

## 2016-17 Cobb County School District Strategic Plan

### Board Goal 1: *Vary learning experiences to increase success in college and career pathways.*

District Focus Priorities 2016-2019	2016-17 Aligned Actions and Measurements (Due September 1, 2016)					
Focus Priorities: (Based on priorities identified by IE <sup>2</sup> , AdvancEd-AdvEd, Superintendent-S, and Academic Division-AD)	Key Actions: (List as many actions as needed in each box.)	Measured by:	Owner(s):	Resources Needed:	Results Of Key Actions: (Due June 30, 2017)	Focus Priority Status: NM = Not Met IP = In Progress M = Met
1. Organize student performance data through CTLs for full accessible use by teachers and school leaders. (S) (AdvED)	N/A	N/A	N/A	N/A	N/A	N/A
2. Organize, examine, and adjust instruction based on student progress monitoring data. (AD)	<ol style="list-style-type: none"> <li>Horizontal teams meetings will occur minimally every six (6) weeks. New log sheets have been developed.</li> <li>Analysis of second year implementation of ELL alternative model.</li> <li>Analysis &amp; adjustment based on AP instructional summary report.</li> </ol>	<ol style="list-style-type: none"> <li>Analysis of logs</li> <li>Common Assessment</li> <li>GPA, EOC, ACCESS Data</li> <li>Summative - AP Test Results</li> </ol>	<ol style="list-style-type: none"> <li>DeptChairs/ Administrators</li> <li>Teachers</li> <li>ELL Teachers &amp; Administrators</li> <li>All AP Teachers &amp; Administrators</li> </ol>	None		
3. Develop and deliver flexible formative assessments in all core content areas for monitoring student progress and adjusting instruction to meet individual student learning needs. (S)	<ol style="list-style-type: none"> <li>Horizontal teams will analyze assessment data to determine curriculum &amp; instructional changes.</li> <li>All English horizontal teams will complete standard setting exercise on the first essay to determine specific skill development needed.</li> </ol>	<ol style="list-style-type: none"> <li>Common Assessments</li> <li>Writing folders</li> </ol>	Teachers	None		
4. Align critical professional learning by grade level/content area and ensure access for all teachers. (AD)	<ol style="list-style-type: none"> <li>Completion of gifted certification program.</li> <li>Over the summer, curriculum planning for 9<sup>th</sup> grade English &amp; new STEM courses.</li> <li>Implement mandatory professional learning for teachers of iPad implementation including lunch and learns as well as monthly demonstration of new Apps in department meetings.</li> <li>Implement lunch and learn on support of ELL students.</li> </ol>	<ol style="list-style-type: none"> <li>Classroom Observation</li> <li>Curriculum Documentation</li> <li>Student Work</li> <li>ACCESS scores</li> </ol>	<ol style="list-style-type: none"> <li>Gifted Dept. Chair</li> <li>9<sup>th</sup> lit teachers &amp; STEM Teachers</li> <li>TSI, Admin, Teachers</li> <li>ELL Lead Teachers</li> </ol>	School Based Professional Learning Funds		

