and collaborative planning sessions, schools should regularly review Comprehensive School Improvement Plans and make revisions as needed. **District level reviews will occur periodically – August/September 2016, January 2017, and May 2017.**

Principal:
Assistant Principal(s):

School Leadership/Improvement Team	
Name	Position
Carl Jackson	Principal
Pamela Murphy	Assistant Principal
Maria Wynn	Instructional Site Facilitator K-2
Opal Alford	Instructional Site Facilitator 3-5
Schmekia Hamm-Tate	Counselor
Herbert Hart	Lead EIP Teacher
Reginald Baker	DES Chairperson
Patricia Walker	ESOL Lead Teacher
Jamila Ayala	Gifted
Iuyana Miller	Media Specialist
Janice Knox	Kindergarten Chairperson
LeAundria Leonard	First Grade Chairperson
Bernadette Whatley	Second Grade Chairperson
Grace Egorugwu	Third Grade Chairperson
Taquila Collins	Fourth Grade Chairperson
Tellisa Hill	Fifth Grade Chairperson

Martin Luther King, Jr. Elementary School Data Profile

School Demographic Data			
	2014-2015	2015-2016	2016-2017
Total Enrollment	1105	1061	
Asian	36	38	
Black	980	931	
Hispanic	62	55	
Multiracial	11	18	
White	11	15	
English Language Learners	83	57	
Gifted	17	20	
Students with Disabilities	72	65	

CCRPI Score								
2014-2015	2015-2016	2016-2020 Goals						
Overall CCRPI Score:	Overall CCRPI Score:	2016 Goal:		2019 Goal:				
		2017 Goal:		2020 Goal:				
Achievement Points Earned:	Achievement Points Earned:	2018 Goal:						
/50	/50	Overall CCRPI Goals based on the following formula:						
Progress Points Earned:	Progress Points Earned:	CCPRI Performance Goals						
/40	/40	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 <i>Challenge Points</i> by 3% of the gap between the baseline year CCRPI score and 100.						
Achievement Gap Points Earned:	Achievement Gap Points Earned:	$IE2 \text{ Annual Growth} = (100 - 2016 \text{ CCRPI Score (without Challenge Points)}) \times 0.03$						
/10	/10	<i>Example</i>						
Challenge Points Earned:	Challenge Points Earned:	Baseline CCRPI Score	Expected Annual Growth	Year 1	Year 2	Year 3	Year 4	Year 5
/10	/10	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

mCLASS Percentage									
	BOY 2015-2016			MOY 2015-2016			EOY 2015-2016		
	Intensive	Strategic	Benchmark	Intensive	Strategic	Benchmark	Intensive	Strategic	Benchmark
Kindergarten									
First									
Second									
Third									

mCLASS Percentage									
	BOY 2016-2017			MOY 2016-2017			EOY 2016-2017		
	Intensive	Strategic	Benchmark	Intensive	Strategic	Benchmark	Intensive	Strategic	Benchmark
Kindergarten	40%	56%	4%	28%	47%	25%	27%	24%	49%
First	21%	60%	19%	25%	47%	28%	25%	44%	31%
Second	30%	64%	6%	26%	67%	7%	47%	44%	9%
Third	34%	58%	8%	59%	34%	7%	48%	40%	12%

DIBELS Percentage									
	BOY 2015-2016			MOY 2015-2016			EOY 2015-2016		
	Intensive	Strategic	Benchmark	Intensive	Strategic	Benchmark	Intensive	Strategic	Benchmark
Kindergarten	50%	24%	39%	27%	14%	59%	14%	18%	68%
First	26%	14%	60%	33%	11%	56%	30%	14%	56%
Second	36%	13%	51%	35%	8%	57%	35%	13%	52%

Third	44%	19%	37%	40%	22%	38%	37%	17%	46%

DIBELS Percentage									
	BOY 2016-2017			MOY 2016-2017			EOY 2016-2017		
	Intensive	Strategic	Benchmark	Intensive	Strategic	Benchmark	Intensive	Strategic	Benchmark
Kindergarten									
First									
Second									
Third									

