

School Improvement Plan – Hephzibah Elementary

School: Hephzibah Elementary School

Principal: Timothy Jones Date: August 30, 2016

School Improvement Goal Area: High Academic Achievement and Success for All

Performance Measure (with unit of measure)	Baseline	Target Year 1	Target Year 2	Target Year 3
Increase the percentage of 3 rd grade students achieving a Lexile measure greater than or equal to 650 as measured by CCRPI.	46%	49% (31%)	52%	55%
Increase the percentage of 5 th grade students achieving a Lexile measure greater than or equal to 850 as measured by CCRPI.	59%	62% (56%)	65%	68%
Increase the percentage of students scoring Proficient or above on the Grade 4 Georgia Milestones EOG	26.5%	29.5% (26%)	32.5%	35.5%
Increase the percentage of students scoring Proficient or above on the Georgia Milestones EOG Science	3 rd – 25% 4 th – 28% 5 th – 11%	3 rd – 28% (12%) 4 th – 31% (42%) 5 th – 14% (17%)	3 rd – 31% 4 th – 34% 5 th – 17%	3 rd – 34% 4 th – 37% 5 th – 20%
Increase the percentage of students scoring Proficient or above on the Georgia Milestones EOG Social Studies	3 rd – 14% 4 th – 22% 5 th – 11%	3 rd – 17% (6%) 4 th – 25% (22%) 5 th – 14% (14%)	3 rd – 20% 4 th – 28% 5 th – 17%	3 rd – 23% 4 th – 31% 5 th – 20%
Increase the school's CCRPI Target by 3% annually	65%	68% (62.1%)	71%	74%
Increase the percentage of students missing fewer than 6 days of school (Benchmark)	40%	68.3% (46%)	68.3%	68.3%
<i>Performance Measure is aligned to the RCSS Performance Objective of:</i> Increase student performance at or above grade level.				

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School Improvement Goal Area: High Academic Achievement and Success for All

Initiative: Implement rigorous and relevant curriculum and instructional strategies that will improve the effectiveness of instruction, increase student achievement, and raise the percentage of students reading on grade level as measured by Georgia Milestones End of Grade Assessment Spring 2017.

Group Affected by Initiative	Research-Based Action Steps	Team or Leader who will oversee the initiative and actions & collect data	Data that the Team or Leader will collect	Timeline for Implementation	Funding Source, Materials/Resources Needed
Teachers and Students	Introduce and engage faculty and students through inquiry, action and reflection to the International Baccalaureate (IB) Primary Years Program (PYP) philosophy of international-mindedness, learner profiles, and PYP curriculum frameworks	Principal, Administrative Intern (AI)/IB PYP Coordinator, Instructional Coach	Grade level collaborative planning agendas and minutes, lesson plans, focus walks and TKES observation data, formal and informal assessments	September 2016 – May 2017	IB budget General Fund Title I
	Teachers will engage in weekly collaborative lesson planning to deconstruct standards and create lessons that teach the grade appropriate curriculum (Standards Based Instruction)	Principal AI/IB PYP Coordinator Instructional Coach	Master Schedule, Lesson plans, Rubicon usage reports, Focus walks and TKES observation data, formal and informal assessments, grade level planning agendas and minutes	August 2016 – May 2017	General Fund Title I Rubicon SLDS (GOFAR)
	Teachers will teach the five essential components of Reading. (Phonemic Awareness, Phonics, and Reading Fluency including Oral Reading Skills, Vocabulary Development, and Reading Comprehension Strategies)	Principal AI/IB PYP Coordinator Instructional Coach	Grade level planning agendas and minutes, Lesson Plans, Focus walks and TKES observation data, formal and informal assessments	August 2016 – May 2017	General Fund Title I Benchmark Universal Reading Series, Rubicon, RCSS PL Support