<p><b>5. Increase percentage of students reading on grade level. (S)</b> (Based on CCRPI 2014 Reading Scores)</p>	<ol style="list-style-type: none"> <li>1. Implement a summer bridge Academic Boot Camp for students identified through Iowa, CRCT &amp; MS principal recommendation.</li> <li>2. Require summer reading assignments for all students in English &amp; Social Studies.</li> <li>3. Adjust &amp; implement a state approved EL innovative model.</li> <li>4. Spring semester, create &amp; teach a 93 Ninth Lit course to focus on skill development.</li> </ol>	<ol style="list-style-type: none"> <li>1. GPA &amp; promotion percentage of all 9<sup>th</sup> grade students</li> <li>2. Analysis of summer reading assignments</li> <li>3. Student level of development on ACCESS Test</li> <li>4. Success of students in next English course</li> </ol>	<ol style="list-style-type: none"> <li>1. Administration &amp; select Faculty</li> <li>2. English &amp; Social Studies Teachers</li> <li>3. All ELL Teachers</li> <li>4. 9<sup>th</sup> grade English Teachers</li> </ol>	<ol style="list-style-type: none"> <li>1. Summer Bridge Grant</li> </ol>		
<p><b>6. Increase percentage of student performance in math/algebra at every grade level. (S)</b> (Based on CCRPI ES-MS Math &amp; HS Algebra Scores)</p>	<ol style="list-style-type: none"> <li>1. Implement a Summer Bridge Academic Boot camp for students identified through Iowa, CRCT &amp; MS Principal Recommendation.</li> <li>2. Implementing an Algebra skills review by topic for Algebra II students before &amp; after school.</li> <li>3. Offer a variety of course selections for appropriate differentiated levels including Honors, Enriched, Support &amp; 3-Level.</li> </ol>	<ol style="list-style-type: none"> <li>1. GPA &amp; promotion percentage of all 9<sup>th</sup> grade students</li> <li>2. Passing percentage of math courses</li> </ol>	<ol style="list-style-type: none"> <li>1.Math teachers</li> </ol>	<ol style="list-style-type: none"> <li>1.Summer Bridge grant</li> <li>2. 20 day money</li> </ol>		
<p><b>7. Increase number of students academically completing every grade.(S)</b></p>	<ol style="list-style-type: none"> <li>1. Offer a summer program at Walton HS for remedial &amp; initial credit.</li> <li>2. Offer a 9<sup>th</sup> grade Study Skills course for identified students based on six (6) week report cards.</li> <li>3. Offer peer tutoring by every Academic Honor Society.</li> </ol>	<ol style="list-style-type: none"> <li>1. Percentage of retained students school wide</li> <li>2. Percentage of students who increase their grades from six (6) weeks to end of semester</li> </ol>	<ol style="list-style-type: none"> <li>1.Select Teachers/ Guidance Counselors / Club Sponsors</li> </ol>	<ol style="list-style-type: none"> <li>1. Tuition</li> <li>2. 20 day money</li> </ol>		
<p><b>8. Other:</b> (Priorities specific to school, division, or area. Can be multiple.)</p>	<ol style="list-style-type: none"> <li>1. Continue the implementation of 1:1 program.</li> <li>2. Implement goals established in the Charter.</li> <li>3. Develop a charter renewal petition.</li> <li>4. Expand the implementation of Naviance as a tool for all students for college &amp; career ready exploration, streamline college application process.</li> </ol>	<ol style="list-style-type: none"> <li>1. Classroom observation</li> <li>2. Data points</li> <li>3. Presentation of petition to all stakeholders</li> <li>4. Percentage of students completing assigned activities</li> <li>5. Percentage of students apply &amp; being accepted to post-secondary</li> </ol>	<ol style="list-style-type: none"> <li>1. Selected Faculty</li> <li>2. All Faculty &amp; Staff</li> <li>3. Charter Renewal committee</li> <li>4. School Counselors</li> </ol>	<ol style="list-style-type: none"> <li>1.Instructional Funding / Foundation Donations</li> <li>2.None</li> <li>3.Foundation Donation / Parent Fee</li> </ol>		

