GO Team Meeting #2

Where we are – Where we're going

Gideons Elementary GoTeam

Meeting 2

September 21, 2022

Welcome! Grab a refreshing beverage, enjoy the music, and use the chat box to drop in your favorite fall food.

Enraged	Furious	Frustrated	Shocked	**M**	Surprised	Upbeat	Motivated	Ecstatic
Livid	Frightened	Nervous	Restless	**O**	Hyper	Cheerful	Inspired	Elated
Fuming	Apprehensive	Worried	Annoyed	**O**	Energized	Lively	Optimistic	Thrilled
Repulsed	Troubled	Uneasy	Peeved	**D**	Pleasant	Joyful	Proud	Blissful
M	**O**	**O**	**D**	**M**	**E**	**T**	**E**	**R**
Disgusted	Disappointed	Glum	Ashamed	**E**	Blessed	At Ease	Content	Fulfilled
Mortified	Alienated	Mopey	Apathetic	**T**	Humble	Secure	Chill	Grateful
Embarrassed	Excluded	Timid	Drained	**E**	Calm	Satisfied	Relaxed	Carefree
Alone	Down	Bored	Tired	**R**	Relieved	Restful	Tranquil	Serene

Call to order

For this meeting, I, Marvin Brown will serve as Chair and Shanee Patterson will serve as secretary. Please respond as your names are called establish a quorum.

Roll Call and Quorum Status

School	Role	Name
Gideons	Principal	Tiambi Walker
Gideons	Staff	Regina Hayman
Gideons	Staff	Nidra Maynard
Gideons	Staff	Aukira Walker
Gideons	Parent	Shanee Patterson
Gideons	Parent	VACANT
Gideons	Parent	Brianna Howard
Gideons	Community Member	Kitty Wright
Gideons	Community Member	Ashley Hicks
Gideons	Swing	Marvin Brown

Approve Meeting Agenda/Previous Minutes

I. **Call to Order**
II. **Roll Call; Establish Quorum**
III. **Action Items**
    a. Approval of Agenda
    b. Approval of Previous Minutes:
    c. Election of Vice Chair
IV. **Discussion Items**
    a. Continuous Improvement Plan Presentation
    b. MAP Data
    c. Community Engagement (Matt Underwood)
V. **Information Items**
    a. Principal's Report
VI. **Announcements**
VII. **Public Comment** *(if applicable)*
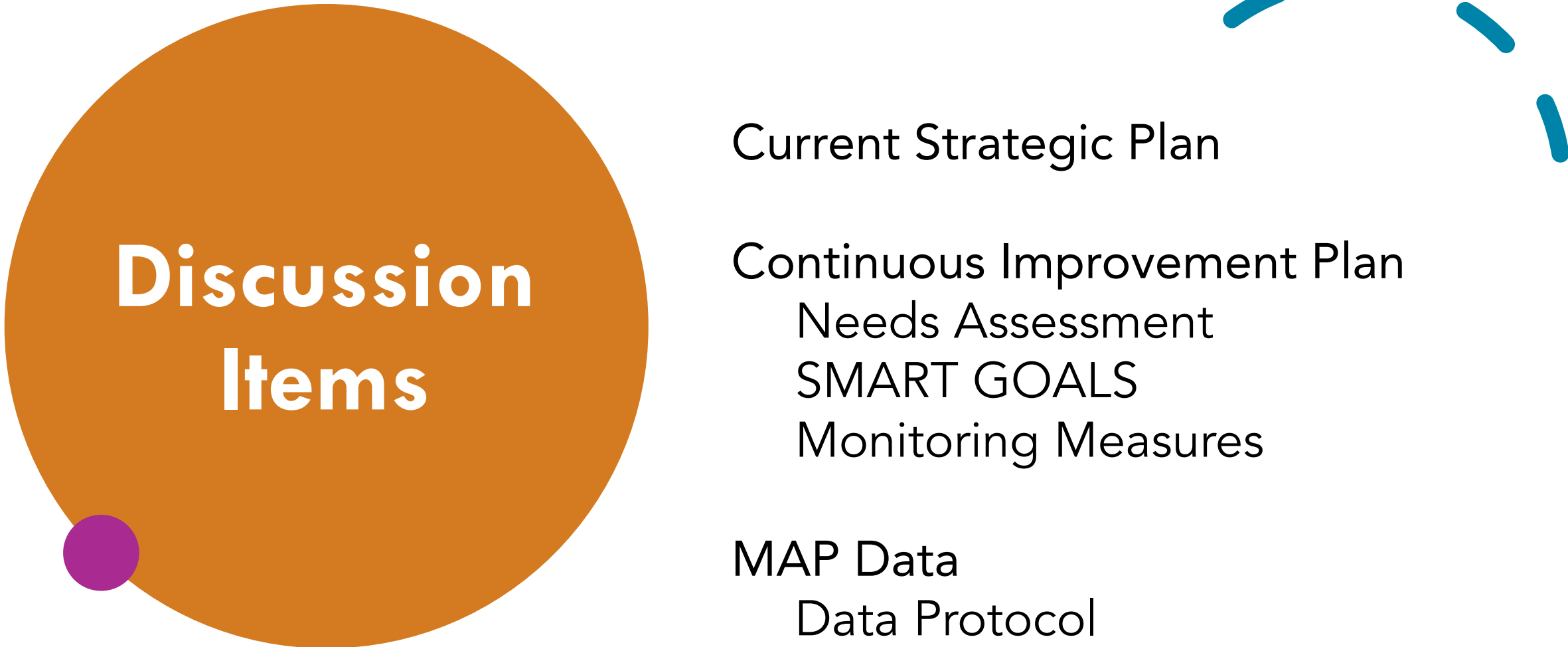VIII. **Adjournment**

