



# Findley Oaks Elementary School



## 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?

**3<sup>rd</sup> grade literacy:**  
90% of our 3<sup>rd</sup> graders will be on or above grade level by 2022 (Lexile)

**Student Growth:**  
70% of 4<sup>th</sup> and 5<sup>th</sup> grade students will demonstrate typical and/or high growth on the GA Milestones

**School and district culture:**  
Increase the percentage of families and students who would recommend Findley Oaks Elementary as a place to attend school to a family member or friend

**Teacher retention:**  
Increase the percentage of employees who would recommend Findley Oaks Elementary as a place to work to a family member or friend

**Partnerships:**  
Increase the percentage of impactful partnerships that align to school goals

**Family engagement:**  
Increase the percentage of families who are actively supporting and participating in their students' educational journey

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

**Personalized Instruction:**  
Customize learning to meet the needs of all students so that all students can achieve and demonstrate academic growth

**Positive Recognition:**  
Provide opportunities to recognize students, staff, and stakeholders

**Staff Development:**  
Provide staff with the necessary coaching and opportunities to grow as educators and enhance their performance with students

**Positive Relationships:**  
Cultivate and sustain community relationships to support student achievement

**Parent Involvement:**  
Provide families with a framework that includes workshops and coaching for shared commitment to our school and students

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



# Findley Oaks Elementary School

**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: Balanced Literacy**

- Standards Mastery Framework (SMF) Professional Development: train a cohort in SMF who will redeliver content to the whole faculty
- Provide daily reading and writing workshop with a balance of small and large group instruction

- Teachers use the SMF to identify a student's proficiency level for each prioritized standards in Reading
- Increase the percentage of students in the low risk and/or above average performance bands on Fastbridge

90% of our 3<sup>rd</sup> graders will be on or above grade level by 2022 (Lexile)



**STUDENT ACHIEVEMENT**

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

- Personalized Learning Professional Development: train teachers to involve students and parents in planning and setting goals
- Standards Mastery Framework (SMF) Professional Development: train a cohort in SMF who will redeliver content to the whole faculty

- 100% of teachers will complete the SMF training
- 70% of students scoring typical and/or aggressive growth on Fastbridge

70% of 4<sup>th</sup> and 5<sup>th</sup> grade students will demonstrate typical and/or high growth on the GA Milestones

**Personalized Instruction**



# Findley Oaks Elementary School

**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 Recognition**

- Develop a formalized system for recognizing students and staff through the character education program and PBIS
- Develop a formalized system for recognizing stakeholders

- School perception survey for students (county survey/measurement tool)
- School perception survey for staff (county survey/measurement tool)

Increase the percentage of families and students who would recommend Findley Oaks Elementary as a place to attend school to a family member or friend



## PEOPLE AND CULTURE

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

**Staff Development**

- Provide staff with the opportunity to attend various professional development trainings to stay up to date on the most current educational trends that will enhance the performance of our students
- Identify teacher leader opportunities to share and grow with faculty

- Student achievement data
- Increase the number of teachers with school-based leadership roles

Increase the percentage of employees who would recommend Findley Oaks Elementary as a place to work to a family member or friend



# Findley Oaks Elementary School

**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 Relationships**

- Provide opportunities for students, families, and staff to spend time together outside of the academic setting to form positive relationships
- Create a database of our current business and/or community relationships and identify opportunities for educational collaboration

- Measure the increase in participation/attendance rate at after school activities
- County school perception survey

Increase the percentage of impactful partnerships that align to school goals

**COMMUNITY COLLABORATION**

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

**Parent Involvement**

- Create a parent participation “menu” to help parents find new and creative ways to get involved in their students’ learning, such as participating in classroom activities, after school showcases, and home-based volunteering
- Design parent workshops that target parents with a primary language other than English

- Measure the increase in parent participation/volunteerism
- Measure attendance of parent workshops

Increase the percentage of families who are actively supporting and participating in their students’ educational journey



# Findley Oaks Elementary School

**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 by monitoring your budget
- Principal and administrative staff will review the Budget Accountability Report (BAR) monthly
- SGCs will monitor school general funds on a quarterly basis.

- Average monthly deficits are 1 or fewer each month
- Carryover is projected to be 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 schools and School Governance Councils



## FISCAL RESPONSIBILITY

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