Herman J. Russell West End Academy

Aim High, Reach Beyond

45 Day Check-in

GO Team Meeting # 3

Tonetta Green, Principal

Herman J. Russell West End Academy

Agenda

- CIP-45 Day Check-in
- Fall ACES Presentation
- School Strategic Plan
- Discussion on Strategic Plan and progress
- Updates for Strategic Plan (*as necessary*)
- Preparing for the Budget Development
- Rank Strategic Priorities

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)?

Quarterly Continuous Improvement Check-In

School Name: **Associate Superintendent:**

Continuous Improvement Plan Goal #1: By May 2023, we will Increase the percentage of Developing and Above Learners on the GA Milestones ELA EOG by:
- 5 percentage points from 43% to 48% Developing+ Learners (6th Grade)
- 5 percentage points from 49% to 54% Developing+ Learners (7th Grade)
- 5 percentage points from 47% to 53% Developing+ Learners (8th Grade)

Completed Action Steps	Evidence of Completed Actions Steps (Implementation or Student/Teacher progress data)	Artifacts available
1. School master schedule will reflect adequate time for teacher planning. PLC meetings will be held weekly and vertical planning will be held monthly to provide teachers will time for training.		Master schedule
2.		
3.		

Summary of next steps and district support needed to continue progress:

Action Steps in Progress	Anticipated Date of Completion	Necessary Resources to Complete Step
Implement Race to Read to foster students love of reading and accelerate students' reading growth.	May 2023	
Implement classroom strategies aligned to the Personalized Learning core elements of Targeted Instruction and Student Reflection & Ownership.	May 2023	
Teachers will engage in PLC data talks to analyze and review relevant data to inform instruction	May 2023	

Summary of next steps and district support needed to complete action steps currently in progress: The district has completed two personalized learning walks. Teacher common formative assessment data talks started in November.

Pending Action Steps	Anticipated Start Date	Necessary Resources to Begin/Complete Step

Quarterly Continuous Improvement Check-In

School Name:	Associate Superintendent:

Continuous Improvement Plan Goal #2: By May 2023, we will Increase the percentage of Developing and Above Learners on the GA Milestones Math EOG by:
- 5 percentage points from 26% to 31% Developing+ Learners (6th Grade)
- 5 percentage points from 48% to 53% Developing+ Learners (7th Grade)
- 5 percentage points from 35% to 40% Developing+ Learners (8th Grade)

Completed Action Steps	Evidence of Completed Actions Steps (Implementation or Student/Teacher progress data)	Artifacts available
1.		
2.		
3.		

Summary of next steps and district support needed to continue progress:

Action Steps in Progress	Anticipated Date of Completion	Necessary Resources to Complete Step
Instructional coaches engage in weekly one-on-one coaching sessions with teachers with a focus on DDI, analyzing student work, and LP feedback.	May 2023	Contractor for Educational Consulting
Teachers plan collaboratively to engage in unit and lesson internalization. They review the modified tasks and assignments to ensure that they align to the learning target.	May 2023	Contractor for Educational Consulting
Utilization of a rigorous and coherent curriculum Amplify math, Math 180, and ST Math to guide daily instruction, that focuses on improving student achievement through remediation, differentiation.	May 2023	

Summary of next steps and district support needed to complete action steps currently in progress:

Pending Action Steps	Anticipated Start Date	Necessary Resources to Begin/Complete Step

Quarterly Continuous Improvement Check-In

School Name: Associate Superintendent:

Continuous Improvement Plan Goal #3: Increase ADA from 81% to 85% by May 2023

Completed Action Steps	Evidence of Completed Actions Steps (Implementation or Student /Teacher progress data)	Artifacts available
1. Assemble an Attendance Team that meets weekly to ensure implementation of school-wide attendance policies/protocols with fidelity.		SAC Agenda and logs
2.		
3.		

Summary of next steps and district support needed to continue progress:

| Action Steps in Progress	Anticipated Date of Completion	Necessary Resources to Complete Step
Identify most at-promise students through attendance, discipline, and academic data and assign student caseloads to support staff (Game Changers) for weekly mental, emotional, & behavioral monitoring/support.	May 2023	
Implement Student Incentive Program with fidelity	May 2023	
Utilize community partners to serve as mentors with an emphasis on goals setting and academic ownership	May 2023	

