Comprehensive School Improvement Plan
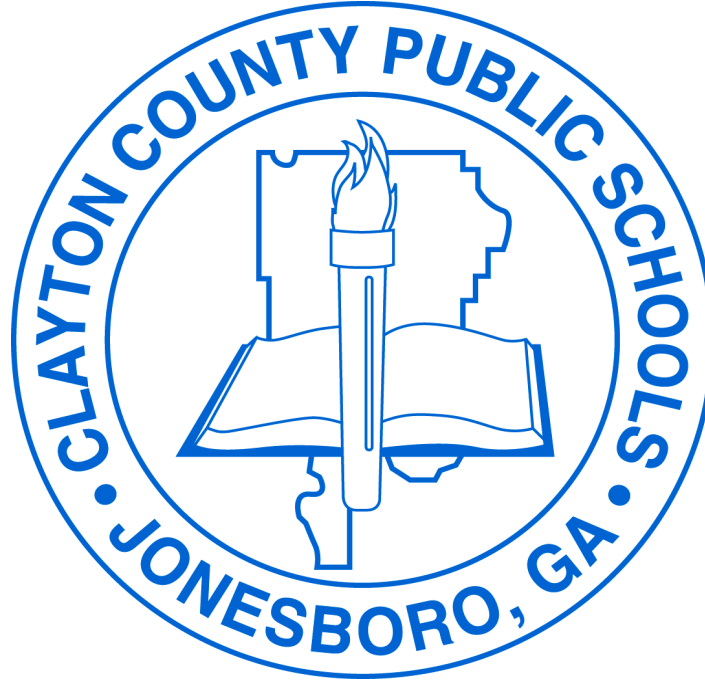
Tara Elementary School
2018-2019

Principal:
Assistant Principal(s):

School Leadership/Improvement Team	
Name	**Position**
Dr. Wakea N. Brown	Principal
Dr. Frances R. Thomas	Assistant Principal
Mrs. Madhuri Chopra	Academic Coach
Dr. Yolanda Colbert	Counselor
Ms. Ukah	Kindergarten Lead
Ms. Wirt	1st grade Lead
Ms. Preston	2nd grade Lead
Ms. Peters	3rd grade Lead
Ms. Ohanenye	4th grade Lead
Ms. McElrath	5th grade Lead
Ms. Figueroa	Parent Liaison
Ms. Brown - Solomon	DES Lead
Ms. Gibson	EIP Lead
Ms. Pruitt	ESOL Lead
Ms. Belser	Gifted Lead

CCRPI Score

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2014-2015	2015-2016	2016-2017	2017-2018	2016-2020 Goals
Overall CCRPI Score: 68	Overall CCRPI Score: 53.8	Overall CCRPI Score: 67.6	Overall CCRPI Score: 64.7	**2016 Goal:** **2019 Goal: 65.75** **2017 Goal:** **2020 Goal: 66.81** **2018 Goal:** **2021 Goal: 67.87** **2022 Goal: 68.93** **2023 Goal: 69.99**
Achievement Points Earned: 21.5/50	Achievement Points Earned: 18.9/50	Achievement Points Earned: 22.8/50	Content Mastery Points Earned: 47.2/30	**Overall CCRPI Goals based on the following formula:** **CCPRI Performance Goals** For each year during the five-year Strategic Waiver School System term, formerly the Investing in Educational Excellence (IE2), with the baseline year **2015-2016**, Tara Elementary School will increase its College and Career Ready Performance Index (CCRPI) score with *Challenge Points* by 3% of the gap between the baseline year CCRPI score and 100.
Progress Points Earned: 39.3/40	Progress Points Earned: 29.7/40	Progress Points Earned: 37.6/40	Progress Points Earned: 80.3/35	$\textit{IE2 Annual Growth} = \big(100 - 2016\ \textit{CCRPI Score (without Challenge Points)}\big) \times 0.03$
Achievement Gap Points Earned: 6.7/10	Achievement Gap Points Earned: 4.2/10	Achievement Gap Points Earned: 6.7/10	Closing Gaps Points Earned: 52.1/15	*Example* (see table below)
Challenge Points Earned: .5/10	Challenge Points Earned: 1/10	Challenge Points Earned: .5/10	Readiness Points Earned 73.2/20	

