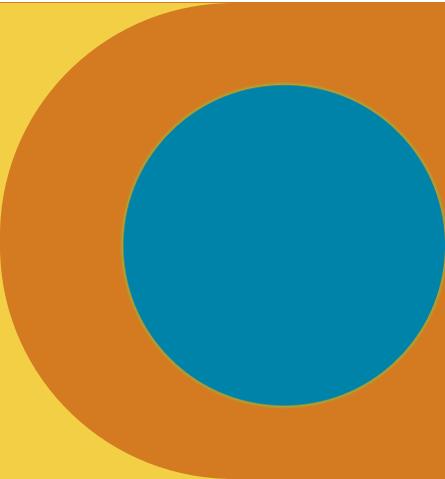




School Strategic Plan & Preparing for Budget Development

GO Team Business Meeting #3



E. Rivers Elementary School
November 18, 2024



Agenda

Review of Strategic Plan and priorities progress

Strategic Plan Updates

Preparing for the Budget Development

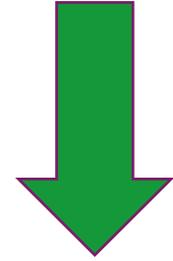
Rank Strategic Priorities

School Counseling Review & Reflection



Timeline for GO Teams

You are **HERE**



1

Fall 2021

GO Team Developed 2021-2025 Strategic Plan

2

Summer 2024

School Leadership completed Needs Assessment and defined overarching needs for SY24-24

3

August 2024

School Leadership completed 2024-2024 Continuous Improvement Plan

4

Sept. - Dec. 2024

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 SY25-26 budget discussions.



School Counseling Overview & Feedback

- Ms. Tamika Witcher,
School Counselor



Continuous Improvement Plan





Our Overarching Needs: Elementary & Middle Schools		
<p>Literacy: Inconsistent practices and philosophies for teaching reading within and across grade levels.</p>	<p>Numeracy: Lack of intentional focus during PLC meetings to internalize standards and to identify and correct student misconceptions.</p>	<p>Whole Child & Intervention: Teachers have had inconsistent training and monitoring.</p>



SMART Goals (Elementary and Middle Schools)		
<p>The percentage of students who score proficient and above on GMAS will increase by three percent from 55% in '24 to 58% in '25.</p>	<p>The percentage of students who score proficient and above on Spring MAP will increase by three percent from 46% in '24 to 49% in '25.</p>	<p>The percentage of students who <u>report to liking school</u> will increase by 5%, from 65% in '24 to 70% in '25 and the percentage of students who report that students treat each other well will increase by 5% from 55% in '24 to 60% in '25.</p>

Progress Monitoring Measures		
<p>- Aimsweb Data MAP Growth Common Assessments bi-weekly Learning Walks to focus on small groups, Foundations, and</p>	<p>-AIMSweb data -MAP Growth -Common Assessment in Envision -biweekly Learning Walks to focus on small groups and differentiation</p>	<p>-number of student participation in student clubs</p>



Elementary & Middle Schools Literacy CIP Goal:

The percentage of students who score at proficient and above will increase by three percent from 55% in Spring '24 to 58% in spring '25.

Action Step	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	Funding Source	APS 5
Revise pacing guides during PLC meetings to include strategies for re-teaching	PLC Chairs Instructional Coach IB Coordinator Greeson & Harrell	August 2024-April 2025	-50% of PLC time will involve strategy study and share -90% of lessons will follow pacing guides - % of small group instruction will reflect re-teaching	-60% of students will meet projected MAP RIT growth for MAP Reading - PLC meeting minutes	NA	C & I Data
implement science of reading strategies to include Flyleaf, Heggerty, Morpheme Magic	PLC Chairs RAL Coach Greeson & Harrell	August 2024-April 2025	-100% of students will be placed into appropriate FlyLeaf groups based on assessment data	-60% of students will meet projected MAP RIT growth for MAP Reading	NA	C & I Data
Implement differentiated small groups to include guided reading and re-teaching	Classroom teachers Admin	August 2024-April 2025	->60% of learning walks will include small group instruction	-60% of students will meet projected MAP RIT growth for MAP Reading	NA	Personalized Learning
Build-in time for remediation in the master schedule and in teacher lesson plans	RAL Coach PLC Chairs Greeson & Harrell	August 2024-April 2025	-At least 60 minutes/month will be reserved for remediation	->75% of students will score >70% on unit common assessments 		C & I Personalized Learning
Integrate subject-specific content and vocabulary (e.g., SS & Science) into reading instruction	Instructional Coach IB Coordinator PLC Chairs	August 2024-April 2025	-at least 75% of nonfiction texts relate to current IB units -pacing guides and lesson plans	->75% of students will score >70% on unit common assessments	NA	C & I
Identify and utilize "Lab Classrooms" for science of reading modeling	RAL Coach PLC Chairs Admin	August 2024-April 2025	-at least 85% of teachers will visit a lab class each quarter	--60% of students will meet projected MAP RIT growth for MAP Reading	NA	C & I