Summary of next steps and district support needed to complete action steps currently in progress:
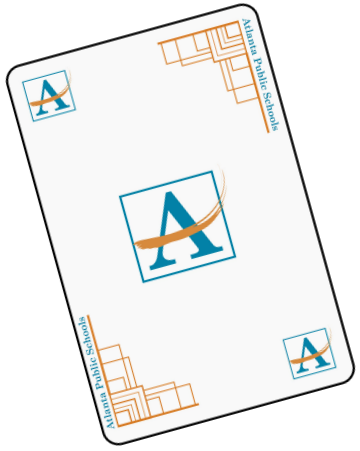
Accountability
Collaboration
Equity
Support

Fall 2022 ACES Presentation
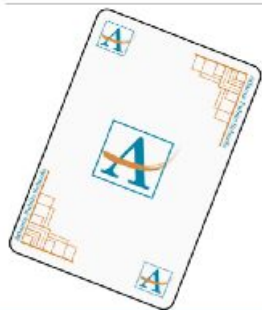
Signature Programming

Accountability
Collaboration
Equity
Support

Principal Information

Years at School: 3 months

Years as a Principal: 0 years/3 months

Signature Program: STEM/STEAM

Current Status: Cognia Certified, State Cert In Progress

Targeted Date of Authorization/Certification or Evaluation/ Recertification: 2025

Two areas of focus:
1. Student Academic Ownership
2. Curriculum Implementation

Enrollment Information

SY2023 Enrollment: 392

SY2022 Enrollment: 370

Change in Enrollment: +22

Staffing Information

Number of First Year Teachers: 2

Number of Vacancies: 2

Personalized Learning Cohort

Wave 1 (SY22 Implementation) ☒

Wave 2 (SY23 Implementation) ☒

Wave 3 (SY24 Implementation)

Student Population

English Learners: N/A (<10)

Students with disabilities: 72 students

Gifted: 14 students

Ensuring Equitable Funding
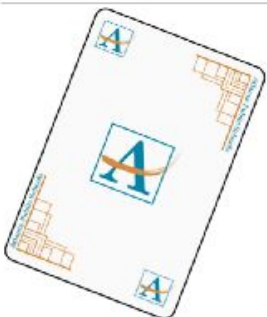
Increasing Access to Effective Leaders and Teachers

Supporting Special Populations

Increasing Access to Advanced Coursework

ATLANTA PUBLIC SCHOOLS

Accountability
Collaboration
Equity
Support

Whole Child and Intervention

SY23 Attendance*

Indicator	Time Frame	
	September 2021	September 2022
Attendance Take Rate	97.5	97.7
ADA Attendance Rate	84.9	91.6
Students not chronically absent	56.2	70.5

*As of 10/3/2022

Addressing disproportionate discipline practices
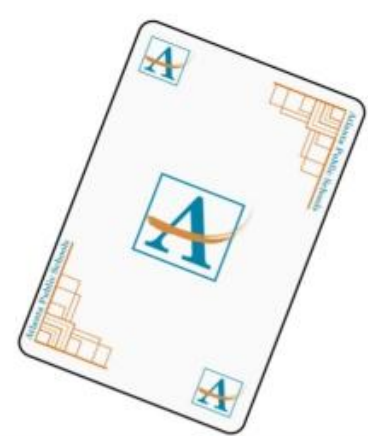
Integrating social, emotional and academic practices

SY23 Behavior*

OSS Suspension Rate = 1.46

Suspension Rate by Subgroup

Subgroup	Total number of students	OSS Suspension Rate
Female	177	1.51
Male	216	1.4
SWD	71	1.28
Black	378	1.49
Hispanic	N/A (<10)	
Multi-race	N/A (<10)	
White	N/A (<10)	
Asian	N/A (<10)	

*As of 10/18/2022

ATLANTA PUBLIC SCHOOLS

NWEA MAP Assessment Results

Math Performance

Fall 2021 to Fall 2022 Comparison

H Russell	Fall 2021-2022	273	55%	37%	6%
	Spring 2021-2022	333	60%	34%	5%
	Fall 2022-2023	373	49%	42%	7%

