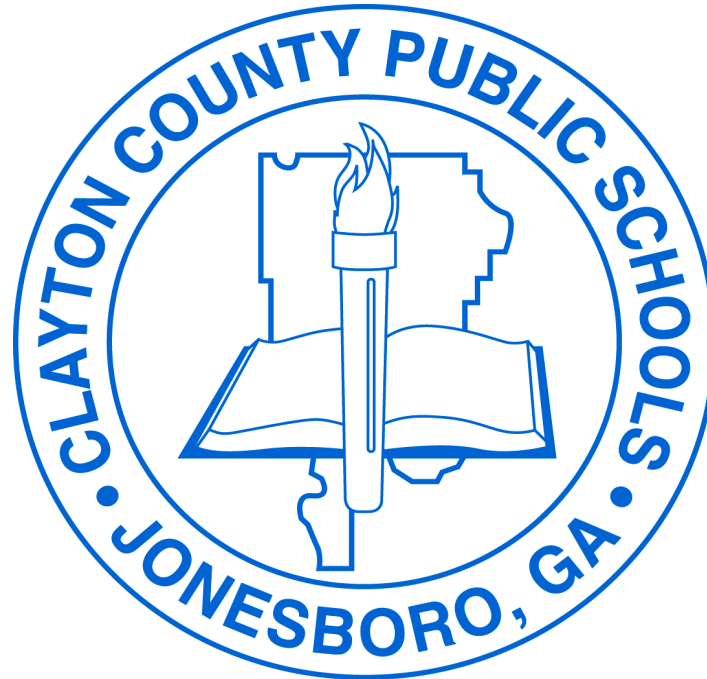


Comprehensive School Improvement Plan



Kendrick Middle School 2015 –2016

Vision Statement

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

Mission Statement

The mission of Clayton County Public Schools is to be accountable to all stakeholders for providing a globally competitive education that empowers students to achieve academic and personal goals and to become college and career ready, productive, responsible citizens.

District-Wide Expectations for Comprehensive School Improvement Plans

- Utilize the schools' pertinent data such as CCRPI data to make instructional decisions and prioritize strategic actions and monitoring protocols.
- Performance objectives should be written as specific, measurable, attainable, realistic, and timely (S.M.A.R.T.) goals using goal setting formulas.
- Include action steps that address Clayton County Public Schools' instructional priorities: **Literacy Across the Curriculum**, **Numeracy**, **Integrating Technology**, and **Critical Thinking** in the comprehensive plan.
- Action steps for training, weekly collaborative planning, implementing, and refining **Explicit Instruction** need to be included.
- A formative assessment system with data analysis should be included in the action steps for all applicable goals.
- Plan action steps for necessary interventions based on academic and behavioral data (i.e. subgroup data, placed or retained students, reading interventions, and the Behavior Big 7 Report).
- Consult the Technology Department before purchasing hardware or software to support an action step.
- Formatting: Times New Roman, 10 font, updated revision date
- Schools should review Comprehensive School Improvement Plans regular in various school meetings such as administrative, leadership, data, grade level and collaborative planning meetings and make revisions as needed. **District level reviews will occur quarterly.**

Principal: Dr. Kimberly Dugger

Assistant Principal(s): Dr. Stacy Black and Mr. Dennis Williamson, Jr.

School Leadership/Improvement Team	
Name	Position
Lori M. Miller	Instructional Site Facilitator
Vonda Brown	ELA Department Chair
Brie Bowers	Science Department Chair
Tangelia King	Math Department Chair
Parris Andrews	Social Studies Department Chair
Gina Harris	Connections Department Chair
Amy Harris	Athletic Director
Amanda Hanie	6 th Grade Chair
LaToy White	7 th Grade Chair
Tamika Hardaway	8 th Grade Chair
Jennifer Bennifield	Club Sponsor Representative
Tiona Gray	School Climate Chair
Krista Lucich	New Teacher Representative
Cheryl Goff	Media Specialist
Joseph Parson	Parent Liaison
Norma Bearden	Cafeteria Manager

School CCRPI Data Team	
Name	Position
Dennis Williamson, Jr.	AP
John Howarth	Social Worker
Kantrell Gibson	Read 180 Teacher
Kendra Carrington	Gifted Dept. Chair
Rodericia Edwards	Itinerant Counselor
Pamela Mann	DES Chair
Rachel Handschuh	School Psychologist
Jacqueline Phillips	Attendance Clerk
Mr. Smalls	ISS Facilitator