Action Plans



Additional Action Steps required for subgroup populations.						
Action Step	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	Funding Source	APS 5
SWD teachers and SWD co-teachers will have dedicated time for common planning and on-going training	SELT cluster Inclusion specialist	quarterly	-75% of classroom observations will include differentiated tasks for SpEd students in co-taught setting	-60% of SWD will meet projected RIT growth in MAP Reading	NA	Personalized Learning
Schedule targeted EIP push-in supports in under-performing groups (i.e., Hispanic and black) using ESOL teachers	EIP & ESOL Teachers classroom teachers	August 2024-April 2025	-75% of classroom observations will include EIP students working in small group with teacher	-60% of EIP students will meet projected RIT growth in MAP Reading	NA	Personalized Learning
SELT reviews plans and data with SpEd and co-teachers	Giles	August 2024-April 2025	-100% of SpEd students will have data toward progress monitoring goals	-60% of SWD will meet projected RIT growth in MAP Reading	NA	Whole Child & Intervention
Implement bridging to increase vocabulary mastery in DLI classrooms	DLI Teachers Instructional Coach Greeson & Harrell	August 2024-April 2025	-daily lesson plans include <u>specified</u> vocabulary for bridging	-60% of DLI students will meet projected RIT growth in MAP Reading ->75% of students will score >70% on unit common assessments	NA	C & I

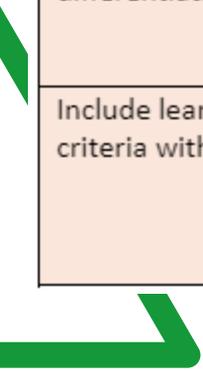




Elementary & Middle Schools Numeracy CIP Goal:						
The percentage of students who <u>score at proficient</u> and above on Spring MAP will increase by three percent from 46% in Spring '24 to 49% in Spring '25.						
Action Step	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	Funding Source	APS 5
Conduct standard, unit, lesson internalization	PLC Chairs Instructional Coach Greeson & Harrell	August 2024-April 2025	-at least 80% of math units will utilize the internalization process -100% of teachers will administer math common assessments	->75% of students will score >70% on unit common assessment-	NA	C & I
Facilitate bi-weekly data meetings	PLC Chairs Instructional Coach Greeson & Harrell	August 2024-April 2025	->95% of teachers will collect and analyze data from math common assessments ->30% of all PLC meetings will include data analysis	-60% of students will meet projected MAP RIT growth for MAP Math	NA	Data & Personalized Learning
Utilize small groups to focus on differentiation	classroom teachers administration	August 2024-April 2025	->60% of learning walks will include small group instruction	-60% of students will meet projected MAP RIT growth for MAP Math	NA	Personalized Learning
Include learning targets and success criteria with daily lesson plans.	classroom teachers administration	August 2024-April 2025	90% of weekly lesson plans will include the action step.	-60% of students will meet projected MAP RIT growth for MAP Math	NA	C & I