August Meeting Minutes

Action Item

Fill Vice Chair Vacancy

Discussion Items

Community Engagement-Matt Underwood and Dihanne Hayes

Discussion Items

Current Strategic Plan

Continuous Improvement Plan
Needs Assessment
SMART GOALS
Monitoring Measures

MAP Data
Data Protocol

Where We Are

Our strategic plan is the guide for the work we're doing in the school. By monitoring the plan and ranking priorities, we can all work towards the common goals. Using the priorities in the strategic plan, the school leadership team developed a Continuous Improvement Plan (CIP) for the current school year.

Timeline for GO Teams

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 rank of the strategic plan priorities for SY23-24 in preparation for budget discussions.

Current Strategic Plan

2021-2025

2025 Strategic Plan: Theory of Action

If we...

IDENTITY

Clarify who we are and what we stand for:
- Design and internalize equity commitments, core values, holistic graduate aims, and a refreshed mission statement
- Integrate our beliefs and values into all academic, cultural, talent, operational, and financial systems and processes

ACADEMICS

Commit to genius awakening education for all:
- Design an instructional vision that aligns with our graduate aims, maximizes our small class sizes and diversity, and results in in a joy filled, genius awakening education
- Ensure all geniuses have access to rich experiences, inside and outside the classroom, to spark curiosity and apply learning
- Adopt equitable curriculum and assessments where Geniuses see themselves and their interests in their learning
- Implement a system of academic support that deepens teacher content knowledge, pedagogy, and love of teaching

TALENT

Create a great place to work:
- Build opportunities for every staff member to grow and develop in the direction aligned to their personal and professional goals and to the needs of the school
- Interrogate and restructure all talent practices, systems, and policies to evaluate staff members' beliefs about equity and inclusion as a means of ensuring we are building a safe and compassionate organization for all
- Define sustainable staffing, compensation and rewards, and talent systems structures to ensure rewards and incentives are transparent, fair, and sustainable and ultimately helping us to fulfill our mission

ORGANIZATIONAL SUSTAINABILITY

Design a Learning Community Built to Last:
- Develop and execute a financial strategy - inclusive of optimal scale, facilities, staffing, and budget - to ensure long-term sustainability
- Re-vision student recruitment and enrollment strategy and ownership
- Refresh operating model to centralize functions at the network level and clarify decision rights

Then...

