



Stark Elementary

Strategic Plan

2019-2020



Purpose Statement

Butts County School System's purpose is to Provide Learning and Life Experiences that Maximize the Individual Potential of All Students so they are Prepared for a Productive Future.

10 Core Commitments and Values:

- ◆ *We will provide and expand effective growth experiences for all students in the "A.A.A.S."— Academics, Fine Arts, Athletics, and Service.*
- ◆ *We will maximize the personal safety and well-being of all stakeholders who enter our facilities.*
- ◆ *We will model and exhibit a spirit of teamwork, professionalism, and collaboration in the quest of continuous improvement on behalf of our students and community.*
- ◆ *We will engage students, families, and community stakeholders as partners and teammates.*
- ◆ *We will model self-discipline in our duties as professionals, and we will discipline our students in a way that values their worth and dignity as human beings.*
- ◆ *We will recruit and retain highly-qualified staff members in the name of what is best for children.*
- ◆ *We will embrace fair accountability for all staff, students, and the community.*
- ◆ *We will respect and celebrate human diversity as a strength in our organization.*
- ◆ *We will faithfully maintain modern and effective facilities, equipment, technology, and data.*
- ◆ *We will be responsible stewards of community taxes and resources while putting the needs of children first.*

***Adopted by the
Butts County Board of Education
October 3, 2017***



Goal Area I

Excellence in Student Achievement and Success

| Performance Objective: Academic achievement of at least 60% of students will score at developing and above; growth of at least 50% of students will improve to developing and above, as evidenced by EOG data. | | | |
|---|--|-------------------------------------|---|
| Initiative | Implement best practices for instruction that increases student achievement. | | |
| Action Steps | Person/Role Responsible | a. Timeline for Implementation | Artifacts and Evidence |
| | | b. Method for Monitoring | |
| Grade levels continue with a commitment to a vision of shared leadership. Leaders will be identified at each level for Curriculum, Data, RtI, and PBIS. | Teachers & Staff | August to May | Handbook, Agendas, Sign-In Sheets |
| | | monthly meetings | |
| Teachers will participate in weekly collaborative planning. Grade level teams will build & revise Atlas Units aligned to the Georgia Standards of Excellence using county resources Data talks monthly | Administrators, Instructional Coach, & Teachers | Weekly | Unit Plans, Data Charts, UBD Checklists |
| | | weekly meetings, unit plans | |
| K – 5 administration of universal screenings and benchmarks to measure literacy and math growth | Administration & Teachers | August, December/January, March | Map, iSteep, Write Score data |
| | | data | |
| Create common assessments. | Team Leaders & Curriculum Leaders | Monthly | Assessments, Performance Matters (2-5), Coach Digital, Eureka End of Module Assessments |
| | | collab planning agendas, unit plans | |

| Performance Objective: Student engagement and rigor will increase in all content areas for all students, as measured by screeners, Lexile levels, and eleot data. | | | |
|--|--|--------------------------------|----------------------------|
| Initiative | Implement a formal structure for reflective practice that guide and change instructional strategies. | | |
| Action Steps | Person/Role Responsible | a. Timeline for Implementation | Artifacts and Evidence |
| | | b. Method for Monitoring | |
| Teachers will receive job embedded professional learning that is tailored to Student Engagement, Rigor & Quality Instruction, and Positive Classroom Culture. | Administration, Instructional Coach, Ms. Dundore, Ms. White | August-May | eleot Data, Sign-In Sheets |
| | | eleot Observations, PL Plan | |

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|---|---|--|---|
| <ul style="list-style-type: none"> ● Screeners continue in grades K-5 in ELA and Math ● Increase student Lexile levels in grades K-5 (MAP Aug/Dec/March – Sight Words K (200) & 1 (300), Oct/Jan – SRI 2-5 by 75 points (Oct/Jan). ● Write Score practice writing assessments fall and spring in grades 3-5. | Administrators & Teachers | August, October, December/January, March Data | Data Talks |
| Curriculum Data Talks will be administered in all grade levels for ELA, math, science, and social studies. Data will be used to guide instruction and presented to admin. | Administrators, Instructional Coach, & Teachers | Monthly Data Talks Agenda | Data, revision of units in Atlas, lesson plans (grouping of students) |