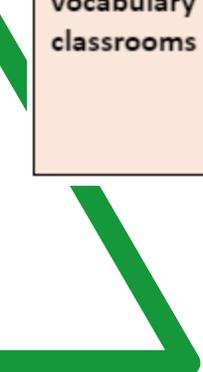


Action Plans





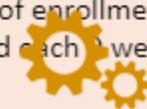
Additional Action Steps required for subgroup populations.						
Action Step	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	Funding Source	APS 5
Schedule targeted EIP push-in supports in under-performing groups (i.e., Hispanic and black) using ESOL teachers	EIP & ESOL Teachers classroom teachers	August 2024-April 2025	-75% of classroom observations will include EIP students working in small group with <u>teache</u>	-60% of EIP students will meet projected RIT growth in MAP Math	NA	Personalized Learning
SELT reviews plans and data with SpEd and co-teachers	SELT - Giles	August 2024-April 2025	-100% of SpEd students will have data toward progress monitoring goal	-60% of SWD will meet projected RIT growth in MAP Math	NA	Personalized Learning
Implement bridging to increase vocabulary mastery in DLI classrooms	DLI Teachers Instructional Coach Greeson & Harrell	August 2024-April 2025	-daily lesson plans include <u>specified</u> vocabulary for bridging	-60% of DLI students will meet projected RIT growth in MAP Reading ->75% of students will score >70% on unit common assessments	NA	C & I



Whole Child & Intervention CIP Goal:

The percentage of students who report liking school will increase by 5%, from 65% in '24 to 70% in '25 and the percentage of students who report that students treat each other well will increase by 5% from 55% in '24 to 60% in '25.

Action Step	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	Funding Source	APS 5
Teach Second Step and SEL strategies for staff	SEL Coordinator & Admin SEL CLL support		100% of teachers will maintain active Second Step accounts in digital platform	The number of discipline incidents/referrals will decrease by 15%, down from 32 complete incidents/referrals in 23-24	NA	C & I
Utilize PBIS incentives using Roars Bucks and the Roars Store & Lion's Den	Admin MTSS Specialist	August 2024 - May 2025	Behavior referrals to admin Number of students participating in the Lion's Den and Roar's Store	The number of discipline incidents/referrals will decrease by 15%, down from 32 complete incidents/referrals in 23-24	PTA & Behavior Incentives	Whole Child
Positive phone calls from admin and/or staff to students who are modeling desired behavior	Admin Staff	August 2024 - May 2025	Excel spreadsheet of student with demographic info	At least 25% of enrollment will be recognized each 9 weeks.	NA	Whole Child
Incentivize lunchroom and bus behavior with rewards	Admin MTSS Specialist Lunch monitors Bus Drivers	August 2024 - May 2025	at least 80% of all classes will receive lunchroom rewards	The number of discipline referrals from lunchtime will decrease by 25% from last year	PTA & Behavior Incentive	Whole Child
Monthly and quarterly student recognitions - AR, IB Students of the Month, MAP growth	Admin Media Specialist Instructional Coach	August 2024 - May 2025	At least two celebrations per month	At least 25% of enrollment will be recognized each 9 weeks.	PTA & Behavior Incentive	Whole Child
Increase participation in student clubs and extracurricular activities	Club sponsors	August 2024 - May 2025	Student list and meeting schedules	a 25% increase of club offerings	NA	Whole Child
Implement Lion's Pride Walls to recognize positive dispositions and personal achievements	Admin MTSS Specialist	August 2024 - May 2025	100% of classroom doorways will display students being recognized	At least 25% of enrollment will be recognized each 9 weeks.	NA	Whole Child
Implement a formal structure for lunch bunch/breakfast club	Admin MTSS Specialist Counselor Social Worker	August 2024 - May 2025	5 - 10 students per quarter per adult	At least 25% of enrollment will be recognized each 9 weeks.	NA	Whole Child