2015-2016 Georgia Milestone Assessment Data																						
ELA												Math										
	Percent of Beginning		Percent of Developing		Percent of Proficient		Percent of Distingui shed		Percent of Proficient and/Distinguished		2017 State Perform Target	Percent of Beginning		Percent of Developing		Percent of Proficient		Percent of Distinguished		Percent of Proficient and/Distinguished		2017 State Perform Target
	#	%	#	%	#	%	#	%	#	%	%	#	%	#	%	#	%	#	%	#	%	%
ALL Students	261	59.9	140	30.5	53	11.5	5	1.1	58	12.6		237	49.9	164	35.7							
Black																						
Hispanic																						
Multiracial																						
White																						
Econ-Disadvantaged																						
English Learners																						

2015-2016 Georgia Milestone Assessment Data																						
ELA												Math										
	Percent of Beginning		Percent of Developing		Percent of Proficient		Percent of Distinguished		Percent of Proficient and/Distinguished		2017 State Perform Target	Percent of Beginning		Percent of Developing		Percent of Proficient		Percent of Distinguished		Percent of Proficient and/Distinguished		2017 State Perform Target
	#	%	#	%	#	%	#	%	#	%	%	#	%	#	%	#	%	#	%	#	%	%
Students with Disabilities																						

2015-2016 Georgia Milestone Assessment Data																						
SCIENCE												SOCIAL STUDIES										
	Percent of Beginning		Percent of Developing		Percent of Proficient		Percent of Distinguished		Percent of Proficient and/Distinguished		2017 State Perform Target	Percent of Beginning		Percent of Developing		Percent of Proficient		Percent of Distinguished		Percent of Proficient and/Distinguished		2017 State Perform Target
	#	%	#	%	#	%	#	%	#	%	%	#	%	#	%	#	%	#	%	#	%	%
ALL Students	280	61.3	136	29.8	38	8.3	3	.7	41	9		260	57	166	36.4							
Black																						
Hispanic																						
Multiracial																						
White																						
Econ-Disadvantaged																						
English Learners																						
Students with Disabilities																						

GMAS Percent of FAY Students Meeting Typical/High Growth						
	Fourth Grade			Fifth Grade		
	2014-2015	2015-2016	2016-2017	2014-2015	2015-2016	2016-2017
ELA						
Math						

GMAS Percent of FAY Students Meeting Typical/High Growth						
	Fourth Grade			Fifth Grade		
	2014-2015	2015-2016	2016-2017	2014-2015	2015-2016	2016-2017
Social Studies						
Science						

GMAS Median Student Growth Percentile (SGP)						
	Fourth Grade			Fifth Grade		
	2014-2015	2015-2016	2016-2017	2014-2015	2015-2016	2016-2017
ELA	41.5			29.5		
Math	25			40.5		
Social Studies	28.5			29.5		
Science	26			29		

ESOL- Percent of Students Increasing to a Higher Performance Band on ACCESS			
	2014-2015	2015-2016	2016-2017
First Grade	87%	75%	
Second Grade	61%	92%	
Third Grade	93%	100%	
Fourth Grade	80%	71%	
Fifth Grade	20%	67%	

Percent of Students Completing Identified Number of Career Awareness Lessons	
First Semester Checkpoint	Second Semester Checkpoint

Student and Staff Attendance			
Student Attendance Rate	Percent of Students with 3-5 absences	Percent of Students with 6+ absences	Faculty and Staff Attendance Rate

2014-2015	2015-2016	2016-2017	2014-2015	2015-2016	2016-2017	2014-2015	2015-2016	2016-2017	2014-2015	2015-2016	2016-2017
95.22	94.73		20.5%	19.8%		2.0%	2.9%		96.08%	95.24%	

Failure Rate 2016-2017								
	First Quarter		Second Quarter		Third Quarter		Fourth Quarter	
	4 ½ weeks	9 weeks	4 ½ weeks	9 weeks	4 ½ weeks	9 weeks	4 ½ weeks	9 weeks
ELA								
Math								
Social Studies								
Science								
World Language								
Fine Arts								

Student Discipline Data			
	2014-2015	2015-2016	2016-2017
Total OSS Days	452	371	
Total OSS Incidents	124	140	
Total ISS Days			
Total ISS Incidents			

