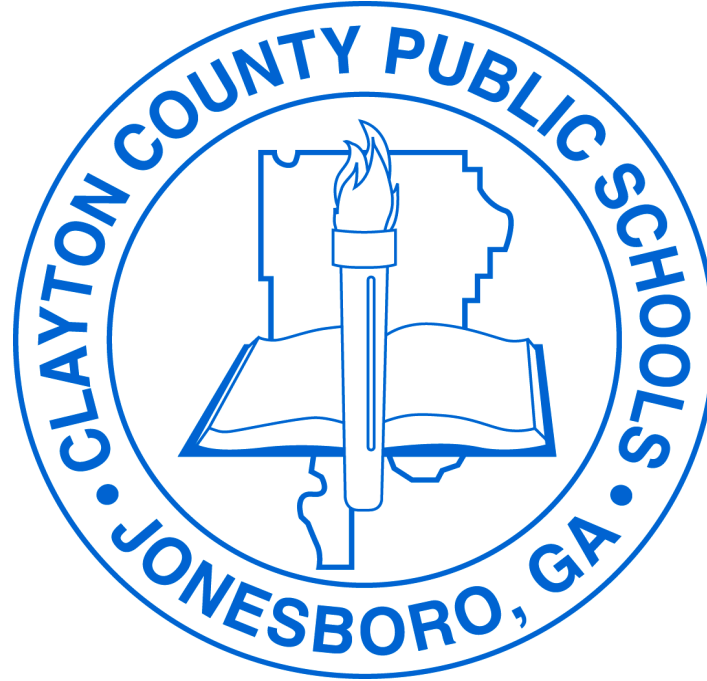


# Comprehensive School Improvement Plan



**Name of Elementary School  
2019-2020**

**Vision Statement**

The vision of Clayton County Public Schools is to be a district of high performance ALL students to live and compete successfully in a global society.

**Mission Statement**

The mission of Clayton County Public Schools is to empower students to achieve academic and personal goals.

CCRPI								
School Year	CCRPI Score	Content Mastery	School Progress	Closing the Gaps	Readiness	Climate Rating	Star Rating	PPE Percentile
2017-2018	64.7	47.2	80.3	52.1	73.2	90.40	3	53rd
2018-2019								

DIBELS Percentage													
School Year		BOY				MOY				EOY			
	Grade Level	Intensive	Strategic	Benchmark	Above Benchmark	Intensive	Strategic	Benchmark	Above Benchmark	Intensive	Strategic	Benchmark	Above Benchmark
2017-2018	Kindergarten	42%	18%	16%	24%	17%	16%	25%	42%	11%	12%	24%	53%
	First	34%	14%	8%	44%	41%	7%	13%	39%	35%	5%	14%	46%
2018-2019													
	Kindergarten	55%	23%	5%	17%	32%	22%	26%	20%	23%	22%	20%	35%
	First	37%	18%	18%	27%	39%	8%	11%	42%	35%	10%	10%	45%

<b>iReady Math</b>							
<b>School Year</b>	<b>Grade Level</b>	<b>Fall</b>			<b>Spring</b>		
		<b>On or Above Grade Level</b>	<b>One Grade Level Below</b>	<b>Two or More Grade Levels Below</b>	<b>On Grade Level</b>	<b>One Grade Level Below</b>	<b>Two or More Grade Levels Below</b>
2018 – 2019	Kindergarten	7%	91%	2%	71%	29%	-
2018 – 2019	First Grade	1%	75%	24%	42%	54%	4%
2018 – 2019	Second Grade	-	64%	36%	30%	57%	13%
2018 – 2019	Third Grade	4%	41%	55%	50%	37%	13%
2018 – 2019	Fourth Grade	20%	38%	42%	50%	20%	30%
2018 – 2019	Fifth Grade	13%	51%	36%	41%	41%	19%

<b>iReady Reading</b>							
<b>School Year</b>	<b>Grade Level</b>	<b>Fall</b>			<b>Spring</b>		
		<b>On or Above Grade Level</b>	<b>One Grade Level Below</b>	<b>Two or More Grade Levels Below</b>	<b>On Grade Level</b>	<b>One Grade Level Below</b>	<b>Two or More Grade Levels Below</b>
2018 – 2019	Second Grade	13%	52%	35%	48%	30%	22%
2018 – 2019	Third Grade	28%	21%	51%	54%	24%	22%
2018 – 2019	Fourth Grade	11%	39%	49%	32%	39%	29%
2018 – 2019	Fifth Grade	11%	30%	58%	33%	36%	30%