Action Plans

E. Rivers Elementary K – 5 Science Goals						
The percentage of students who score proficient and above will increase by 25% from 29% to 54%.						
Action Step	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	Funding Source	APS 5
Revise pacing guides to align with <u>GaDoe</u> Inspire Units and internalize them during PLC meetings	Admin - Harrell Instruction Coach IB Coordinator	August 2024 – March 2025	50% of PLC time (bi-weekly) will involve unit internalization and data analysis reviews. 100% of lessons will follow the pre-set science pacing guide.	PLC agenda and meeting minutes. 50% of the 5th-grade students will meet their projected MAP RIT growth target for Science MAP Growth.	N/A	Data WCI C & I
Develop, administer, and analyze common assessments in online platforms and include higher DOK items	Admin - Harrell Instruction Coach IB Coordinator	August 2024 – March 2025	100% of the unit plans will include common assessments formative and summative assessments.	>80% of students will score 70% or higher on common unit assessments.	Quote \$1800 (3 rd -5 th grades)	Data WCI C & I
Implement targeted strategies for EL students in small groups to include science text and interactive notebooks	Admin – Harrell Classroom Teachers	August 2024 – March 2025	60% of learning walks will include small group instruction. Evidence of practice will be noted in weekly small group lesson plans.	50% of the 5th-grade students will meet their projected MAP RIT growth target for Science MAP Growth.	N/A	Personalized learning
Implement bi-weekly science planning to review data and internalize the units and lab materials.	Admin - Harrell Classroom Teachers Instructional Coach	August 2024 – March 2025	At least 45 minutes biweekly will be reserved for science data review and unit internalization.	>70% of students will score 70% or higher on common unit assessments.	N/A	C & I Personalized learning
Integrate science-specific content and vocabulary into reading instruction utilizing achievement-level descriptors.	Admin-Harrell Teachers Instruction Coach	August 2024 – March 2025	At least 75% of nonfiction texts relate to current IB Units. Pacing guides and lesson plans	>70% of students will score 80% or higher on common unit assessments.	N/A	C & I
Implement lab activities to reinforce the science standards utilizing virtual labs in Gizmos and hands-on labs in the classroom.	Admin-Harrell Teachers Instructional Coach	August 2024 – March 2025	100% of classrooms will participate in HTHT twice every 9 weeks. 100% of classrooms will participate in classroom lab activities per unit.	50% of the 5th-grade students will meet their projected MAP RIT growth target for Science MAP Growth.	EREF	C & I

Data Discussion



Strategic Plan Progress



E. Rivers Elementary School (North Atlanta Cluster) 2024-25 Strategic Plan

District Mission & Vision

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

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

Cluster Mission & Vision

To implement IB with depth and fidelity in order to develop inquiring, knowledgeable and caring young people who will graduate ready for college and career.

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

By providing a rigorous, inquiry-based education, the E. Rivers' family develops confident, engaged learners, inspiring them to be respectful & compassionate citizens of the world

To build acceptance and confidence through collaboration and inquiry where all students thrive in a respectful environment

Signature Program: International Baccalaureate

School Strategies

School Priorities

Key Performance Measures



Academic Program

1. Improve student mastery of academic content
2. Provide rigor to all students
3. Extend focus on bi-literacy through the implementation of dual language immersion and world language programs

- 1A. Provide remediation and acceleration as indicated by data (i.e., in classrooms & during WIN block)
- 1B. Implement ~~OG~~ Science of Reading methodologies using FlyLeaf and Heggerty resources through third grade
- 1C. Administer MAP as growth measure and progress monitoring tool
- 1D. Use district-provided materials and scope and sequence for reading and writing and ~~revision~~ state resources for math
- 1E. Analyze student achievement data in ELA, math, and science to implement small-group instruction to provide differentiated tasks
- 1F. Provide for low teacher-student ratios
- 1G. Review and implement interactive, standards-aligned science labs
- 2A. Implement IB framework through aligned units of inquiry that are rigorous, real-world interdisciplinary projects and units
- 2B. Utilize flexible learning tools, technology integration, and targeted instruction to personalize learning
- 2C. ~~Implement WIN block using HMH programs & Edgenuity for intervention and talent development for enrichment~~
- 2D. Administrator/coaching walkthroughs and feedback on rigor and relevance
- 2E. ~~review and implement new math standards~~
- 2F. Intentional focus on student reading levels and use of resources and text at appropriate level of challenge
- 2G. Implement RTI process to ensure students receive supportive instruction
- 3A. Expand and support of DLI program (to include for support and push-in personnel and through monitoring and curriculum development)
- 3B. Provide DLI time for vertical and team planning in support of bridging of both languages

- Increase % of students scoring at Proficient or Distinguished in Reading/ELA and Math in Milestones
- Increase the % of students who meet or exceed typical growth on MAP Reading & Math
- Increase % of English Learner students moving performance bands on ACCESS annually
- ≥70% of students will meet or exceed targeted Lexile level [i.e., ≥ than 650 (Third Grade), 750 (Fourth Grade), 850 (Fifth Grade) on the GMA]