ELA Performance

Fall 2021 to Fall 2022 Comparison

H Russell	Fall 2021-2022	282	53%	32%	13%
	Spring 2021-2022	332	50%	34%	14%
	Fall 2022-2023	372	49%	32%	17%
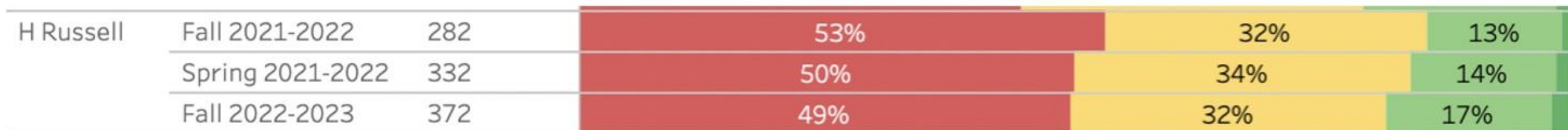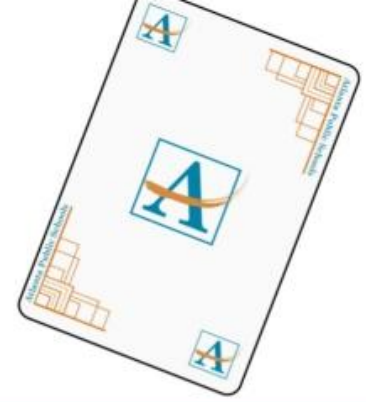
HMH Dosage

Program	Avg. Daily Use (Mins)		Avg. Weekly Use (Days)	
	Spring 2022	Fall 2022	Spring 2022	Fall 2022
Math 180	26 minutes	20 minutes	2 days	2 days
Read 180	12.1 minutes	16.6 minutes	2 days	1.6 days
System 44	10 minutes	8 minutes	2 days	1 day

*Spring 2022: From the Spring ACES presentation
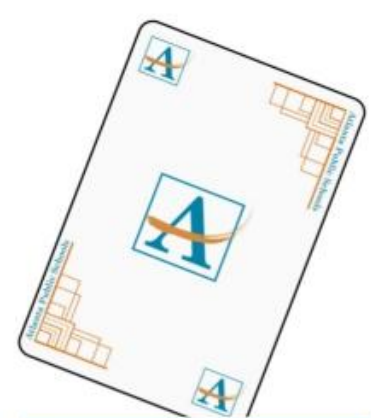
Curriculum and Instruction

	CIP Strategy	Action Step Progress Update
ELA	Implement Race to Read to foster students love of reading and accelerate students' reading growth	1. Celebrations for students 2. Race2Read Challenges by Homeroom 3. Scheduled Media Center visits 4. Enrichment Projects & Novel Studies 5. ClassPass - Digital resource database w/Fulton County Library
Math	Utilization of a rigorous and coherent curriculum Amplify math, Math 180, and ST Math to guide daily instruction, that focuses on improving student achievement through remediation, differentiation	1. Academic Programming with Education Consultant 2. Building Capacity of Teacher Leaders 3. Principal led Data Talks with revised data protocol 4. Monthly Unit/Lesson Internalization Days with Instructional Coach
Whole Child & Student Support	Implement SEL block for 60 minutes weekly with community partners	1. Community Partners/Mentoring (Weekly Mentoring Sessions) 2. STEM/STEAM Club 3. Russell Family Legacy Building Class 4. Equity Champion Training for all staff
Family Engagement	Provide multiple opportunities for parents to communicate, participate, & engage with the school.	1. Hired Parent Liaison, Outreach Manager, & Attendance Clerk 2. PTA to PTO 3. Take-home STEAM Challenge Kits 4. STEAM Curriculum Nights (twice a year) 5. eSTEAM Fair

Accountability
Collaboration
Equity
Support

APPENDIX
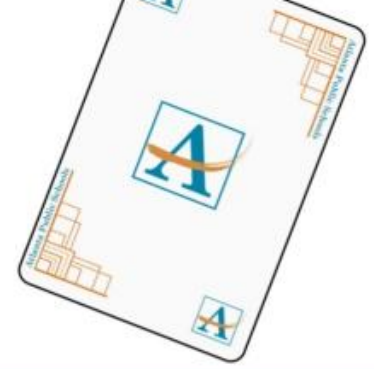
Highest Priority Need:

1. Alignment of STEM/STEAM standards of service with all Curricular Look-for documents and observation tools (Amplify, GADOE, Personalized Learning, etc.)

1. Funding source for extra days every month to plan for signature program implementation & curriculum internalization opportunities for new teachers

1. Continued support with building the capacity of the instructional leaders in my building (Assistant Principals & Instructional Coaches)

1. District support for training teachers on how to identify students for the Gifted Program

Strategic Plan Progress

Herman J. Russell West End Academy

Mission: We, the faculty, staff and community of Herman J. Russell West End Academy are committed to working together relentlessly as we strive to continuously improve student achievement creating a momentous impact where every child's unique gift is nurtured.

Vision: We envision a professional learning community dedicated and committed to providing the right teaching for our students to get the right learning at the right time.

