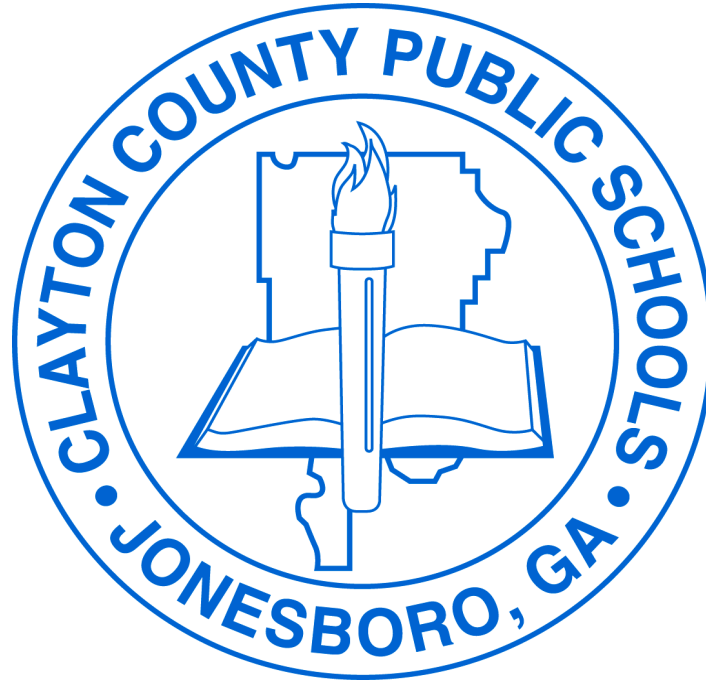


Comprehensive School Improvement Plan



E. J. Swint Elementary School 2015 –2016

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: Mrs. Sarah Cainion
Assistant Principal(s): Dr. Ava Davis

| School Leadership/Improvement Team | |
|---|---------------------------|
| Name | Position |
| Sarah Cainion | Principal |
| Ava Davis | Assistant Principal |
| Tracy Jones | K-2 Site Facilitator |
| Karla Reese | 3-5 Site Facilitator |
| Carmen Black | EIP Lead Teacher |
| Tamara Rice | ELL Teacher |
| Monae Reed | Counselor |
| Andrea Williams | Media Specialist |
| Jeanette Norman | Special Education Teacher |

| School CCRPI Data Team | |
|-------------------------------|---------------------------|
| Name | Position |
| Sarah Cainion | Principal |
| Ava Davis | Assistant Principal |
| Tracy Jones | K-2 Site Facilitator |
| Karla Reese | 3-5 Site Facilitator |
| Carmen Black | EIP Lead Teacher |
| Tamara Rice | ELL Teacher |
| Claude Gatlin | Parent Liaison |
| Monae Reed | Counselor |
| Andrea Williams | Media Specialist |
| Cynthia Hathaway | Kindergarten Teacher |
| Kym Young | First Grade Teacher |
| Whitney Jones | Third Grade Teacher |
| Marcus Sherrod | Fifth Grade Teacher |
| Yolanda Umojamay | Second Grade Teacher |
| Shequita Lampkin | Fourth Grade Teacher |
| Jeanette Norman | Special Education Teacher |