**Kendrick Middle School
SIP Legend**

Goals/Action Steps Accomplished

Goals/Action Steps in Progress

Kendrick Middle School Data Profile

School Demographic Data			
	2013-2014	2014-2015	2015-2016
Total Enrollment	924	805	769
Asian	18	19	23
Black	709	603	583
Hispanic	167	156	126
Multiracial	16	16	16
White	12	11	15
English Language Learners	38	35	25
Gifted	59	53	45
Students with Disabilities	122	135	120

CCRPI Score						
2014	2015	2016-2020 Goals				
Overall CCRPI Score: 77.8	Overall CCRPI Score: 65.2	2016 Goal: 67.2	2019 Goal: 73.4			
Achievement Points Earned: 43.4/60	Achievement Points Earned: 42.1/60	2017 Goal: 69.2	2020 Goal: 75.6			
Progress Points Earned: 18.2/25	Progress Points Earned: 16.8/25	2018 Goal: 71.3	Overall CCRPI Goals based on the following formula:			
Achievement Gap Points Earned: 12/15	Achievement Gap Points Earned: 5/15	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 , School will increase its College and Career Ready Performance Index (CCRPI) score with <i>Challenge Points</i> by 3% of the gap between the baseline year CCRPI score and 100.				
Challenge Points Earned: 4.2/10	Challenge Points Earned: 1.3/10	IE2 Annual Growth $= (100 - 2016 \text{ CCRPI Score (without Challenge Points)}) \times 0.03$				
<i>Example</i>						
		Baseline CCRPI Score	Expected Annual Growth	Year 1	Year 2	Year 3
		65	(100 – 65)(.03)	65 + 1(1.05)	65 + 2(1.05)	65 + 3(1.05)
			1.05	66.05	67.1	68.15
						65 + 4(1.05)
						65 + 5(1.05)
						69.2
						70.25

Language! Live Lexile Mean*		
BOY 2015	MOY 2016	EOY 2016
159	338	482

Read 180 Lexile Mean*		
BOY 2015	MOY 2016	EOY 2016
632	N/A	715

*Please Note: One year gain is 60 Lexiles.

Georgia Milestone Assessment Data and Subgroup Performance Targets								
	ELA		Math		Social Studies		Science	
	2014-2015 Percent Meeting and/Exceeding	2014-2015 Subgroup Performance Target	2014-2015 Percent Meeting and/Exceeding	2014-2015 Subgroup Performance Target	2014-2015 Percent Meeting and/Exceeding	2014-2015 Subgroup Performance Target	2014-2015 Percent Meeting and/Exceeding	2014-2015 Subgroup Performance Target
ALL Students								
Black								
Hispanic								
Multiracial								
White								
Econ Disadvantaged								
English Learners								
Students with Disabilities								

GMAS Percent of FAY Students Meeting Typical/High Growth									
	Sixth Grade			Seventh Grade			Eighth Grade		
	2013-2014*	2014-2015	2015-2016	2013-2014*	2014-2015	2015-2016	2013-2014*	2014-2015	2015-2016
ELA	58.3			54.3			41		
Math	56			31			51		
Social Studies	81			53.5			59		
Science	57.5			40			51		

GMAS Median Student Growth Percentile (SGP)									
	Sixth Grade			Seventh Grade			Eighth Grade		
	2013-2014*	2014-2015	2015-2016	2013-2014*	2014-2015	2015-2016	2013-2014*	2014-2015	2015-2016
ELA	58.3			54.3			41		
Math	56			31			51		
Social Studies	81			53.5			59		
Science	57.5			40			51		

*CRCT data

ESOL- Percent of Students Increasing to a Higher Performance Band on ACCESS			
	2013-2014	2014-2015	2015-2016
Sixth Grade	57%	67%	
Seventh Grade	75%	92%	
Eighth Grade	50%	73%	

Percent of Students Completing 2 or More Career Inventories and an Individual Graduation Plan	
First Semester Checkpoint	Second Semester Checkpoint
N/A	100% (One student enrolled May 11, 2015, after the checkpoint.)

