

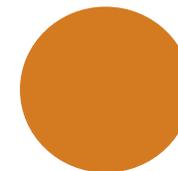


# GO Team Meeting #2

Where we are - Where we're going

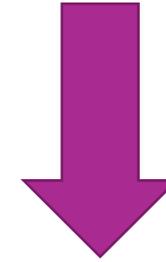
# Where We Are

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

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

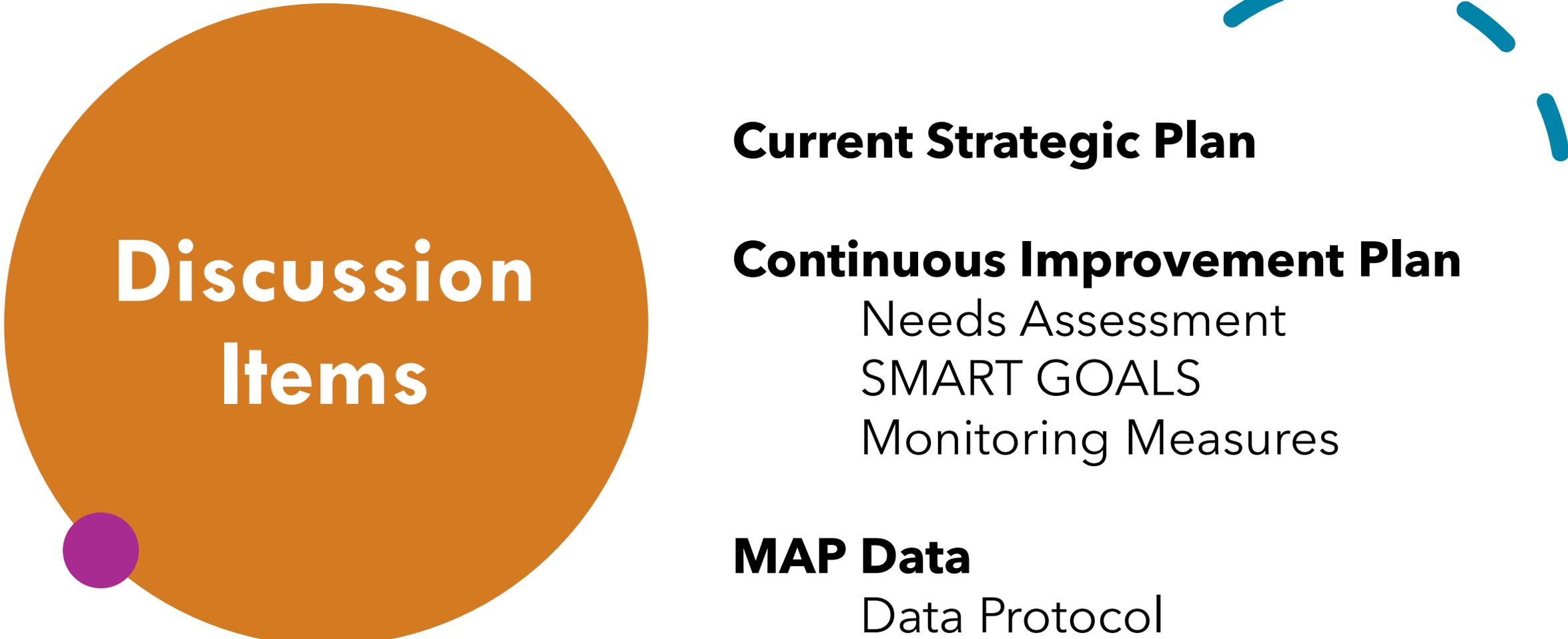
## Sept. - Dec. 2022

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



# Discussion Items

## **Current Strategic Plan**

## **Continuous Improvement Plan**

Needs Assessment

SMART GOALS

Monitoring Measures

## **MAP Data**

Data Protocol



# Current Strategic Plan

2021-2025

# E. Rivers Elementary School (North Atlanta Cluster) 2021-2022 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

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

- 1A. Provide remediation and acceleration as indicated by data (i.e., in classrooms & during WIN block)
- 1B. Implement O-G methodology using Foundations & Just Words resources
- 1C. Administer MAP as growth measure and progress monitoring
- 1D. Implement Lucy Calkins Units of Study for reading and writing and Great Minds Eureka for math
- 1E. Continue to focus on Accelerated Reader to create culture of reading
- 1F. Provide for low teacher-student ratios
- 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 Renzulli and talent development for enrichment
- 2D. Administrator/coaching walkthroughs and feedback on rigor and relevance
- 2E. Implement Eureka math with increased fidelity and review current math resources and new math standards
- 2F. Intentional focus on student reading levels and use of resources and text at appropriate level of challenge
- 2G. Hire full-time coordinator for student support and intervention
- 2H. Hire part-time ESOL Lead Teacher monitor support for English language learners
- 3A. Expand and support of DLI program (to include for support and push-in personnel and through monitoring and curriculum development)

