

## 2011-2012 **Kings Chapel Elementary** Houston County School System Strategic Improvement Plan (SIP)

HCBOE GOAL AREA	PERFORMANCE OBJECTIVE	INITIATIVE	ACTIONS	PERFORMANCE MEASURES	PERSON(S) RESPONSIBLE	FUNDING/ BUDGET
1: Student Achievement	1.1: Ensure mastery of the Standards	1.1.A: Provide high quality instruction that is aligned with the Georgia Performance Standards and other identified curriculum standards	<p><b>Improve student achievement in reading/language arts</b></p> <ul style="list-style-type: none"> <li>• Continue effective implementation of “Reader’s and “Writers” workshops”</li> <li>• Utilize <i>Classworks</i> to support reading achievement for students</li> <li>• Monthly day long planning to review and refine curriculum, units, frameworks, resources, and common assessments.</li> <li>• Analyze common assessment and benchmark test results to inform instruction</li> <li>• Maintain current and detailed lesson plans aligned to the system unit plans</li> <li>• Provide self contained teachers a half day each month to work on GAA portfolios</li> </ul>	<p><b>Improve student achievement in reading/language arts</b></p> <ul style="list-style-type: none"> <li>• Ewalk data</li> <li>• Classwork reports</li> <li>• Planning day agendas</li> <li>• A minimum of 3 formative assessments used in each grade level</li> <li>• 100% of lesson plans are proficient or exemplary when checked</li> </ul> <p><b>CRCT data</b>  <b>Increase % of students scoring</b>  <b>All 97%</b>  <b>SWD 90%</b>  <b>ED 95%</b>  <b>AAM 94%</b>  <b>GAA 100%</b></p>	All certified staff	<p>Substitutes will be funded through title 1, 2, professional learning and school activity account.</p> <p>No other funds needed</p>

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1: Student Achievement	1.1: Ensure mastery of the Standards	1.1.A: Provide high quality instruction that is aligned with the Georgia Performance Standards and other identified curriculum standards	<p><b>Improve student achievement in math.</b></p> <ul style="list-style-type: none"> <li>• Analyze common assessment and benchmark test results to inform instruction and to provide corrective instruction</li> <li>• Continue timed tests, use of both mountain and calendar math on a daily basis</li> <li>• Utilize <i>Classworks</i> to support Math instruction</li> </ul> <p><b>Improve student achievement in science and social studies</b></p> <ul style="list-style-type: none"> <li>• Monthly day long planning to ensure effective implementation of units and frameworks.</li> <li>• More frequent formative assessments</li> <li>• Monthly professional learning meetings with Ms. Knauer and Mrs. Cooper</li> </ul>	<ul style="list-style-type: none"> <li>• A minimum of 3 formative assessments used in each grade level</li> <li>• Timed test data</li> <li>• Classworks report</li> </ul> <p>CRCT data            Increase % of students scoring            All 93%            SWD 85%            ED 85%            AAM 85%            GAA 100%</p> <p><b>Improve student achievement in science and social studies</b></p> <ul style="list-style-type: none"> <li>• Planning day agendas</li> <li>• Lesson plans</li> <li>• Ewalks</li> <li>• Assessment data</li> <li>• Monthly meeting with CO staff</li> </ul> <p>Increase scores            Science 90%            Social St 90%</p>	All certified staff	Substitutes will be funded through title 1, 2, professional learning and school activity account.  No other funds needed

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1: Student Achievement	1.1: Ensure mastery of the Standards	1.1.B: Develop high and clear expectations for all students by implementing standards-based classroom processes	<p><b>Establish standards-based classrooms <i>including PE, art and music to include all elements:</i></b></p> <ul style="list-style-type: none"> <li>• Standards chart</li> <li>• Word walls</li> <li>• Anchor charts</li> <li>• Essential questions and language of the standards</li> <li>• Differentiated instruction</li> <li>• High-order thinking skills/Bloom's Taxonomy</li> <li>• Rigor</li> <li>• Effective feedback indicating strengths and weaknesses directly related to the standard (including student work samples, written and verbal commentary, conferencing, and Peer-to- peer sharing)</li> </ul>	<p><b>Establish standards-based classrooms to include all elements:</b></p> <ul style="list-style-type: none"> <li>• Ewalks</li> <li>• Lesson plans</li> <li>• Formal evaluations</li> </ul>	All certified staff	No funds needed