Student Discipline Data					
2014-2015		2015-2016		2016-2017	
Top 5 Referrals by Behavior	Percentage	Top 5 Referrals by Behavior	Percentage	Top 5 Referrals by Behavior	Percentage
1 Physical Offense –Student	19%	Physical Offense – Battery no injury	14.1%		
2 Disrespect – Failure to follow directions	15%	Physical Offense - Fighting	11.5%		
3 Disruptive Behavior – Bus	8.9%	Disrespect –Failure to Follow directions	10 %		
4 Physical Offense – Fighting	8.1%	Disruptive Behavior – Bus	9.4%		
5 Physical Offense – Battery	5.3%	Physical Offense – Battery w/injury	7.6%		

SLDS Teacher Usage			
First Quarter: Percentage of teachers with monthly average of 50 or more page clicks	Second Quarter: Percentage of teachers with monthly average of 50 or more page clicks	Third Quarter: Percentage of teachers with monthly average of 50 or more page clicks	Fourth Quarter: Percentage of teachers with monthly average of 50 or more page clicks

Certified Staff Attrition					
2014-2015		2015-2016		2016-2017	
Number of certified teachers at BOY	Number of certified teachers at EOY	Number of certified teachers at BOY	Number of certified teachers at EOY	Number of certified teachers at BOY	Number of certified teachers at EOY

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 2016 – 2017 school year, the number of students scoring at proficient or better in ELA will improve (as indicated by the GMAS) by 5% when compared to results from the previous year.

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)
Train all teachers on the use of EduTrax for data analysis, lesson planning, etc.	08/03/16 – 12/18/16	Nicole Reese Jamila Ayala Iuyana Miller	EduTrax Software	√ = Weekly Agenda Lesson Plans	EduTrax Training
School wide reading passages for homework	Ongoing	Opal Alford Maria Wynn Carl Jackson	N/A	√ = Weekly Lesson Plans	Local PD to occur at Collaborative Planning Meeting
Drop Everything and Read (D.E.A.R)	Mondays and Wednesdays	ISF's & Administrators	Local Budget & Title I	√ = Daily Lesson Plans	N/A
Use of Formative Instructional Practices in PLC Module #2 – Understanding the benefits of learning targets	Ongoing	Carl Jackson	N/A	Lesson Plans Unpacking Standards Template	Local PD to occur at Collaborative Planning Meeting

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

Math Performance Goals: : During the 2016 – 2017 school year , the number of students scoring at proficient or better in Mathematics will improve (as indicated by the GMAS) by 5% when compared to results from the previous year.

CCRPI Alignment:

ES Indicator 2.Weighted percent of students scoring at Developing Learner or above on the Georgia Milestones mathematics EOG (required participation rate ≥ 95%)

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)
Grade Level data disaggregation meeting/PLC	Every 7 th Day beginning 08/15/16	ISF's & Administrators	N/A	√ = Weekly Lesson Plans Agendas & Sign-in sheets Meeting Templates	N/A
Train all teachers on how to unpack standards using explicit, implied, & conditional content types -template	08/03/16 – 12/18/16	Nicole Reese Jamila Ayala Iuyana Miller	EduTrax Software	√ = Weekly Agenda Lesson Plans	EduTrax Training
Train all new teachers in the use of the following pertinent tools for technology integration, improved lesson planning and data analysis: <ul style="list-style-type: none"> • SLDS • GIZMOS • myON • Edmodo • SMART Tables • Panaboards • IMM Pads • iPods • Data Notebooks • CRISS 	08/03/16 – 12/18/16 Sept 2016 Sept 2016 Aug 2016 Aug 2016 Sept 2016 Aug 2016 Sept 2016 Sept 2016 Aug 2016 Oct 2016	Nicole Reese Charmaine Smith Iuyana Miller	SLDS Software EduTrax Software Internet Computers Instructional Binders District Professional Development & Budget	√ = Weekly Agenda Technology Embedded in Lesson Plans Observation (Informal and Formal)	Technology Training on SLDS, GIZMOS, myON, Edmodo, SMART Tables, Panaboards, IMM Pads, iPods, Data Notebooks, CRISS