## 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
- $\geq 70\%$  of students will meet or exceed targeted Lexile level [i.e.,  $\geq$  than 650 (Third Grade), 750 (Fourth Grade), 850 (Fifth Grade) on the GMA]



Academic Program



Talent Management



Systems & Resources



Culture

4. Build teacher capacity in literacy and math
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, Eureka, LC Units of Study
- 4B. Fund School Business Manager and half-time AP so admin can lead instruction, support students, and develop talent.
- 4C. Increase the number of teachers with gifted and/or ESOL endorsements
- 4D. Maintain Master Teachers in Math & Literacy to provide job-embedded coaching & support
5. Implement intentional vertical and horizontal alignment collaboration opportunities (PLCs, Strategy Shares, and C&I Teams)
- 6A. Adhere to district timelines and protocols for hiring practices
- 6B. Host student teachers when possible
- 6C. Expand and stipend teacher leadership opportunities

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

- 7A. Implement cluster-based, IB-related, collaboration opportunities for teachers and cluster coordinators to align IB training/program across all schools
- 7B. Provide teacher training on enhanced PYP and new IB Standards & Practices
- 7C. Utilize Visible Thinking strategies to teach for understanding and strengthen IB implementation

8. Foster a positive, informed and engaged school culture
9. Inform and engage the school community

- 8A. Implement Social/Emotional Learning and develop communication/ leadership skills of staff and students
- 8B. Incentivize positive student behavior and attendance
- 8C. Embrace Restorative Practices for student mediation
- 9A. Build community awareness, knowledge and support of IB and other instructional initiatives (LC Units of Study, DLI 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



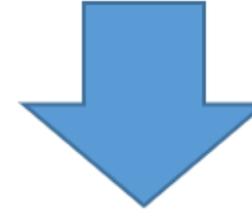
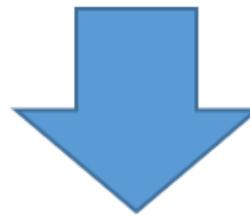
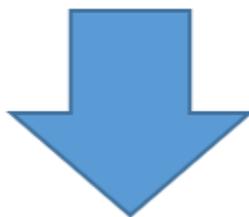
# Continuous Improvement Plan

SY 2022-2023

| Strengths  | Opportunities/Challenges  |
|--|---|
| The percentage of Black students who are proficient and distinguished is higher than the district avg.: math– by 4% and ELA by 5%.   | The percentage of Hispanic students who are proficient and distinguished is lower than the district avg.: math by 1.5% and ELA by 5%.   |
| The percentage of multi-racial students at proficient and distinguished on ELA Milestones increased from 42.1% in 2019 to 66.7 in 2022 and on math Milestones increased from 42% in 2019 to 44% in 2022. | Our average daily attendance is 1.6 percentage points lower than SY2019.  |
| The percentage of Black students at proficient and distinguished on ELA Milestones increased from 2019-2022, from 27.8% to 29.1%.  | The percentage of students in all student groups, except multi-racial, who scored distinguished and proficient on Milestones for ELA and math declined between 2019 and 2022. |
| The percentage of distinguished level on Milestones in third grade increased from 2019-2022: ELA – 5%; math – 1%.  | The percentage of students at Beginning level on Milestones increased in all areas in fifth grade from 2019-2022: ELA – 7%; math – 21%; Sci. - 24%.                           |

**Our Overarching Needs**

|  |   |  |
|--|---|--|
| Literacy: The number of students in meets and exceeds for ELA Milestones decreased from 2019 as a whole and for all subgroups except multi-racial. | Numeracy: The number of students who meet and exceed for math Milestones decreased from 2019, as a whole and for all subgroups. | Whole Child & Student Support<br>Students don't seem to have a solid system to solve their own problems. |
|--|---|--|



| Literacy Problem Statement   | Numeracy Problem Statement  | Whole Child & Student Support Problem Statement  |
|--|---|--|
| Students currently do not consistently demonstrate the ability to decode, read, and respond to text at their grade level expectations. | Students currently are struggling to recall basic math facts and apply the standards of mathematical practice to problem-solving. | Students don't all feel understood, heard, and seen by at least one adult in the building. They struggle with the ability to solve their own problems. |

## E. Rivers



### Goals

#### Our Overarching Needs

LITERACY: Literacy: The number of students in meets and exceeds for ELA Milestones decreased from 2019 as a whole and for all subgroups except multi-racial.

NUMERACY: Numeracy: The number of students who meet and exceed for math Milestones decreased from 2019, as a whole and for all subgroups.

WHOLE CHILD & STUDENT SUPPORT: Students would feel safe and "seen" at school.

