



# **Welcome to Finch ES GO TEAM Meeting**

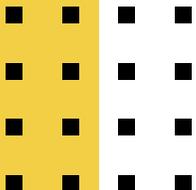
December 1<sup>st</sup>, 2022

# GO TEAM MEMBERS 2022-2023

**Roll Call**



NAME	ROLE
Dr. Tara Cotton	Principal
Ms. Ieshia Freeman	Parent
Ms. Melinda Malone	Parent
Ms. Terrion Moody	Parent
Ms. Nartasha Smith-Willis	Staff
<b>VACANT</b>	Staff
Ms. Erin Gore	Staff
Ms. Terra Washington	Community Member
<b>Mr. Terry Lee</b>	Community Member
Ms. Wanda Washington	Swing Seat



# Today's Agenda

- I. Call to order
- II. Meeting Protocols
  - a. Roll Call
  - b. Establish Quorum
- III. Action Items
  - a. Approval of Agenda
  - b. Fill Open Staff Seat
  - d. Approval of Previous Minutes: September 22, 2022
- IV. Discussion Items
  - a. MAP Data
  - b. 45 Day CIP Check-In
  - c. Strategic Plan and CIP Alignment
  - d. Strategic Plan Updates
  - e. Progress on Strategic Plan Priorities
- V. Action Items as a Result of Discussion
  - Approve Strategic Plan
  - Ranking of Strategic Plan Priorities in preparation for 23-24 school budget
- VI. Announcements
  - a. 12 Days of Finchmas- December 1st - 16th
  - b. Spelling Bee- December 7<sup>th</sup>

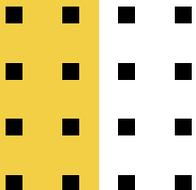


# Action Items

## Action Items



- ❑ Approval of Agenda
- ❑ Fill Open STAFF Seat **(TBD)**
- ❑ Approval of Previous Minutes





# 45 Day Check-in

GO Team Meeting #3



# Agenda

CIP-45 Day Check-in

School Strategic Plan

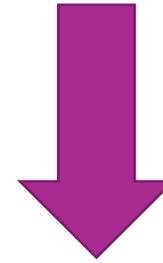
Discussion on Strategic Plan and progress

Updates for Strategic Plan (*as necessary*)



# Timeline for GO Teams

You are **HERE**



1

Fall 2021

GO Team Developed  
2021-2025 Strategic Plan

2

Summer 2022

School Leadership  
completed Needs  
Assessment and defined  
overarching needs for  
SY22-23

3

August 2022

School Leadership  
completed 2022-2023  
Continuous Improvement  
Plan

4

Sept. – Dec. 2022

Utilizing current data, the  
GO Team will review &  
possibly update the  
school strategic priorities  
and plan

5

Before Winter Break

GO Team will take action  
(vote) on the school's  
strategic plan and vote  
on the ranked strategic  
plan priorities for  
SY23-24 budget  
discussions.



# Quarterly CIP Check-in

As part of the Continuous Improvement process, all APS schools are completing a quarterly check-in for the Continuous Improvement Plans.

## Questions to Consider

- Based on our year long CIP plan, what are the actions that the school has already completed?
- What data supports the completion of an action step and success criteria (both implementation and student achievement)?

# MAP READING DATA

School	Window	Exams			
Finch	Winter 2021-2022	180	56%	31%	11%
	Winter 2022-2023	204	56%	24%	16% 4%

School	Window	Exams			
Finch	Fall 2022-2023	207	57%	27%	14%
	Winter 2022-2023	204	56%	24%	16% 4%

# MAP MATH DATA

School	Window	Exams			
Finch	Winter 2021-2022	181	71%		
	Winter 2022-2023	204	50%	36%	13%

School	Window	Exams			
Finch	Fall 2022-2023	208	49%	42%	8%
	Winter 2022-2023	204	50%	36%	13%

# Build Out Short Term Action Plans (STAP)

School Name: William M. Finch Elementary School

SES Name: Shelly Coburn

Date STAP Started:

Length of STAP:

