

# Strategic Plan: Paul D West



**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?

**8<sup>th</sup> Grade Literacy:**  
 57% of 8<sup>th</sup> grade students will read at or above grade level

**School and District Culture:**  
 Attain and maintain a five-star climate rating from the Georgia Department of Education

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

**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

**Middle School Proficiency:**  
 52% of 8<sup>th</sup> grade students will score at or above the 50<sup>th</sup> percentile rank on the IOWA assessment in Math

**Family Engagement:**  
 Increase the percentage of families who feel empowered to support their students' educational journey.

**Community Champions:**  
 Cultivate and sustain community champions to support student achievement

**School Governance Approval:**  
 School governance council aligns resources and budget to support the four pillars of Student achievement, people and culture, community collaboration and fiscal responsibility

**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

**Provide Stellar Customer Service:**  
 Work to create a culture where families, students, and staff feel welcomed and appreciated through customer service training for staff

**Parent University:**  
 Offer programs that include free courses, family events and activities to equip families with new or additional skills, knowledge, resources and confidence

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

**Personalized Learning:**  
 Provide opportunities for students to receive just in time direct instruction with an emphasis on varying strategies

**Positive Behavior Interventions and Supports:**  
 Implement proactive approaches to the behavioral, emotional, academic and cultural development of students."

**Community Champions:**  
 Cultivate and sustain community champions to support student achievement

**School Governance Approval:**  
 School governance council aligns resources and budget to support the four pillars of Student achievement, people and culture, community collaboration and fiscal responsibility

**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?

Personalized Learning



- Implementation of RTI Teacher day – weekly
- PLC’s for assessments language training to model GMAS
- Build reliable assessments
- Deeper Data Dives through use of UVA STP coaching processes



- Increase in Fastbridge progress monitoring scores
- Biweekly Fidelity Checks will display consistent implementation
- Increase in Short Cycle performance
- All-in Learning – increase usage schoolwide
- Utilization of Push-in Tutors/ Teacher Intervention Groups will



**Middle School Proficiency:**  
57% of 8<sup>th</sup> grade students will score at or above the 50<sup>th</sup> percentile rank on the IOWA assessment



**STUDENT ACHIEVEMENT**

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

Balanced Literacy Framework



- Implement Literacy PLC’s
- Schoolwide PD’s on Standards Mastery Framework
- Incorporate RACE strategy building and close reading strategies
- Data Dives
- PLC for assessments language training to model GMAS



- Utilize Read 180 and show increase in students levels
- Utilize System 44 and show decrease in student reading gaps
- Increase performance in Write Score
- I-Ready- increase usage 1.5 hours/week
- Fastbridge with fidelity ( weekly)
- 100% of teachers will complete Standards Mastery Framework and will actively implement with instruction



**8<sup>th</sup> Grade Literacy:**  
52% of 8<sup>th</sup> grade students will read at or above grade level (5% increase)

**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?**

PBIS

- Conduct PBIS Talks
- “ Doing It the Panther Way” morale building of staff
- Implement PBIS PLC’s
- Incorporate PBIS in PTA Meetings and monthly Parent Academic Workshops

- Decrease in number of students in higher Tiers of RTI with weekly behavior tracking
- Increase in Student Attendance
- Increase in positive ratings on Student Feedback Survey for PBIS
- Decrease in the need for Grade Level Town Hall Meetings
- Decrease in the number of disciplinary infractions

- School and District Culture:**  
Attain and maintain a five-star climate rating from the Georgia Department of Education
- We want to increase the culture of the building by implementing an increase in PBIS initiatives schoolwide, community, and staff involvement by at least 10% .
  - Parents willingly volunteering to be active in the school.



**PEOPLE AND  
CULTURE**

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

- Monthly Safety Plan Meetings
- Increase SRO presence
- No Place for Hate Initiative
- Implement Teacher recognition program to celebrate work of teachers

- Increase positive ratings on Student/Teacher Survey( Climate)
- Increase in attendance at Community Town Hall Meetings
- Decrease in Teacher Absences
- Increase in Student Attendance

- School and District Culture:**  
Attain and maintain a five-star climate rating from the Georgia Department of Education
- We want to increase the positive climate of safety by implementing more officers, parking lot security , and walk- through of the safety plan of action to our students

Providing Stellar  
Customer Service

**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?

Partnerships

- Identify potential external organizations that our school can partner with to support the literacy initiatives
- Leverage SGC's outreach and communication committee to regularly meet with PTA and other external stakeholders

- Increase in parent and community attendance at Curriculum Nights
- Increase in support and volunteers for Career Days
- Effective Monthly Parent / Teacher conferences
- Increase in the number of partnerships that contribute resources ( time, materials, or money) to support the literacy initiatives

**Community Champions:**  
Cultivate and sustain community champions to support student achievement

We want to increase the partnerships of community groups , businesses, government officials, and volunteer organizations to help drive the movement to create parent involvement and community integration to guide learning and safety



**COMMUNITY COLLABORATION**

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

- Provide incentives for students and parents who volunteer
- Provide more support services for students
- Provide programs that encourage teacher and parent partnerships

- Increase in attendance at Monthly parent meetings/workshops
- Increase in parent satisfaction with Volunteer opportunities

**Family Engagement:**  
Increase the percentage of families who feel empowered to support their students' educational journey.

We want to increase volunteers and family engagement as we want the parents to feel welcomed and be knowledgeable of the school environment and activities to increase parent involvement

Family Engagement

**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 budget
- Principal and administrative staff will review the Budget and Accountability Report (BAR) monthly
- SGCs will monitor school General Fund on a quarterly basis

- Average monthly deficits are 1 or less 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.*