John Lewis Invictus Academy Strategic Plan (Douglass Cluster)

District Mission & Vision Cluster Mission & Vision School Mission & Vision

To help our student be successful in their academics, social and interpersonal endeavors. We at John Lewis Invictus Academy believe in the power of unity and interdependence on a community and social challenges of life.

To create an environment of love and equity where student are able to thrive in our community. We envision these same students becoming leaders in our communities. Our students will be the catalyst for economics and social change.

With a caring culture of trust and collaboration, every student will graduate college and career ready.

A high-performing school where students love to learn, educators inspire, families engage, and the community trusts the system.

To inspire scholars to love learning and to provide every student with the academic foundation that assures they are college and career ready.

Our vision is provide rigorous instruction and customized support to prepare all students for academic achievement, graduation and successful career options.

Signature Program: International Baccalaureate Middle Years Program

 School Priorities School Strategies

Key Performance Measures

* During the 2019-2020 academic year, we will increase the percentage of students scoring proficient and above by 5% in Math and ELA for all subgroups within the Georgia Milestones assessment.
* During the 2019-20 academic year, we will decrease the suspension rate from 1.36 to 1.16.
* Improve (increase) on STAR Benchmark.
* Increase Progress (percent of student meeting typical or high growth on Milestone)
* Maximize Instructional Time (Bell to Bell)

1 .Improve students master of

 core content knowledge

 (ELA, Math, Science, and

 Social Studies.

2. Close the student

 achievement Gap with

 Regular Education Students

 and Students with

 Disabilities.

3. Implementation STEM

 enriched curriculum to

 drive interdisciplinary and

 project based teaching and

 learning approaches.

4. Prepare all students to have

 the essential life skills to be

 self-aware, collaborative,

 and accepting diversity.

1A. Implement Standards-Based practices

1B. Build teacher capacity around instructional best practices through

 collaborative planning and the coaching cycle

1C. Provide remediation and acceleration as indicated by data

2A. Implement Data Talks to increase math and reading fluency

2B. Use flexible learning days to remediate/ accelerate skills based on

 grade level data to guide instructional practices

2C. Implement guided reading and close reading to improve

 comprehension

3A. Provide targeted professional learning opportunities focused on

 the implementation of standards and STEM

3B. Implement integrated, project and problem-based learning

 Projects

3C. Integrate technology throughout the curriculum

4A. Implement Social and Emotional Learning (SEL)

4B. Implement rigorous and real-world interdisciplinary projects and

 Units

4C. Execute a plan to increase speaking, listening, and viewing skills

 of all students



Academic

Program

School Priorities School Strategies Key Performance

* Teacher Effective Measurement (TEM scores)
* Increase number of school Partnerships
* Result of student Perception on School Climate Survey
* Feedback from classroom Observations
* Increase Students Attendance
* Increase the number of School Partnerships
* Increased the number of projects produced during STEM Days
* Increase in positive parent engagement
* Teacher Leadership with

Extra-curricular activities

* Decrease Numbers of OSS and ISS
* Feedback from classroom observations
* Improve climate Survey scores for teachers

 Perceptions of student behavior

* Results of Student Perceptions on School Climate Survey
* Increase Students Attendance
* Improve climate Survey scores for teachers

 Perceptions of student behavior

 Measures

1. Common structures and strategies

2. Beliefs and mindsets

3. Scholar expectations

4. Faculty/Staff Expectations

5. Implement a school-wide behavior plan

2. Build and align systems and resources to identify and address root

 cause to promote social and academic growth

3. Ensure the necessary technology infrastructure and equipment are

 available.

4. Utilize Care Center at John Lewis Invictus Academy to promote

 healthy living to increase attendance.

5. Use wrap-around services to assist students and their families with

 emotional mental and physiological needs.

6. Utilize the parent liaison to build and strengthen school-home

 relationships

7. Design and implement behavior goals for all students to promote

 positive interactions with adults and peers.

1. Provide targeted professional learning opportunities focused on the implementation of standards.
2. Implement intentional vertical and horizontal alignment collaboration throughout school and cluster.

Provide targeted professional learning regarding standard based instructions opportunities focused on Mathematics and Reading through our partnership.

1. Increase reading, math, and science endorsements and certifications.
2. Leverage professional references of applicants.
3. Look at previous student performance data, if applicable

5. Prepare and develop

 knowledgeable staff

 focused on quality

 teaching.

6. Build teacher capacity in

 core content areas (ELA,

 Math, Science, and

 Social Studies).

7. Recommend high –

 quality staff for vacant

 positions

10. Create a culture of high

 expectation for

 academic scholarship,

 civic responsibility, and

 service for students,

 staff, and families.

**Talent**

**Management**

**Systems & Resources**

**Culture**

8. Ensure systems and

 resources are align to

 school priorities.

9. Build system and

 resources to support

 STEM implementation.