Continuous Improvement Plan Goal #1: CIP Goal #1 : Increase the % of grades 3-5 students scoring proficient or above in reading by 3% from 11% to 14%								
School Action Steps	GSCI Systems and Structures	Resources	District Support	Timeline	Position(s) Responsible	Implementation Measurable Goal	Student Progress Measurable Goal	Completion of Action Step
What action steps will the school team implement to meet this goal?	What systems and structures is this action step a part of?	What resources are needed to implement the action step?	What support, if any, will the district provide to implement this action step?	What is the intended date of completion of this action step?	Who is responsible for monitoring the implementation of this action step?	What data will be used to evaluate the progress of implementation of this action step, and how will it be quantified? What measurable goal will be established to show implementation?	What data will be used to evaluate the impact of this action step on student performance, and how will it be quantified? What measurable goal will be established to show impact?	Was this action step completed? Attach final CIT agenda that documents completion.
<b>1. Monitor consistent use of an established instructional framework and expectation for using curriculum resources.</b>	CI-2	Research-Based Instructional Framework  APS Curricular resources ((I.e. ReadyGen, FUNdations, JustWords)  Kick-Up	Feedback on implementation of curricular resources	Oct. 10, 2022	Principal  Assistant Principal  Instructional Coaches	100% of teachers are utilizing the established curriculum and instructional framework as evidenced by instructional walkthroughs.	70% of students will demonstrate mastery on Exit Tickets and/or Common Formative Assessments.	
<b>2. Monitor the use of Common Formative Assessments and the response to student and teacher data.</b>	CI-3	Common Formative Assessments  Data Analysis Protocol  Kick up	Support with the development of rigorous common assessments.  Feedback on Weekly Data Analysis/Data Team Meetings	Oct. 10, 2022	Principal  Assistant Principal  Instructional Coaches	100% of teachers will analyze assessment data using a schoolwide data protocol to respond to student data.	70% of students will demonstrate mastery on Common Formative Assessments.	
<b>3. Monitor a coaching and feedback cycle that ensures consistent feedback and coaching based on observation to build teacher capacity.</b>	CI-4 PC-2	Coaching Protocol  Kick Up	Training for Kick-Up	Oct. 10, 2022	Principal  Assistant Principal  Instructional Coaches	100% of teachers will receive feedback from classroom visits 3xs weekly.  100% of teachers identified for intensive coaching will receive documented coaching cycle support from the instructional leadership team	70% of students will demonstrate mastery on Exit Tickets and/or Common Formative Assessments.	

# Build Out Short Term Action Plans (STAP)

School Name: William M. Finch Elementary School

SES Name: Shelly Coburn

Date STAP Started:

Length of STAP:

**Continuous Improvement Plan Goal #2: Increase the % of grades 3-5 students scoring proficient or above in math 9% to 12%**

School Action Steps	GSCI Systems and Structures	Resources	District Support	Timeline	Position(s) Responsible	Implementation Measurable Goal	Student Progress Measurable Goal	Completion of Action Step
What action steps will the school team implement to meet this goal?	What systems and structures is this action step a part of?	What resources are needed to implement the action step?	What support, if any, will the district provide to implement this action step?	What is the intended date of completion of this action step?	Who is responsible for monitoring the implementation of this action step?	What data will be used to evaluate the progress of implementation of this action step, and how will it be quantified? What measurable goal will be established to show implementation?	What data will be used to evaluate the impact of this action step on student performance, and how will it be quantified? What measurable goal will be established to show impact?	Was this action step completed? Attach final CIT agenda that documents completion.
<b>1.</b> Monitor consistent use of an established instructional framework and expectation for using curriculum resources.	CI-2	Research-Based Instructional Framework  APS Curricular resources  Kick-Up	Feedback on implementation of curricular resources	Oct. 10, 2022	Principal  Assistant Principal  Instructional Coaches	100% of teachers are utilizing the established curriculum and instructional framework as evidenced by instructional walkthroughs.	70% of students will demonstrate mastery on Exit Tickets and/or Common Formative Assessments.	
<b>2.</b> Monitor the use of Common Formative Assessments and respond to student and teacher data.	CI-3	Common Formative Assessments  Data Analysis Protocol  Kick up	Support with the development of rigorous common assessments.  Feedback on Weekly Data Analysis/Data Team Meetings	Oct. 10, 2022	Principal  Assistant Principal  Instructional Coaches	100% of teachers will analyze assessment data using a schoolwide data protocol to respond to student data.	70% of students will demonstrate mastery on Common Formative Assessments.	
<b>3.</b> Monitor a coaching and feedback cycle that ensures consistent feedback and coaching based on observation to build teacher capacity.	CI-4 PC-2	Coaching Protocol  Kick Up	Training for Kick-Up	Oct. 10, 2022	Principal  Assistant Principal  Instructional Coaches	100% of teachers will receive feedback from classroom visits 2xs weekly.  100% of teachers identified for intensive coaching will receive documented coaching cycle support from the instructional leadership team	70% of students will demonstrate mastery on Exit Tickets and/or Common Formative Assessments.	