Baseline CCRPI Score	Expected Annual Growth	Year 1	Year 2	Year 3	Year 4	Year 5
64.7	(100 – 64.7)(.03)	64.7+ 1(1.059)	64.7+ 2(1.059)	64.7+ 3(1.059)	64.7+ 4(1.059)	64.7+ 5(1.059)
	1.059	65.75	66.81	67.87	68.93	69.99

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Intervention Data

School Year	Grade Level	BOY			Above Benchmark	MOY			EOY		
		Intensive	Strategic	Benchmark		Intensive	Strategic	Benchmark	Intensive	Strategic	Benchmark
2017-18	Kindergarten	42%	18%	16%		17%	16%	25%	11%	12%	24%
	First	34%	14%	8%		41%	7%	13%	35%	5%	14%
	Second	31%	13%	23%		31%	3%	22%	30%	6%	19%
	Third	41%	8%	25%		39%	13%	20%	38%	12%	19%
2018-19	Grade Level										
	Kindergarten	55%	23%	5%	17%						
	First	37%	18%	18%	27%						

iReady			
School Year	BOY	MOY	EOY
2017-18	N/A	N/A	N/A
2018-19	Kindergarten – 90% performing below grade level		

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Action Plan

Performance Objective 1: By 2023, Clayton County Public Schools will increase the percentage of student scoring at the Proficient and/or Distinguished levels on the Georgia Milestones to at least 80% in each content area.

GADOE School Improvement Systems: Coherent Instruction, Effective Leadership, Family and Community Engagement, Professional Capacity

Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Check Points/ Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
Implement with fidelity rigor and relevance framework in all content areas	8/6/18-Ongoing	Academic Coach Content Leads Data Leads Grade Level Chairs Administrators	Reading Wonders/ Engaged NY/ GMAS Released Items/ i-Ready Reading and Math	Interactive Notebooks Teacher Observations/Walkthroughs Observation Data Data Meetings	See site-based Monthly Calendar (via Google Docs.)
a. Professional Learning on the Rigor and Relevance Frame work	August	Academic Coach	Rigorous Learning Toolkit	Agendas Sign in Sheets	August 23rd
b. Teachers will expand teaching strategies and provide rigorous instruction in all content areas. Teachers will embed best-practices and integrate ongoing opportunities to monitor student progress and check for understanding. Also, teachers will include support for differentiated instruction.	Aug.2018-Ongoing	Teachers Academic Coach Administrators	Reading Wonders/ Engaged NY/ GMAS Released Items/ i-Ready Reading and Math Science and Social Studies	Interactive Notebooks Student Data Notebooks Teacher Data Protocols (via Google Docs) Teacher Observations/Walkthroughs Observation Data/ Common Assessments Data Meetings Project Based Task	n/a

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c. Teachers will encourage students to explain their thinking with increasingly difficult problems that require greater levels of higher order thinking.	Aug. 2018-Ongoing	Teachers Academic Coach Administrators	Reading Wonders/ Engaged NY/ GMAS Released Items/ i-Ready Reading and Math	Interactive Notebooks Teacher Observations/Walkthroughs Observation Data/ Common Assessments Data Meetings Project Based Task	n/a
Implement strategies for Close Reading to increase student achievement.	8/6/18-on going	Academic Coach Content Leads Grade Level Chairs Administrator	-Reading Wonders -Engage NY -GMAS released items -Closing Reading Protocol	-Reading Interactive Notebooks -Teacher Observations/Walkthroughs -Observation Data -Data Meetings -ELA Writing Performance Task -DBQs -Math/Science Interactive Notebooks -Assessments -Lesson Plans -Sign-In sheets -Collaborative Planning Agendas -Agendas collected from Professional Development -Meeting Minutes -Academic Instructional Surgery	Academic Coach will facilitate Close Reading Workshop
a. Literacy Lab: Model close reading and annotating text.	ongoing	Academic Coach Administrator All teachers	-Reading Wonders - Read Works - Read Theory - i-Ready Reading and Math -Writing Rubrics -Annotating Text -DBQ Online -STEMScopes	-Interactive Notebooks -Lexile Level -Data Meetings -Data collected from practice sites -Leveled Readers -Literacy Lab Schedule	Grade level meetings: Share your success and struggles

