



Richard Woods, Georgia's School Superintendent  
"Educating Georgia's Future"

DIVISION OF  
SCHOOL & DISTRICT  
EFFECTIVENESS  
ADVANCING LEADERSHIP | TRANSFORMING SCHOOLS

# SCHOOL IMPROVEMENT PLAN

**NAME OF SCHOOL/PRINCIPAL: Cook Elementary School/ Mr. Gabe Hammock**

**NAME OF DISTRICT/SUPERINTENDENT: Cook County Schools/ Dr. Tim Dixon**

Comprehensive Support School    Targeted Support School    Schoolwide Title 1 School    Targeted Assistance Title 1 School    Non-Title 1 School    Opportunity School

All required components of the Title I Schoolwide and Targeted Assistance are included in this template.

## SIGNATURES:

Superintendent _____	Date _____
Principal Supervisor _____	Date _____
Principal _____	Date _____
Title 1 Director _____	Date _____
(Title 1 Schools only)	

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Name	Position/Role	Signature
Gabe Hammock	Principal	
Dr. Charline Robinson	Assistant Principal	
Laura Connell	Teacher 3rd	
Veronica Sharpe	Teacher 3rd	
Vanessa Mitchell	Teacher 4th	
Andrea May	Teacher 4th	
Kelley Felts	ESOL Teacher	
Kathy Jones	Gifted Lead Teacher	
Christy Baxter	Teacher 5th	
Emily Philpot	Teacher 5th	
Cathryn Garner	Counselor	
Carla Brown	Sped Teacher	
Shari Breeden	Parent Coordinator	
Leslie McElrath	Assistant Principal	

**Planning Committee Members**

## Needs Assessment/ Data Review Results

Prioritized Needs	Data Source	Participants Involved	Communication to Parents and Stakeholders

### SMART GOAL #1 (Specific, Measurable, Attainable, Results-Based, and Time-Bound)

Increase the number of students scoring at or above grade level CCRPI lexile targets

in grades 3-5 from 34% (baseline averaged) to 37% (target averaged) by May 2019. (CCRPI targets: 670-3rd, 840-4th, 920 5th)

Georgia School Performance Standard	Student group (All or subgroup)	Action /Strategies	Evaluation of Implementation and Impact on Student Learning		Monitoring Actions of Implementation	Estimated Cost, Funding Source, and/or Resources
			Artifacts	Evidence		
Instruction Standard 3: Establishes and communicates clear learning targets and success criteria aligned to curriculum standards	All	<p><b>Strategy:</b> Standards Based Classroom - Teach Georgia Standards of Excellence (GSE) through the implementation of Journeys curriculum, other literary sources such as novels, and authentic tasks for English Language Arts using standards based classroom strategies.</p> <p><b>Activities:</b> Standards-Based Instruction is utilized across grade levels with best practices implemented in the classroom.</p> <p>Professional learning is provided to teachers through job-embedded Professional Learning Communities. -Vertical Alignment of curriculum -FLP time</p> <p>The expertise and experience of seasoned teachers are utilized to assist less experienced or struggling teachers.</p> <p>School-wide reading initiative -Literacy Team -Reading Across the curriculum -FLP time</p>	<p>Unit benchmarks</p> <p>Grade level common assessments</p> <p>Student work samples</p> <p>Reading Inventory</p> <p>Sign -in sheets, agendas, minutes</p> <p>Data wall</p> <p>TKES</p>	<p><b>School Leaders Demonstrate:</b> Observations and feedback through TKES platform</p> <p><b>Teachers Demonstrate:</b> Prepare lesson plans, progress monitor students, and demonstrate knowledge of the standards (GSE).</p> <p><b>Students Demonstrate:</b> Understanding and applying knowledge of the standards Assessments Growth reports</p> <p><b>Parents Demonstrate:</b> Parent/teacher conference Sign-In sheets Parent contact logs</p>	<p><b>District:</b> District school improvement meetings, monitor usage of reading curriculum and PLC's</p> <p><b>Administrators:</b> Walkthroughs, Lesson plans, observations</p> <p><b>Instructional Coach:</b> Develop strategies for remediation, monitor implementation, PLC agendas</p> <p><b>PLC chairs:</b> Lead PLC meetings</p> <p><b>Leadership Team:</b> Examine and review data from action plan and modify as needed</p>	<p><b>QBE</b></p> <p><b>PL</b></p> <p><b>Title 1</b></p> <p><b>School Improvement</b></p> <p><b>Title II</b></p>

**SMART GOAL #2 (Specific, Measurable, Attainable, Results-Based, and Time-Bound)**

Increase the number of students scoring at Level 3 & 4 on the Math section of Georgia Milestone Assessments in Grades 3-5 from 27% (baseline) to 30% (target) by May 2019.