#### SMART Goals (Elementary/Middle School)

Percentage of students scoring at proficient and above on Milestones will increase from 47% to 50%.

Percentage of students scoring at proficient and above on Milestones will increase from 43% to 46%.

At least 85% of students and parents will report that they feel safe at school according to the GA School Climate Survey and at least 90% of students will report that there is one adult at school who will help them if they need it.



# Our Current Progress Monitoring Measures

## Literacy

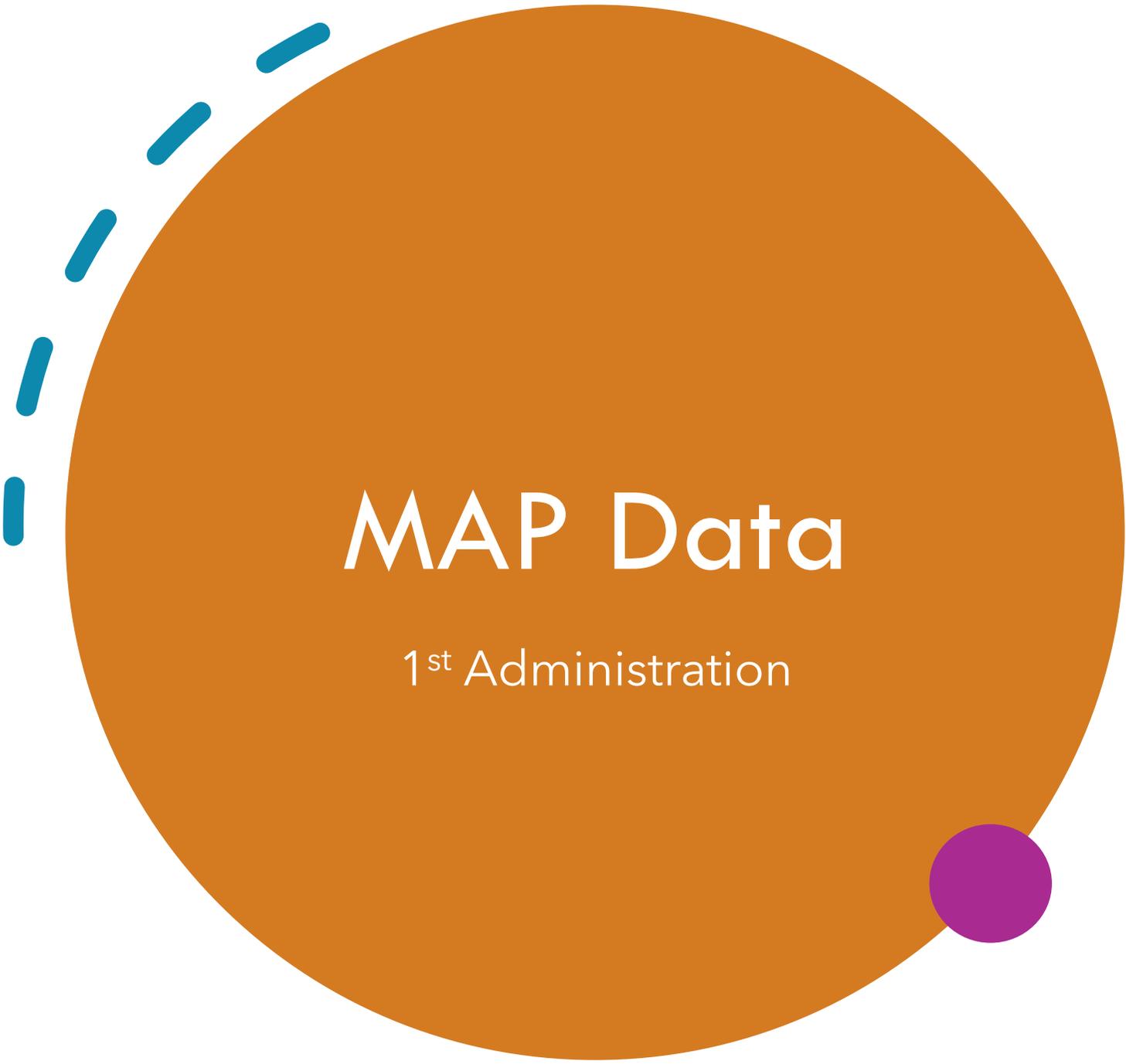
- MAP Growth
- MAP Fluency
- Foundations data

## Numeracy

- MAP Growth
- End of Module Assessments

## Whole Child

- BASC-BESS Assessment
- School Climate Survey



# MAP Data

1<sup>st</sup> Administration

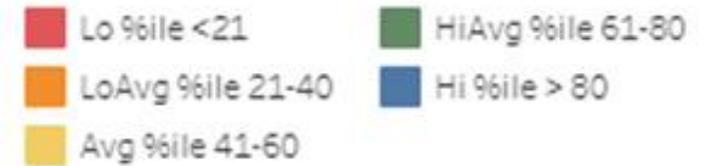
# MAP Growth – Combined Reading & Math

## K-8 Aggregate Quintiles for Achievement

The below percentages show what percent of students at each school land in each quintile based on the percentile from MAP Growth.