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b. Partner/group collaboration, highlighting text evidence	ongoing	Content area teachers	-Reading Wonders -Studies Weekly - i-Ready Reading and Math	-Teacher observations -Oral responses/effective communication	Grade level meetings: Share your success and struggles
c. Vocab Lab: Research your own vocabulary and share with the group	ongoing	All teachers	-Reading Wonders -Studies Weekly - i-Ready Reading and Math	-Oral responses: Presentations Observations	Grade level meetings: Share your success and struggles
Teachers will participate in collaborative planning sessions for the purpose of lesson planning, analyzing data, and examining student work in each content area. The school will participate in a Professional Learning Community with Thurgood Marshall ES and be provided with opportunities for combined collaborative planning monthly.	Aug 2018- May 2019	All Grade Levels and Departments Administration	n/a	-Sign-in sheets -Agendas -Meeting Minutes -Explicit Instruction Lesson Plans -Student work samples	n/a
a. Weekly grade level/data meetings	Aug 2018-May 2019	Academic Coach Data Leads. All Grade Levels and Departments Administration	DIBELS data, iReady data, Unit Assessments, Common Assessments, RTI/SST Edutrax	Data Analysis Worksheets Collaborative Planning Log Lesson Plans Agenda Sign-in sheets	n/a

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b. Combined Monthly Collaborative Planning Meetings	Aug 2018-May 2019	Academic Coach Data Leads. All Grade Levels and Departments Administration	BOY/MOY/ EOY Data Benchmark and Unit Assessments	Collaborative Planning Log	n/a
c. Vertical Team Planning	Quarterly	Academic Coach Data Leads. All Grade Levels and Departments Administration	Student Performance Inventory	Agenda Sign in Sheets	n/a
Implementation of writing across the curriculum in each content area for students in grades K-5.	8/6/18- on going	All Grade Levels Administrators Academic Coach		-ELA Writing Performance Task -DBQs -Math/Science Interactive Notebooks Assessments -Lesson Plans -Agendas from Professional Development -Collaborative Planning Agendas -Sign-in sheets -Meeting minutes -Academic Instructional Surgery	-In-house Writing Workshop facilitated by Academic Coach -District Level Writing Professional Developed with offered in PDExpress
a. Implementing Close Reading Strategies	Aug 2018-May 2018	All Teachers All Grade Levels Administration Academic Coaches	Closing Reading Protocol	ELA Writing Performance Task DBQs Math/Science Interactive Notebooks Assessments Lesson Plans Sign-In sheets Collaborative Planning Agendas Agendas collected from Professional Development Meeting Minutes Academic Instructional Surgery	N/A
b. Literacy Lab	Aug 2018-May 2018	All Teachers All Grade Levels Administration Academic Coaches	Writing Rubrics Annotating Text DBQ Online STEMScopes	Literacy Lab Schedule Leveled Readers	n/a
c. Author's Tea- Students will be given the opportunity to showcase their writing every 6 six weeks.	Aug 2018- May 2018	All Teachers All Grade Levels Administration	Culminating Tasks DBQs	Agendas/ Programs Student Work Samples	n/a

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		Academic Coaches	Writing Rubrics Claim Evidence Reasoning Rubrics		