Provide refresher courses to veteran staff on the use of: <ul style="list-style-type: none"> • SLDS • GIZMOS • Edmodo • SMART Tables • IMM Pads • Data Notebooks • CRISS 	August 2016	Nicole Reese Iuyana Miller Carl Jackson	SLDS Software EduTrax Software Internet Computers Instructional Binders Professional Development Budget	√ = Weekly Agenda Technology Embedded in Lesson Plans Observation (Informal and Formal)	Technology Training on SLDS, GIZMOS, myON, Edmodo, SMART Tables, Panaboard, IMM Pads, iPods, Data Notebooks, CRISS
Maintain Data Room and model appropriate use of data and assessments results from EduTrax and SLDS to improve student achievement.	08/03/16 – 05/20/16	Nicole Reese Carl Jackson	EduTrax & SLDS Software Data Room Materials	√ = Weekly Agenda Data embedded into weekly plans forming learning stations and small groups	Bi-weekly meeting dates

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

Science Performance Goals: During the 2016 – 2017 school year, the number of students scoring at proficient or better in Science will improve (as indicated by the GMAS) by 5% when compared to results from the previous year.

CCRPI Alignment:
ES Indicator 3.Weighted percent of students scoring at Developing Learner or above on the Georgia Milestones science EOG (required participation rate $\geq 95\%$)

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)
Train all teachers on the use of EduTrax for data analysis, lesson planning, etc.	08/03/16 – 12/18/16	Nicole Reese Opal Alford Maria Wynn Iuyana Miller	EduTrax Software	√ = Weekly Agenda Lesson Plans	EduTrax Training
Model lessons on the use of explicit instruction techniques with technology embedded.	Ongoing	Opal Alford Maria Wynn Jamila Ayala	District Professional Development & Budget	√ = Bi Weekly Observation Tools Calendars provided by Instructional Site Facilitators of Modeled Lessons Model Observation Forms	ISF Meetings Early Release Dates
Use of Formative Instructional Practices in PLC Module #3 – Collecting and documenting evidence of student learning	Ongoing	Carl Jackson	N/A	Lesson Plans Unpacking Standards Template Observation Tools	Local PD to occur at Collaborative Planning Meeting
Use of Formative Instructional Practices in PLC Module #4 – Analyzing and Providing Effective Feedback	Ongoing	Carl Jackson	N/A	Lesson Plans Unpacking Standards Template Observation Tools	Local PD to occur at Collaborative Planning Meeting

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

Social Studies Performance Goals: During the 2016 – 2017 school year, the number of students scoring at proficient or better in Social Studies will improve (as indicated by the GMAS) by 5% when compared to results from the previous year.

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 ≥ 95%)

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)
Train all teachers on the use of EduTrax for data analysis, lesson planning, etc.	08/03/16 – 12/18/16	Nicole Reese Opal Alford Maria Wynn Iuyana Miller	EduTrax Software	√ = Weekly Agenda Lesson Plans	EduTrax Training
Train all new teachers in the use of the following pertinent tools for technology integration, improved lesson planning and data analysis: <ul style="list-style-type: none"> • SLDS • GIZMOS • myON • Edmodo • SMART Tables • Panaboards • IMM Pads • iPods • Data Notebooks • CRISS 	08/03/16 – 12/18/16 Sept 2016 Sept 2016 Aug 2016 Aug 2016 Sept 2016 Aug 2016 Sept 2016 Sept 2016 Aug 2016 Oct 2016	Nicole Reese Charmaine Smith Iuyana Miller	SLDS Software EduTrax Software Internet Computers Instructional Binders District Professional Development & Budget	√ = Weekly Agenda Technology Embedded in Lesson Plans Observation (Informal and Formal)	Technology Training on SLDS, GIZMOS, myON, Edmodo, SMART Tables, Panaboards, IMM Pads, iPods, Data Notebooks, CRISS
Provide refresher courses to veteran staff on the use of: <ul style="list-style-type: none"> • SLDS • GIZMOS • Edmodo • SMART Tables • IMM Pads • Data Notebooks • CRISS 	August 2016	Nicole Reese Iuyana Miller	SLDS Software EduTrax Software Internet Computers Instructional Binders Professional Development Budget	√ = Weekly Agenda Technology Embedded in Lesson Plans Observation (Informal and Formal)	Technology Training on SLDS, GIZMOS, myON, Edmodo, SMART Tables, Panaboards, IMM Pads, iPods, Data Notebooks, CRISS

