




# Shakerag 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.*

<b>Outcomes:</b> What will success look like for our school?	<p><b>Literacy:</b> 47% of students in grades 3-5 will score level 4 in ELA on the GA Milestones</p>	<p><b>Staff Engagement:</b> Increase % of staff that agree and/or strongly agree that they have received relevant professional development</p>	<p><b>Partnerships:</b> Increase the number of community members supporting student learning</p>	<p><b>Transparent and efficient management of local funds:</b> Reduce and/or maintain the number of audit findings for Student Activity Funds and ensure effective management of funds between schools and School Governance Councils</p>
	<p><b>Student Growth:</b> 78% of students in ELA and 69% of students in math will make typical and/or high growth on the GA Milestones</p>	<p><b>School Culture:</b> All students will be given the opportunity and skill set to work in a collaborative setting</p>	<p><b>Community Engagement:</b> Increase the collaboration between our School Governance Council, PTA/PTO, Foundation, and Community Partners</p>	
<b>Initiatives:</b> What will we do to achieve success?	<p><b>Balanced Literacy Framework:</b> Implement literacy instruction that includes a progression of teacher modeling, guided practice, and student independent learning</p>	<p><b>Staff Professional Development:</b> Implement Personalized Professional Development for Staff</p>	<p><b>Develop Community Partners in Learning:</b> Develop a bank of community members that will support our students with real-world connections associated with our Project/Problem Based Learning</p>	<p><b>Effective Budgeting:</b> Refine and adjust our modified zero-based budgeting process to ensure that resources are used effectively and efficiently to impact district goals</p>
	<p><b>Balanced Math Framework:</b> Implement math instruction that helps students build the computational and conceptual skills needed to solve complex problems</p>	<p><b>Student Social Skills:</b> Focus on the whole child through character development and 21<sup>st</sup> century skills</p>	<p><b>Cross Collaboration:</b> Develop opportunities for cross partnerships to share knowledge and resources in support of school-wide initiatives</p>	



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

- Train teachers in the Standards Mastery Framework
- Integrate content to maximize instructional time and cross-curricular lessons
- Implement project/problem based learning to support student focused learning and content integration

- Increase in student mastery of the standards as evidenced by GA Milestones
- Growth on FastBridge and iRead/iReady
- WriteScore results

- 47% of students in grades 3-5 will score level 4 in ELA on the GA Milestones
- 78% of students in grades 4 and 5 will make typical and/or high growth on the ELA GA Milestones



## STUDENT ACHIEVEMENT

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

- Train teachers in the Standards Mastery Framework
- Meet in grade level and vertical PLCs to align instructional practices

- Increase in student mastery of the standards as evidenced by GA Milestones
- Growth on FastBridge and math adaptive software

69% of students in grades 4 and 5 will make typical and/or high growth on the math GA Milestones

**Balanced Math Framework:**  
Implement math instruction that helps students build the computational and conceptual skills needed to solve complex problems



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Staff Professional Development:  
Implement Personalized Professional Development for Staff

- Develop teacher survey to be administered by May 2018
- Seek teacher leaders who have an expertise in a specific area and solicit their support in implementing professional learning opportunities
- Create an annual professional development calendar that offers opportunities for teachers to choose desired PD

- Establish a baseline percent of teachers who state they agree or strongly agree that they have received relevant professional development
- Increase the number of opportunities for teachers to have voice and choice in their professional development

Increase % of staff that agree and/or strongly agree that they have received relevant professional development



## PEOPLE AND CULTURE

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

- Determine the best way to support our students socially and emotionally
- Increase the number of opportunities students are positively recognized
- Identify a school-wide collaboration rubric that establishes a common language across all grades

- Establish a baseline % of students demonstrating success on a collaboration rubric (as rated by the teacher)
- Document number of times students are recognized through our student recognition programs

All students will be given the opportunity and skill set to work in a collaborative setting

Student Social Skills:  
Focus on the whole child through character development and 21<sup>st</sup> century skills



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**Develop Community Partners in Learning:**  
Develop a bank of community members that will support our students with real-world connections associated with our Project/Problem Based Learning

- Develop a digital library of community members that are willing to speak with children about real-world “problems” connected to student learning (in person, skype, virtual sessions, etc..)
- Increase our outreach to business partners and faith based organizations

- A database is developed and is easily accessible by teachers
- Increase in active partnership with community members and faith based organizations

Increase the number of community members supporting student learning



## COMMUNITY COLLABORATION

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

- Establish opportunities for collaboration between Shakerag partners
- Increase collaboration and communication between feeder pattern schools

- Hold a minimum of one cross collaboration meeting with Shakerag partners
- Hold a minimum of one cross-council meeting with feeder pattern schools

Increase the collaboration between our School Governance Council, PTA/PTO, Foundation, and Community Partners

**Cross Collaboration:**  
Develop opportunities for cross partnerships to share knowledge and resources in support of school-wide initiatives



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

- Minimize monthly deficits by monitoring the 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

Reduce and/or maintain 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.*