Principal

School Council President

Leadership Team Member

Leadership Team Member

Leadership Team Member

Leadership Team Member

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Teachers and Students	Teachers will engage in collaborative lesson planning that ensures specific research based strategies for intervention and acceleration of student achievement during focus time and small group differentiated instruction (Research Based Instructional	Principal AI/IB PYP Coordinator Instructional Coach	Lesson plans, i-Ready progress monitoring and diagnostic data, SLDS, Rubicon, Writing to Win data, Focus walks and TKES observation data, formal and informal assessments, and grade level planning agendas and minutes	August 2016 – May 2017	General Fund Title I Spiral Up/ Build Up i-Ready SLDS (GOFAR) RCSS PL Support
Teachers and Students	Teachers will actively engage students in Mathematics instruction through the appropriate use of Math manipulatives and critical thinking activities.	Principal AI/IB PYP Coordinator Instructional Coach	Lesson plans, Rubicon, Focus walks and TKES observation data, formal and informal assessments, and grade level planning agendas and minutes	August 2016 – May 2017	General Fund Title I Math manipulatives RCSS PL Support

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School Improvement Goal Area: High Academic Achievement and Success for All/Operational Effectiveness

Initiative: Implement with fidelity strategies to improve student attendance that results in an increase of student achievement as measured by Georgia Milestones End of Grade Assessment Spring 2017.

Group Affected by Initiative	Research-Based Action Steps	Team or Leader who will oversee the initiative and actions & collect data	Data that the Team or Leader will collect	Timeline for implementing initiative and actions	Funding Source, Materials/Resources Needed
Students	Offer schoolwide student and classroom incentives to increase the number of students who attend school 174 days or more.	Principal AI/IB PYP Coordinator School Leadership Team School Attendance Team (SAT) Teachers School Attendance Clerk	Infinite Campus Student Attendance Reports	August 2016 – May 2017	Student, Teacher, and Class Incentives
Students	Offer schoolwide student and classroom incentives to increase the number of students who arrive to school on time and stay all day.	Principal AI/IB PYP Coordinator School Leadership Team SAT Teachers	Infinite Campus Student Tardy Reports	August 2016 – May 2017	Student, Teacher, and Class Incentives
Teachers	Re-introduce and implement the RCSS school attendance pyramid of intervention with fidelity across the grade levels.	Principal AI/IB PYP Coordinator School Leadership Team SAT Teachers	Infinite Campus Student Attendance Reports Social Worker Referrals Guidance Counselor Referrals RTI Mtg. documentation Parent Contact Logs Parent Conference documentation	August 2016 – May 2017	General Fund Title I binders, paper for reporting, chart paper for Data Room
Faculty and Staff	Increase Faculty and Staff Daily Attendance	Principal AI/IB PYP Coordinator SAT School Leadership Team	Aesop Faculty and Staff Attendance Data	August 2016 – May 2017	Faculty and Staff Incentives

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Professional Learning Plan to Support School Improvement Plan

Professional Learning Strategy to Support School Improvement Plan Initiative	Professional Learning Timeline	Estimated Cost, Funding Source, and/or Resources	Person(s)/ Position Responsible	Monitoring Teacher Implementation of Professional Learning	Artifacts/Evidence of Impact on Student Learning
IB PYP introduction and implementation of curriculum frameworks including assessment through collaborative planning opportunities, school based PL, workshops/meetings, and travel when needed.	August 2016– May 2017	IB Funds, General Fund, Title I	Principal AI/IB PYP Coordinator	Principal AI/IB PYP Coordinator Instructional Coach	Meeting agendas, meeting minutes, handouts, surveys, Lesson Plans, PYP Units of Inquiry across the grade levels, student work
PL including the five essential components of Reading. (Phonemic Awareness, Phonics, and Reading Fluency including Oral Reading Skills, Vocabulary Development, and Reading Comprehension Strategies)	August 2016– May 2017	RCSS Curriculum Coordinators, General Fund, Title I	Instructional Coach, RCSS Curriculum Coordinators	Principal AI/IB PYP Coordinator Instructional Coach	Differentiated Lesson Plans, Follow-up Walk Through, Teacher/Student Created Artifacts
PL that will focus on assisting teachers in deconstructing and addressing appropriate curriculum standards in all core content areas. (Standards Based Instruction)	August 2016– May 2017	RCSS Curriculum Coordinators, General Fund, Title I	Instructional Coach, RCSS Curriculum Coordinators	Principal AI/IB PYP Coordinator Instructional Coach	Lesson Plans, Collaborative Planning Minutes, SBI (Framework), Walk Through, Surveys
PL in research based practices of effective teaching and learning in all core areas instruction. (Research Based Instructional Strategies)	August 2016– May 2017	General Fund, Title I	Instructional Coach, RCSS Curriculum Coordinators	Principal AI/IB PYP Coordinator Instructional Coach	Lesson Plans, Observations, Walk Through, Student Data (Progress Monitoring, i-Ready), Student Portfolios, Common Assessments (Formative/Summative)