**Board Goal 2: Differentiate resources for students based on needs.**

<p><i>District Focus Priorities 2016-2019</i></p> <p><b>Focus Priorities:</b> (Based on priorities identified by IE<sup>2</sup>, AdvancEd-AdvED, Superintendent-S, and Academic Division-AD)</p>	<p><b>2016-17 Aligned Actions and Measurements</b> (Due September 1, 2016)</p>					<p><b>Focus Priority Status:</b> NM = Not Met IP = In Progress M = Met</p>
	<p><b>Key Actions:</b> (List as many actions as needed in each box.)</p>	<p><b>Measured by:</b></p>	<p><b>Owner(s):</b></p>	<p><b>Resources Needed:</b></p>	<p><b>Results Of Key Actions:</b> (Due June 30, 2017)</p>	
<p>Identify local school innovations through system flexibility to increase student achievement. <b>(IE<sup>2</sup>)</b></p>	<p>1.Implement three new AP courses to expand access. 2.Adding PLTW Biomedical courses to the STEM academy. 3.Continue implementation of a 1:1 program.</p>	<p>1. Number of students enrolled in courses 2. Number of students who complete Biomedical pathway 3. Lesson plans including technology.</p>	<p>1. Select teachers 2. STEM teachers 3. All teachers</p>	<p>1. School based professional learning funds for AP training 2.Disctrict CTAE funds 3. Instructional money/Foundation donation</p>		
<p>Divisionally support local school innovations identified through system flexibility for increasing student achievement. <b>(IE<sup>2</sup>)</b></p>	<p><b>N/A</b></p>	<p><b>N/A</b></p>	<p><b>N/A</b></p>	<p><b>N/A</b></p>	<p><b>N/A</b></p>	
<p>Provide targeted resources for students 1. not reading on grade level (Lexile) 2. unsuccessful in Math/Algebra (Based on 2014 CCRPI Math/Algebra scores) 3. not on-track for graduation <b>(S)</b></p>	<p>1. Offer three <b>(3)</b> level 9<sup>th</sup> Literature. 2. Implement &amp; offer 9<sup>th</sup> grade Study Skills before school. 3. Continue to offer summer program at Walton. 4. Offered academic Boot Camp to rising 9<sup>th</sup> graders for targeted group. 5. Offer Lunchtime peer tutoring. 6. Use <b>20</b> day money to support EOC preparation for target &amp; Special Education students. 7. Use <b>20</b> day money to prepare for AP Tests. 8. Provide two tutoring times per week plus on WEB for all students by their teachers.</p>	<p>1. GPA of 9<sup>th</sup> grade class 2. Percentage of retained students 3. EOC scores or AP scores</p>	<p>1.Selected Faculty / School Counselors / Administration 2.All teachers</p>	<p>1. <b>20</b> Day Money 2. Summer Bridge Grant 3. <b>20</b> Day Money</p>		
<p>Identify and provide resources to increase opportunities for advanced, on-level, and remedial students to earn initial credit, embedded credit, dual credit, recovered credit, distance learning, and certifications in areas of student interest. <b>(AD)</b></p>	<p><b>N/A</b></p>	<p><b>N/A</b></p>	<p><b>N/A</b></p>	<p><b>N/A</b></p>	<p><b>N/A</b></p>	

<p><b>Other:</b> (Priorities specific to school, division, or area. Can be multiple.)</p>	<ol style="list-style-type: none"> <li>Continuation of implementation of the EL innovative model &amp; increase use of Blackboard shell for supportive materials.</li> <li>Expand the implementation of Naviance.</li> <li>Use distance equipment to partner w/ other schools to offer courses available to students at that school.</li> </ol>	<ol style="list-style-type: none"> <li>GPA / Test Scores of ELL students</li> <li>Percentage of students &amp; parents utilizing Naviance</li> </ol>	Selected Faculty & Administration	Foundation support for Naviance / Student fee		
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**Board Goal 3: *Develop stakeholder involvement to promote student success.***