Student and Staff Attendance											
Student Attendance Rate			Percent of Students with 3-5 absences (1-5 absences)			Percent of Students with 6+ absences			Faculty and Staff Attendance Rate		
2013-2014	2014-2015	2015-2016	2013-2014	2014-2015	2015-2016	2013-2014	2014-2015	2015-2016	2013-2014	2014-2015	2015-2016
96	96.4		52%	46%		43%	43%				

Failure Rate								
	First Quarter		Second Quarter		Third Quarter		Fourth Quarter	
	4 ½ weeks	9 weeks	4 ½ weeks	9 weeks	4 ½ weeks	9 weeks	4 ½ weeks	9 weeks
ELA	101	75		111				
Math	200	76		78				
Social Studies	63	53		47				
Science	138	110		104				
H. Physical Science	1	1		1				
H. Coordinate Algebra	11	1		3				
Virtual Classes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Student Discipline Data			
	2013-2014	2014-2015	2015-2016
Total OSS Days	808	286	
Total OSS Incidents	382	130	
List Five Most Frequent Incidents from 2014-2015	Percentage of All Incidents	Percentage of All Incidents	Percentage of All Incidents
1. Fighting	4%	44%	
2. Disrespect towards Personnel	9%	9%	
3. Disruptive Classroom Behavior	10%	7%	
4. Physical Offense towards another student	20%	5%	

5. Stolen Property Offense	2%	3%	
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SLDS Teacher Usage			
First Quarter: Percentage of teachers with monthly average of 50 or more page clicks	Second Quarter: Percentage of teachers with monthly average of 50 or more page clicks	Third Quarter: Percentage of teachers with monthly average of 50 or more page clicks	Fourth Quarter: Percentage of teachers with monthly average of 50 or more page clicks
78% (as of 11.16.15)	N/A	N/A	N/A

Certified Staff Attrition Rate		
2013-2014	2014-2015	2015-2016
4 of 59/6%	6 of 59/10%	

Year-Long Vacancies			
Course Name	2013-2014	2014-2015	2015-2016
N/A	None	None	

Academic Achievement

Goal 1: To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results.					
ELA Performance Objectives:			CCRPI Alignment:		
<ul style="list-style-type: none"> ▪ During the 2015-2016 school year, 75% of the students will demonstrate an increase in Lexile Scores. ▪ During the 2015-2016 school year, 25% of the students will demonstrate proficiency in the area of ELA as indicated by the Georgia Milestones Assessment. 			<p>Achievement</p> <ul style="list-style-type: none"> • Percent of students scoring On Track or Commendable in the area of ELA on the GA Milestones Assessment 		
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)
Incorporate literacy across the curriculum in each content area to include Connections	August 2015 – May 2016	Media Specialist Teachers	MyOn Title I Funds <i>iReady</i>	Increased percentage of students who show proficiency in specific areas on the ELA or as indicated by the GA Milestones Assessment MyOn data will be used as a tracker Destiny <i>iReady Diagnostic Data (Until March 29)</i>	Pre-planning Overview Student Library Orientation Administrative Team Training~11.11.15
Increase literacy awareness by exposing students and faculty to the five essential components of reading	September 8-11	English Language Arts Dept.	KMS Literacy Resources Leveled Novels	Agenda Itinerary	Online communication September 3, 2015

Incorporate writing across the curriculum in each content area to include Connections	August 2015 – May 2016	All Teachers Administrators ISF	Title I Funds	Students demonstrate more cohesive and grammatically correct writing in each content area and on the GA Milestone Assessment Utilize the explicit instruction framework to guide instruction Student Writing Samples based on Writing Safety Net—Sample 1 reviewed on 10.20.15	Writing Across the Curriculum Training Safety Net Overview, August 3-7, 2015
Address GMAS areas of weakness	November 2015- May 2016	All Teachers Administrators ISF	Title I Funds <i>iReady</i> Instructional Software	<i>iReady diagnostic results</i>	<i>iReady</i> Orientation 11.11.15 Professional Development: December 2015
Remediate/accelerate students on Instructional Focus Wednesdays in the area of constructed response based on 2015 GMAS data	November 2015-May 2016	All Teachers Administrators ISF	Title I Funds	<i>Benchmark/Common Assessment results</i> Students demonstrate more cohesive and grammatically correct writing in each content area and on the GA Milestone Assessment	Professional Development: December 2015
Students will participate in a tiered reading program.	August 2015 – May 2016	Read 180 Teacher/ Language! Live Teacher	Read 180 Language! Live	Beginning, Middle, and End SRI Data Read 180 students scoring in the On Track and/or Commendable categories on the GA Milestones Assessment Increased number on-level Lexile Scores	August 2015 December 2015 April 2016 Read 180 Training Language Live PL
Monitor the Explicit Instruction Framework with an emphasis on Direct Explanation and Modeling.	August 2015-May 2016	Content Teachers Administrators ISF	CCPS Curriculum	Walk Throughs Lesson plans/feedback Benchmark/Unit Assessment Data	Pre-planning PD Collaborative Planning Social Studies CP 09.15.15 Science CP ELA CP Math CP
Teachers will administer district benchmark and unit assessments. Assessments will be charted in the data room and progress tracked throughout the year. As data is added, results will be analyzed and decisions made regarding re-teaching and planning interventions.	August 2015-May 2016	Content Teachers Administrators ISF	CCPS Curriculum eduTrax	Updated data charts	Pre-planning PD