SMART Goals

LITERACY

By May 2023, we will Increase the percentage of Developing and Above Learners on the GA Milestones ELA EOG by:
- 5 percentage points from 43% to 48% Developing+ Learners (6th)
- 5 percentage points from 49% to 54% Developing+ Learners (7th)
- 5 percentage points from 47% to 53% Developing+ Learners (8th)

NUMERACY

By May 2023, we will Increase the percentage of Developing and Above Learners on the GA Milestones Math EOG by:
- 5 percentage points from 26% to 31% Developing+ Learners (6th)
- 5 percentage points from 48% to 53% Developing+ Learners (7th)
- 5 percentage points from 35% to 40% Developing+ Learners (8th)

WHOLE CHILD & STUDENT SUPPORT

Increase ADA from 81% to 85% by May 2023

APS Strategic Priorities & Initiatives

Fostering Academic Excellence for All
Data
Curriculum & Instruction
Signature Program

School Strategic Priorities

1. Improve student mastery of core content knowledge (ELA/ Literacy, Math, Science & Social Studies)
2. Close the Student Achievement Gap with Regular Education Students and Students with Disabilities
3. Implement an effective STEM enriched curriculum to drive interdisciplinary and project-based teaching and learning approaches

School Strategies

1a. Implement with fidelity APS Instructional Practices and Units of Study with an emphasis on literacy and math

1b. Implement Lexile monitoring, vocabulary strategies, daily reading and writing, R.A.C.E. strategy and utilization of components of the writing rubric in all content areas including connections classes

1c. Use math manipulatives to move students from the concrete to the representational and abstract 1d. Incorporate a cumulative spiral review of computation skills to re-teach basic math concepts from previous grade levels as well as review on grade level standards.

2a. Increase the number of SWD students in the inclusion setting to ensure that the students receive standards based instruction in core content

2b. Increase the usage of instructional software to address the reading and math deficits of SWD students according to an individualized learning plan

3a. Create a STEM team comprised of the Principal, STEM Teachers-(Math, Science, Literacy and Technology) and Science/Math Instructional Coaches, STEM Support Specialist.

3b. Provide on-going professional development for STEM teachers

3c. STEM teachers work collaboratively to create and/or develop projects for STEM students

3d. STEM students given opportunities to compete in local, district and national STEM competitions

3e. Increase STEM students' exposure to a unique and explicit curriculum (e.g. advanced academics, agriculture, biotechnology, computer programing engineering, and information technology)

Equipping & Empowering Leaders & Staff
Strategic Staff Support Equitable Resource Allocation

1. Foster a positive school culture through a collaborative, inclusive, and responsive school culture embracing the diverse communities and stakeholders that comprise the Herman J. Russell West End Academy family

1a. Create a shared responsibility and commitment among staff and HJRWEA stakeholders, to the vision and mission of the school.
1b. Create an environment where students and staff are engaged through an understanding and application of their strengths.
1c. Implement Social and Emotional Learning (SEL) for students and staff to foster an environment of academic success and positive reinforcement (e.g. anti-bullying/cyber bullying forums, character ed., community service)
1d. Create opportunities for staff to participate in professional development which aligns with our PBIS/SEL initiative (Mindset/ De-escalation Training)
1e. Create additional student clubs and organizations that merges with S.T.E.A.M (Science, Technology, Engineering, Arts and Mathematics) and athletics.

Herman J. Russell West End Academy

Mission: We, the faculty, staff and community of Herman J. Russell West End Academy are committed to working together relentlessly as we strive to continuously improve student achievement creating a momentous impact where every child's unique gift is nurtured.

Vision: We envision a professional learning community dedicated and committed to providing the right teaching for our students to get the right learning at the right time.

SMART Goals

LITERACY

By May 2023, we will Increase the percentage of Developing and Above Learners on the GA Milestones ELA EOG by:
- 5 percentage points from 43% to 48% Developing+ Learners (6th)
- 5 percentage points from 49% to 54% Developing+ Learners (7th)
- 5 percentage points from 47% to 53% Developing+ Learners (8th)

NUMERACY

By May 2023, we will Increase the percentage of Developing and Above Learners on the GA Milestones Math EOG by:
- 5 percentage points from 26% to 31% Developing+ Learners (6th)
- 5 percentage points from 48% to 53% Developing+ Learners (7th)
- 5 percentage points from 35% to 40% Developing+ Learners (8th)

WHOLE CHILD & STUDENT SUPPORT

Increase ADA from 81% to 85% by May 2023

APS Strategic Priorities & Initiatives

Equipping & Empowering Leaders & Staff
Strategic Staff Support Equitable Resource Allocation

Creating a System of School Support
Strategic Staff Support Equitable Resource Allocation

School Strategic Priorities

1. Prepare and develop knowledgeable staff focused on quality teaching
2. Build teacher capacity in core content areas (ELA, Math, Science & Social Studies)
3. Recommend high-quality staff for vacant positions

1. Ensure systems and resources are aligned to school priorities
2. Increasing opportunities for parental involvement

School Strategies

1. Provide instructional resources (personnel, time, and technology, and materials) to support teacher efficacy and student achievement through professional learning and monitoring.