Model lessons on the use of explicit instruction techniques with technology embedded.	Ongoing	Opal Alford Maria Wynn	District Professional Development & Budget	√ = Bi Weekly Observation Tools Calendars provided by Instructional Site Facilitators of Modeled Lessons Model Observation Forms	ISF Meetings Early Release Dates
Use King's Collaborative Planning Protocol in collaboration with CCPS Protocol for collaborative planning to plan lessons for all students utilizing data and the reflective teacher form to identify strengths and weaknesses to provide differentiated intervention plans to address student needs; Conduct fluency drills to review addition, subtraction and multiplication facts; Provide evidence of remediation and acceleration that is built into the daily schedule based on information from bi-weekly probes/common assessments, etc.	Ongoing	Nicole Reese Opal Alford Maria Wynn	Collaborative Planning Documents /Protocol District Professional Development & Budget	√ = Weekly Agenda Lesson Plans Observation (Informal and Formal) Common Assessments Data Room Evidence Instructional Calendars	Collaborative Planning Sessions occur biweekly depending on the grade band K-2 (1 st and 3 rd Wednesdays) 3-5 (2 nd and 4 th Wednesdays)
Use of Formative Instructional Practice Modules to enhance teacher and administrative capacity in the areas of : 1. Deconstructing Standards 2. Creating Learning Targets 3. Using data effectively 4. Creating learning stations 5. Differentiating Instruction 6. Formative Assessments	Ongoing	Dr. Jackson	Collaborative Planning Documents	√ = Weekly Agenda Lesson Plans	Collaborative Planning Sessions occur biweekly depending on the grade band K-2 (1 st and 3 rd Wednesdays) 3-5 (2 nd and 4 th Wednesdays)

Safe-Orderly-Secure Learning Environments

Goal 2: To provide and maintain a safe, orderly and secure learning environment.

Performance Goals: To Improve our School Discipline Score and our Safe and Substance Free Learning score by 5 points each for the 2016-2017 school year.

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)
Provide Training in Emergency/Safety Procedures for All Staff	August 3-5, 2016	Principals/Assistant Principals Leadership Team		Emergency Folders, Monthly Emergency Drills,	
Provide Ethics Orientation for All Faculty Staff	August 3-5, 2016	Principals/Assistant Principals		Periodic Review/Sign In Sheets	Sign – in sheets Agendas
Provide Orientation to All Faculty/Staff of the School-wide Discipline Plan	August 3-14, 2016	Principal/Assistant Principal			Sign – in sheets Agendas
Place the School-wide discipline plan on the website for parents.	August 8, 2016	Principal Media Specialist			Website
Provide Student Orientation of Expected School-wide Behaviors	August 10-14, 2016	Assistant Principals		Quarterly Review, Student Handbooks, Hall Passes, Bus Passes, Drills,	

Provide Orientation of Employee Handbook and Expectations	August 3-7, 2016, Ongoing	Principal/Assistant Principal/Leadership Team			Sign – in sheets Agendas, Samples
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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 Goals: We will improve our Star Rating from two stars to four stars for the 16-17 school year.			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)
Ensure that all parents are aware of the survey window to promote participation	November 2016 – February 2017	Principal Parent Liaison Title I Teacher	N/A	Participation Reports	

Provide multiple opportunities and locations for parents entering the school to complete the survey	November 2016 – February 2017	Principal Parent Liaison Title I Teacher	N/A	Sign – in logs	
Provide time sensitive data to stakeholders that outlines achievement, discipline, and attendance	Monthly	Administrative team	N/A	Newsletter, pamphlets, marquee, Connect –Ed messages, and school website	
Conduct three student led conference nights in which students present their work/artifacts to their parents & guardians including successes and failures throughout the school year and plans for improvement.	Quarterly	Faculty & Staff	N/A	Newsletter, pamphlets, marquee, Connect –Ed messages, and school website	

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 2016 – 2017 school year, the number of parents utilizing the Parent Resource Center will increase by 10% when compared to the number of parents utilizing the center in the previous year.