Goal 1: To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results.

<p>Math Performance Objectives: During the 2015-2016 school year, 25% of the students will demonstrate proficiency in the area of mathematics as indicated by the Georgia Milestones Assessment.</p>	<p>CCRPI Alignment: <u>Achievement</u></p> <ul style="list-style-type: none"> Percent of students scoring On Track or Commendable in the area of mathematics on the GA Milestones Assessment
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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)
<p>Incorporate numeracy across the curriculum, especially in the areas of problem solving and interpretation of data using charts and graphs.</p>	<p>August 2015 to May 2016</p>	<p>All Teachers Administrators Instructional Facilitator</p>	<p>Instructional Facilitator Professional Learning Funding Title I Funding</p>	<p>8 Standards of Mathematical Practice Explicit Instruction Framework Lesson Plans/Feedback Constructed Responses and Learning Targets reflected in Lesson Plans GIZMO usage quarterly data reports</p>	<p>Pre-planning: *Integrating Math Across the Curriculum Professional Learning *Integration of Technology PL GAETC—November 4-6</p>
<p>Monitor the Explicit Instruction Framework with an emphasis on Direct Explanation and Modeling.</p>	<p>August 2015-May 2016</p>	<p>Content Teachers Administrators ISF</p>	<p>CCPS Curriculum</p>	<p>Walk Throughs Lesson plans/feedback Benchmark/Unit Assessment Data</p>	<p>Pre-planning: *Integrating Math Across the Curriculum Professional Learning *Integration of Technology PL Collaborative Planning Math CP GAETC—November 4-6</p>
<p>Teachers will administer district benchmark and unit assessments. Assessments will be charted in the data room and progress tracked throughout the year. As data is added, results will be analyzed and decisions made regarding re-teaching and planning interventions.</p>	<p>August 2015-May 2016</p>	<p>Content Teachers Administrators ISF</p>	<p>CCPS Curriculum eduTrax</p>	<p>Updated data charts</p>	<p>Orientation: November 6, 2015 November 30, 2015</p>

<p>Restructure Mathematical Investigations to include more activities requiring use of inquiry and best-suited technology to place learning of mathematics in context and increase student engagement.</p> <p>Teachers provide students opportunities to develop basic competency technology skills by actively using technology as a teaching and learning tool.</p>	August 2015 to May 2016	Math Teachers	GIZMO Edmodo GOFAR eduTrax SLDS Resources Instructional Facilitator	8 Standards of Mathematical Practice Explicit Instruction Framework Lesson Plans/Feedback Constructed Responses and Learning Targets reflected in Lesson Plans GIZMO usage quarterly data reports	Pre-planning
Incorporate Math 180 lab on Instructional Focus Wednesdays to increase student achievement, and to increase the percentage of students scoring in Proficient and Distinguished on the Georgia Milestones	December 2015	Math Teachers ISF Administrators	Title I Funding	Math 180 Quarterly Data Reports Benchmark, Beginning, Middle, End Unit Assessment Data	Orientation: November 6, 2015 January 6, 2016
Remediate/accelerate students on Instructional Focus Wednesdays in the area of constructed response based on 2015 GMAS data	November 2015-May 2016	All Teachers Administrators ISF	Title I Funds	<i>Benchmark/Common Assessment results</i> Students demonstrate more cohesive and grammatically correct writing in each content area and on the GA Milestone Assessment	Professional Development: December 2015
Develop students' metacognitive skills through the implementation of a robotics program	September 2015	Math Teachers Clayton State Students	Clayton State Students	<i>Robotics Competition Results</i>	Training—September 30

Goal 1: To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results.