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SLDS/Infinite Campus	August 2016– May 2017	General Fund, Title I	GADOE-Sandra Metts	Principal AI/IB PYP Coordinator Instructional Coach	Student Attendance Data, Enrollment Data, GKIDS, Georgia Milestones Student Achievement Results
Lesson Planning/Rubicon	August 2016– May 2017	General Fund, Title I	Instructional Coach	Principal AI/IB PYP Coordinator Instructional Coach	Lesson Plans
Response to Intervention (RTI) schoolwide training	August 2016– May 2017	RCSS – School Psychologist General Fund, Title I	Julie Meeks, RCSS School Psychologist AI/IB PYP Coordinator Guidance Counselor	Principal AI/IB PYP Coordinator	RTI meeting documentation i-Ready Progress Monitoring Reports Observations
i-Ready (RCSS Universal Screener) program training and data analysis	August 2016– May 2017	General Fund, Title I	AI/IB PYP Coordinator Instructional Coach	Principal AI/IB PYP Coordinator School Leadership Team Instructional Coach	Student Data Reports, Diagnostic/Progress Monitoring
Destiny Training	August 2016– May 2017	No cost	Media Specialist	Principal Media Specialist	Destiny reports Survey of perception
Promethean Activboard and Activinspire Training for Teachers	September 2016 – May 2017	RCSS PL Instructional Technology Specialist	Dr. Rosyln Wells	Principal AI/IB PYP Coordinator Instructional Coach Media Specialist	Survey Monitoring Reports TKES observations and anecdotal notes
Schoolwires Teacher Webpage	September 2016 – May 2017	No cost	Dr. Rosyln Wells	Principal AI/IB PYP Coordinator Media Specialist	Sign-in sheets, agenda, handouts or PL documentation and screen shots of content
Writing to Win	August 2016– May 2017	Title I	Dr. Warren Combs Taylor Combs	Principal AI/IB PYP Coordinator Instructional Coach	Sign In sheets, Agendas, Lesson Plans, Monitoring reports, Student work product

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Parental Involvement Plan to Support School Improvement Plan
Initiative: Increase parent/community involvement

Parent Engagement Activities	Person(s) Responsible- will oversee the actions	Evaluation Results	Evidence of Impact on Student Learning	Timeline	Estimated Cost, Funding Source, and/or Materials/Resources Needed
<p>Parent/Community Involvement Activity Proposed Calendar of events:</p> <p><u>1st Nine Weeks</u> Open House Parent Volunteer Training Grandparent’s Day Book Fair IB Launch/Science Day School Council Meeting Attendance Celebration Donuts for Dad</p> <p><u>2nd Nine Weeks</u> Parent Volunteer Training Parent Portal Workshop GA Milestones workshop Pumpkin Book Characters Reading Festival American Education Week School Council Meeting Attendance Celebration Muffins for Mom</p> <p>*Continued on next page</p>	<p>Principal AI/IB PYP Coordinator Instructional Coach School Leadership Team Teachers Guidance Counselor Media Specialist Title I Program Specialist</p>	<p>Event attendance data, surveys, observations and commentary</p>	<p>Monthly Newsletters Flyers/ Invitations Agendas/Handouts Sign In Sheets Surveys Pictures School Policy & Compact Title I Right to Know Letter School Status Letter School webpage screenshots</p>	<p>August 2016- May 2017</p>	<p>General Fund, Title I</p>

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<p><u>3rd Nine Weeks</u> Parent Volunteer Training Parent Portal Workshop GA Milestones workshop STEM Night Science Fair School Council Meeting Attendance Celebration</p> <p><u>4th Nine Weeks</u> Parent Volunteer Training Parent Portal Workshop Book Fair School Council Meeting Honor’s Day Parent Volunteer Celebration Attendance Celebration</p>					
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****The Title I Annual Meeting must be held before October 1st but not prior to compact and policy revisions. (Include revision date on policy)**

****100% Compacts should be signed, dated, and returned before November 1st except for new students. (Include revision date on compacts)**

**** All parent meetings should be maintained throughout year with complete documentation (sign in agendas, handouts, webpage posting, shout points, etc.**