# Strategic Plan Progress



## William M. Finch Elementary

**Mission:** A community school where teachers plan intentionally, students embrace academic struggle, and the community's values align with the school's.

**Vision:** Together, we will provide meaningful, rigorous learning experiences and opportunities that enrich learning for students, staff, and the community in order to make college and career readiness a reality.

### SMART Goals

Increase the % of grades 3-5 students scoring proficient or above in Reading from 19% to 25%

Increase the % of grades 3-5 students scoring proficient or above in Math from 14% to 20%

Increase the CCRPI Student Attendance Rate from 76.86 to 82

### APS Strategic Priorities & Initiatives

#### Fostering Academic Excellence for All

Data  
Curriculum & Instruction  
Signature Program

#### Building a Culture of Student Support

Whole Child & Intervention  
Personalized Learning

#### Equipping & Empowering Leaders & Staff

Strategic Staff Support  
Equitable Resource Allocation

#### Creating a System of School Support

Collective Action, Engagement  
& Empowerment

### School Strategic Priorities

1. Focus on Reading & Math as a foundational skill
2. Ensure every student demonstrates content mastery
3. Ensure students are College & Career Ready
4. Improve teacher efficacy and growth-mindedness
5. Improve leadership capacity and opportunities
6. Build systems and resources to support the school's priorities
7. Inform and engage the school's families and community
8. Create a safe, nurturing, and caring culture for all students

### School Strategies

1. Implement rigorous, culturally relevant, and linguistically responsive Reading and Math curriculum with fidelity in all core content areas and instructional best practices in Tier 1 instruction
2. Integrate field experiences (in-person & virtual) for students with a focus on college and career awareness
3. Utilize flexible learning tools, technology integration, and targeted instruction to personalize learning for all students
4. Implement a Whole-Child system of supports that integrates social-emotional learning, behavior, wellness, and comprehensive academic intervention plans
5. Direct training and support for building leadership
6. Identify and increase teacher leader roles and differentiate development opportunities
7. Develop a budget that supports the school's priorities
8. Establish core business partnerships
9. Increase parent engagement, awareness, and knowledge-base as valued stakeholders through fluid communication and active participation of the school's Parent Liaison
10. Implementation of a school-wide Positive Behavior Intervention Support system developed around SEL principles

# Activity & Discussion

Review the priorities and goals in your **strategic plan** and reflect on if the expected progress is being made. These guiding questions will help you determine what, if any, updates are needed for your school's strategic plan.

Are **all** CIP Goals reflected in our Strategic Plan Priorities? If not, which CIP Goal(s) are missing and should be added to the Strategic Plan?

- **ALL CIP Goals** align to the Strategic Plan.

What progress has been made towards the priorities identified in our Strategic Plan? What evidence/data do we have?

- During the Winter Screenings on the MAP Assessment, Finch Elementary School has increased student proficiency in Reading and Math.

Based upon available data, are there any other adjustments we need to make to the Strategic Plan?

- Newly adopted Signature Programming should be reflected in Finch Elementary's Strategic Plan.