| CCRPI Score | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|----------------------|------------------------|--------------|--------------|--------------|--------|--------|----|-----------------|--------------|--------------|--------------|--------------|--------------|------|-------|------|-------|------|-------|
| 2014 | 2015 | 2016-2020 Goals | | | | | | | | | | | | | | | | | | | | |
| Overall CCRPI Score: 61.7 | Overall CCRPI Score: 63.7 | 2016 Goal: 65.5 2017 Goal: 67.5 2018 Goal: 69.5 2019 Goal: 71.6 2020 Goal: 73.8 | | | | | | | | | | | | | | | | | | | | |
| Achievement Points Earned: 39.2/60 | Achievement Points Earned: 39.2/60 | Overall CCRPI Goals based on the following formula: 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 , E. J. Swint Elementary 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. IE2 Annual Growth $= (100 - 2016 \text{ CCRPI Score (without Challenge Points)}) \times 0.03$ <i>Example</i> <table border="1"> <thead> <tr> <th>Baseline CCRPI Score</th> <th>Expected Annual Growth</th> <th>Year 1</th> <th>Year 2</th> <th>Year 3</th> <th>Year 4</th> <th>Year 5</th> </tr> </thead> <tbody> <tr> <td rowspan="2">65</td> <td>(100 – 65)(.03)</td> <td>65 + 1(1.05)</td> <td>65 + 2(1.05)</td> <td>65 + 3(1.05)</td> <td>65 + 4(1.05)</td> <td>65 + 5(1.05)</td> </tr> <tr> <td>1.05</td> <td>66.05</td> <td>67.1</td> <td>68.15</td> <td>69.2</td> <td>70.25</td> </tr> </tbody> </table> | 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 |
| 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 | | | | | | | | | | | | | | | |
| Progress Points Earned: 14.5/25 | Progress Points Earned: 14.5/25 | | | | | | | | | | | | | | | | | | | | | |
| Achievement Gap Points Earned: 8/15 | Achievement Gap Points Earned: 5/15 | | | | | | | | | | | | | | | | | | | | | |
| Challenge Points Earned: 0/10 | Challenge Points Earned: 5/10 | | | | | | | | | | | | | | | | | | | | | |

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 Objectives: Decrease the percentage of K-3 intensive students by 10% and increase the percentage of K-3 benchmark students by 10% as measured by the Dynamic Indicators of Basic Literacy Skills (DIBELS) Assessment. Increase the percentage of 3rd grade students reading at or above a 650 Lexile by 10% and the percentage of 5th grade students reading at or above an 850 Lexile by 10% as measured by the Georgia Milestones Assessment.

CCRPI Alignment:

Achievement:

- Percent of students scoring Strategic and Benchmark on DIBELS.
- Percent of students scoring On Track and Commendable on the Georgia Milestones Assessment.
- Percentage of 3rd grade students reading at or above 650L.
- Percentage of 5th grade students reading at or above 850L.

| 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) |
|---|----------------------------|---|---|--|---|
| Administer reading screeners to students (DIBELS beginning of the year benchmark, Reading/ELA SLO pre-test, STAR reading test, SRA Imagine It, McGraw-Hill Wonders, Swint Beginning of the Year Reading Assessments) and create data charts | August 2015-September 2015 | K-5 Teachers Paraprofessionals EIP Teachers Title 1 Teacher DES Teachers | DIBELS Reading SLO Pre-Test SLDS EduTrax No Funding | Gather baseline reading data to identify student deficits and group students Data Notebooks/Data Differentiated Charts/Lexile Charts/Reading Logs | DIBELS Training SLO Administration Training |
| Provide small group, needs-based, explicit instruction to target the identified weaknesses of students, assess students, and chart progress | Weekly | K-5 Teachers Paraprofessionals EIP Teachers Title 1 Teacher DES Teachers | DIBELS Leveled books Technology Teaching Reading Sourcebook SRA McGraw-Hill Title 1 | Provide interventions for struggling readers, determine effectiveness of interventions by analyzing data, and modify interventions as needed Data Notebooks/Data Differentiated Charts/Lexile Charts/Reading Logs/Agendas | Professional Learning PD Reading Endorsement Explicit Instruction |

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 Objectives: Increase the percentage of students scoring on track and commendable by 5% in all grade-levels as measured by the 2016 Mathematics Georgia Milestones Assessment. | CCRPI Alignment: <u>Achievement:</u> Percent of students scoring On Track and Commendable on Georgia Milestones Assessment. |
|---|--|

| 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) |
|--|----------------------------|---|---|---|--|
| Administer math screeners to students (DIBELS beginning of the year benchmark, Math SLO Pre-Test, STAR math test, Swint Beginning of the Year Math Assessments) and create data charts | August 2015-September 2015 | K-5 Teachers EIP Teachers Title 1 Teacher DES Teachers | DIBELS Math Math SLO Pre-Test STAR Math SLDS EduTrax No Funding | Gather baseline math data to identify student deficits and group students | DIBELS Training SLO Administration Training |
| Enhance critical thinking with a written open-response in which students demonstrate mastery of the content through the high levels of Bloom's taxonomy (application, analysis, synthesis, and evaluation) | Daily | K-5 Teachers EIP Teachers Title 1 Teacher DES Teachers | Interactive Notebooks WriteSteps Common Core Writing and Grammar Program Math Concise Curriculum Marilyn Burns Title 1 | Enhance students' ability to think critically, solve/answer real world problems in Math, and strengthen written language skills | Professional Learning PD Reading Endorsement |