All Geniuses, Staff, and Families will:
- Believe in what we stand for and how we show up for all student, staff, and families
- Our values will be evident in every classroom, school, interaction, policy, and system

All geniuses will:
- Experience genius awakening education that cultivates a love & ownership over their own learning, regardless of classroom, school, or starting point
- Have unique experiences inside and outside the classroom that spark joy, curiosity, passion for learning
- Benefit from strong relationships with highly skilled teachers with deep content expertise

All staff members will:
- See the targeted, personalized investment we are making in their growth, while ensuring the school is set up for success for years to come
- Aspire and work to embody our beliefs and take responsibility for their impact when they do not
- Feel understood in their roles and responsibilities, valued for their contributions, and able to balance their professional and personal lives with success

All community members will:
- Feel secure in their belief that Kindezi schools are sustainable for the long-term
- Have their voices heard in the decision-making process
- Have the tools, systems, resources, and physical environments to support student learning

By 2025...

Geniuses will be better prepared for high school, college, and choice-filled lives.

Develop the knowledge and skills necessary to excel in the high school of their choice and compete globally

(Critical Thinker, Problem Solver, Leader, Empowered Learner, Advocate, Confident, Self-loving & Self Aware)

+

Earn "Proficient" or above on Georgia Milestone assessments

+

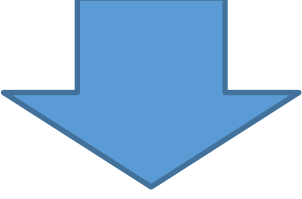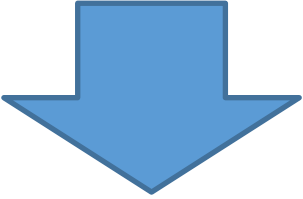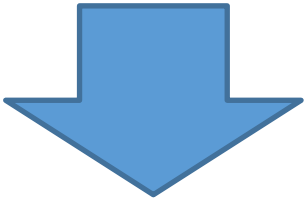*Every genius demonstrates high-level of individual growth*

Continuous Improvement Plan

SY 2022-2023

School Name Kindezi Gideons

Strength	Opportunities/Challenges
Explicit daily science/social studies instruction leading to decrease in beginning learners on 5th grade science GMAS	Increasing proficiency rates of learners on GMAS in ELA, Math and Science.
MTSS-clear process and expectations for teachers	Need for proven curriculum and/or interventions to support Tier 3 students
IReady Math & ELA Diagnostic-Decreased the number of students who are three grade levels and two grade levels below. Increased the number of students who are on and above grade level below.	Building on routines and procedures to work on cohesion among whole school community-school pride and spirit
MTSS-Our amount of Tier 3 math students one grade level below increased from 14% to 36% from Fall to Spring.	Increasing parent/family engagement in school activities and volunteer opportunities
MTSS-Our amount of Tier 3 reading students on grade level increased from 0% to 6% from Fall to Spring.	

Our Overarching Needs (Elementary/Middle/High School)

Literacy:	Numeracy:	Whole Child & Student Support:

Literacy Problem Statement	Numeracy Problem Statement	Whole Child & Student Support Problem Statement
Lack of balanced literacy approach and literacy integration across contents in K-5 leading to low proficiency rates on GMAS.	Heavy focus on conceptual learning and not strategies that teach students to think critically.	Need for resources to link community to school