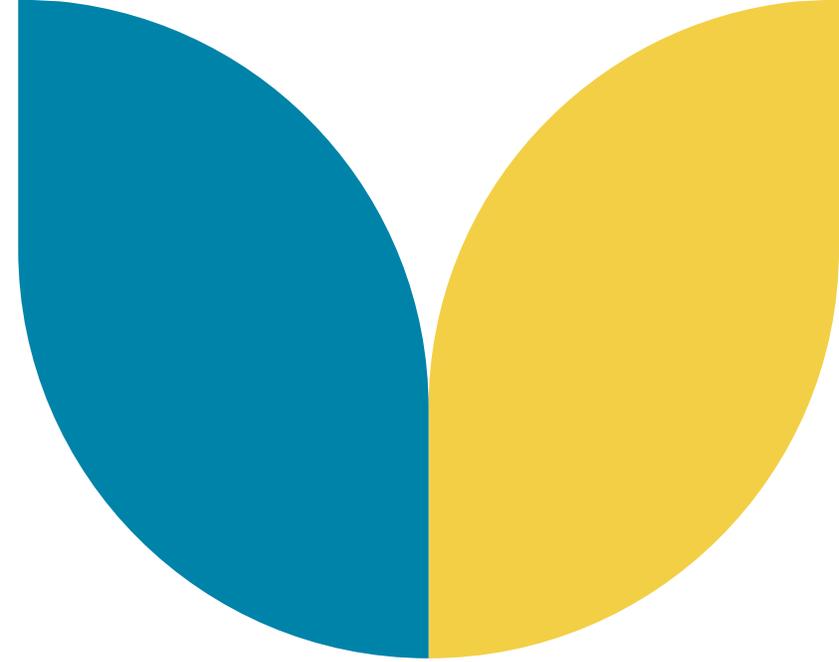
# Updates to the Strategic Plan

*What **changes/updates** are needed to update Finch's Strategic Plan?*



# Preparing for Budget Development

GO Team Meeting #4



# Agenda

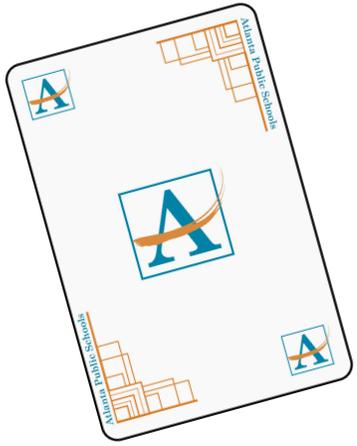
Fall ACES Presentation

Review of Strategic Plan and priorities progress

Preparing for the Budget Development

*Rank Strategic Priorities*

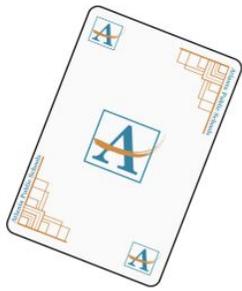




**Accountability**  
**Collaboration**  
**Equity**  
**Support**

# Fall 2022 ACES Presentation





**Accountability**  
**Collaboration**  
**Equity**  
**Support**

# Signature Programming



## Principal Information

**Years at School:** 6 months  
**Years as a Principal:** 6 months

**Signature Program:** STE(A)M

**Current Status:** In Progress 

**Targeted Date of Authorization/Certification or Evaluation/ Recertification:** FY25

**Two areas of focus:** Vision & Planning 

## Enrollment Information

**SY2023 Enrollment:** 337  
**SY2022 Enrollment:** 315  
**Change in Enrollment:** + 22 students



Ensuring Equitable Funding



Increasing Access to Effective Leaders and Teachers

## Staffing Information

**Number of First Year Teachers:** 1  
**Number of Vacancies:** 3

## Personalized Learning Cohort

**Wave 1 (SY22 Implementation)**   
**Wave 2 (SY23 Implementation)**   
**Wave 3 (SY24 Implementation)**

## Student Population

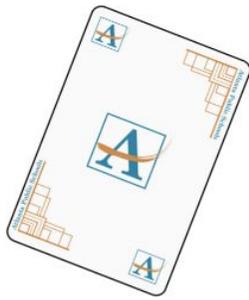
**English Learners:** /A (<10)  
**Students with disabilities:** 45 students  
**Gifted:** N/A (<10)



Supporting Special Populations



Increasing Access to Advanced Coursework



**Accountability  
Collaboration  
Equity  
Support**

# Whole Child and Intervention



## SY23 Attendance\*

Indicator	Time Frame	
	September 2021	September 2022
Attendance Take Rate	98.1	99.9
ADA Attendance Rate	90.6	91.9
Students not chronically absent	66.3	72.5

\*As of xx/xx/2022



Addressing disproportionate discipline practices



Integrating social, emotional and academic practices

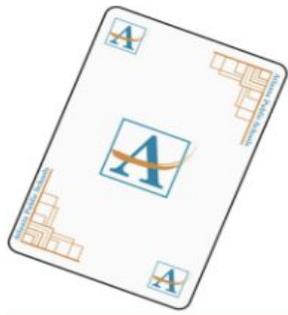
## SY23 Behavior\*

**OSS Suspension Rate = 0.11**

### Suspension Rate by Subgroup

Subgroup	Total number of students	OSS Suspension Rate
Female	155	0
Male	185	0.18
SWD	44	0.09
Black	329	0.09
Hispanic	N/A (<10)	
Multi-race	N/A (<10)	
White	N/A (<10)	
Asian	N/A (<10)	

ANTA  
BLIC  
SCHOOLS



Accountability  
Collaboration  
Equity  
Support

# Needs

## Highest Priority Need:

What support do you need to accomplish your SY23 goals?

