



GO Team Meeting #3

# **Strategic Plan & Continuous Improvement Plan Review**



# Agenda

Continuous Improvement Plan (CIP) Update

School Strategic Plan (SSP) Update

Alignment Between CIP & SSP

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.



# Continuous Improvement Plan “CIP” Check-in

As part of the Continuous Improvement process, all APS schools complete a check-in for the Continuous Improvement Plan.

## 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)?

## Continuous Improvement Plan Check-In

School Name: Morningside Elementary

Associate Superintendent: Paul Brown

**Continuous Improvement Plan Goal #1: Utilize flexible learning tools, technology integration, and targeted instruction to personalize learning for all students.**

Completed Action Steps	Evidence of Completed Actions Steps (Implementation or Student/Teacher progress data)	Artifacts available
1. Grade level teams evaluate and improve the effectiveness of the Enrichment period from 8 - 8:30am.	Teacher Qualitative Data	Plans by Grade Level
2. Identify students with the most need in reading and math and implement after-school tutorial program.	Tutorial Permission Slips	Tutorial List, Time & Attendance Data
3.		
Summary of next steps and district support needed to continue progress: 2nd Quarter Check-In with Teams on effectiveness of Enrichment period, MAP Data Analysis December/Winter, Expand After-School Tutorial as Needed		
Action Steps in Progress	Anticipated Date of Completion	Necessary Resources to Complete Step
1. Identify students at the threshold from Level 1-2, Level 2-3, and Level 3-4 and set specific goals for student MAP Growth.	March 2023 with Spring MAP	Varies by Grade Level
2. Use MAP data to strategically group students based on academic need to increase small group instruction.	May 2023	Support and planning with Master Teacher Leader
Summary of next steps and district support needed to complete action steps currently in progress: Support from Administrators and Master Teacher Leader		
Pending Action Steps	Anticipated Start Date	Necessary Resources to Begin/Complete Step
Implement Personalized Learning Pilot in 2nd Grade Math	Training on October 10th 2nd Grade Team Meeting Week of Oct. 24	Additional Training with Core Re-Delivery Team
Summary of next steps and district support needed to start action steps: Continued Professional Development		

## Continuous Improvement Plan Check-In

School Name: **Morningside Elementary**

Associate Superintendent: **Paul Brown**

**Continuous Improvement Plan Goal #2: Implement rigorous, culturally relevant and linguistically responsive curriculum with fidelity in reading, math and primary teaching area with instructional best practices in Tier 1 instruction.**

Completed Action Steps	Evidence of Completed Actions Steps (Implementation or Student/Teacher progress data)	Artifacts available
1. Build staff proficiency with district- and school-provided programs, such as MAP, Foundations, and Orton Gillingham strategies.	80% K – 2 Teachers OG Trained (5 in Training) MAP Growth Training 3 – 5, EIP, Special Education 9/7/22 MAP Growth Training K – 2, Gifted Scheduled 12/7/22 Foundations Training & Modeling K – 3	List of OG Certifications Attendance at Trainings Master Teacher Leader Schedule
2.		

Summary of next steps and district support needed to continue progress: Continued Support and Ongoing Training as Needed

Action Steps in Progress	Anticipated Date of Completion	Necessary Resources to Complete Step
1. Increase use of the academic language of the standard in anchor charts, lessons, learning targets, goals. Increase student and teacher use of academic vocabulary.	May 2023	Examples of Teachers in Practice, Support from Master Teacher Leader, Administration
2. Integrate STEAM activities across all content and grades.	May 2023 for Year 1	Continued Professional Development at Staff Meetings, Wednesday Sessions

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

Pending Action Steps	Anticipated Start Date	Necessary Resources to Begin/Complete Step
Implement Teacher Created Common Assessments across all grades in Reading/ELA and Math	November 2022	Planning Time with Master Teacher Leader and Administrators

Summary of next steps and district support needed to start action steps: Scheduled Meetings with Resources to Help as needed by Grade Level

## Continuous Improvement Plan Check-In

School Name: Morningside Elementary

Associate Superintendent: Paul Brown

**Continuous Improvement Plan Goal #3: Implement a Whole-Child system of supports that integrates social-emotional learning, behavior, wellness, and comprehensive academic intervention plans.**

