


# Strategic Plan: Conley Hills 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?

85% of 4th graders will **read** at or above grade level .

Increase percentage of families and students who identify Conley Hills ES as a place to attend school to a family or friend.

Increase the percentage of impactful partnerships that align to school goals.

Conley Hills will utilize 75% of the operating budget to fund personnel aligned with the school's goals and vision by 2021.

85% of 4<sup>th</sup> graders will score proficient to distinguished in **mathematics**.

Increase Climate Rating to 4 star.

Increase the percentage of families that feel welcomed and empowered to support their students' educational journeys.

Conley Hills will increase the number of partnerships with external stakeholders who invest in the social, emotional, and academic needs of our students by 25% by 2021.

**Initiatives:** What will we do to achieve success?

“Balanced Literacy Framework: Implement literacy instruction that includes a progression of teacher modeling guided practice, and student independent learning.”

Increase opportunities for shared governance, parent engagement and partnership.

Cultivate and sustain community champions to support student achievement.

Strategic budgeting

“Data Driven Instruction: Use and analyze data to make informed decisions about teaching and learning.”

Increase utilization of Positive Behavior Interventions and Supports ( PBIS: obtain fully operational status).

Parent Engagement: Offer programming including, family events and activities to equip families with new or additional skills, knowledge, resources and confidence.

Acquisition of fiscal 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?

Balanced Literacy Framework

- Train cohort of teacher-leaders in Standards Mastery Framework who will redeliver content to the whole faculty
- Implement Instructional Literacy Rubric

Initiative effectiveness will be evidenced via:

- Incremental gains in student assessment data
- Implementation of innovative pedagogical practices
- Teacher demonstration of content knowledge.

85% of 4th graders will **read** at or above grade level .



**STUDENT ACHIEVEMENT**

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

Balanced Math Framework

- Train cohort of teacher-leaders in Standards Mastery Framework who will redeliver content to the entire faculty
- Use Data Driven Instruction Implementation protocols as outlined by Darden School of Business

- Collaborative planning space supportive of teacher effectiveness and student achievement growth

85% of 4<sup>th</sup> graders will score proficient to distinguished in **mathematics**.

**Initiatives:**  
What will we do to achieve success?

- Increase opportunities for shared governance, parent engagement and partnership



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

Increase utilization of Positive Behavior Interventions and Supports ( PBIS -fully operational status).

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

Complete Needs Assessment to determine wrap around services that parents may be recommended for

Conduct Vertical Articulation meetings with Feeder patterns to determine common needs of families to address needs

Continue with our Positive Behavior Intervention program to improve the schools culture

Continue to select deserving staff members monthly for the SEE YOU Award. Celebrating staff members consistently who go above and beyond with monthly incentives such as 1st Fridays and PLC of the month by grade level

Increase parental involvement, provide an avenue for parents are able to have a voice within the school

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

- Increase in usage of parent feedback form
- Increase attendance at Parent University hosted by Fulton’s County SEC Department

- Decrease the number of in school or out of school suspensions and the number of absences and tardies
- Celebrate the entire staff through luncheons, deserving desserts, deal passes, birthday recognitions and Jean days
- Improve communication through parent teacher conferences every 6 weeks

**Outcomes:** What will success look like for our school?

Conley Hills will increase the number of students who identify the school as their school of choice by 25% by 2021.

Conley Hills will be recognized as a 4 star school in Culture and Climate through the State of Georgia by 2021.

**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?

Cultivate and sustain community champions to support student achievement.



- Select and Identify community businesses and organizations that will partner with Conley Hills to increase student achievement
- Maximize SGC's ability to meet with and communicate effectively with PTA, and attend EASTPOINT Community meetings



- Increase the number of partnerships that contribute resources to support student achievement
- Bi-Monthly Coffee and Conversation with Principal Pettway with parents and community stakeholders



Conley Hills will increase the percentage of external partnerships with school stakeholders at least 25% by 2021.



**COMMUNITY COLLABORATION**

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

Parent Engagement: Offer programming to equip families with new or additional skills, knowledge, resources and confidence.



- Host a Job Readiness fair for the Tri-Cities cluster families
- Support parent needs with Title I workshops
- Collaborate with feeder pattern to address Discipline and Academic patterns



- Empower parents to obtain employment by survey results to include interviews and placements
- Increase parent satisfaction with school climate ratings
- Assemble and catalog parent talents and skills to create a talent bank to support schools



Conley Hills will obtain a minimum of five partnerships with local businesses by 2021 to employ Tri Citi Cluster Families

**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?

Strategic budgeting



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

Acquisition of fiscal partnerships

- Reconcile budget and books monthly to decrease budget shortfalls
- Inspect and review the Budget Accountability Report monthly (Leadership Team)
- Monitor school General Fund on a quarterly basis (SGC's)

- Decrease monthly deficits by one each month
- Carryover is projected to be less than 5% at the end of the school year

Create a culture that evokes integrity and transparency and efficiency of management of local funds: Streamline processes that ensures minimum number of audit funding's