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 Objectives: Increase the percentage of students scoring on track and commendable by 5% in all grade-levels as measured by the 2016 Science Georgia Milestones Assessment.

CCRPI Alignment:
Achievement:
 Percent of students scoring On Track and Commendable on Georgia Milestones Assessment.

| 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) |
|--|----------|--|---|--|---|
| Incorporate Literacy Across the Curriculum by using Lexile-leveled texts and making connections through writing | Daily | K-5 Teachers | Lexile Classroom Libraries Writing Journals Myon Title 1 Funding | Build science proficiency through reading and writing | Literacy Across the Curriculum PD Writing Across the Curriculum PD |
| Develop work periods where students use technology and hands-on materials to solve real-world application problems | Weekly | K-5 Teachers EIP Teachers Title 1 Teacher DES Teachers Title 1 Paraprofessional | Science Lab Computer Lab Gizmos Science Fair Projects Title 1 Funding | Differentiate instruction so that all students have opportunities to learn and demonstrate their understanding | Professional Learning PD Gizmos refresher training |

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 Objectives: Increase the percentage of students scoring on track and commendable by 5% in all grade-levels as measured by the 2016 Social Studies Georgia Milestones Assessment.

CCRPI Alignment:
Achievement:
 Percent of students scoring On Track and Commendable on Georgia Milestones Assessment.

| 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) |
|--|----------|---|---|--|--|
| Teach lessons using the Explicit Instruction Model and navigate through the stages as needed for student success | Daily | K-5 Teachers | Explicit Instruction Lesson Plan Concise Curriculum Title 1 | Provide effective instruction that gradually releases knowledge of the content and the responsibility of learning from the teacher to the students | Professional Learning PD Explicit Instruction Training |
| Provide extension and acceleration opportunities for students who demonstrate mastery of standards | Ongoing | K-5 Teachers Paraprofessionals Gifted Teacher | Technology Social Studies Fair Projects Title 1 | Enhance instruction for students reaching mastery of content standards to increase the number of students scoring at the Commendable level | Professional Learning PD Gifted Endorsement Training |
| Teach and assess lessons aligned to national and state standards (constructed response) | Daily | K-5 Teachers | Lesson Plans Bi-Weekly Probes No Funding | Enhance instruction for students reaching mastery of content standards to increase the number of students scoring at the Commendable level | Professional Learning PD Unpacking the Standards |

Safe-Orderly-Secure Learning Environments

| Goal 2: To provide and maintain a safe, orderly and secure learning environment. | | | | | |
|--|-----------------------|---|--|---|--|
| Performance Objectives: Secure, utilize and sustain resources to implement safety and security practices, which meet local, state, and national standards. | | | | CCRPI Alignment: Interventions and practices designed to facilitate a personalized climate in the school. | |
| 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) |
| Follow all protocols for safety as defined in the Faculty Handbook and wear official identification badges daily | August 2015- May 2016 | Assistant Principal Administrative Team | CCPS Badge Faculty Handbook No Funding | Develop a safe and orderly school environment that is conducive to learning | Staff Meetings GSDOE Safety Webinar |
| Assign duties throughout the building and campus to ensure student safety daily | August 2015- May 2016 | Assistant Principal Administrative Team | Duty Roster No Funding | Develop a safe and orderly school environment that is conducive to learning | Staff Meetings |
| Ensure the school campus is secure from unknown and unauthorized personnel by requiring all visitors to check in/out of the front office, providing badges for visitor's to wear at all times while on campus, and keeping exterior doors locked and secured | August 2015- May 2016 | Bookkeeper Secretary | Visitor's Badge Electronic and Paper Sign-In/Out Logs No Funding | Develop a safe and orderly school environment that is conducive to learning | Staff Meetings <i>Book Read:</i> <u>Comprehensive Planning for Safe Environments</u> by Reves Kanan. |
| Performance Objectives: Conduct periodic safety and emergency preparedness procedures, to reinforce safety awareness, throughout the school community. | | | | CCRPI Alignment: The School Climate Star Rating is a diagnostic tool to determine if a school is on the right path to school improvement. It is calculated using results from the Georgia Student Health Survey, GA School Personnel Survey, and the GA Parent Survey. Student surveys consist of questions regarding illegal substances and the prevalence of violence, bullying, and unsafe incidents within the school. | |