Talent Management

4. Build teacher capacity in literacy, math, & science
5. Expand teacher collaboration opportunities
6. Retain and develop highly qualified teachers and staff for traditional, DLI, and support classes

- 4A. Provide targeted professional learning opportunities focused on IB, DLI, gifted endorsements, GA Standards, ~~OG~~, and data analysis, dyslexia, and science of reading
- 4B. ~~Rely on district-level specialists to assist during planning and Professional Learning Days~~
- 4C. Increase the number of teachers with gifted and/or ESOL endorsements
- 4D. Fund Master Teacher, Instructional Coach, MTSS Specialist, and IB Coordinator to provide job-embedded coaching & support
- 5A. Implement intentional vertical and horizontal alignment collaboration opportunities (PLCs, Strategy Shares, and Tuesdays)
- 5B. Allow for 90 minutes of common planning weekly in master schedule
- 6A. Adhere to district timelines and protocols for hiring practices
- 6B. Host student teachers and partner with local universities when possible
- 6C. Expand and stipend teacher leadership opportunities



Systems & Resources

7. Build systems, resources to support Cluster Plan and IB PYP implementation

- 7A. Provide time in summer for teachers to revise IB unit planners
- 7B. Provide teacher training on PYP and IB Standards & Practices
- 7C. Utilize Visible Thinking strategies to teach for understanding and strengthen IB implementation
- 7D. Revise curriculum maps to align with district resources and IB units
- 7E. Embed SEL strategies into PYP unit plans using IB terminology



Culture

8. Foster a positive and inclusive school culture for students, staff, and families.
9. Inform and engage the entire school community

- 8A. Implement Social/Emotional Learning and develop communication/ leadership skills of staff and students
- 8B. Incentivize positive student behavior and attendance and recognize student achievement and performance
- 8C. Embrace Restorative Practices for student mediation
- 9A. Build community awareness, knowledge and support of IB and other instructional initiatives and share through parent workshops and communication tools
- 9B. Provide translation and support services for ESOL families
- 9C. Utilize weekly communication systems to inform parents and stakeholders
- 9D. Fund part-time, bilingual parent liaison
- 9E. Utilize parent conferences to share student data and build positive parent-teacher relationships
- 9F. Host a variety of school events for families (e.g., Talent Show, Art Night, Picnics, International Dinner, Bingo Night).

E. Rivers Elementary School (North Atlanta Cluster) 2024-25 Strategic Plan

District Mission & Vision

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

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

Cluster Mission & Vision

To implement IB with depth and fidelity in order to develop inquiring, knowledgeable and caring young people who will graduate ready for college and career.

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

By providing a rigorous, inquiry-based education, the E. Rivers' family develops confident, engaged learners, inspiring them to be respectful & compassionate citizens of the world

To build acceptance and confidence through collaboration and inquiry where all students thrive in a respectful environment

Signature Program: International Baccalaureate School Strategies

- 1A. Provide remediation and acceleration as indicated by data
- 1B. Implement Science of Reading methodologies using FlyLeaf and Heggerty resources through third grade
- 1C. Administer MAP as growth measure and progress monitoring tool
- 1D. Use district-provided materials and scope and sequence for reading and writing and state resources for math
- 1E. Analyze student achievement data in ELA, math, and science to implement small-group instruction to provide differentiated tasks
- 1F. Provide for low teacher-student ratios
- 1G. Review and implement interactive, standards-aligned science labs
- 2A. Implement IB framework through aligned units of inquiry that are rigorous, real-world interdisciplinary projects and units
- 2B. Utilize flexible learning tools, technology integration, and targeted instruction to personalize learning
- 2C. Administrator/coaching walkthroughs and feedback on rigor and relevance
- 2D. Intentional focus on student reading levels and use of resources and text at appropriate level of challenge
- 2E. Implement RTI process to ensure students receive supportive instruction
- 3A. Expand and support of DLI program (to include for support and push-in personnel and through monitoring and curriculum development)
- 3B. Provide DLI time for vertical and team planning in support of bridging of both languages

School Priorities

1. Improve student mastery of academic content
2. Provide rigor to all students
3. Extend focus on bi-literacy through the implementation of dual language immersion and world language programs