| Performance Objective: The school-wide use of technology will improve as evidenced by eleot walkthrough data. | | | | | | |
|--|---|--|--------------------------|--------|--------------|---|
| Initiative | School-wide implementation of student engagement through the use of technology. | | | | | |
| Action Steps | Person/Role Responsible | a. Timeline for Implementation | Artifacts and Evidence | | | |
| Promote consistent use of technology in instruction to foster an active learning environment with rigorous coursework. | Administration, Instructional Coach, Counselor, Teachers | <table border="1"> <tr> <th data-bbox="1115 618 1493 662">b. Method for Monitoring</th> </tr> <tr> <td data-bbox="1115 662 1493 706">Weekly</td> </tr> <tr> <td data-bbox="1115 706 1493 782">Lesson Plans</td> </tr> </table> | b. Method for Monitoring | Weekly | Lesson Plans | Chromebook cart check-out and/or assignments Computer lab sign-up sheets Atlas Units/Lesson Plans Student work samples |
| b. Method for Monitoring | | | | | | |
| Weekly | | | | | | |
| Lesson Plans | | | | | | |



Goal Area II

Excellence in Organizational Effectiveness

| Performance Objective: Facility safety and appearance will improve as evidenced by injury reports and safety walk data. | | | | | | |
|---|---|--|--------------------------|-----------------|--|---|
| Initiative | Implement formal and informal systems for school safety. | | | | | |
| Action Steps | Person/Role Responsible | a. Timeline for Implementation | Artifacts and Evidence | | | |
| Daily school level and monthly district level safety walk-throughs to pinpoint areas that are in need of attention/improvement. | Administration, Instructional Coach, Teachers, Custodians | <table border="1"> <tr> <th data-bbox="1115 1198 1444 1242">b. Method for Monitoring</th> </tr> <tr> <td data-bbox="1115 1242 1444 1286">Daily & Monthly</td> </tr> <tr> <td data-bbox="1115 1286 1444 1365">Safety Walk Monthly Report Injury Reports</td> </tr> </table> | b. Method for Monitoring | Daily & Monthly | Safety Walk Monthly Report Injury Reports | Safety Walk Monthly Reports Injury Reports |
| b. Method for Monitoring | | | | | | |
| Daily & Monthly | | | | | | |
| Safety Walk Monthly Report Injury Reports | | | | | | |
| | | Monthly | Cameras | | | |

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| Plan and implement safety improvements to increase security and to keep all stakeholders safe. Examples of technology and building enhancements may include video security cameras, restricted door access controls, fencing, etc. | Administration, Leadership Team | State website for drills Fire drill reports Safety Walk Monthly Report | Monthly fire drill reports (shared at faculty meetings) Padlock on fence Restricted door access Staff ID Badges Visitor Badges Visitor Check-in System Safety Walk Monthly Reports |
|--|---------------------------------|--|--|

| Performance Objective: The school-wide use of technology will improve as evidenced by eleot walkthrough data. | | | |
|--|---|---|---|
| Initiative | School-wide implementation of student engagement through the use of technology. | | |
| Action Steps | Person/Role Responsible | a. Timeline for Implementation b. Method for Monitoring | Artifacts and Evidence |
| Provide technology training for teachers to help them consistently integrate technology with instruction. | Instructional Coach and Teachers | Monthly Classroom observations (informal, eleot, TKES) Lesson plans Training agendas | Classroom observations Atlas Units/Lesson plans Training agendas Reports from programs (i.e. Moby Max, Reading Counts) |
| Promote consistent use of technology in instruction as we continue to grow teacher leaders through the BCSS trailblazer initiative putting Chromebook carts in each classroom. | Administration | Weekly Lesson Plans | Chromebook cart check-out and/or assignments Computer lab sign-up sheets Atlas Units/Lesson Plans |

| Performance Objective: Student behavior will improve and disciplinary referrals will be reduced by 10% when compared with the previous year. | | | |
|--|-------------------------------------|--|---|
| Initiative | School-wide implementation of PBIS. | | |
| Action Steps | Person/Role Responsible | a. Timeline for Implementation b. Method for Monitoring | Artifacts and Evidence |
| 100 % of staff will participate & implement PBIS strategies to positively impact discipline referrals from Aug to May. | All Staff | Daily SWISS Monthly Discipline Reports Lesson Plans for Core Essentials | SWISS Monthly Discipline Reports Lesson Plans for Core Essentials |
| Continue Kindness Initiative to target and increase from 43% to 55% according to the student health survey question 10 "Students treat each other well" often and always | All Staff | Daily Health Survey | Class Meetings: Character Traits Kindness Chains, Community Projects Facebook posts Classroom Guidance |
| Continued recognition program for students of the month, teacher of the month, and support staff of the month. | Administration | Monthly Meeting Agendas Invitations Sign-in Sheets | Meeting Agendas Facebook posts Invitations Bulletin boards Sign-in Sheets |

