

## 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 cultivate critical thinkers that are socially responsible and make meaningful contributions to the greater global community.

The mission of Bolton Academy is to provide a rigorous learning environment that promotes inquiry, reflection, respect, and compassion in every student and member of the learning community.

### 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. Implement the enhanced IB PYP model with fidelity.

### 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.
- Utilize a writing assessment system.
- Realign 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
- Support DLI program through monitoring and curriculum development.

#### Uses of Flexibility/Innovation

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

### Key Performance Measures

By 2021, Bolton Academy aims to achieve the following:

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



Academic Program



Talent Management



Systems & Resources



Culture

5. Improve teacher efficacy in IB standards and practices, Balanced Literacy Framework, Eureka Math, and science/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.

- Provide teachers with ongoing professional development regarding IB, Balanced Literacy, Eureka Math, and effective co-teaching strategies.
- Promote, engage, and develop teacher implementation of integrated curriculum in the areas of language arts, science, and social studies.
- Integrate APS Definitions of Teaching & Leader Excellence with the coaching cycle.
- Develop and monitor effective implementation of ESOL strategies.
- Conduct annual talent reviews, providing ongoing coaching and feedback.
- Develop a school-based mentoring program to support new teachers.

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.

- Implement effective PLCs during grade-level collaborative planning.
  - Design master scheduling to maximize collaboration.
  - Adhering to district timeline and protocols for highly qualified hiring practices.
  - Enhance DLI instructional model with additional support staff.
- #### Uses of Flexibility/Innovation
- Redesign roles of instructional leadership team members to align to our instructional needs.

10. Develop and sustain a positive, informed, and engaged school community for all stakeholders (students, teachers, parents, and the community)
11. Create a culture of high expectations and trust for students, staff, and families.

- Implement secondSTEP curriculum with fidelity.
- Promote reflection and awareness of cultural differences through school programming and practices.
- Support the implementation of Restorative Practices.
- Provide monthly recognition opportunities for students and staff.
- Offer semi-annual parent conference days (fall and spring).
- Conduct semi-annual Principal's Chats.
- Utilize Class Dojo and weekly communication systems to keep all stakeholders informed and engaged.