In order to accomplish our goals, additional funding and partnerships to impact employee well-being would be helpful to consistently incentivize my teachers. The work that is to be done in a Tier 4 school can be very overwhelming and I want to be able to extrinsically motivate my team.



Leveraging School Improvement to Advance Equity

# Action on the Updated Strategic Plan

The GO Team needs to **TAKE ACTION (vote)** on its updated Strategic Plan. After the motion and a second, the GO Team may have additional discussion. Once discussion is concluded, the GO Team will vote.

# Preparing for Budget Development



# Discussion

## Strategic Plan Priority Ranking

In preparation for the 2023-2024 Budget Development (January–March 2023), the GO Team needs to rank its Strategic Plan Priorities. Use the next slide to capture the priority ranking.

# Strategic Plan Priority Ranking

Insert the school's priorities from Higher to Lower

Higher



1.

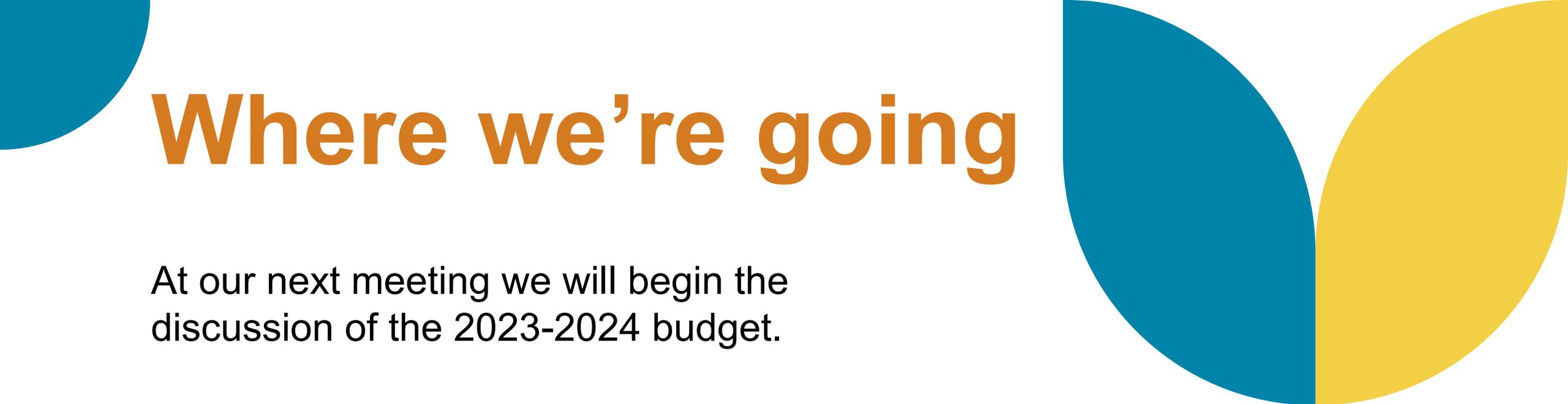
Lower

r



# Action on the Strategic Plan Priorities

The GO Team needs to **TAKE ACTION (vote)** on its ranked Strategic Plan Priorities. After the motion and a second, the GO Team may have additional discussion. Once discussion is concluded, the GO Team will vote.



# Where we're going

At our next meeting we will begin the discussion of the 2023-2024 budget.

Let me or the Chair know of any additional information you need for our future discussion.

# Announcements and Upcoming Events

- a. 12 Days of Finchmas- December 1st - 16th
- b. Spelling Bee- December 7<sup>th</sup>
- c. Science Fair- December 8th
- d. Production of Annie- December 14, 2022 at 6pm
- e. Winter Break- December 19th - December 30th
- f. Next Meeting- January 26, 2022 at 3:30 pm





# Public Comment