Science Performance Objectives: During the 2015-2016 school year, 25% of students will demonstrate proficiency in the area of science as indicated by the Georgia Milestones Assessment				CCRPI Alignment: <u>Achievement</u> Percent of students scoring On Track or Commendable in the area of Science on the GA Milestones Assessment	
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)
Increase inquiry based instruction through the integration of technology and lab activities Increase use of technology to enhance instruction	August 2015-May 2016	Teachers Administrators ISF	GIZMO GOFAR eduTrax	Quarterly GIZMO reports Quarterly lab verification reports Explicit Instruction Lesson Plans with constructed response embedded	Pre-planning: August 2015 eduTrax GOFAR GIZMOS Collaborative Planning
Remediate/accelerate students on Instructional Focus Wednesdays in the area of constructed response based on 2015 GMAS data	November 2015-May 2016	All Teachers Administrators ISF	Title I Funds	<i>Benchmark/Common Assessment results</i> Students demonstrate more cohesive and grammatically correct writing in each content area and on the GA Milestone Assessment	Professional Development: December 2015
Incorporate SLDS, GoFAR, and eduTrax resources to provide new assessment practices	September 2015-May 2016	Teachers	GoFAR Edutrax SLDS	Explicit Instruction Lesson Plans Exposure to rigorous questions which require selected and constructed responses	Collaborative Planning Content Meetings
Implement the Explicit Instruction Framework with an emphasis on Direct Explanation and Modeling.	August 2015-May 2016	Content Teachers Administrators ISF	CCPS Curriculum	Walk Throughs Lesson plans/feedback Benchmark/Unit Assessment Data	Pre-planning: *Integrating Math Across the Curriculum Professional Learning *Integration of Technology PL Collaborative Planning

Teachers will administer district benchmark and unit assessments. Assessments will be charted in the data room and progress tracked throughout the year. As data is added, results will be analyzed and decisions made regarding re-teaching and planning interventions.	August 2015-May 2016	Content Teachers Administrators ISF	CCPS Curriculum eduTrax	Updated data charts	Orientation: November 6, 2015
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Goal 1: To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results.					
Social Studies Performance Objectives: During the 2015-2016 school year, 25% of students will demonstrate proficiency in the area of social studies as indicated by the Georgia Milestones Assessment			CCRPI Alignment: <u>Achievement</u> Percent of students scoring On Track or Commendable in the area of Social Studies on the GA Milestones Assessment		
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)
Increase the number of student participants in annual Social Studies Fair	December 2015-April 2016	Teachers	Instructional Facilitator	Students' registration forms	CCPS S.S. Fair Training December 2015
Students will recognize/participate in National History Day events	October 12, 2015	Social Studies Teachers	Department Chair ISF Content Coordinator	Students' registration forms Lesson Plans	Content Coordinators will provide overview October 2015
Monitor the implementation of reading, writing, and academic vocabulary instructions across the curriculum	August 2015-May 2016	Teachers	Instructional Facilitator	DBQ verification forms—quarterly Lexile beginning, middle, and end data Explicit Instruction Lesson Plans and feedback	Social Studies PD: September 15— Ms. Henry/Ms. Wallace Tiered Vocabulary PD

Incorporate SLDS, GoFAR, and eduTrax resources to provide new assessment practices	September 2015-May 2016	Teachers	GoFAR Edutrax SLDS	Explicit Instruction Lesson Plans Exposure to rigorous questions which require selected and constructed responses	Collaborative Planning Content Meetings
Remediate/accelerate students on Instructional Focus Wednesdays in the area of constructed response based on 2015 GMAS data	November 2015-May 2016	All Teachers Administrators ISF	Title I Funds	<i>Benchmark/Common Assessment results</i> Students demonstrate more cohesive and grammatically correct writing in each content area and on the GA Milestone Assessment	Professional Development: December 2015
Monitor the Explicit Instruction Framework with an emphasis on Direct Explanation and Modeling.	August 2015-May 2016	Content Teachers Administrators ISF	CCPS Curriculum	Walk Throughs Lesson plans/feedback Benchmark/Unit Assessment Data	Pre-planning: *Integrating Math Across the Curriculum Professional Learning *Integration of Technology PL Collaborative Planning
Teachers will administer district benchmark and unit assessments. Assessments will be charted in the data room and progress tracked throughout the year. As data is added, results will be analyzed and decisions made regarding re-teaching and planning interventions.	August 2015-May 2016	Content Teachers Administrators ISF	CCPS Curriculum eduTrax	Updated data charts	Orientation: November 6, 2015