\*click in a school to see grade level performance if there are above 10 students per grade

Data is updated nightly during each testing window.



| School   | Window           | Exams  | Lo %ile <21 | LoAvg %ile 21-40 | Avg %ile 41-60 | HiAvg %ile 61-80 | Hi %ile > 80 |
|----------|------------------|--------|-------------|------------------|----------------|------------------|--------------|
| DISTRICT | Fall 2021-2022   | 46,313 | 33%         | 18%              | 16%            | 15%              | 18%          |
|          | Winter 2021-2022 | 47,395 | 33%         | 18%              | 16%            | 15%              | 17%          |
|          | Spring 2021-2022 | 48,429 | 33%         | 18%              | 15%            | 15%              | 17%          |
|          | Fall 2022-2023   | 46,909 | 30%         | 17%              | 17%            | 16%              | 20%          |

| School   | Window           | Exams | Lo %ile <21 | LoAvg %ile 21-40 | Avg %ile 41-60 | HiAvg %ile 61-80 | Hi %ile > 80 |
|----------|------------------|-------|-------------|------------------|----------------|------------------|--------------|
| E Rivers | Fall 2021-2022   | 1,228 | 18%         | 15%              | 18%            | 21%              | 28%          |
|          | Winter 2021-2022 | 1,255 | 20%         | 15%              | 17%            | 22%              | 26%          |
|          | Spring 2021-2022 | 1,263 | 21%         | 16%              | 16%            | 22%              | 25%          |
|          | Fall 2022-2023   | 1,236 | 19%         | 13%              | 16%            | 23%              | 29%          |

# MAP – Achievement Reading

## K-8 Aggregate Quintiles for Achievement

The below percentages show what percent of students at each school land in each quintile based on the percentile from MAP Growth.

\*click in a school to see grade level performance if there are above 10 students per grade

Data is updated nightly during each testing window.



| School   | Window           | Exams  | Lo %ile <21 | LoAvg %ile 21-40 | Avg %ile 41-60 | HiAvg %ile 61-80 | Hi %ile > 80 |
|----------|------------------|--------|-------------|------------------|----------------|------------------|--------------|
| DISTRICT | Fall 2021-2022   | 23,187 | 30%         | 16%              | 17%            | 18%              | 20%          |
|          | Winter 2021-2022 | 23,652 | 30%         | 18%              | 17%            | 17%              | 20%          |
|          | Spring 2021-2022 | 24,203 | 29%         | 18%              | 16%            | 17%              | 19%          |
|          | Fall 2022-2023   | 23,446 | 27%         | 16%              | 18%            | 18%              | 21%          |

| School   | Window           | Exams | Lo %ile <21 | LoAvg %ile 21-40 | Avg %ile 41-60 | HiAvg %ile 61-80 | Hi %ile > 80 |
|----------|------------------|-------|-------------|------------------|----------------|------------------|--------------|
| E Rivers | Fall 2021-2022   | 611   | 18%         | 10%              | 19%            | 22%              | 30%          |
|          | Winter 2021-2022 | 626   | 18%         | 14%              | 15%            | 23%              | 31%          |
|          | Spring 2021-2022 | 635   | 20%         | 15%              | 16%            | 22%              | 27%          |
|          | Fall 2022-2023   | 608   | 18%         | 13%              | 15%            | 25%              | 28%          |

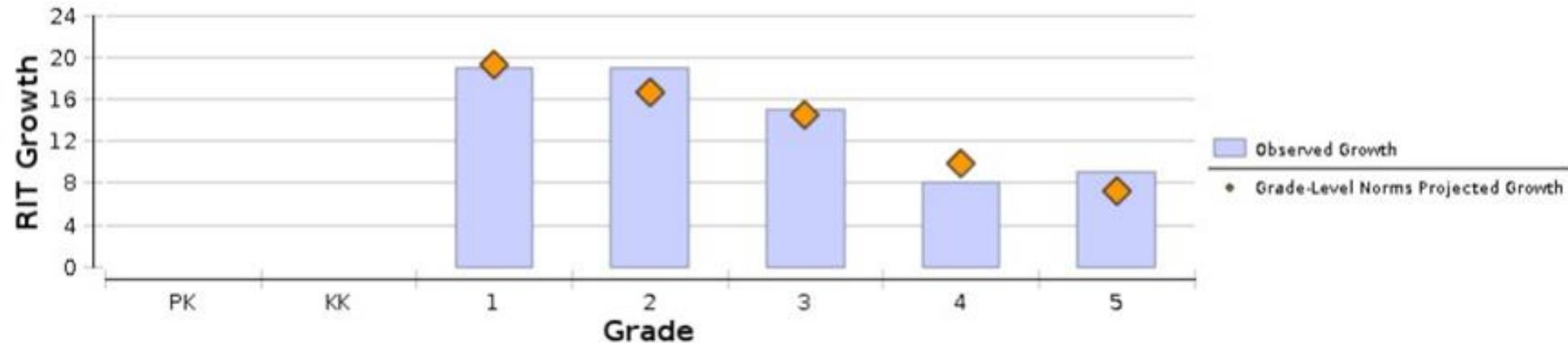
# MAP Reading – Fall to Fall Growth Projections

