



foundations and the skills needed to navigate life beyond graduation.

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#### **PEOPLE AND** CULTURE

rict culture for student families and employees.





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?

Initiatives: What will

we do to achieve

success?

#### 3<sup>rd</sup> grade literacy:

85% of 3rd grade students will read at or above grade level by 2022.

#### School culture:

Increase the percentage of families who recommend our school.

#### 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

#### 5<sup>th</sup> grade math:

85% of 5th grade students will perform at proficient or distinguished levels in math by 2022.

#### Teacher retention:

Increase retention of teachers beyond their 5<sup>th</sup> year.

#### Family Engagement:

Increase the percentage of families who feel empowered to support their child's education.

#### **Balanced Literacy Framework:**

Implement literacy instruction that includes a progression of teacher modeling, guided practice and student independent learning.

#### **Balanced Math Framework:**

Implement math instruction that helps students build computational and conceptual skills needed to solve complex problems.

#### **Exemplary Customer Service:**

Create a culture where families, students, staff and the community feel welcomed and appreciated through customer service training for staff

#### **Staff Leadership Development:**

Provide staff with the necessary coaching and opportunities to grow as educators and enhance their performance with students.

#### **Community Champions:**

Cultivate and sustain community champions to support student achievement

#### **Building a Stronger College Park**

Offer parent empowerment programs as well as support for community childcare agencies to get Quality Rated 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?

- Professional Development will be provided to all teachers on how to implement a balanced literacy framework efficiently.
- Standards Mastery Framework

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

- Teachers will monitor students' iReady progressions and growth on pre/post reading unit assessments.
- Increase the percentage of students scoring in the low risk or above average performance bands on fastbridge.

Outcomes: What will success look like for our school?

**3rd grade literacy:** 85% of 3rd grade students will read at or above grade level by 2022.







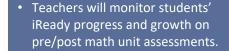
We prepare students with strong academic foundations and the skills needed to navigate life beyond graduation.

> Balanced Math Framework



 Professional Development will be provided to all teachers on how to implement a balanced math framework efficiently.

 During PLC's teachers will create math summative and common assessments that address rigor and DOK levels 3 and 4.



 Increase the percentage of students scoring 80% or higher on the Mathematics short cycle assessment.



5<sup>th</sup> grade math:

85% of 5<sup>th</sup> grade students will perform at proficient or distinguished levels in math by

2022.







Initiatives: What will we do to achieve success?

Stellar Customer Service



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

- Each month during faculty meeting one grade level including the paraprofessionals and SEC teachers will be celebrated.
- Continue implementing Positive Behavior Interventions and Supports (PBIS) to improve relationships between teachers and students.
- Implement parent communication program to keep parents informed and improve relationships.

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

- By the end of the 1st semester celebrate at least 50% of staff, by the end of the year celebrate 100% of staff.
- Decrease the number of disciplinary infractions
- Track parent communication

Outcomes: What will success look like for our school?

School and District Culture: Attain and maintain a Five –Star Climate Rating from the Georgia Department of Education



PEOPLE AND CULTURE

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

Staff Leadership Development



- Implement new teacher induction program designed to give support, coaching, and professional development to new teachers.
- Assign teacher with less than 3 years experience to a mentor veteran teacher.
- Identify teacher leader opportunities for veteran teachers to share and grow with faculty.

- Increase the number of novice teachers scoring in the three category of the teacher evaluation system.
- Increase the number of teachers that stay with Love T. Nolan Elementary after one year.
- Increase the number of teachers with school-based leadership roles.

Teacher Retention: Increase retention of teachers beyond their 5<sup>th</sup> year.









Initiatives: What will we do to achieve success? Critical actions: What major actions will we complete and by when?

- Identify potential external organizations that our school can partner with to support the literacy and math work.
- Leverage SGC's outreach and communication committee to regularly meet with PTA and other external stakeholders to better align around school goals.

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

- Increase the number of partnerships that contribute resources to support the literacy and math work
- Quarterly meeting with Community partners to discuss the school's needs

Outcomes: What will success look like for our school?

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



and civic organizations as active partners.

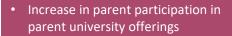
**Community Champions** 

Building a Stronger College Park Community:



 Leverage SGC outreach committee and PTA to determine the top needs of families to address within a parent university program

Collaborative meetings with feeder schools to provide information, resources, and assistance with staff, parent and community needs.



• Increase in parent satisfaction with parent university offerings



Family engagement: Increase the percentage of families who feel empowered to support their students' educational journeys







Initiatives: What will we do to achieve success?

Effective Budgeting

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

- Minimize monthly deficits by monitoring your budget
- Principal and administrative staff will review Budget Accountability (BAR) monthly
- SCGs will monitor school General Fund on a quarterly basis

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

- Average monthly deficits are 1 or less each month
- Carryover is projected to be less that 5% at the end of the school year

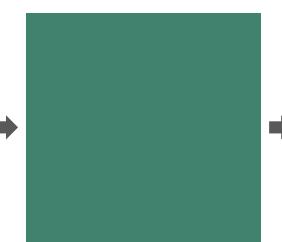
Outcomes: What will success look like for our school?

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



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







Strategic Plan: Esther Jackson Elementary School