Safe-Orderly-Secure Learning Environments

Goal 2: To provide and maintain a safe, orderly and secure learning environment.					
Performance Objectives: Implement safety and security practices which meet local, state, and national plan with 100% participation.				CCRPI Alignment: <u>Achievement</u> Exceeding the bar indicators which includes interventions or practices designed to facilitate a personalized climate in the school	
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)
Conduct intruder alert, bomb threat, and full evacuation drills annually.	August 2015 – May 2016	Dr. Black, A.P and Mr. Williamson, A.P.	SRO	Orderly and safe evacuation in the least possible time	Safe School PD during Faculty Meetings and Grade Level Meetings
Communicate safety practices to stakeholders via school’s website.	August 2015	Ms. Goff, Media Specialist		Open lines of communication between school and community as it relates to school safety	Grade Level Meetings
Monitor school’s transition plan for all evacuation drills	August 2015- May 2016	Administrative Team	SRO	Continue to limit time of task during transitions and ensure safe and orderly movement	Safe School PD during Faculty Meetings and Grade Level Meetings
Performance Objective: Implement programs and activities to promote positive character education and life skills.				CCRPI Alignment: <u>Achievement</u> Exceeding the bar indicators which includes interventions or practices designed to facilitate a personalized climate in the school	
Implement a school-wide Mentoring Program Monitor the school-wide Mentoring Program	October 2015 – April 2016	All Teachers Admin. Team ISF Counselors	General Funding	Provide additional academic support and character education strategies	Teacher Training

Actively participate in Red Ribbon Week to promote drug awareness	October 2015	Counselors	District Support	Increase students' awareness regarding the importance of abstaining from the use of illegal drugs	Teacher Training
Monitor the implementation of our systematic discipline plan (Multi-tiered System)	August 2015 – May 2016	Itinerant Counselor Teachers School Psychologist		Continue to decrease the number of ISS and OSS Referrals	Teacher Training

Engagement of All Stakeholders

Goal 3: To create an environment that promotes active engagement, accountability, and collaboration of all stakeholders to maximize student achievement.					
Performance Objectives: During the 2015-2016 school year, 25% of parents and 25% of the local community partners will be engaged in the planning and implementation of the School Improvement Plan.			CCRPI Alignment: <u>Achievement</u> Exceeding the bar indicators which includes interventions or practices designed to facilitate a personalized climate in the school		
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)
Prepare meetings which will be held at various times to solicit input from parents and community partners	Aug. 2015 Sep. 2016	Administrators Parent Liaison	Title I Federal Programs	An increase in parent participation <i>ConnectEd</i> reminders Flyer Sign in sheets	N/A
Provide a parent resource center for educational workshop and a meeting place for parent volunteers	August 2015- May 2016	Parent Liaison	Title I Federal Programs	Parents will have access to educational materials that can be used to enhance student achievement	N/A
Provide parent information luncheons to keep parents abreast of the on-going changes in education	Quarterly	Parent Liaison	Title I Federal Programs	Increase parent involvement and student achievement	N/A

Schedule Principal's Monthly Parent Forum	Sept 2015 Jan/Mar 2016	Parent Liaison Principal	General Funds	Agenda Sign in sheets <i>ConnectEd reminders</i> Flyer	N/A
Performance Objective: Create a highly functioning school-wide leadership team				CCRPI Alignment: <u>Achievement</u> Exceeding the bar indicators which includes interventions or practices designed to facilitate a personalized climate in the school	
Provide an opportunity for all school leaders to form a committee for the purpose of making informed decisions to foster an environment of high expectations and cohesiveness among the staff	July 2015 – May 2016	Administrators		Empower school leaders and increase communication among staff	Leadership Team Retreat And ongoing leadership meetings