## E. Rivers Elementary School

Language Arts:  
Reading

| Grade (Fall 2022) | Total Number of Growth Events† | Comparison Periods |                    |                        |                |                    |                        | Growth Evaluated Against |                    |                         |                                 |                                      |  |  |  |  |
|-------------------|--------------------------------|--------------------|--------------------|------------------------|----------------|--------------------|------------------------|--------------------------|--------------------|-------------------------|---------------------------------|--------------------------------------|--|--|--|--|
|                   |                                | Fall 2021          |                    |                        | Fall 2022      |                    |                        | Growth                   |                    | Grade-Level Norms       |                                 |                                      | Student Norms                              |  |  |  |
|                   |                                | Mean RIT Score     | Standard Deviation | Achievement Percentile | Mean RIT Score | Standard Deviation | Achievement Percentile | Observed Growth          | Observed Growth SE | Projected School Growth | School Conditional Growth Index | School Conditional Growth Percentile | Number of Students With Growth Projections | Number of Students Who Met Their Growth Projection | Percentage of Students Who Met Growth Projection | Student Median Conditional Growth Percentile |
| PK                | 0                              | **                 |                    |                        | **             |                    |                        | **                       |                    |                         |                                 |                                      | **   |  |  |  |
| KK                | 0                              | **                 |                    |                        | **             |                    |                        | **                       |                    |                         |                                 |                                      | **   |  |  |  |
| 1                 | 71                             | 143.0              | 11.7               | 92                     | 161.6          | 16.4               | 93                     | 19                       | 1.4                | 19.3                    | -0.25                           | 40                                   | 71   | 35   | 49   | 47   |
| 2                 | 74                             | 157.8              | 17.6               | 73                     | 177.1          | 18.2               | 85                     | 19                       | 1.7                | 16.7                    | 1.03                            | 85                                   | 74   | 44   | 59   | 64   |
| 3                 | 96                             | 176.3              | 21.2               | 79                     | 191.7          | 18.8               | 83                     | 15                       | 1.0                | 14.4                    | 0.43                            | 67                                   | 96   | 51   | 53   | 54   |
| 4                 | 94                             | 189.6              | 19.3               | 72                     | 197.7          | 18.6               | 63                     | 8                        | 0.9                | 9.8                     | -0.90                           | 18                                   | 94   | 42   | 45   | 45   |
| 5                 | 91                             | 201.0              | 15.8               | 77                     | 209.5          | 15.5               | 81                     | 9                        | 0.9                | 7.2                     | 0.88                            | 81                                   | 91   | 54   | 59   | 62   |

Language Arts: Reading



Testing Window

< Fall 2022-2023 >

Cluster

North Atlanta

Exam

Reading

School

E Rivers

Tested Grade

(All)

Race/Ethnicity

(All)

Gifted

(All)

SWD

(All)

EL Status

(All)

Color by:

Cluster

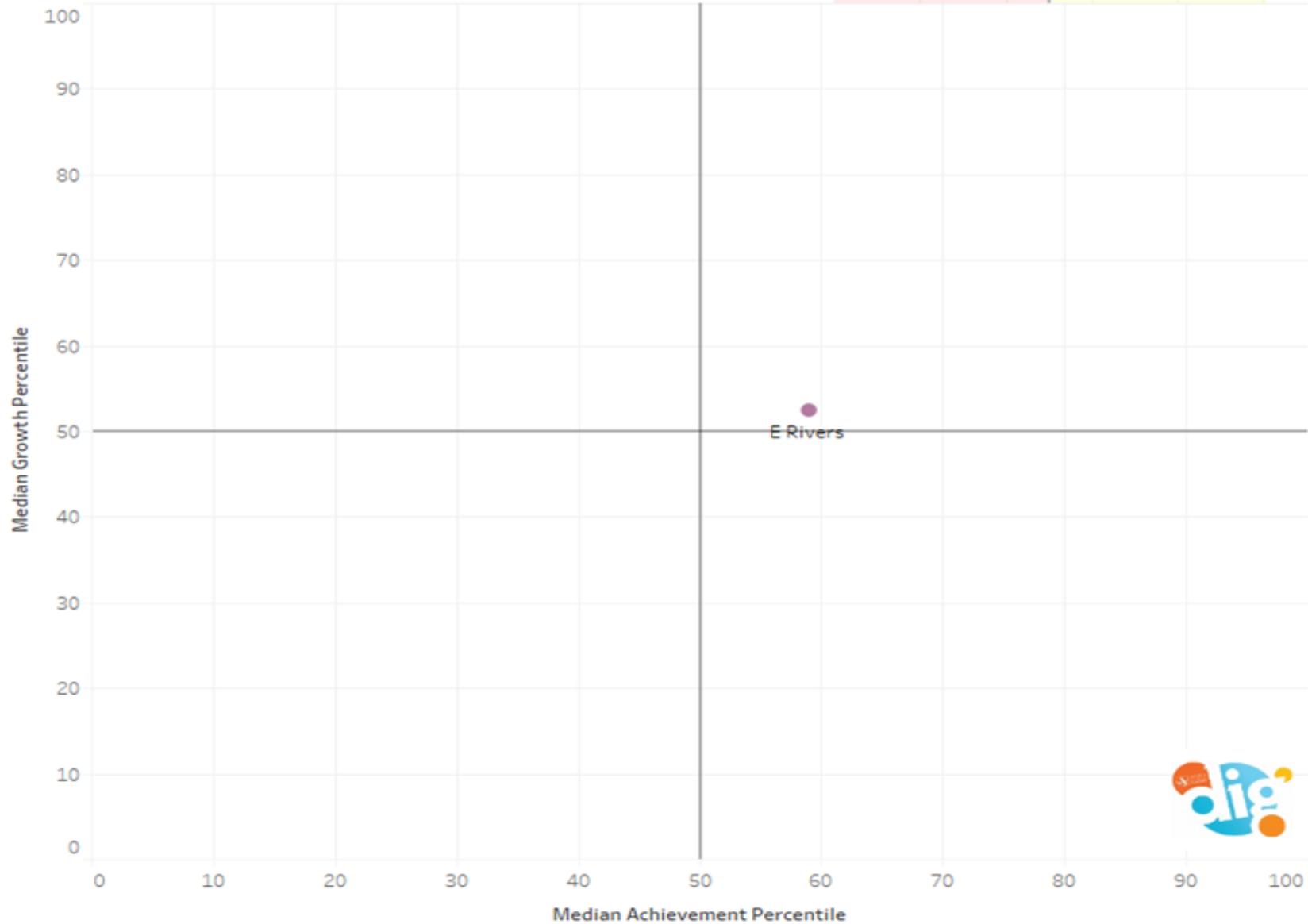
Color by Legend

North Atlanta

### District Growth Achievement Quadrant View

Select any point to see the prior growth and achievement percentages. Hover over a point to reveal the timeframe and details. Use the filters to show data by subgroup. Select the "Color by:" parameter on the left to update the scatter plot for cluster or associate superintendent.

|                             |                              |
|-----------------------------|------------------------------|
| Low Achievement High Growth | High Achievement High Growth |
| Low Achievement Low Growth  | High Achievement Low Growth  |



# MAP – Achievement Math

## K-8 Aggregate Quintiles for Achievement

The below percentages show what percent of students at each school land in each quintile based on the percentile from MAP Growth.

\*click in a school to see grade level performance if there are above 10 students per grade

Data is updated nightly during each testing window.



| School   | Window           | Exams  | Lo %ile <21 | LoAvg %ile 21-40 | Avg %ile 41-60 | HiAvg %ile 61-80 | Hi %ile > 80 |
|----------|------------------|--------|-------------|------------------|----------------|------------------|--------------|
| DISTRICT | Fall 2021-2022   | 23,126 | 37%         | 19%              | 14%            | 13%              | 16%          |
|          | Winter 2021-2022 | 23,743 | 37%         | 18%              | 16%            | 14%              | 15%          |
|          | Spring 2021-2022 | 24,226 | 37%         | 19%              | 15%            | 14%              | 16%          |
|          | Fall 2022-2023   | 23,463 | 32%         | 18%              | 16%            | 15%              | 19%          |

| School   | Window           | Exams | Lo %ile <21 | LoAvg %ile 21-40 | Avg %ile 41-60 | HiAvg %ile 61-80 | Hi %ile > 80 |
|----------|------------------|-------|-------------|------------------|----------------|------------------|--------------|
| E Rivers | Fall 2021-2022   | 617   | 19%         | 19%              | 16%            | 20%              | 25%          |
|          | Winter 2021-2022 | 629   | 22%         | 15%              | 20%            | 21%              | 22%          |
|          | Spring 2021-2022 | 628   | 22%         | 17%              | 16%            | 22%              | 23%          |
|          | Fall 2022-2023   | 628   | 20%         | 13%              | 17%            | 21%              | 29%          |