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)
Authenticate data obtained during PTA Meetings and forums and use the data in the decision making process.	Ongoing	Douglas Henry	PTA funds	Data Agenda	
Conduct Local School Council Meetings	October, February and April	Carl Jackson	Handouts, school budgets, and PowerPoints	Agenda Minutes	
Implement broader use of the Interactive Survey component of the School Messenger telephone communication system.	Ongoing	Carl Jackson	School Messenger/ Connect – ed phone system	Internet Capability	
Increase the training conducted by the parent liaison to include Microsoft Office Products such as Excel and Publisher	Ongoing	Parent Liaison	PTA funds if needed	Sign-in rosters Agendas	
Provide interpreting services or other support services parents need to ensure their full participation in dialogue between district staff and stakeholders.	Ongoing	Patricia Walker Yolanda Flewellen	CCPS International Center, Interpreted Forms, CCPS interpreters	Communication Logs Conference Forms	

Provide monthly parent trainings/newsletter to keep parents and stakeholders abreast of happenings at the school	Ongoing	Douglas Henry	PTA	Agendas Sign in sheets Monthly calendar of events Newsletter	
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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.

1. Performance Goals: To increase the number of parents participating in the climate survey data for the 2016-2017 school year by 60%.

2. To increase our school wide agreement score among the stakeholder surveys from 48.00 to 70.00 for the 2016 -2017 school year.

To improve our average daily staff attendance from 89.7% to 95% for the 2015-2016 school year,

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)
Install an electronic suggestion box on the schools website so that stakeholders can voice issues, concerns, and make suggestions	August 4, 2016	Media Specialist Principal	N/A	Print outs of items left in the suggestion box	
Use of QR codes to provide instant access to the school's website for important dates and information	Sept., 2016	Media Specialist Principal Asst. Principal		Print outs of QR scans Screen shots	

<p>Conduct presentations and discussions on:</p> <ul style="list-style-type: none"> • Expectations and Professionalism • Code of Ethics • The Employee Handbook • Rituals and Routines 	Ongoing	Principal Assistant Principals	N/A	<p>Meeting Agendas/Monthly assessment discussions on:</p> <ul style="list-style-type: none"> • Parent complaints • Discipline • Classroom management • Arrival and dismissal • Faculty and Staff Dress Code • Attendance (faculty & staff) • Overall faculty and staff compliance with expectations 	August 2016 -Pre-Planning
<p>Conduct detailed meetings with front office personnel and paraprofessionals to discuss locally developed practices for each position</p>	Ongoing	Principal Assistant Principals	N/A	<p>Weekly/ Daily assessments and inspections of duties and responsibilities</p> <p>Signed Locally Developed Practices</p>	August & January
<p>Significantly increase parental notification of survey window and provide internet access for parents daily during that window</p>	November - March	<p>Dr. Reese – Asst. Principal</p> <p>Mr. Henry – parent liaison</p>	N/A	<p>Monthly communication using:</p> <ul style="list-style-type: none"> • Newsletters • School Messenger • Marquee • Website • School posters • Individual student flyers 	N/A

Conduct monthly bookkeeper meetings to discuss: <ul style="list-style-type: none"> • Bookkeeper Audit Reports • Balances • Expected Bills/Payments • Fundraising • Concerns 	Ongoing	Dr. Jackson – Principal Mrs. Grant - Bookkeeper	N/A	Monthly/: <ul style="list-style-type: none"> • Meeting Agenda • Financial Reports • Meeting minutes 	TBD/ As needed
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Highly Qualified and Effective Staff

Goal 6: To recruit and retain highly qualified and effective staff.					
Performance Goals: To increase teacher retention for the 2016-2017 school year by 20%.			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)
New Teacher Induction	Ongoing	Mrs. Murphy – Assistant Principal	N/A	Bi-Monthly/ Meeting Agendas, Meeting Minutes, sign-in sheets	TBD (alignment with district level expectations and timeline)

Professional Development	Ongoing	Administrati on Instructional Site Facilitators	Professional Development Budget	Weekly/ <ul style="list-style-type: none"> evaluations (formal and informal) agendas from leadership team meetings ISF meetings pre-planning, and faculty meetings professional development plans professional growth plans 	August 3 rd and 6 th –preplanning Every Monday – leadership meeting Every 2 nd and 4 th Monday of the month – faculty meeting
TOTY, TOTM, and EOTM acknowledgments and celebrations	Ongoing	Dr. Jackson - Principal	PIE funding Donations	Monthly <ul style="list-style-type: none"> Pictures Ballots 	Last Friday of every month (except December)
Principal Chats	Ongoing	Dr. Jackson- Principal Mrs. Murphy – Assistant Principal	N/A	Monthly <ul style="list-style-type: none"> Agendas Meeting Minutes 	Last Wednesday of every month