| 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 and prepare faculty and staff for a hostile intruder | August 2015- May 2016 | Assistant Principal | CCPS Security Officers No Funding | Develop a safe and orderly school environment that is conducive to learning | Security training |
| Conduct tornado and severe weather drills | August 2015- May 2016 | Assistant Principal | Posted Emergency Procedures Emergency Procedures Folder No Funding | Develop a safe and orderly school environment that is conducive to learning | None |
| Conduct monthly fire drills | August 2015- May 2016 | Assistant Principal | Drill Alarm | Develop a safe and orderly school environment that is conducive to learning | None |
| Performance Objectives: Maintain a safe and orderly, environment, essential to learning. | | | | CCRPI Alignment: The School Climate Star Rating is a diagnostic tool to determine if a school is on the right path to school improvement. It is calculated using student discipline and attendance records for teachers, staff, administrators and students. | |
| 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 students to become safety patrollers to reinforce positive and safe behaviors | October 2015- May 2016 | Safety Patrol Coordinator | AAA Safety Program No funding | Develop, implement, and communicate rules, practices and procedures that ensure an orderly learning environment | None |

| | | | | | |
|--|----------------------|-----------|---|---|------------------------|
| Implement safety procedures mandated by CCPS to keep the building secure | August 2015-May 2016 | Principal | CCPS Handbook No Funding | Develop, implement, and communicate rules, practices and procedures that ensure an orderly learning environment | Safety Video |
| Control campus security and learning with established school procedures | August 2015-May 2016 | Principal | School wide District Plan No Funding | Develop, implement, and communicate rules, practices and procedures that ensure an orderly learning environment | Staff/Faculty Meetings |

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 involvement, engagement, collaboration, and satisfaction by 10% as measured by previous involvement using parent sign-in sheets and survey data. | | | CCRPI Alignment: <u>Achievement:</u> All educational stakeholders will promote college and career readiness for all Georgia public school students. | | |
| 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 parents are aware of student expectations by inviting them to open house, parent workshops, Principal’s Tea, PTA, State of the School and curriculum nights | September 2015-May 2016 | Principal Assistant Principal Parent Liaison Instructional Facilitators | Parent Center Parent Liaison Title 1 | Improve students’ performance on class, district and state-wide assessments | Parental workshops |
| Promote active involvement with community members and Partners in Education | December 2015 | Principal Assistant Principal Parent Liaison | EduTrax SLDS BER/ASCD Videos Title 1 | Increase awareness to all stakeholders of the academic performance of all students | State of the School Meeting SLDS Training |

| | | | | | |
|--|---|---|--|--|--|
| Increase accountability and knowledge for all stakeholders of the Georgia Milestones Assessment System and Georgia Student Growth Model | September 2015-May 2016 | Principal Assistant Principal Instructional Facilitators Parent Liaison | EduTrax SLDS Professional Development Data Notebooks Collaborative Planning Minutes TKES LKES Title 1 | Improve students' performance on state-wide assessments in all content areas | Community Involvement Meetings with District personnel Administrative Meetings Better Seeking Team Meetings Collaborative Meetings |
| Ensure teachers utilize the CCPS domain and password information to create and/or update teacher websites and share access information with all stakeholders | August 2015- October 2015, Biweekly | Principal Assistant Principal Teachers Counselor Instructional Facilitators | CCPS website Title 1 | Increase awareness to all stakeholders of the academic performance of all students | Teacher website refresher training |