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1: Student Achievement	1.1: Ensure mastery of the Standards	1.1.B: Develop high and clear expectations for all students by implementing standards-based classroom processes	<p><b>Provide teachers with Best Practice strategies tied to elements of the standards-based classroom.</b></p> <ul style="list-style-type: none"> <li>• Grade-Level meeting and monthly planning to review Best Practices</li> <li>• Teachers participate in E-walks and Peer-to- peer observations focused on best practices in the standards-based classroom.</li> <li>• Teachers will observe in classrooms where achievement data has been strong and where best practices instruction occurs daily</li> </ul>	<p><b>Provide teachers with Best Practice strategies tied to elements of the standards-based classroom.</b></p> <ul style="list-style-type: none"> <li>• Grade level agendas</li> <li>• Ewalks</li> <li>• Observation notes</li> </ul>	System and school administrators	Title 1,2 and professional learning

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1: Student Achievement	1.1: Ensure mastery of the Standards	1.1.C: Implement a balanced assessment approach to include diagnostic, formative, and summative assessments to design and adjust instruction to maximize student achievement	<p><b>Implement a balanced assessment approach</b></p> <ul style="list-style-type: none"> <li>• Develop and implement formative assessments to be used by teachers for corrective instruction</li> <li>• Utilize system benchmarks to measure progress and identify needs of all learners</li> <li>• Implement academic opportunity time based on CRCT data, ongoing formative assessments and summative assessment data school wide 3-4 days a week</li> </ul>	<p><b>Implement a balanced assessment approach</b></p> <ul style="list-style-type: none"> <li>• Assessments and data</li> <li>• AOT schedule</li> </ul>	Certified staff and central office staff from T/L	none

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1: Student Achievement	1.2: Guarantee Student Success	1.2.A: Utilize effective pyramids of intervention based on identified student needs.	<p><b>Utilize effective pyramids of intervention</b></p> <ul style="list-style-type: none"> <li>• Provide monthly professional learning on the SST/RTI pyramids of intervention</li> <li>• Employee a part time paraprofessional to assist with assessments, data collection and data analysis as well as to work with small groups of identified students</li> </ul>	<p><b>Utilize effective pyramids of intervention</b></p> <ul style="list-style-type: none"> <li>• Planning agendas Paraprofessional schedule and data</li> </ul>	Counselor and teachers	Title 1
1: Student Achievement	1.3: Close the achievement gap between subpopulations	1.3.A: Provide formalized processes of intervention for identified subpopulations	<p><b>Provide for intervention</b></p> <ul style="list-style-type: none"> <li>• Develop and implement learning strategies to support SWD, ESOL, and EIP and those identified on the tiers of the RTI pyramid</li> <li>• Ensure collaboration between ESOL, Special education and EIP teachers with homeroom teachers</li> <li>• Support and encourage the use of the FLC for all students</li> </ul>	<p><b>Provide for intervention</b></p> <ul style="list-style-type: none"> <li>• RTI data, Ewalks, lesson plans</li> <li>• Planning notes</li> </ul>	Certified staff	Title 1, 2 and professional learning