School Name-Kindezi Gideons

Literacy Problem Statement	Numeracy Problem Statement	Whole Child & Student Support Problem Statement
Lack of balanced literacy approach and literacy integration across contents in K-5 leading to low proficiency rates on GMAS.	Heavy focus on conceptual learning and not strategies that teach students to think critically.	Need for resources to link community to school
Why? Standards based instructional focus (not best practice based on research)	Why? Standards based instructional focus (not best practice based on research)	Why? Consistency in schoolwide expectations that unify school pride and connectedness
Why? Lack of background knowledge and vocabulary instruction	Why? Lack of background knowledge and vocabulary instruction	Why? Kickboard platform not developmentally appropriate for younger learners
Why? Teacher/staff training and development needed	Why? Teacher/staff training and development needed	Why? Teachers dissatisfied with admin decisions regarding student behavior and consequences
Why? Effectiveness of MTSS not uniform across school	Why? Effectiveness of MTSS not uniform across school	Why? Building on procedures/routines to create a school-wide culture
Why? Assessment takes away instructional time	Why? Assessment takes away instructional time	Why? Best practices for school support of scholars in virtual environment

Root Cause		
Lack of uniformed instructional practices and resources based on best practices and effective teacher training.	Lack of uniformed instructional practices and resources based on best practices and effective teacher training.	Schoolwide consistency in community and support of scholars wellness

School Name-Kindezi Gideons | Goals

Our Overarching Needs

LITERACY	NUMERACY	WHOLE CHILD & STUDENT SUPPORT

SMART Goals (Elementary/Middle/High School)

70% of students will meet their ELA growth target in MAP for Fall-Spring in SY23; Increase the % of students scoring proficient or above in reading by 10%	70% of students will meet their Math growth target in MAP for Fall-Spring in SY23; Increase the % of students scoring proficient or above in math by 15%	15% decrease in consequences (ASD, SD, ISS, & OSS) that are given to students by students demonstrating the SEL strategies from Spring 22 to Spring 23

SMART Goals (High School)

N/A	N/A	N/A

Progress Monitoring Measures

MAP Assessment 2 times per year Iready Diagnostics 3 times per year End of Week Standardized Assessments Weekly Data Analysis	MAP Assessment 2 times per year Iready Diagnostics 3 times per year End of Week Standardized Assessments Weekly Data Analysis	Culture Observations & Walkthroughs Weekly Quarterly Data review by School based leadership team Quarterly Whole Child Survey completion Kickboard implementation and analysis (monthly)

Progress Monitoring Measures

Literacy

- WIN Block
- ELA Block breakdown
- Guided Reading structure
- MAP/Iready diagnostics
- Ongoing professional development

Numeracy

- WIN Block
- Hands to Mind curriculum implementation
- MAP/Iready diagnostics
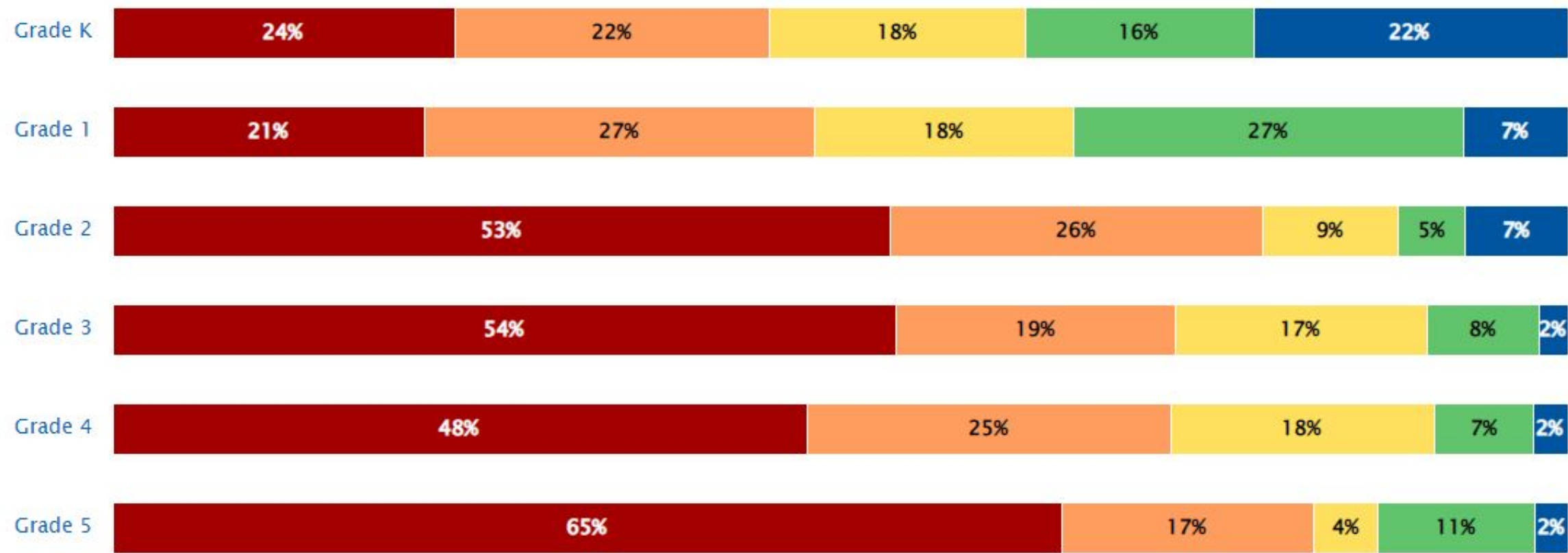- Ongoing professional development
-