2. Provide high quality job embedded professional learning regarding Standards Based Instruction, APS Definition of Teacher Excellence and Mathematical Practices.

3a. Recruit and retain high quality teachers who contributes in student's extra-curriculum activities beyond the school day (e.g. mentorship opportunities, athletic coaches, club/organization sponsors)

3b. Check professional references and look at previous student performance data, if applicable

3c. Model a lesson as a component of the interview

1a. Build and align systems and resources to identify and address root causes to promote social and academic growth

1b. Build systems and resources to support core academics and STEM implementation

2. Outreach and community partners, families, etc. attending family engagement events and meetings (Cluster meetings, Parent University, and other Family Engagement Events led by Parent Liaison

Activity & Discussion

Review the priorities and goals in your **<u>strategic plan</u>** 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 <u>all</u> CIP Goals reflected in our Strategic Plan Priorities? If not, which CIP Goal(s) are missing and should be added to the Strategic Plan?

Yes, all are reflected in the strategic priorities.

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

- Students doing the heavy-lifting (student accountability)
- Intervention time addresses Math and ELA deficiencies
- Data Talks -HMH, MAP, Lexile Scores
- Hiring quality staff to fill vacancies
- Attendance/CARE team - incentives to decrease suspensions and encourage attending school
- Monitoring by administration - student/staff accountability

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

Add to Strategic Priorities and Strategies: family engagement opportunities

Updates to the Strategic Plan

1. Increasing opportunities for parental involvement
    - Outreach and community partners, families, etc. attending family engagement events and meetings (Cluster meetings, Parent University, and other Family Engagement Events led by Parent Liaison)
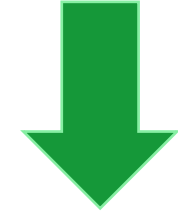
Questions?

Wonderings?

Comments?

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 & update the school strategic priorities and plan, as needed

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.

24

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.
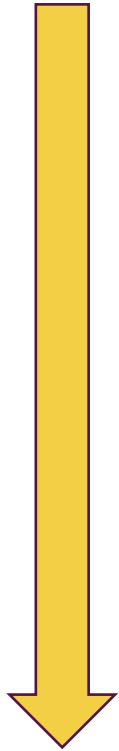
Discussion

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

↓

Lower

1. Improve student mastery of core content knowledge (ELA/ Literacy, Math, Science & Social Studies)
2. Prepare and develop knowledgeable staff focused on quality teaching
3. Build teacher capacity in core content areas (ELA, Math, Science & Social Studies)
4. Recommend high-quality staff for vacant positions
5. Implement an effective STEAM enriched curriculum to drive interdisciplinary and project-based teaching and learning approaches
6. Foster a positive school culture through a collaborative, inclusive, and responsive school culture embracing the diverse communities and stakeholders that comprise the Herman J. Russell West End Academy family
7. Close the Student Achievement Gap with Regular Education Students and Students with Disabilities
8. Ensure systems and resources are aligned to school priorities
9. Increasing opportunities for parental involvement

- Improve student mastery of core content knowledge (ELA/ Literacy, Math, Science & Social Studies)
- Close the Student Achievement Gap with Regular Education Students and Students with Disabilities
- Implement an effective STEM enriched curriculum to drive interdisciplinary and project-based teaching and learning approaches
- Foster a positive school culture through a collaborative, inclusive, and responsive school culture embracing the diverse communities and stakeholders that comprise the Herman J. Russell West End Academy family
- Prepare and develop knowledgeable staff focused on quality teaching
- Build teacher capacity in core content areas (ELA, Math, Science & Social Studies)
- Recommend high-quality staff for vacant positions
- Ensure systems and resources are aligned to school priorities
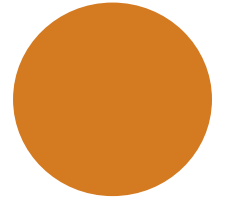- Increasing opportunities for parental involvement

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(s) 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.

Thank you