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2: Student and Stakeholder Engagement	2.1: Ensure a safe and enriching school environment	2.1.A: Develop a systematic approach to providing a safe learning environment for all stakeholders	<b>Ensure a safe environment</b> <ul style="list-style-type: none"> <li>• Schedule and conduct monthly review of KC safety plan and elementary student handbook</li> <li>• Monitor regularly planned safety inspections and drills</li> <li>• Provide K-5 instruction in violence and drug prevention, personal health and safety</li> <li>• Provide intensive and frequent professional learning and student learning regarding the new bullying policy</li> </ul>	<b>Ensure a safe environment</b> <ul style="list-style-type: none"> <li>• Calendar and on line reporting</li> <li>• Counselor’s log</li> <li>• Planning agendas</li> </ul>	APD, counselor and all other staff	None
2: Student and Stakeholder Engagement	2.1: Ensure a safe and enriching school environment	2.1.B: Implement processes to promote positive student engagement	<b>Promote positive student engagement</b> <ul style="list-style-type: none"> <li>• Provide conflict resolution, bullying and peer mediation strategies</li> <li>• Recognize student achievement, i.e. Green and gold ceremonies, AR celebrations, 5<sup>th</sup> grade honors night, 3-4 honors day, Chamber student of the quarter, Kiwanis student of the year, and any at any additional opportunities</li> <li>• Provide quality extracurricular activities for students</li> </ul>	<b>Promote positive student engagement</b> <ul style="list-style-type: none"> <li>• Counselor log</li> <li>• Newletters, invitations</li> <li>• Club page in handbook</li> </ul>	APD, Counselor and staff	All staff

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2: Student and Stakeholder Engagement	2.2: Encourage student and stakeholder involvement	2.2.A: Increase the opportunities for parents to support their student's academic growth	<p><b>Increase the opportunities for parents</b></p> <ul style="list-style-type: none"> <li>• Provide parent information through school website, school newsletter, and call out system</li> <li>• Provide more opportunities for parent involvement by providing morning, lunch, and evening parent sessions</li> <li>• Survey parents periodically throughout the school year</li> </ul>	<p><b>Increase the opportunities for parents</b></p> <ul style="list-style-type: none"> <li>• Newsletters, webpage, call out system results</li> <li>• Schedule of parent involvement events</li> <li>• Survey results</li> </ul>	Title 1 PIC and staff	Title 1 and school activity account
2: Student and Stakeholder Engagement	2.2: Encourage student and stakeholder involvement	2.2.B: Provide system and school communication to stakeholders	<p><b>Communication to stakeholders</b></p> <ul style="list-style-type: none"> <li>• Provide parent information through school website, parent newsletter, and call out system</li> <li>• Publish mission, vision, goals on school webpage, at parent meetings and in the parent newsletter</li> <li>• Provide more opportunities for parent involvement by providing morning, lunch, and evening parent sessions</li> <li>• Compile a alumnae directory to be used to inform them</li> </ul>	<p><b>Communication to stakeholders</b></p> <ul style="list-style-type: none"> <li>• Website, parent newsletters, and call out system results</li> <li>• Website and newsletters</li> <li>• Schedule of parent involvement events</li> </ul>	Title 1 PIC and staff	Title 1 and school activity account

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3: Organizational Effectiveness	3.1: Facilitate and monitor organizational processes	3.1.A: Facilitate and monitor organizational processes.	<p><b>Implement Better-Seeking Team to evaluate all aspects of the school as it relates to student achievement.</b></p> <ul style="list-style-type: none"> <li>• School Improvement Plan</li> <li>• Title One Plan</li> <li>• Data Analysis for current enrollment</li> <li>• Review and modify school schedule to maximize instructional time and effectively support school improvement plan</li> <li>• Monthly BST meetings</li> <li>• Provide resources and materials to teachers to support the school improvement plan.</li> </ul>	<p><b>Implement Better-Seeking Team to evaluate all aspects of the school as it relates to student achievement.</b></p> <ul style="list-style-type: none"> <li>• BST agendas</li> </ul>	Administration and staff	None

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3: Organizational Effectiveness	3.2: Ensure effective personnel processes	3.2.A: Recruit and retain high-quality certified and classified staff, particularly in critical shortage areas.	<b>Recruit and retain staff</b> <ul style="list-style-type: none"> <li>• Participate in Houston County job fair and actively recruit and interview high quality teachers</li> <li>• Continue providing high quality professional learning and mentoring program with new teachers to Kings Chapel</li> </ul>	<b>Recruit and retain staff</b> <ul style="list-style-type: none"> <li>• Participate in Houston County job fair</li> <li>• Professional learning agendas and notes</li> </ul>	All staff	None
3: Organizational Effectiveness	3.3: Maintain efficient financial processes	3.3.A: Ensure efficient fiscal management processes are utilized	<b>Fiscal management</b> <ul style="list-style-type: none"> <li>• Appropriate staff attends required Financial workshop yearly.</li> <li>• Establishes school financial procedures and monitors all financial transactions.</li> </ul>	<b>Fiscal management</b> <ul style="list-style-type: none"> <li>• Sign in sheet</li> <li>• Yearly audit.</li> </ul>	Principal and book keeper	None