Whole Child

- Whole Child survey administration
- SEE and Second Steps curriculum implementation
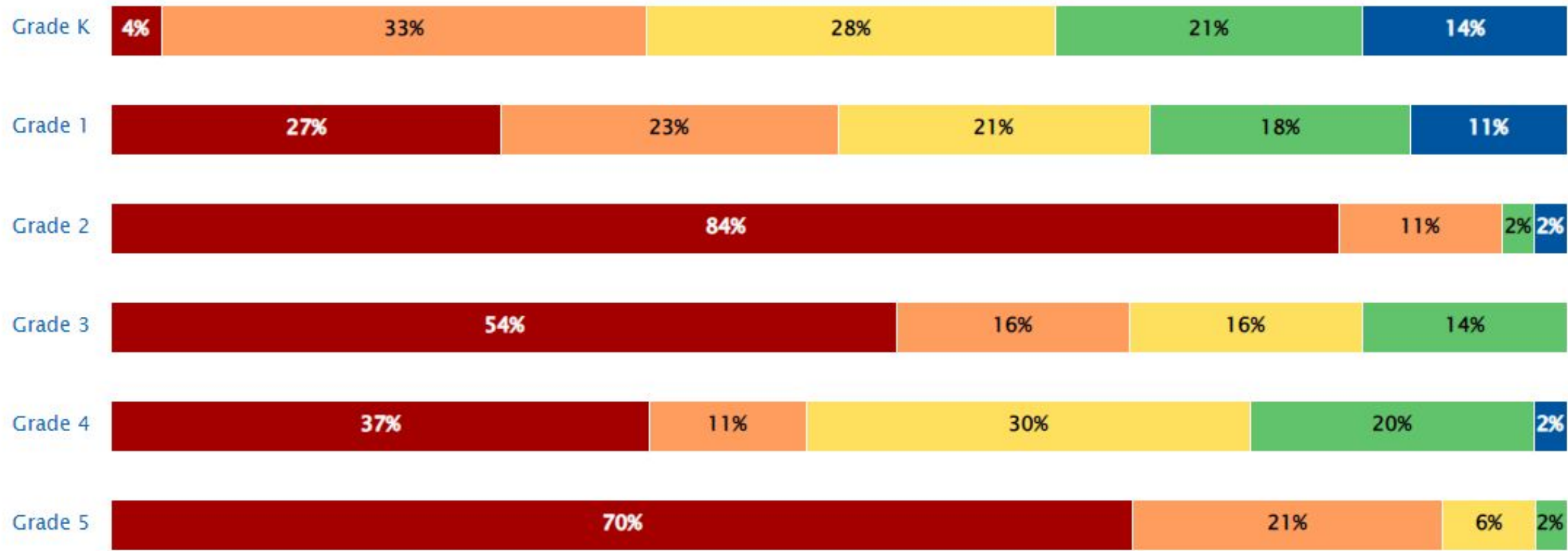- SEL observations
- Tier 2 and 3 RTI plans