Supplemental Supports: What supplemental action steps will be implemented for these subgroups?	
Economically Disadvantaged	**Foster and Homeless**
i-Ready Differentiated Instruction Instructional Small Groups	i-Ready Differentiated Instruction Instructional Small Groups
English Learners	**Migrant**
i-Ready Differentiated Instruction Instructional Small Groups ESOL support through push-in/pull-out models	i-Ready Differentiated Instruction Instructional Small Groups
Race/Ethnicity/Minority	**Students with Disabilities**
i-Ready Differentiated Instruction Instructional Small Groups	i-Ready Differentiated Instruction Instructional Small Groups Implementation of DES accommodations

Performance Objective 2: Over the next five years, Clayton County Public Schools will increase the graduation rate from 69.6% to 90% or higher.

GADOE School Improvement Systems: Coherent Instruction, Effective Leadership, Family and Community Engagement, Professional Capacity

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Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Check Points/ Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
Review school data, goals, and plans for improvement with all stakeholders	Sept. 2018- Ongoing	Teachers Parent Liaison Counselors Administration	n/a	Increased knowledge of school data and the strategies being implemented for improvement - Agenda - Sign-in sheets - Flyers and invitations	n/a
Faculty and staff are provided resources to participate in professional development in order to increase student achievement	Sept. 2018- Ongoing	Administrator Bookkeeper	Title I Funds PL Funds	Agenda Sign-in sheets PD transcripts	Various in-house and District instructional trainings
Teachers will participate in ongoing Professional Learning in the area of RTI/SST in order to meet the needs and challenges of all students	Sept. 2018- Ongoing	School Psychologist Counselor Administrator	n/a	Early identification of students experiencing academic, social, and/or behavioral difficulties; Use of research-based instructional and behavior management strategies to promote success in the general education program -Sign-in sheets -Agendas -Meeting Minutes	On Site Professional Learning conducted by School Psychologist

Supplemental Supports: What supplemental action steps will be implemented for these subgroups?	
Economically Disadvantaged	**Foster and Homeless**
Parent-Teacher Conferences Utilizing Data Notebooks/Goal-setting Provide in-house afterschool remediation Small group support (needs based)	Parent-Teacher Conferences Utilizing Data Notebooks/Goal-setting Provide in-house afterschool remediation
English Learners	**Migrant**
Parent-Teacher Conferences Utilizing Data Notebooks/Goal-setting Provide in-house afterschool remediation	Parent-Teacher Conferences Utilizing Data Notebooks/Goal-setting Provide in-house afterschool remediation

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Small group support (needs based) ESOL support	Small group support (needs based)
Race/Ethnicity/Minority	**Students with Disabilities**
Parent-Teacher Conferences Utilizing Data Notebooks/Goal-setting Provide in-house afterschool remediation Small group support (needs based)	Parent-Teacher Conferences Utilizing Data Notebooks/Goal-setting Provide in-house afterschool remediation Small group support (needs based)

Performance Objective 3: By 2023, Clayton County Public Schools will increase the number of students absent less than 10% of their enrolled academic year.

GADOE School Improvement Systems: Effective Leadership, Supportive Learning Environment, Family and Community Engagement, Professional Capacity

Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Check Points/ Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
Attendance Incentives and celebration (Lock-in, Attendance banners, pizza party, ice cream social, etc.)	Aug. 2018-Ongoing	Counselor Homeroom Teachers Administrators School Social Worker Attendance Secretary Parent Liaison	Treasure Box General Fund PTA	Monthly Attendance Reports	n/a