4. Build teacher capacity in literacy, math, & science
5. Expand teacher collaboration opportunities
6. Retain and develop highly qualified teachers and staff for traditional, DLI, and support classes

7. Build systems, resources to support Cluster Plan and IB PYP implementation

8. Foster a positive and inclusive school culture for students, staff, and families.
9. Inform and engage the entire school community

Key Performance Measures

- Increase % of students scoring at Proficient or Distinguished in Reading/ELA and Math in Milestones
- Increase the % of students who meet or exceed typical growth on MAP Reading & Math
- Increase % of English Learner students moving performance bands on ACCESS annually
- ≥70% of students will meet or exceed targeted Lexile level [i.e., ≥ than 650 (Third Grade), 750 (Fourth Grade), 850 (Fifth Grade) on the GMA]



Academic Program



Talent Management



Systems & Resources



Culture

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.

Preparing for Budget Development



Discussion

Strategic Plan Priority Ranking

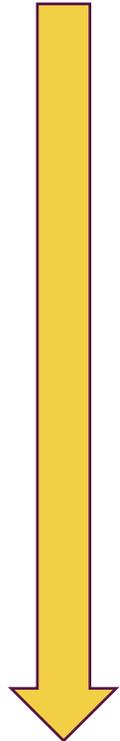
In preparation for the 2025-2026 Budget Development (January–March 2025), the GO Team needs to rank its Strategic Plan Priorities. Use the next slide to capture the priority ranking.



Strategic Plan Priority Ranking

Insert the school's priorities from Higher to Lower

Higher

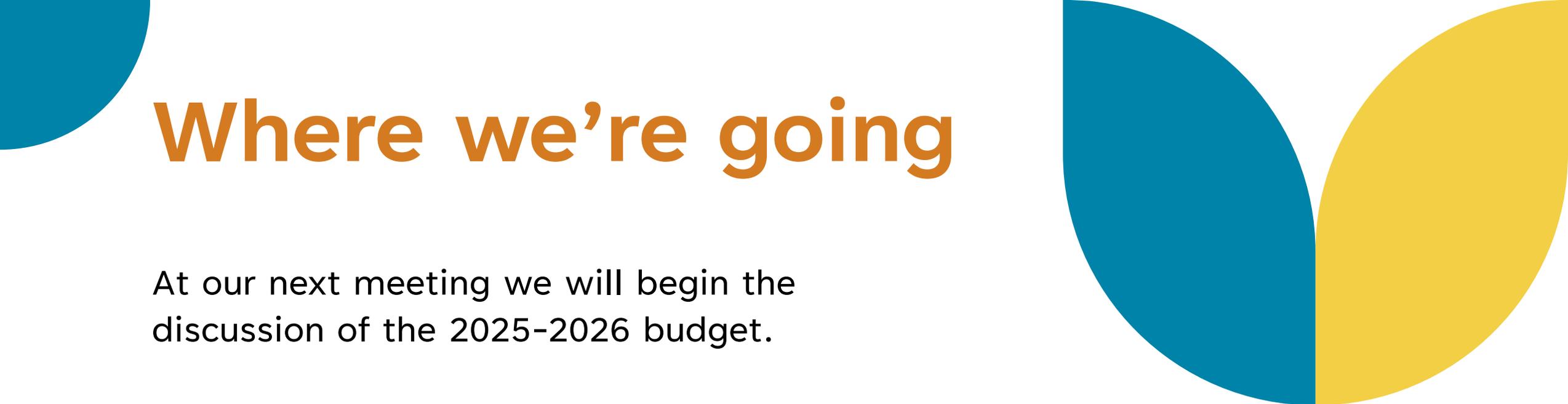


Lower

1. Provide rigor to all students
2. Improve student mastery of academic content
3. Retain and develop highly qualified teachers and staff for traditional, DLI, and support classes
4. Build teacher capacity in literacy, math, & science
5. Expand teacher collaboration opportunities
6. Foster a positive and inclusive school culture for students, staff, and families
7. Build systems, resources, to support cluster plan to include IB implementation
8. Expand focus on bi-literacy through the implementation of dual immersion language and world language program
9. Inform and engage the entire school community

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 we will begin the discussion of the 2025-2026 budget.

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

Thank you