# "COMMITTED TO HIGH PERFORMANCE" Growing Our Future



## Strategic Goals

- To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results
- To provide and maintain a safe and orderly learning environment
- To create an environment that promotes active engagement, communication, accountability, and collaboration of all stakeholders to maximize student achievement
- To provide high quality support services delivered on time and within budget to promote high performance in the Clayton County Public Schools
- To recruit, develop, and retain highly qualified and effective staff

## Action Plan

**Performance Objective 1: By 2023, Clayton County Public Schools will increase the percentage of students 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)
Engage teachers in weekly grade level instructional collaborative planning guided by the Collaborative Planning Framework with an emphasis on the three areas: a. Evidenced-Based writing (GA Writing Rubric) b. Academic discussions c. Higher Order Questioning	August 2019- May 2020	Dr. Brown Dr. Thomas Academic Coach Instructional Support Teachers	Rigor and Relevance  High Impact Strategies	-Sign-in sheets -Agendas -Meeting Minutes -Student work samples -Establishing Collaborative Planning Protocols -Study Resource Guide -High Impact Observation Rubrics -E Walks -Teacher Keys Effectiveness System -Project Based Learning Plans -Medical Model/ Instructional Rounds Observation Notes -Illuminate -iReady -DIBELS DBQs Graded Work/Rubric	
1a. Weekly Grade Level Collaborative Planning Meetings	August 2019- May 2020	Instructional Leads Grade Level Leads Data Leads Administrative Team All Teachers	CIA Hub Illuminate GaDOE Georgia Teacher Notes Common Core Companion Power Standards	-Sign In Sheets -Establishing Collaborative Planning Protocols -Study Resource Guide -High Impact Observation Rubrics -E Walks -Teacher Keys Effectiveness System -Meeting Minutes -Medical Model/ Instructional Rounds Observation Notes -Illuminate	

			STARTS Model FCRR iReady Pacing Guide EngageNY Writing Rubrics	-iReady -DIBELS -Achievement Level Descriptors for all subjects -Georgia Milestones Content Weights -Georgia Milestones Blueprint	
1b. Semester 1 and Semester 2 Grade Level Full Day Planning/ Half Day Planning	August 2019- May 2020	Instructional Leads Grade Level Leads Data Leads Administrative Team All Teachers	CIA Hub Illuminate GaDOE Georgia Teacher Notes Common Core Companion Power Standards STARTS Model FCRR iReady Pacing Guide EngageNY Writing Rubrics DIBELS data, iReady data, Unit Assessments Common Assessments RTI/SST Benchmark Assessment Data Georgia Milestone Assessment Resource	-Sign In Sheets -Establishing Collaborative Planning Protocols -Study Resource Guide -High Impact Observation Rubrics -E Walks -Teacher Keys Effectiveness System -Meeting Minutes -Medical Model/ Instructional Rounds Observation Notes -Student Work Sample -Illuminate -iReady -DIBELS -Achievement Level Descriptors for all subjects -Georgia Milestones Content Weights -Georgia Milestones Blueprint	

1c. Weekly Grade Level Data Meetings	August 2019- May 2020	Instructional Leads Grade Level Leads Data Leads Administrative Team All Teachers	GMAS data DIBELS data, iReady data, Unit Assessments Common Assessments RTI/SST Benchmark Assessment Data	-Data Analysis Form -Student Work Samples -Sign In Sheets -High Impact Observation Rubrics -E Walks -Teacher Keys Effectiveness System -Meeting Minutes -Medical Model/ Instructional Rounds Observation Notes -Illuminate -iReady -DIBELS	
2. Provide differentiated instruction through small group math and reading interventions to meet the individual needs of all students driven by:  a. BOY and MOY i-Ready Reading/Math / DIBELS b. Formative Assessments c. CCPS Benchmark Assessments  Provide coaching and feedback to individual teachers based upon identified areas of strengths and weaknesses.	Aug.2019 – May 2020	Dr. Brown Dr. Thomas Academic Coach Instructional Support Teachers	GMAS data DIBELS data, iReady data, Unit Assessments Common Assessments RTI/SST Benchmark Assessment Data  TSLDS E-Walk Platform	Weekly Data Meetings Data Notebooks every 4.5 weeks Small Group Plans CCPS Benchmarks  Observations Walk-Throughs TKES e-walk Academic Coach Calendar	
Implement with fidelity rigor and relevance framework in all content areas	August 2019- 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.)