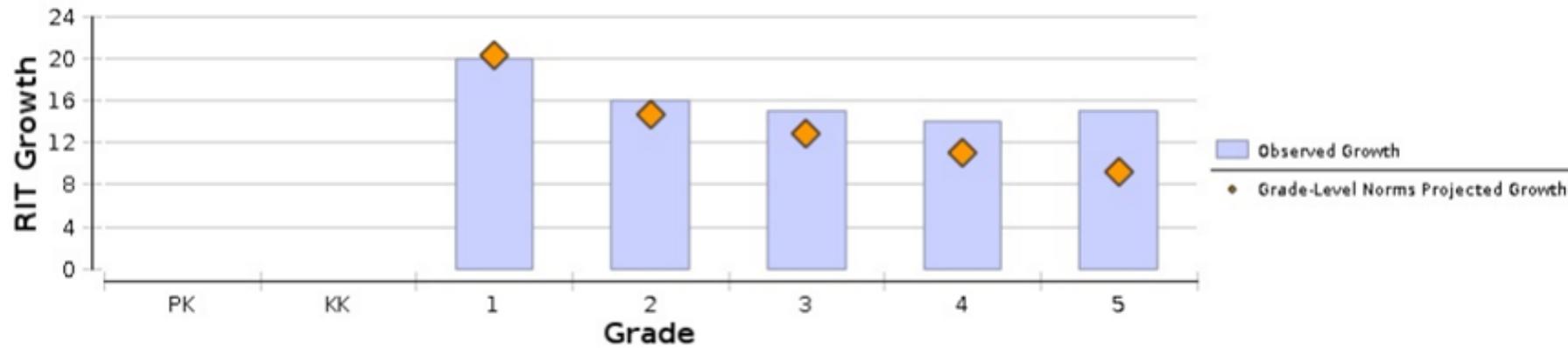
# MAP Math – Fall to Fall Growth Projections

## E. Rivers Elementary School

Math: Math K-12

| Grade (Fall 2022) | Total Number of Growth Events† | Comparison Periods |                    |                        |                |                    |                        | Growth Evaluated Against |                    |                         |                                 |                                      |  |  |  |  |
|-------------------|--------------------------------|--------------------|--------------------|------------------------|----------------|--------------------|------------------------|--------------------------|--------------------|-------------------------|---------------------------------|--------------------------------------|--|--|--|--|
|                   |                                | Fall 2021          |                    |                        | Fall 2022      |                    |                        | Growth                   |                    | Grade-Level Norms       |                                 |                                      | Student Norms                              |  |  |  |
|                   |                                | Mean RIT Score     | Standard Deviation | Achievement Percentile | Mean RIT Score | Standard Deviation | Achievement Percentile | Observed Growth          | Observed Growth SE | Projected School Growth | School Conditional Growth Index | School Conditional Growth Percentile | Number of Students With Growth Projections | Number of Students Who Met Their Growth Projection | Percentage of Students Who Met Growth Projection | Student Median Conditional Growth Percentile |
| PK                | 0                              | **                 |                    |                        | **             |                    |                        |                          | **                 |                         |                                 |                                      | **   |  |  |  |
| KK                | 0                              | **                 |                    |                        | **             |                    |                        | **                       |                    |                         |                                 |                                      | **   |  |  |  |
| 1                 | 72                             | 145.4              | 13.0               | 91                     | 165.6          | 15.6               | 90                     | 20                       | 1.3                | 20.3                    | -0.05                           | 48                                   | 72   | 35   | 49   | 46   |
| 2                 | 76                             | 161.1              | 15.1               | 66                     | 177.1          | 14.9               | 75                     | 16                       | 1.4                | 14.7                    | 0.53                            | 70                                   | 76   | 35   | 46   | 42   |
| 3                 | 97                             | 174.8              | 15.2               | 57                     | 189.4          | 16.4               | 67                     | 15                       | 0.8                | 12.9                    | 0.96                            | 83                                   | 97   | 57   | 59   | 57   |
| 4                 | 95                             | 186.1              | 15.9               | 41                     | 199.9          | 17.5               | 60                     | 14                       | 0.7                | 11.0                    | 1.76                            | 96                                   | 95   | 62   | 65   | 64   |
| 5                 | 92                             | 195.6              | 14.1               | 32                     | 210.1          | 16.0               | 61                     | 15                       | 0.9                | 9.2                     | 3.83                            | 99                                   | 92   | 72   | 78   | 80   |

Math: Math K-12



Testing Window

< Fall 2022-2023 >

Cluster

North Atlanta

Exam

Math

School

E Rivers

Tested Grade

(All)

Race/Ethnicity

(All)

Gifted

(All)

SWD

(All)