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<table>
<tr><td colspan="2">Supplemental Supports: What supplemental action steps will be implemented for these subgroups?</td></tr>
<tr><td style="text-align:center">Economically Disadvantaged</td><td style="text-align:center">Foster and Homeless</td></tr>
<tr><td>Teachers will monitor daily attendance, request parent/teacher conferences to discuss attendance, etc.
Inform school's social worker and counselors to work closely with families</td><td>Teachers will monitor daily attendance, request parent/teacher conferences to discuss attendance, etc.
Inform school's social worker and counselors to work closely with families</td></tr>
<tr><td style="text-align:center">English Learners</td><td style="text-align:center">Migrant</td></tr>
<tr><td>Teachers will monitor daily attendance, request parent/teacher conferences to discuss attendance, etc.
Inform school's social worker and counselors to work closely with families
Use the parent liaison/translator to communicate with non-English speaking parents.</td><td>Teachers will monitor daily attendance, request parent/teacher conferences to discuss attendance, etc.
Inform school's social worker and counselors to work closely with families</td></tr>
<tr><td style="text-align:center">Race/Ethnicity/Minority</td><td style="text-align:center">Students with
Disabilities</td></tr>
<tr><td>Teachers will monitor daily attendance, request parent/teacher conferences to discuss attendance, etc.
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Performance Objective 4: By 2023, Clayton County Public Schools will decrease the number of discipline infractions while increasing employee morale and community support.

GADOE School Improvement Systems: Effective Leadership, Supportive Learning Environment, Family and Community Engagement, Professional Capacity

Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Check Points/ Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
Implementation of a school-wide PRIDE expectations to address student behaviors. Post school wide- PRIDE behavior matrix throughout the building, morning review of expectations during announcements; students will demonstrate positive behaviors in the hallways, restrooms,	Aug 2018-Ongoing	Administrators Discipline Committee Leadership Team	District School Funds	Monthly celebrations/drawings Big 7 Reports OSS/Attendance Reports Students will be able to articulate the expected behaviors of the school	District Behavior Interventionist PD: Date TBD

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cafeteria, classrooms, and on buses.				Posters visible in the halls and classrooms Morning announcements for PRIDE expectations	
Implementation of Parent University where teachers conduct workshops for parents. Teachers will be able to collaborate with parents on effective strategies to increase student achievement.	September 2018- May 2019	Parent Liaison Teachers	Title I	Agenda Sign-in sheets Flyers and invitations School messenger	Writing Strategies Math Strategies Test-Test Taking Skills
Orientation/Curriculum Nights will be held by each grade-level during the month of September and again in March to explain grade level curriculum and expectations, grading practices, class/school rules, state testing requirements	September 2018- March 2019	Teachers Administrators	n/a	Sign-sheets Flyers Agendas Powerpoints Website advertisements School messenger	n/a
Implementation of a communication network between parents and community to support student achievement (i.e. face-to-face meetings, newsletters, Class Dojo, School messenger, flyers, conferences, marquee, PTA meetings & events)	August 2018- Ongoing	Teachers Parent Liaison Counselor Support Staff Administration	n/a	Infinite Campus contact log School Messenger printouts School Website Class newsletters Class Dojo Check Points - Last Friday of each month	n/a
Monthly Teachers Celebrations/Recognitions at Faculty meetings (Teacher of the Month, Caught Doing Good, Teacher's pot luck, Spotlight in school's newsletter/emails, etc.)	September 2018- Ongoing	Administrators SunShine Committee	General Funds/ Teachers Fund	School Newsletter/Email Pictures Celebration Program Certificates	

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Supplemental Supports: What supplemental action steps will be implemented for these subgroups?	
Economically Disadvantaged	**Foster and Homeless**
Parent-Teacher Conferences PRIDE strategies Behavior Interventionist Specialist School Social Worker Counseling Session	Parent-Teacher Conferences PRIDE strategies Behavior Interventionist Specialist School Social Worker Counseling Session
English Learners	**Migrant**
Parent-Teacher Conferences PRIDE strategies Behavior Interventionist Specialist School Social Worker Counseling Session	Parent-Teacher Conferences PRIDE strategies Behavior Interventionist Specialist School Social Worker Counseling Session
Race/Ethnicity/Minority	**Students with Disabilities**
Parent-Teacher Conferences PRIDE strategies Behavior Interventionist Specialist School Social Worker Counseling Session	Parent-Teacher Conferences PRIDE strategies Behavior Interventionist Specialist IEP amendment- develop Behavior Intervention Plan School Social Worker Counseling Session

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