Completed Action Steps	Evidence of Completed Actions Steps (Implementation or Student /Teacher progress data)	Artifacts available
1. Expand and maintain our Cultural Diversity Committee, made of teacher leaders, for planning and executing student and school events and activities throughout the year.	Hispanic Heritage Month, Diwali, Chinese New Year, Black History Month Activities	Plans and Photos
2. Increase parent and student participation in established school events and meetings with phone calls of personalized invitations.	Contact Log for Parent University Calls	Contact Log
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
1. Expand enrichment activities for kids, including school sponsored clubs.	May 2023	Support for New Clubs – Inventure Prize, Debate, Re-Establishing of Safety Patrol

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 Step1.
1. Implement a mentor program for students in need.	October 2023 for Planning	Team to Implement New Initiative, GO Team and Staff Team Partnership

Summary of next steps and district support needed to start action steps:

# Strategic Plan Progress





## Morningside Elementary School Strategic Plan (2022 - 2025)

**Mission: With a culture of collaboration and high standards, all students will be nurtured and well-prepared for their future.**

**Vision: A high-performing community school where teachers inspire, families engage, and students excel.**

### **SMART Goals**

Increase the % of grades 2-5 students scoring proficient or above in reading from 79% to 84% on MAP Data from Fall to Spring administration 2021-2022. 55 Black or African American Students: 55% to 60%. 51 Hispanic Students: 57% to 62%. 18 SWD Students: 44% to 49%. 26 EL Students: 38% to 43%.

Increase the % of grades 2-5 students scoring proficient or above in math from 74% to 79% on MAP Data from Fall to Spring Administration 2021-2022. 55 Black or African American Students: 41% to 46%. 51 Hispanic Students: 49% to 54%. 18 SWD Students: 22% to 27%. 26 EL Students: 38% to 43%.

Decrease the number of unexcused student absences in our economically disadvantaged group by 5% from 89% to 94% (2018-19 Data).

Increase the number of students in the Distinguished performance area on MAP Scores for reading from 39% to 42% and math from 26% to 29%.

### **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

### **School Strategic Priorities**

- 1. Imbed a data-driven multi-tier system of support to improve individual as well as student group performance, focusing on both academic and social emotional learning outcomes.**
- 2. Focus on eliminating academic achievement gaps among student groups, including African-American, Hispanic, and Special Education student groups.**
- 3. Offer a rigorous and relevant curriculum for all students, supported by the focus of our new Signature Program (TBD, Cluster-Wide).**

- 4. Focus on individual student needs.**
- 5. Strengthen our intervention and enrichment program.**

### **School Strategies**

- 1A:** Use MAP data to strategically group students based on academic need.  
**1B:** Implement Teacher Created Common Assessments across all grades in Reading/ELA and Math, 2 for the first semester and 3 for the second semester.  
**1C:** Explore and implement additional best practices and strategies for a highly effective whole child program.
- 2A:** Identify students at the threshold from Level 1-2, Level 2-3, and Level 3-4 and set specific goals for student MAP Growth.  
**2B:** Expand root cause analysis of achievement gaps to include student, family and staff focus groups, identifying strengths to build upon as well as opportunities to increase achievements.
- 3A:** Align curriculum within and across grades, identifying focus standards and learning targets.  
**3B:** Integrate STEAM activities across all content and grades.  
**3C:** Increase the amount of differentiated instruction, along with small groups to target struggling students and challenge average, above average, and distinguished learners.  
**3D:** Integrate curriculum and activities related to our new Signature Program (TBD Cluster Wide) across grades and content areas.
- 4A:** Ensure our existing school schedule supports students with increased student needs, to show outsized gains in MAP (Reading & Math) for these students.  
**4B:** Provide customized learning strategies not only for students below standard, but students on or above grade level.  
**4C:** Provide support based on individual student needs - could be time restructure/addition or personnel related.  
**5A:** Enhance in-school enrichment opportunities and increase accessibility for all students.  
**5B:** Track enrichment opportunities for all students and determine which students are not participating and why.

# Morningside Elementary School Strategic Plan (2022 - 2025)

***Mission:*** *With a culture of collaboration and high standards, all students will be nurtured and well-prepared for their future.*

***Vision:*** *A high-performing community school where teachers inspire, families engage, and students excel.*

## **SMART Goals**

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Increase the number of students in the Distinguished performance area on MAP Scores for reading from 39% to 42% and math from 26% to 29%.