<p><i>District Focus Priorities 2016-2019</i></p> <p><b>Focus Priorities:</b> (Based on priorities identified by IE<sup>2</sup>, AdvancEd-AdvEd, Superintendent-S, and Academic Division-AD)</p>	<p><b>2016-17 Aligned Actions and Measurements</b> (Due September 1, 2016)</p>						<p><b>Focus Priority Status:</b> NM = Not Met IP = In Progress M = Met</p>
	<p><b>Key Actions:</b> (List as many actions as needed in each box.)</p>	<p><b>Measured by:</b></p>	<p><b>Owner(s):</b></p>	<p><b>Resources Needed:</b></p>	<p><b>Results Of Key Actions:</b> (Due June 30, 2017)</p>		
<p>Seek and evaluate stakeholder input for critical processes. <b>(AdvED)</b></p>	<ol style="list-style-type: none"> <li>Utilize WGC &amp; committee membership to seek input on key actions including SSP.</li> <li>Utilize PTSA &amp; Foundation to discuss key issues including SSP.</li> <li>Write a new charter petition using a renewal committee to identify key goals, actions and priorities for the next petition.</li> </ol>	<p>Meeting Minutes</p>	<p>All Faculty/ Staff/Parents</p>	<p>None</p>			
<p>Establish programs and practices that enhance parental involvement and reflect the needs of students and their families. <b>(S)</b></p>	<ol style="list-style-type: none"> <li>Implement parent training parents in the use of Naviance &amp; BYOD initiative.</li> <li>Offer parent education through multiple evening meetings.</li> <li>Host a Global Connections Festival.</li> </ol>	<p>Event attendance</p>	<ol style="list-style-type: none"> <li>Foundation</li> <li>Counselors/Administration</li> <li>Global Connections Club</li> </ol>	<p>None</p>			

<b>Other:</b> (Priorities specific to school, division, or area. Can be multiple.)	1.Utilizing volunteers throughout the building to best serve visitors & guests.	Volunteer schedule	PTSA	1.None		
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**Board Goal 4: *Recruit, hire, support and retain employees for the highest level of excellence.***

<b><i>District Focus Priorities 2016-2019</i></b>  <b><u>Focus Priorities:</u></b> (Based on priorities identified by IE <sup>2</sup> , AdvancEd-AdvED, Superintendent-S, and Academic Division-AD)	<b>2016-17 Aligned Actions and Measurements</b> (Due September 1, 2016)					
	<b>Key Actions:</b> (List as many actions as needed in each box.)	<b>Measured by:</b>	<b>Owner(s):</b>	<b>Resources Needed:</b>	<b>Results Of Key Actions:</b> (Due June 30, 2017)	<b><u>Focus Priority Status:</u></b> NM = Not Met IP = In Progress M = Met
Seek and hire teachers who meet the qualifications for a highly effective teacher. (IE <sup>2</sup> )	1.Utilizing members of the Human Resources committee as hiring committee.	1. TKES Evaluation	1. Administration	1. none		
Seek and hire school administrators who meet the qualifications for a highly effective school leader and who are best suited for the school's environment. (IE <sup>2</sup> )	N/A	N/A	N/A	N/A	N/A	
Support local school teachers and leaders to improve retention rate. (IE <sup>2</sup> ) (S)	N/A	N/A	N/A	N/A	N/A	
Ensure that teachers are highly trained in the standards, learning engagement strategies, formative assessments, and student progress monitoring. (AD)	<ol style="list-style-type: none"> <li>1. Provide specific school based professional learning such as gifted cohort, APSI, College board National Forum, 1:1 sessions.</li> <li>2. Allow for teachers to petition for specific professional learning opportunities.</li> <li>3. Implement a new teacher induction program.</li> </ol>	Participation in Professional Learning	Administration & Teachers	School Focus Professional Learning Funds		

Fully implement and evaluate state system of teacher and leaders evaluation <b>(TKES and LKES)</b> .	N/A	N/A	N/A	N/A	N/A	
Use results of TKES and LKES to improve professional performance <b>(IE<sup>2</sup>)</b>	1. Teachers & Administrators will work together to create an individual goal.	TKES Process	All TKES/LKES Assessed Faculty	None		
<b>Other:</b> (Specific to school, division, or area. Can be more than one.)	<ol style="list-style-type: none"> <li>1. Charter renew committee will be created to begin renew development.</li> <li>2. One <b>(1)</b> Administrator will work w/ all faculty new to Walton as well as selected second year faculty.</li> <li>3. Each teacher will complete two <b>(2)</b> peer observations per semester.</li> </ol>	<ol style="list-style-type: none"> <li>1. Meeting Minutes</li> <li>2. TKES Evaluation</li> <li>3. Observation Forms</li> </ol>	Administration	None		