| Performance Objective: Student and staff attendance will continue to improve and remain within the state guidelines to ensure a 95% or greater average. | | | |
|--|---|--|---|
| Initiative | Implementation of attendance initiatives for teachers and students. | | |
| Action Steps | Person/Role Responsible | a. Timeline for Implementation b. Method for Monitoring | Artifacts and Evidence |
| Continue student perfect attendance incentives. | Administration & Counselor | Monthly Monthly Attendance Reports | Infinite Campus - ATT Track Contact Log Attendance Reports |
| Continue recognition program for employees who exhibit perfect attendance. | Administration | Monthly Monthly Attendance Reports | Monthly SubAway Orders Attendance Reports |



Goal Area III
Excellence in Relationships and Perceptions

| Performance Objective: Positive perceptions about our school from all stakeholders will improve as evidenced by survey data by increasing our school climate rating from 4 stars to 5 stars. | | | |
|---|---|--|--|
| Initiative | Stark Strong will promote a positive, caring, and supportive school climate that is respectful for all. | | |
| Action Steps | Person/Role Responsible | a. Timeline for Implementation b. Method for Monitoring | Artifacts and Evidence |
| Each teacher will continue to engage in communication with parents in a proactive manner with at least three individual and personal contacts per quarter documented through the Infinite Campus tool (phone contact, email, progress reports, report cards, detailed agenda notes, and conferences). | Teachers | Quarterly IC Quarterly communication log | IC Communication log turned in to Team Leader each nine weeks. |
| Continued implementation of weekly communication folders at all grade levels. Parents will expect important information each Thursday in folders that will be returned the next day. | Teachers | Weekly Thursday Folders | Parent Signature Sheet |
| Parents will receive weekly emails from teachers about upcoming learning targets, events, and spotlights. | Teachers | Weekly Email communication | BC Admin Team weekly |
| Use the Infinite Campus calling system as needed to provide parents with important information and reminders for upcoming events. | Administration | Monthly Calling Post in IC | Admin. print transcript of calling post |

| Performance Objective: 100% of students and teachers will participate in character building activities | | | |
|---|---------------------------------|--------------------------------|------------------------|
| Initiative | StarkStrong Kindness Initiative | | |
| Action Steps | | a. Timeline for Implementation | Artifacts and Evidence |
| | | | |

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|--|--|--|----------------------|
| | Person/Role Responsible | b. Method for Monitoring | |
| Teachers will implement Core Essential activities and lessons. | Administration, Counselor, Teachers, Staff | Weekly Lesson Plans | Activities Completed |
| Family meetings using Core Essential supplemental activities. | All Staff | Monthly__October-May____ Sign-In/Agenda | Sign-In/Agenda |

| | | | |
|--|--|---|------------------------------|
| Performance Objective: Stakeholder involvement will improve by increasing the number of parent and community volunteers as compared to the previous year. | | | |
| Initiative | Using community connections to meet the needs of all students. | | |
| Action Steps | Person/Role Responsible | a. Timeline for Implementation b. Method for Monitoring | Artifacts and Evidence |
| Share spotlights and celebrations at the beginning of each faculty meeting. | Administration & Teachers | Monthly Monthly Faculty Meetings | Sign-in Sheets/Agendas |
| Continue school-wide mentoring program to establish positive relationships with at-risk students. | Counselor | Weekly Counselor monthly monitoring | Sign-in Sheets/Activity Logs |
| Publicize activities with mentors, volunteers, Board Members, and Partners in Education school events and activities on Website and papers. ● Invite newspaper to school events and activities. | Administration | Monthly StarkStrong Team Members | Webpage / Invites & Articles |
| Update school Facebook page and Twitter account weekly with important information and artifacts from school events. | Administration & Media Specialist | Weekly _____ Administration, Instructional Coach & Media Specialist | Facebook & Twitter |