Implement school-wide D.E.A.R time to increase Lexile Scores using weekly Accelerated Reader tests necessary to adjust Lexile ranges for students K-5	Aug-May	Ms. Gillespie Dr. Brown Dr. Thomas Academic Coach Instructional Support Teachers	Title 1 District	Observations Walk-Throughs Monthly Classroom AR Reports MOY/EOY DIBELS	Implement school-wide D.E.A.R time to increase Lexile Scores using weekly Accelerated Reader tests necessary to adjust Lexile ranges for students K-5
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**Supplemental Supports:** What supplemental action steps will be implemented for these subgroups?

<b>Economically Disadvantaged</b>	<b>Foster and Homeless</b>
i-Ready Differentiated Instruction Instructional Small Groups	i-Ready Differentiated Instruction Instructional Small Groups
<b>English Learners</b>	<b>Migrant</b>
i-Ready Differentiated Instruction Instructional Small Groups ESOL support through push-in/pull-out models	i-Ready Differentiated Instruction Instructional Small Groups
<b>Race/Ethnicity/Minority</b>	<b>Students with Disabilities</b>
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**

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	Aug. 2019- 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	
Faculty and staff are provided resources to participate in professional development in order to increase student achievement	Aug. 2019- Ongoing	Parent Liaison Support Staff/Teachers Administration	Title I Funds CCPS General Funds	Agenda Sign-in sheets PD transcripts Parent/Community Feedback Professional Development/Coursework Document (given during pre-planning and review and discussed during the Mid-Year & Summative Conference)	
Teachers will participate in ongoing Professional Learning in the area of RTI/SST in order to meet the needs and challenges of all students (monitor processes with appropriate resources)	Aug. 2019- Ongoing	School Psychologist Counselor Administration All Teachers CCPS Support Staff Member	CCPS Funds	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 -Meeting Minutes Agenda Sign in Sheet Intervention Tracking Sheet CCPS Intervention Manual Hear and Vision Screening Results/Information Student Work Samples Completed Parent Questionnaire Skills Inventory Completed by the teacher for targeted students Qualitative Student data (attendance, discipline, grades,	

				etc...)	
<p>Galloping Mustang Tutorial &amp; ASR Planning Sessions/Data Analysis</p> <p><b>Galloping Mustangs Tutorial Program</b>  The program’s outlook is to provide students with a reduced student-teacher ratio. This will allow teachers to work closely with each student on a specific learning objective and check for student understanding. Simultaneously, the teacher will collect data and chart each students’ progress leading their way towards being proficient. We will be working on Beginner learners progressing to Developing Learners, Developing students progressing to Proficient and Proficient students progressing to Distinguished. We will be encouraging academic discourse thru learning in a collaborative environment.</p> <p><b>CCPS ASR Tutorial Program</b>  Objectives  1. Increase the number and percent of learners who are prepared to meet or exceed proficiency on the Georgia Milestones for grades 3 through 8.  2. Provide after school academic remediation for students who need additional support to prepare for the Georgia Milestone Assessments.</p>	<p>Aug. 2019  – May  2020</p>	<p>Administrative Team  Instructional Support Teachers  Academic Coach  Dream Team Members  Tutorial Staff  Data Leads  Grade Level Leads</p>	<p>Title I Funds  CCPS Funding</p>	<p>Sign in Sheet  Payroll Verification Sheets  Class Rosters  Student Work  Data Analysis forms  Meetings Minutes</p>	<p>Informational Meeting  8.19.2019</p> <p>Approx./Tentatively 11/2020</p>

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

<b>Performance Objective 3: By 2023, Clayton County Public Schools will increase the number of students absent less than 10% of their enrolled academic year.</b>					
<b>GADOE School Improvement Systems: Effective Leadership, Supportive Learning Environment, Family and Community Engagement, Professional Capacity</b>					
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)
Teacher Keys Effective System (TKES) formative and summative data	Aug. 2019 – May 2020	Administrative Team	N/a (GaDOE)	Agendas Sign in sheet PPT Presentations (Conference, TLSD Platform data, etc.)	BOY (8.14.2019) Orientation Pre-Conference (8.20.2019) Familiarization – Ongoing MOY - Mid-Year EOY - Summative Conferences

