

**Strategic Plan Monitoring Tool (Year 1)**  
Esther Jackson Elementary School

Student Achievement	Outcome	Baseline (Yr. 1)	Evidence of Progress	Date	Results	
Initiatives	<b>Balanced Literacy Framework.</b> Implement literacy instruction that includes a progression of teacher modeling guided practice, and student independent learning.	Literacy: 85% of students will score at or above proficiency on grades 3-5 ELA Milestones by 2022.	3rd: 47% 4th: 51% 5th: 69% Total: 52.8%	Trained teachers in Standards Mastery Framework. PL geared around reading strategies. ESOL team trained on read strategies & data analysis. Literacy coaching sessions.	Staff PL: Sept. 4, 2018, Oct. 2, 2018, Nov. 6, 2018, Dec. 4, 2018, Jan. 3, 2019 SMF: Oct. 23, 2019, Nov. 27, 2019, Jan. 22, 2019 ESOL: Dec. 13, 2018 & Feb. 1, 2019	100% of teachers trained
	<b>Balanced Math Framework.</b> Implement math instruction that helps students build the computational and conceptual skills needed to solve complex problems.	Math: 85% of students will score at or above proficiency on grades 3-5 Math Milestones by 2022.	3rd: 26% 4th: 34% 5th: 29%	Trained teachers on Standards Mastery Framework, Illuminate, Number Talks, & math coaching sessions.	Number Talks: Sept. 14, 2018 Math Coaching: Oct. 11, 2018, Nov. 8, 2018, Jan. 17, 2019, Feb. 7, 2019 SMF: Oct. 23, 2019, Nov. 27, 2019, Jan. 22, 2019	Number Talks 100% of teachers trained on SMF. Homeroom teachers trained on Number Talks & Math Workshop.

People & Culture	Outcome	Baseline (Yr. 1)	Evidence of Progress	Date	Results	
Initiatives	<b>Family Engagement:</b> Offer diverse opportunities that include free courses, family events, and activities to equip families with new or additional skills, knowledge, resources, and confidence.	Increase the percentage of families who feel empowered to support their students' education.	TBD 2019 *Survey completion rate was less than 5%	Parent University (Math & Literacy Nights, Milestones). Project SOAR. Family Engagement Plan & Compact: Building Capacity Training. Lending Implemented monthly shout-outs in the Principal's message, reported by parents.	Project SOAR: 1x a week (1.5 hour) for 8 weeks - May-12/1/19	10 parents attended on SMF. Homeroom PU 20 parents in SOAR 3 Parents responded with shout-outs in January.
	<b>Staff Recognition:</b> Recognize and honor employees for reaching specific goals or producing high quality results in the workplace.	Increase the percentage of staff who would recommend working at Esther Jackson.	52.8% likely to recommend			

Community Collaboration	Outcome	Baseline (Yr. 1)	Evidence of Progress	Date	Results
Initiatives	<b>Community Champions.</b> Cultivate and sustain community champions to support student achievement.	Increase the percentage of impactful partnerships that align to school goals	Wild Slice: Spirit Nights Sky Zone & Area 51: donations for Math Calendar McAlisters donated lunch River Crossing Appt. Mr. Nailhead Strong 4-Life Children's Dental Village Northpoint Community Church, Northbrook UMC, Roswell Presbyterian, Rio Verde: The Magic Sauce	8/1/18	Increased community partnerships.
	<b>Diverse Partnerships:</b> Develop a multicultural volunteer program.	Partnerships: Increase partnerships that match the diversity of our school demographics.		4	8/1/18

Fiscal Responsibility	Public Engagement	Additional Council Professional Development
Budget Approval Date: 2/21/18 Resources were allocated in the form of personnel and non personnel dollars. We purchased a Literacy and Math coach and a BCL using Title I money, an Administrative Assistant using our Seed Fund allocation, and a .5 STEM teacher to support our student achievement goals and initiatives. Instructional dollars are used for Professional Development, technology, and materials and supplies to support our school-wide implementation of Teachers College Reading and Writing Units of Study.	7/25/18: Public comment SGC meeting  8/28/18: Public comment SGC meeting  9/25/18: Public comment SGC meeting 10/30/18: Public comment SGC meeting 11/27/18: Public comment SGC meeting 12/18/18: Public comment SGC meeting 01/31/19: Public comment SGC meeting	9/25/2018: Cross Council (Chair & Vice Chair)  10/22/2018: Officer training (Chair & Vice Chair)  Online Community Committee Training  List all the additional trainings/professional development where at least one (1) member from your Council attended.