MAPS Data

1st Administration

School Achievement: Math K-12

Kindezi Gideons

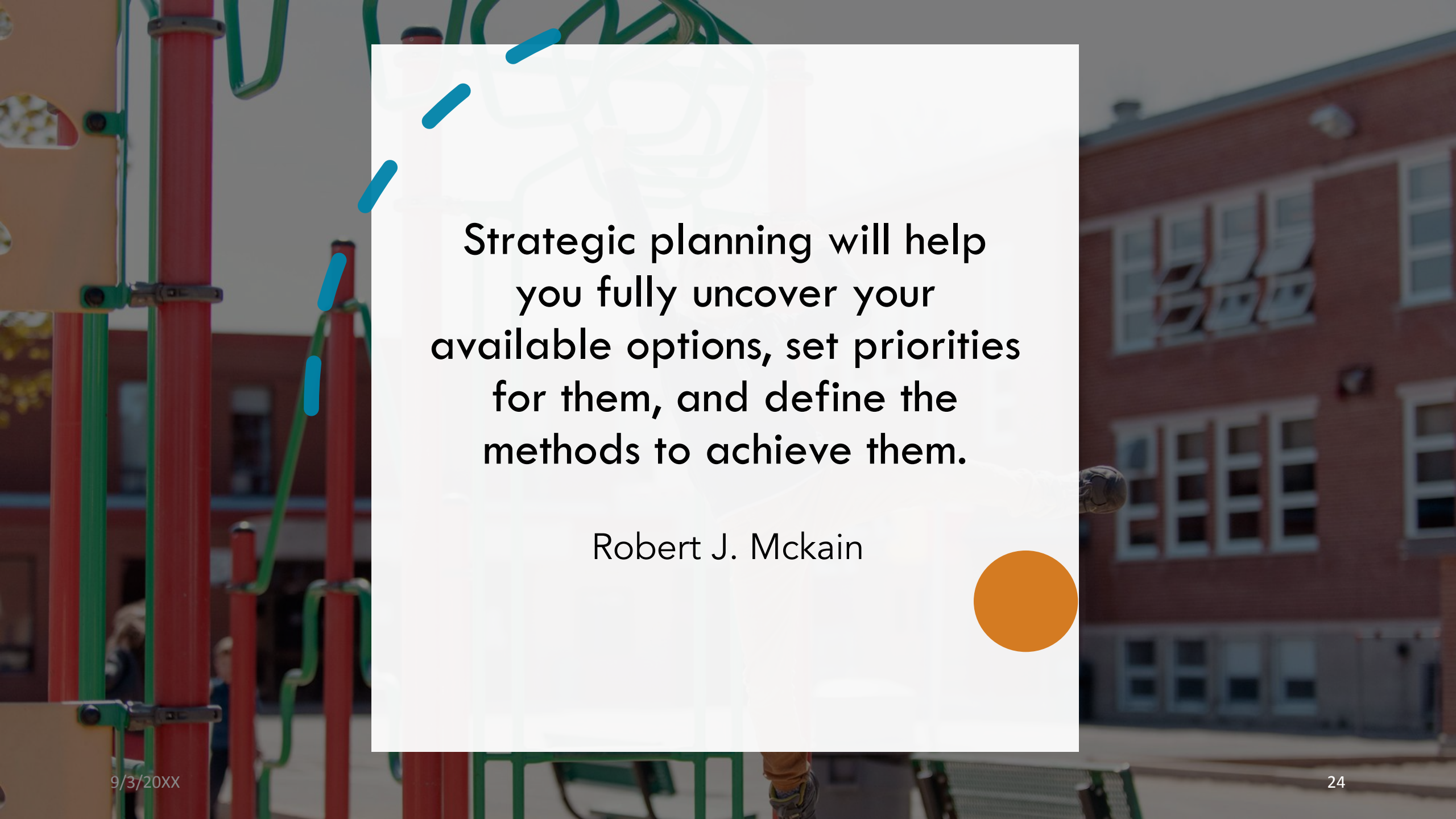**Math MAP Summary by Grade**

Grade					
Grade K	24%	22%	18%	16%	22%
Grade 1	21%	27%	18%	27%	7%
Grade 2	53%	26%	9%	5%	7%
Grade 3	54%	19%	17%	8%	2%
Grade 4	48%	25%	18%	7%	2%
Grade 5	65%	17%	4%	11%	2%

GO Team Discussion: Data Protocol

- What do you notice?