E-Walks (formative data)	Aug. 2019 – May 2020	Administrative Team Academic Coach	CCPS	Observation data Conferencing Data, Sign-in sheet (when applicable),	
Circle of Support Team Meetings	Aug. 2019 – May 2020	Administrative Team Instructional Support Teachers Academic Coach Dream Team Members Data Leads Grade Level Leads CCPS Support Staff	n/a	Norms Sign – Sheet Meeting Notes Big 7 Data Report Attendance Reports/Students DES/Student Services Data/Report Updates and reports form School Psychologist, Social Worker, Behavioral Intervention Specialist, etc.	
Attendance Incentives and celebration (Lock-in, Attendance banners, pizza party, ice cream social, etc.)	Jan. 2019- Ongoing	Counselor Homeroom Teachers Administrators School Social Worker Attendance Secretary Parent Liaison	Student Recognition Funds	Monthly Attendance Reports	
Bi-Weekly Incentives (Teachers/Staff) Monthly (Grade Level or Department)	Aug. 2019- Ongoing	Administrative Team	Teacher and Student Recognition Funds	6 names with perfect attendance pulled on Feb. 3rd 3 Staff Members will receive Leave Early Passes 2:45 (After all students are dismissed) to be used the following week 3 Staff Members will receive Goodie Bags (Prepared by Internal Affairs Teams)  Lunch...Chicken with all the fixings (KFC's) In Conference room for the grade level	
Students who are not absent/present all days of GMAS receive bicycles (drawing of select students)	Aug. 2019 – May 2020	Administrative Team	PTA CCPS Solicitor General/CCPS	Drawings for Bicycles	

			Government Staff Donations		
Bi-Annual Student Expectation Meetings	Aug. 2019 – May 2020	Administrative Team	Administrative Team	PPT Presentation (Attendance, Code of Conduct, etc...)	

**Supplemental Supports:** What supplemental action steps will be implemented for these subgroups?

<b>Economically Disadvantaged</b>	<b>Foster and Homeless</b>
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	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
<b>English Learners</b>	<b>Migrant</b>
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.	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
<b>Race/Ethnicity/Minority</b>	<b>Students with Disabilities</b>
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	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

**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**

<b>Action Steps/ Tasks</b>	<b>Timeline</b>	<b>Project Leader(s) and School Level Person(s) Monitoring</b>	<b>Resources/ Funding</b>	<b>Check Points/ Related Artifacts and Evidence</b>	<b>Professional Learning Activity and Date (where applicable)</b>
Implementation of a school-wide PRIDE expectations to address student behaviors. Post	Aug 2019- Ongoing	Administrators Discipline Committee	District School Funds	Monthly celebrations/drawings Big 7 Reports OSS/Attendance Reports	

school wide- PRIDE behavior matrix throughout the building, morning review of expectations during announcements; students will demonstrate positive behaviors in the hallways, restrooms, cafeteria, classrooms, and on buses.		Leadership Team		Students will be able to articulate the expected behaviors of the school Posters visible in the halls and classrooms Morning announcements for PRIDE expectations	
Monthly Positive Behavior Celebrations: Students (school-wide) that meet the behavior criteria of less than two citations and cannot have any discipline referrals.	Aug 2019- Ongoing				
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.	Aug 2019- Ongoing	Parent Liaison Teachers	Title I	Agenda Sign-in sheets Flyers and invitations School messenger	
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	Aug 2019- Ongoing	Teachers Administrators	n/a	Sign-sheets Flyers Agendas Powerpoints Website advertisements School messenger	
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)	Aug 2019- 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	
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.)	Aug 2019- Ongoing	Administrators SunShine Committee	General Funds/ Teachers Fund	School Newsletter/Email Pictures Celebration Program Certificates	

Circle of Support is a monthly meeting to discuss and strategize about academic and social service available to the students. Monitoring of students' social and academic progress/needs monthly.	Aug 2019- Ongoing	Administrators Counselor Social Worker Psychologist Behavior Intervention Specialist DES Lead ESOL Lead Classroom Teachers	n/a	Big 7 Discipline Report Attendance Report Teacher/ Administrator Updates Agenda Sign-In Sheet Parental Assistance Updates Testing Updates	
Dads of Tara Serve (D.O.T.S.) planning meetings/service projects, Boys in Bowties Tara's Tiaras planning meetings/activities/service projects,	Aug. 2019 – May 2020	Administrative Team	n/a	Sign-In Sheet Parental Assistance Updates	

**Supplemental Supports:** What supplemental action steps will be implemented for these subgroups?

<b>Economically Disadvantaged</b>	<b>Foster and Homeless</b>
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
<b>English Learners</b>	<b>Migrant</b>
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
<b>Race/Ethnicity/Minority</b>	<b>Students with Disabilities</b>
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