**BCSS Georgia Milestones Assessment Performance Targets
2018 - 2023**

| | | | | | | |
|---|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|
| Butts County GA Milestones Performance Targets (Percent of Learners at Level I) Targets for each cohort set based on 2017-2018 Performance English/Language Arts 2018 - 2023 | | | | | | |
| Grade Level/Course | Percent Level I 2017-2018 | Percent Level I 2018-2019 | Percent Level I 2019-2020 | Percent Level I 2020-2021 | Percent Level I 2021-2022 | Percent Level I 2022-2023 |

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| | | | | | | |
|---------------|-----|-----|-----|-----|-----|-----|
| Third | 54% | 37% | 35% | 33% | 30% | 30% |
| Fourth | 24% | 45% | 31% | 28% | 26% | 25% |
| Fifth | 21% | 25% | 35% | 25% | 20% | 20% |

**Butts County GA Milestones Performance Targets (Percent of Learners at Level I)
Targets for each cohort set based on 2017-2018 Performance
Math
2018 - 2023**

| Grade Level/Course | Percent Level I 2017-2018 | Percent Level I 2018-2019 | Percent Level I 2019-2020 | Percent Level I 2020-2021 | Percent Level I 2021-2022 | Percent Level I 2022-2023 |
|---------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|
| Third | 26% | 27% | 21% | 18% | 18% | 15% |
| Fourth | 19% | 27% | 20% | 18% | 15% | 15% |
| Fifth | 34% | 30% | 25% | 20% | 18% | 15% |

**Butts County GA Milestones Performance Targets (Percent of Learners at Level I)
Targets for each cohort set based on 2017-2018 Performance
Science
2018 - 2023**

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| Grade Level/Course | Percent Level I 2017-2018 | Percent Level I 2018-2019 | Percent Level I 2019-2020 | Percent Level I 2020-2021 | Percent Level I 2021-2022 | Percent Level I 2022-2023 |
|--------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| Fifth | 31% | 32% | 30% | 28% | 26% | 24% |

**Butts County GA Milestones Performance Targets (Percent of Learners at Level I)
Social Studies
2018 - 2023**

| Grade Level/Course | Percent Level I 2017-2018 | Percent Level I 2018-2019 | Percent Level I 2019-2020 | Percent Level I 2020-2021 | Percent Level I 2021-2022 | Percent Level I 2022-2023 |
|--------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| Fifth | 18% | 14% | 13% | 12% | 11% | 10% |

**Butts County Schools Student Survey Question Performance Targets
2018 - 2023**

| Survey | Percent Always or often 2017-2018 | Percent Always or often 2018-2019 | Percent Always or often 2019-2020 | Percent Always or often 2020-2021 | Percent Always or often 2021-2022 | Percent Always or often 2022-2023 |
|------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| Question | | | | | | |
| GSHS 3-5 | | | | | | |
| I feel safe at school. | | | 78% | | | |

| Question | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 |
|--|--|-----------|-----------|-----------|-----------|-----------|
| Georgia Parent School Climate Survey | | | | | | |
| My student feels safe at school. | | | | | | |
| Georgia Parent School Climate Survey | | | | | | |
| Staff at my student's school communicates well with parents. | | | | | | |
| Georgia Parent School Climate Survey |  | | | | | |
| I feel welcome at my student's school. | | | | | | |
| The Georgia School Personnel Survey | | | | | | |

| | | | | | | |
|--|--|--|--|--|--|--|
| I feel safe at my school. | | | | | | |
| The Georgia School Personnel Survey | | | | | | |
| My school promotes academic success for all students. | | | | | | |

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| Butts County CCRPI Readiness Performance Targets (Elementary School) 2018 - 2023 | | | | | | |
|---|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Readiness Area | Percent 2017-2018 | Percent 2018-2019 | Percent 2019-2020 | Percent 2020-2021 | Percent 2021-2022 | Percent 2022-2023 |
| Literacy | 42.86% | | | | | |
| Attendance | 89.92% | | | | | |

Literacy:

Percent of students in grades 3-5 demonstrating reading comprehension at the midpoint of the College & Career Ready “Stretch” Lexile Band for each grade level. The minimum target for grade 3 is 670L. The minimum target for grade 4 is 840L. The minimum target for grade 5 is 920L.

Student Attendance:

The Student Attendance indicator will be calculated based on a nationally-utilized metric of student attendance – absent less than 10% of enrolled days. This definition is flexible enough to account for varying school calendars and provides a better representation of chronic absenteeism, which can signal a lack of student engagement, school climate issues, and a lack of preparation for college and career.