Effective Communication

Goal 4: To communicate effectively the system's vision and purpose and allow stakeholder involvement in an effort to build understanding and support.					
Performance Objectives: The leadership will ensure that 100% of our stakeholders are aware of the district’s mission and vision, and solicit feedback regarding its tenets. The leadership of KMS will disaggregate the data and share its results with stakeholders and work in tandem with them to establish and maintain rapport.				CCRPI Alignment: <u>Achievement</u> Exceeding the bar indicators which includes interventions or practices designed to facilitate a personalized climate in the school	
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)
The leadership team will ensure the CCPS vision/mission are visible on the KMS website, and in areas frequently accessed by stakeholders	August 2015- May 2016	Faculty/Staff Administrators		Parents and all stakeholders will see the mission/vision and be able to converse with faculty/staff should they have questions or concerns. Create a stakeholder survey	N/A
The administrative team will work in tandem with the parent liaison to inform parents of the resources available for students through Title I.	August 2015- May 2016	Administrators Parent Liaison	Title I Funding	Increase parent involvement Increase parent awareness of school related issues	Title I Parent Training
Parents will have the opportunity to view school data at parent workshops, PTA Functions, Curriculum Night Events, and individualized meetings as requested by the parent.	August 2015- May 2016	Counselors Parent Liaison Teachers Administrators	Title I Funding	Increase parent involvement and knowledge of school data	Parent/Teacher Workshops
Continue to monitor the process: The administrative team will meet and or assign a public relations team to interact with our PIE/community stakeholders by sharing the school’s achievement data.	Sept- May	Administrators Parent Liaison Media Specialist		Increase parent/community involvement and knowledge of school data (on-going)	Increase parent involvement and knowledge of school data

Organizational Processes

Goal 5: To provide high quality support services delivered on time and within budget to promote student academic success in the Clayton County Public Schools.					
Performance Objectives: The faculty/staff will be afforded opportunities (monthly or bi-monthly) to participate in relevant professional development				CCRPI Alignment: <u>Achievement</u> Exceeding the bar indicators which includes interventions or practices designed to facilitate a personalized climate in the school	
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)
<p>The administrative team will assess the need for professional development through the use of surveys, observations, and individual conferences.</p> <p>Use data from surveys, observations, and conferences to plan professional learning activities for the 205 -2016 school year.</p>	<p>Sept 2015- May 2016</p>	<p>Administrators</p> <p>Instructional Site Facilitator</p> <p>Leadership Team PD Rep.</p>	<p>Professional Learning Funds</p> <p>Title I Funds</p>	<p>Survey of PD needs</p> <p>Survey results</p> <p>Sign in sheets</p> <p>PD foci evidenced in lesson plans</p> <p>Video (where applicable)</p> <p>Increase meaningful professional learning opportunities</p> <p>Enhancement of teacher overall instructional delivery</p>	<p>All Professional Learning Opportunities</p>

Highly Qualified and Effective Staff

Goal 6: To recruit and retain highly qualified and effective staff.					
Performance Objectives: Recruit and develop employees whose professional credentials and skills meet district, state, and national standards to maintain 100% certified and highly qualified staff.				CCRPI Alignment: <u>Achievement</u> Exceeding the bar indicators which includes interventions or practices designed to facilitate a personalized climate in the school	
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)
The administrative team will attend LEA job fairs to recruit HQ faculty/staff to maximize student potential.	As Needed	Administrative Team		KMS will recruit and retain an HQ faculty and maximize student achievement	N/A
Administer a survey to teachers to determine the expectations of HQ teachers	May 2016	Administrative Team		Develop and maintain guidelines for retaining HQ teachers	N/A
<ol style="list-style-type: none"> 1) Develop a teacher mentoring program 2) Assign all new teachers a mentor 3) Participate in the district's mentoring program 	August 2015 – May 2016	Administrative Team Teacher Mentors	General Funds	Increase opportunities to retain highly qualified teachers	New Teacher PL (District and School Levels)
Performance Objective: Provide opportunities to provide incentives for teachers and staff in an attempt to increase and/or maintain high morale				CCRPI Alignment: <u>Achievement</u> Exceeding the bar indicators which includes interventions or practices designed to facilitate a personalized climate in the school	
Create a teacher incentive committee to determine the qualifications for teacher and support staff of the month. Generate ideas for celebrating school-wide success	Aug 2014- May 2015	Administrative Staff Leadership Team	General Funds	The culture of KMS will continue to improve. As teacher efficacy increases, so will student achievement.	N/A

Plan an end of the year celebration for retiring staff members.	April 2016	Administrative Staff Leadership Team	Staff Fundraisers	Sign-in sheet and program agenda will be used as artifacts.	N/A
Plan a School Culture Professional Learning Session.	May 24	All KMS Faculty and Staff	General Funds	Sign-in sheet, power-point, and agenda will be used as artifacts.	N/A