

## District Mission & Vision

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

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

## Cluster Mission & Vision

The North Atlanta Cluster will implement an International Baccalaureate (IB) program with depth and fidelity for all students in order to develop inquiring, knowledgeable and caring young people who will graduate ready for college and career. Our vision is to be a high performing cluster where students, educators, and families work together to create a better and more peaceful world through intercultural understanding and respect.

## School Mission & Vision

Bolton Academy's vision is to become a school of Excellence that provides effective teacher-leaders in every classroom, and a positive community environment wherein stakeholders collaborate to ensure high levels of student success. As leaders, learners, and collaborators, we will embrace 21<sup>st</sup> century skills, as an effective means of implementing results-driven, standards-based strategies relative to teaching, learning and leadership.

The mission of Bolton Academy is to provide a nurturing, diverse, engaging and academically rigorous learning environment for children with opportunities to develop the critical skills that will help them to achieve their greatest potential.

### School Priorities

1. Increase student performance in ELA.
2. Increase student performance in Math.
3. Embed a data-driven, multi-tiered system of support to improve our English Learner performance.
4. Obtain IB recertification in 2019.

### School Strategies

- Extended collaborative planning during the school day
- Implementation of the Balanced Literacy framework in grades K-5
- Intentional focus on word work and time on academic vocabulary related to content areas
- Intentional focus on student Lexile levels and use of resources that provide texts for students at appropriate levels of challenge
- Implementation of planned writing curriculum
- Implement Writing Assessments System
- Alignment of our IB curriculum units with ELA scope and sequence
- Increase the number of ESOL and GATE endorsed teachers on staff
- Implement GATE cluster and/or collaborative model(s)
- Implement EIP collaborative model
- Implement concept-based instructional model with inquiry, action, and reflection

#### Uses of Flexibility/Innovation

- Seek funding sources for enrichment activities to provide students hands-on learning experience and access

### Key Performance Measures

By 2020, Bolton Academy aims to achieve the following:

- ≤ 35% of students will score in the Beginning range on any school-based, district level, or state assessment
- ≥ 75% of Students will leave 2<sup>nd</sup> grade reading at/above grade level
- ≥ 3% (YOY) increase in ESOL students achieving GMAS Level 3, or 4 in math, reading, social studies, and science
- Maintain ≥ 97% student attendance
- ≥ 80% Satisfaction rate in Staff and Parent Survey Data
- ≥ 65% of 3<sup>rd</sup>, 5<sup>th</sup> grade students will meet or exceed target Lexile levels
- ≥ 5% increase in number of students achieving Level 4 in grades 3-5 across all GMAS subject areas assessed
- Maintain ≤ 1% suspension rate
- ≥ 25% increase in EL students moving across performance bands on ACCESS
- ≥ 12 certified and fully trained ESOL teachers will be implemented



Academic Program



Talent Management



Systems & Resources



Culture

5. Improve teacher efficacy in IB, Daily 5 Literacy Framework, Eureka Math, and science and social studies integration
6. Improve staff efficacy with co-teaching model in GATE, EIP, ESOL, and SPED.
7. Retain and develop highly qualified teachers and staff

8. Develop a staffing model that provides opportunities for ongoing collaboration across grade levels and disciplines.
9. Recruit and retain highly qualified English and Spanish Dual Language Immersion teachers and staff

10. Develop and sustain a positive, informed, and engaged school community for all stakeholders (students, teachers, parents, and the community)
11. Cultivate a culture of learning where all adults demonstrate an awareness of student needs and how their own practices impact growth.

- Provide teachers with ongoing professional development regarding IB, Daily 5, and Eureka Math.
- Promote, engage, and develop teacher implementation of integrated curriculum in the areas of language arts, science, and social studies.
- Coaching and implementation of the APS Definition of Teaching & Leader Excellence
- Develop and monitor effective implementation of ESOL strategies
- Provide teachers with ongoing professional development and feedback regarding co-teaching models and strategies
- Conduct annual talent reviews, providing ongoing coaching and feedback

- Implement effective PLCs during grade-level collaborative planning
- Design and evaluate master scheduling to maximize collaboration
- Adhering to district timeline and protocols for highly qualified hiring practices

#### Uses of Flexibility/Innovation

- Redesign roles of instructional leadership team members to align to our instructional needs

- Implement secondSTEP curriculum with fidelity
- Promote reflection and awareness of cultural differences through school programming and practices
- Develop staff awareness and knowledge of Restorative Practices
- Monthly recognition opportunities for students and staff
- Offer semi-annual parent conference days (October, March)
- Conduct semi-annual Principal's Chats
- Support new teachers and staff through an onboarding program
- Utilize Class Dojo and weekly communication systems to keep all stakeholders informed and engaged