

Strategic Plan:
Barnwell Elementary



STUDENT ACHIEVEMENT
We prepare students with strong academic foundations and the skills needed to navigate life beyond graduation.



PEOPLE AND CULTURE
We provide a welcoming environment and positive school and district culture for students, families and employees.



COMMUNITY COLLABORATION
We engage families, community members and civic organizations as active partners.



FISCAL RESPONSIBILITY
We manage and protect public funds and assets through efficient and effective use of available resources.

Outcomes: What will success look like for our school?

3rd – 5th literacy and math: 85% or more of students in 3rd – 5th grade will perform at/above grade level on GA Milestones Reading and Math

Social-emotional learning: 100% of students will learn and practice skills that develop their social-emotional habits of mind

School culture: Climate Rating of 5 on annual CCRPI

School and district culture: Increase retention of teachers beyond their 3rd year

Family engagement: 75% or more of families will support school-based parenting partnerships

Partnerships: Increase or maintain the number of impactful community partnerships

Transparent and efficient management of local funds: Reduce the number of audit findings for Student Activity funds and ensure effective management of funds between schools and School Governance Councils

Initiatives: What will we do to achieve success?

Student focused learning: Implement balanced literacy and math workshop model of instruction (teacher modeling, guided practice, and student independent learning)

BE the BEAR: Implement school-wide social-emotional/success skills program

Positive learning environment: Provide a welcoming environment, positive school culture and maintain academic excellence

Staff development: Create and refine the “Barnwell Way”, including expectations and supports for staff at 1, 2-3, 4+ years

Family partnerships: Ensure multiple participation opportunities that encourage all families to support our parenting partnerships

Community involvement: Incorporate multiple opportunities for community collaboration and partnership

Effective budgeting: Refine and adjust our modified zero-based budgeting process to ensure that resources are used effectively and efficiently to impact district goals

Initiatives:
What will we do to achieve success?

Critical actions: What major actions will we complete and by when?

Evidence of progress: How will we know that the initiative is working?

Outcomes: What will success look like for our school?

Student focused learning

- Standards Mastery Framework Professional Development: train a cohort of teachers to redeliver content to staff
- Train all K-2 teachers in Orton-Gillingham phonics instruction
- Student goal setting in grades 3-5 each year

- 90% or more of Kindergarten students at level “D” or higher
- 90% or more of 2nd grade students completing iRead
- Common assessment progress monitoring in PLC teams for Reading, Writing and/or Math in 2nd – 5th grades

3rd – 5th literacy and math: 85% or more of students in 3rd – 5th grade will perform at/above grade level on GA Milestones Reading and Math



STUDENT ACHIEVEMENT

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BE the BEAR

- Create and implement **Be the BEAR** social-emotional learning program
- Provide counselor lessons that incorporate appropriate success skills for all K-5 classrooms

- All K-5 classrooms receive 5-7 counselor success skills lessons each year
- Maintain CCRPI 5 Star Climate Rating
- Increase in the % of students indicating they “get along well with others” and “students treat each other well” on Student Survey

Social-emotional learning: 100% of students will learn and practice skills that develop their social-emotional habits of mind

Initiatives:
What will we do to achieve success?

Critical actions: What major actions will we complete and by when?

Evidence of progress: How will we know that the initiative is working?

Outcomes: What will success look like for our school?

Positive learning environment



- Engage with PTA in efforts to welcome all families to Barnwell each year
- Provide consistent school-home communication (newsletters, website, social media)
- Implement consistent Positive Behavior Intervention System (PBIS) in all classrooms



- Increase in the % of families that choose Barnwell over private/other options
- Increase in the % of parents that would recommend Barnwell to other parents as a place to send their children
- Decrease in the number of discipline referrals for students in Tier I or Tier II



School culture: Climate Rating of 5 on annual CCRPI



PEOPLE AND CULTURE

We provide a welcoming environment and positive school and district culture for students, families and employees.

Staff development



- Create and implement “Barnwell Way” to provide tiered support for teachers during first, second – fourth, and fifth+ years, including:
 - New teacher induction
 - Teacher-led committees
 - Mentoring program
 - Peer observations
 - Differentiated PD



- Increase in the “Staff Connectedness” mean on annual Personnel Survey
- Increase in the % of teachers completing peer observations



School and district culture: Increase retention of teachers beyond their 3rd year

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Family partnerships



- Include varying levels for support during PTA membership campaign
- Communicate the various opportunities for parents to volunteer (school and home)
- Maintain Outreach Program to welcome all new families within 2 weeks of enrollment



- 90% or more of PTA Board and Committee positions filled
- Maintain successful business partnership program
- Maintain CCRPI Climate Rating of 5 Stars



Family engagement: 75% or more of families will support school-based parenting partnerships



COMMUNITY COLLABORATION

We engage families, community members and civic organizations as active partners.

Community involvement



- Maintain updated Barnwell website with current information and PTA/Foundation/SGC contacts each year
- Coordinate PTA/Foundation partnership utilizing shared business partner program and reward opportunities each year



- Involve business/community partners to support school activities (STEM Week, Artists' Day, JCFD)
- Utilize coordinated business partnership program with both PTA and Foundation
- Successful Community Events (i.e. Barnival, International Night, Spring Fling)



Partnerships: Increase or maintain the number of impactful community partnerships

Initiatives:
What will we do to achieve success?

Critical actions: What major actions will we complete and by when?

Evidence of progress: How will we know that the initiative is working?

Outcomes: What will success look like for our school?

Effective budgeting

- Minimize monthly deficits through effective monitoring
- Review Budget Accountability Report (BAR) monthly
- Report to SGC on budget quarterly

- Average monthly deficits are 1 or fewer each month
- Carryover is less than 5% at the end of the school year

Transparent and efficient management of local funds: Reduce the number of audit findings for Student Activity funds and ensure effective management of funds between school and SGC



FISCAL RESPONSIBILITY

We manage and protect public funds and assets through efficient and effective use of available resources.