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: Ensure that 100% of written communication includes the district's vision and mission. | | | CCRPI Alignment: Interventions and practices designed to facilitate a personalized climate in the school. | | |
| 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) |
| Update the school's website regularly | Ongoing | Webmaster/ Teacher | School website | Build understanding and support among stakeholders who view the school website School Climate Surveys Parent surveys | None |
| Include the District's vision and mission on school newsletters | Monthly | Leadership Team | No Funding | Communicate the District's vision and mission to stakeholders who read the school newsletter School Newsletters | None |
| Utilize School Messenger System and marquee to bridge the gap between school and home | Throughout the year | Principal Assistant Principal | No Funding | Pictures of the Marquee School Messenger Report | None |
| Utilize the Parent Resource Center to assist parents with understanding the mission and vision | Throughout the year | Parent Liaison | Parent Liaison Title 1 | Climate Survey Results Sign In Sheets | None |

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: Fully implement GIZMOS to increase Math and Science achievement, Kurzweil 3000 to promote Literacy Across the Curriculum, and the MyOn Reading Program to improve student Lexiles. | | | | CCRPI Alignment: <u>Achievement:</u> <ul style="list-style-type: none"> • Percentage of students reading at grade-level or above. • Percent of students scoring On Track and Commendable on Georgia Milestones Assessment. | |
|---|---------------------------|--|---|--|---|
| 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) |
| Conduct GIZMOS, Kurzweil 3000, MyOn and Thinking Maps refresher training sessions for teachers and provide login/password information | August 2015-December 2015 | GIZMOS consultant Kurzweil 3000 consultant MyOn support Instructional Site Facilitators | GIZMOS Kurzweil 3000 MyOn Reading Program Thinking Map Title 1 | Introduce programs to new teachers and review program information with veteran teachers for use with students Agendas Sign-in Sheets | GIZMOS refresher Kurzweil 3000 refresher MyOn training during collaborative planning sessions Thinking Maps Training |
| Monitor teacher usage and student progress | Ongoing | Principal Assistant Principal Instructional Site Facilitators | GIZMOS Kurzweil 3000 MyOn Reading Program Title 1 | Ensure 100% of teachers and students are effectively utilizing GIZMOS, Kurzweil 3000, and MyOn programs and track student performance Teacher Usage Reports Lesson Plans Lexile Results | None |

Highly Qualified and Effective Staff

| Goal 6: To recruit and retain highly qualified and effective staff. | | | | | |
|---|-----------------------|---|---|--|--|
| Performance Objectives: Retain 100% of effective teachers and staff. | | | | CCRPI Alignment: Interventions or practices designed to facilitate a personalized climate in the school. | |
| 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) |
| Implement a new teacher induction program | August 2015- May 2016 | Principal Assistant Principal | New Teacher Plan Educational Books/Journals Title 1 | Facilitate a shared understanding of expectations for standards, curriculum, assessment, and instruction among teachers to increase student achievement Sign In Sheet Data Notebooks | Mentor and Mentee Training by district and school |
| Implement a teacher/staff member of the month | August 2015- May 2016 | Principal Assistant Principal | Faculty & Staff No Funding | Establish a culture of trust and respect and cultivate a sense of community to improve the overall school climate Bulletin Board Display Climate Survey Results Rubric | None |
| Continue job-embedded training through collaborative planning | August 2015- May 2016 | Principal Assistant Principal | Master Schedule No Funding | Enhance teaching skills Agendas and Sign In Sheets | District and School mandates |
| Performance Objectives: Recruit potential employees who meet and/or exceed District hiring standards. | | | | CCRPI Alignment: Interventions or practices designed to facilitate a personalized climate in the school. | |

| 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) |
|---|-----------------------|--|---------------------------|---|---|
| Attend all District job fairs | August 2015- May 2016 | Principal Assistant Principal | District No Funding | Acquire highly qualified staff to increase student achievement Interview questions | District and School training |
| Utilize Search Soft to solicit effective teachers and staff | August 2015- May 2016 | Principal Assistant Principal | Search Soft No Funding | Acquire highly qualified staff to increase student achievement | Search Soft training |