- What are your wonderings?

- What addition questions do you have?

Strategic planning will help you fully uncover your available options, set priorities for them, and define the methods to achieve them.

Robert J. Mckain

Where we're going

At our next meeting(s) we will discuss how our data is aligning to our strategic plan and determine if we need to make any adjustments.

Before we leave for Winter Break, we will take **Action** (vote) on ranking our strategic priorities for the 2023-2024 school year.

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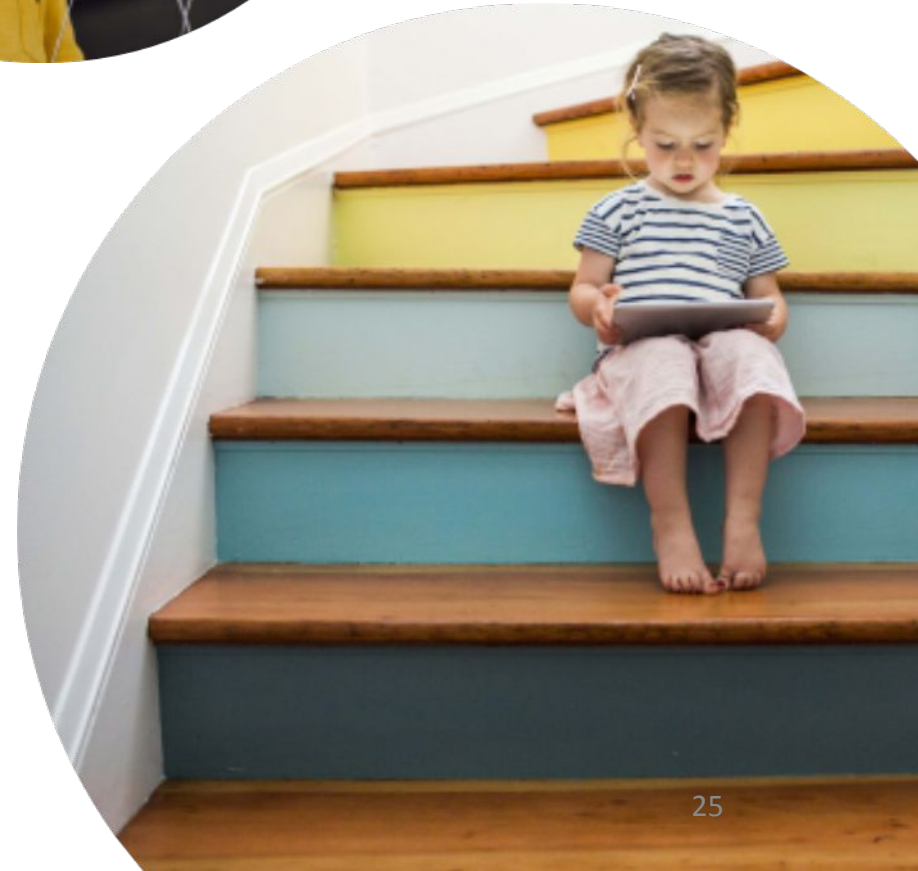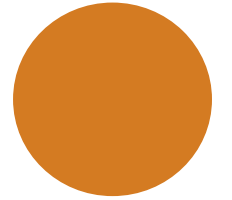
Announcements and Adjournment

- New GO Team Member Training and Orientation
- Our next meeting will be September 19th at 5 pm
- Calendar invites and agenda will be shared within 48 hours
- All GOTeam Meetings notes, agendas, and presentations can be found on our homepage.

Thank you