EL Status

(All)

Color by:

Cluster

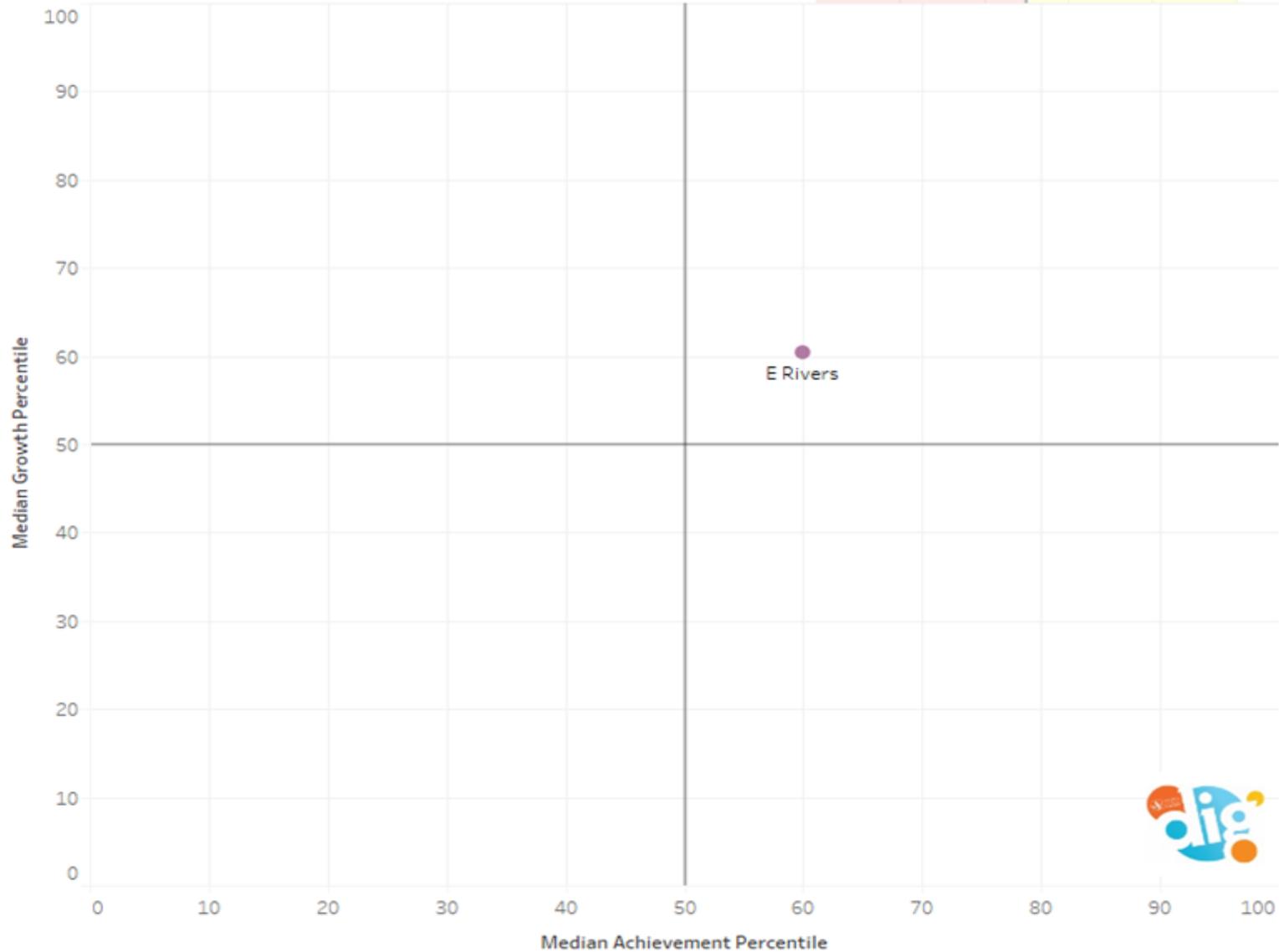
Color by Legend

■ North Atlanta

## District Growth Achievement Quadrant View

Select any point to see the prior growth and achievement percentages. Hover over a point to reveal the timeframe and details. Use the filters to show data by subgroup. Select the "Color by:" parameter on the left to update the scatter plot for cluster or associate superintendent.

|                             |                              |
|-----------------------------|------------------------------|
| Low Achievement High Growth | High Achievement High Growth |
| Low Achievement Low Growth  | High Achievement Low Growth  |



# GO Team Discussion: Data Protocol

- What do you notice?
- What are your wonderings?
- What additional 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.

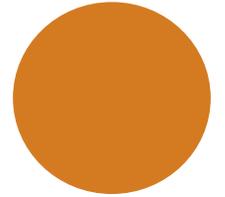
Robert J. Mckain

# 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.





Thank you