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4. Learning and Growth	4.1: Provide valuable professional learning	4.1.A: Provide leaders with professional learning focused on producing high achieving students	<p><b>Administrators and teacher leaders will participate in professional learning activities in order to increase staff capacity in the following areas for improving student learning.</b></p> <ul style="list-style-type: none"> <li>• Differentiated Instruction</li> <li>• Best Practices</li> <li>• Increasing Rigor</li> <li>• Looking at Student Work</li> <li>• Effective Feedback</li> <li>• <i>Classworks</i></li> <li>• Co-Teaching Strategies</li> <li>• Strategies for working with ELL students (ESOL), EIP, gifted, language delayed and SWD</li> </ul>	<p><b>Administrators and teacher leaders will participate in professional learning activities in order to increase staff capacity in the following areas for improving student learning.</b></p> <ul style="list-style-type: none"> <li>• Calendar</li> <li>• Professional learning plan</li> <li>• Agenda and sign ins</li> </ul>	All staff	Title 1, 2 and professional learning

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4. Learning and Growth	4.1: Provide valuable professional learning	4.1.B: Provide teachers with opportunities to participate in professional learning communities focused on producing high achieving students	<p><b>Continue job-embedded professional learning sessions to increase teacher effectiveness on standards-based instruction to include the following:</b></p> <ul style="list-style-type: none"> <li>• Utilization of an Instructional Frameworks</li> <li>• Use of assessment to adjust instruction</li> <li>• Academic Vocabulary</li> <li>• Questioning strategies</li> <li>• Providing Commentary and Feedback</li> <li>• Increasing Rigor</li> <li>• Meeting the needs of SWD in PE, art and music</li> <li>• Differentiated Instruction</li> <li>• Testing as a Genre</li> <li>• Meeting needs of SWD, ED, EIP, ESOL, gifted, and language delayed students</li> <li>• Instructional activities for the FLC</li> </ul>	Time will be devoted on each planning day to one or more of these topics. Agendas and sign in sheets will be kept	All certified staff	Title 1,2 and professional learning

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4. Learning and Growth	4.1: Provide valuable professional learning	4.1.C: Provide classified staff with professional learning focused on producing high achieving students	<b>Facilitate job specific professional learning based needs</b> <ul style="list-style-type: none"> <li>● Language acquisition skills training to facilitate communication with speakers of other languages</li> <li>● Technology training</li> <li>● Customer service training</li> <li>● Financial procedures training</li> <li>● RTI/SST, discipline and safety plan, SIP plan</li> </ul>	<b>Facilitate job specific professional learning based needs</b> <ul style="list-style-type: none"> <li>● Agendas and sign in sheets</li> </ul>	Administration and classified staff	Title 1, 2, and professional learning

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4. Learning and Growth	4.2: Enhance continuous improvement processes	4.2.A: Build capacity for continuous improvement by ensuring that research-based practice is common practice in the Houston County School System	<p><b>Build capacity</b></p> <ul style="list-style-type: none"> <li>• Review, revise, and discuss the School Strategic Action Improvement Plan, title one plan</li> <li>• Participate in system and school professional learning days on standards-based best practices</li> <li>• Actively participate in a Leadership Summit for leaders and Better Seeking Team members to create a data and consensus driven School Improvement Plans aligned with the System Strategic Improvement Action Plan</li> <li>• Develop and implement Professional Learning Plan and title one plan aligned with and supporting the School Improvement Plan and the System Strategic Action Plan.</li> </ul>	<p><b>Build capacity</b></p> <ul style="list-style-type: none"> <li>• Effective School Improvement and Title one and professional learning plan implementation</li> <li>• Participation in activities that build capacity</li> </ul>	All staff	Title 1, 2, and professional learning