## **APS Strategic Priorities & Initiatives**

### **School Strategic Priorities**

### **School Strategies**

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

6. Attract and build capacity of talented and knowledgeable staff to meet student needs.
7. Create an environment that motivates and retains staff members and builds teacher leadership.
8. Provide resources to enhance teaching and learning.
9. Create a welcoming, inclusive, and responsive culture that embraces all of our Morningside students and families.
10. Ensure that parents engaging in school-family activities reflect the diversity of our school.

**Creating a System of School Support**  
Collective Action, Engagement & Empowerment

**6A:** Recruit candidates through a rigorous process in which teacher leaders review, interview, and put forward nominees for further hire processes, increasing teacher involvement.  
**6B:** Build staff proficiency with district- and school-provided programs, such as MAP, Fundations, Orton Gillingham strategies, etc..  
**6C:** Increase the number of teachers with credentials or certifications for advanced and/or specialized learning strategies, such as Gifted Certification, ESOL Certification.  
**7A:** Monitor and expand ways of increasing employee engagement, empowerment, and staff leadership opportunities.  
**7B:** Maintain our Staff Development Committee, made of teacher leaders, for planning available professional development days and attendance at conferences and workshops.  
**8A:** Analyze materials and online usage data, student results, and teacher input to solidify the resource purchase decision-making process.  
**8B:** Monitor and expand professional learning opportunities to empower and equip teachers to work with our diverse population. Expand online professional tools and in-person opportunities for continued learning as requested by staff.

**9A:** Implement activities both at the class level and school-wide that reflect all students' backgrounds and experiences.  
**9B:** Expand and maintain our Cultural Diversity Committee, made of teacher leaders, for planning and executing student and school events and activities throughout the year.  
**9C:** Create a New Parent Program to introduce families to the school and the district.  
**10A:** Build a yearly Family Engagement Leadership Team, made up of parents, teachers and staff that coordinates, informs, and analyzes our family engagement and customizes to core groups if needed.

School Strategic Priorities 22-23	School Strategies
2. Focus on eliminating academic achievement gaps among student groups, including African-American, Hispanic, and Special Education student groups.	2A: Identify students at the threshold from Level 1-2, Level 2-3, and Level 3-4 and set specific goals for student MAP Growth.
	2B: Expand root cause analysis of achievement gaps to include student, family and staff focus groups, identifying strengths to build upon as well as opportunities to increase achievements.
4. Focus on individual student needs.	4A: Ensure our existing school schedule supports students with increased student needs, to show outsized gains in MAP (Reading & Math) for these students.
	4B: Provide customized learning strategies not only for students below standard, but students on or above grade level.
	4C: Provide support based on individual student needs - could be time restructure/addition or personnel related.
8. Provide resources to enhance teaching and learning.	8A: Analyze materials and online usage data, student results, and teacher input to solidify the resource purchase decision-making process.
	8B: Monitor and expand professional learning opportunities to empower and equip teachers to work with our diverse population. Expand online professional tools and in-person opportunities for continued learning as requested by staff.
9. Create a welcoming, inclusive, and responsive culture that embraces all of our Morningside students and families.	9A: Implement activities both at the class level and school-wide that reflect all students' backgrounds and experiences.
	9B: Expand and maintain our Cultural Diversity Committee, made of teacher leaders, for planning and executing student and school events and activities throughout the year.
	9C: Create a New Parent Program to introduce families to the school and the district.

# 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?

- Goal 1 = APS 5, Personalized Learning
- Goal 2 = APS 5, Curriculum & Instruction
- Goal 3 = APS 5, Whole Child & Intervention

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

- 2A – Student-Teacher Set Goals, 6 kids+
- 4A – Individual Schedule Analysis to Maximize Resources
- 8B – 5 Teachers in OG Training, 1 to National Math Conference, 5 to GA STEM Conference, Paraprofessional Release PD Time
- 9A & 9B – Hispanic Heritage Month, Diwali Activities

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

# Updates to the Strategic Plan

1. *Enter all changes/updates to your plan – be sure to include accountability measures, as appropriate.*

# Be prepared for our next meeting:

At our **NEXT** meeting



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*Questions?*

*Wonderings?*

*Comments?*