Georgia School Performance Standard	Student group (All or subgroup)	Action /Strategies	Evaluation of Implementation and Impact on Student Learning		Monitoring Actions of Implementation	Estimated Cost, Funding Source, and/or Resources
			Artifacts	Evidence		
Instruction Standard 3: Establishes and communicates clear learning targets and success criteria aligned to curriculum standards.	All	<p>Strategy: Standards Based Classroom - Teach Georgia Standards of Excellence (GSE) for Math through implementation of Eureka Math modules, authentic tasks, and standards based classroom strategies.</p> <p>Activities: Standards-Based Instruction is utilized across grade levels with best practices implemented in the classroom.</p> <p>Professional learning is provided to teachers through job-embedded Professional Learning Communities.</p> <p>-Vertical alignment of curriculum -Deconstructing standards -FLP time</p> <p>The expertise and experience of seasoned teachers are utilized to assist less experienced or struggling teachers.</p>	<p>Unit benchmarks,</p> <p>grade level common assessments</p> <p>fluency drills,</p> <p>student work samples,</p> <p>Universal screeners</p>	<p><b>School Leaders Demonstrate:</b> Observations and feedback through TKES platform</p> <p><b>Teachers Demonstrate:</b> Prepare lesson plans, progress monitor students, and demonstrate knowledge of the standards (GSE).</p> <p><b>Students Demonstrate:</b> Understanding and applying knowledge of the standards</p> <p><b>Parents Demonstrate:</b> Participation in school and class activities Sign-In sheets Parent Contact Logs</p>	<p><b>District:</b> District school improvement meetings, monitor usage of reading curriculum and PLC's</p> <p><b>Administrators:</b> Walkthroughs, Lesson plans, observations</p> <p><b>Instructional Coach:</b> Develop strategies for remediation, monitor implementation, PLC agendas</p> <p><b>PLC chairs:</b> Lead PLC meetings</p> <p><b>Leadership Team;</b> Examine and review data from action plan and modify as needed</p>	<p><b>QBE</b></p> <p><b>PL</b></p> <p><b>Title 1</b></p> <p><b>School Improvement</b></p> <p><b>Title II</b></p>

### SMART GOAL #3 (Specific, Measurable, Attainable, Results-Based, and Time-Bound)

Decrease the number of In School Suspension (ISS) incidents from 434 to to 420 or less from August 2018 to May 2019.

Georgia School Performance Standard	Student group (All or subgroup)	Action /Strategies	Evaluation of Implementation and Impact on Student Learning		Monitoring Actions of Implementation	Estimated Cost, Funding Source, and/or Resources
			Artifacts	Evidence		
School Culture Standard 1: Develops, communicates, and implements rules, practices, and procedures to maintain a safe, orderly learning environment	All	<p>Strategy: Positive Behavior and Attendance Support - Through various positive reinforcements (awards ceremonies, celebrations, classroom incentives, etc.) our students will become responsible citizens of the learning community.</p> <p>School-wide discipline plan Title 1 Parent/student/teacher compact Title 1 Parent Policy Token economy</p> <p>Activites:</p> <ul style="list-style-type: none"> <li>● Provide professional learning on behavior and classroom management (Amie Dean)</li> <li>● Classroom Discipline plan</li> <li>● Provide positive behavior program</li> <li>● Review and revise school-wide discipline plan annually</li> <li>● Second Step curriculum</li> <li>● Mentoring Program</li> <li>● Continue Safe and Drug Free Schools instruction and Safety Awareness Opportunities</li> <li>● Provide counseling services</li> <li>● Renaissance Rocks Reward</li> <li>● Perfect Attendance Award (4 week and cumulative)</li> </ul>	<p>Powerschool discipline data</p> <p>Counseling referrals</p> <p>Behavior interventions</p> <p>Referral forms</p> <p>Rules and procedures posted throughout school</p> <p>Bee Bucks</p>	<p><b>School Leaders Demonstrate:</b> Observe classroom management, counsel at-risk students, and attend RTI meetings</p> <p><b>Teachers Demonstrate:</b> Record behavior data and meet with RTI teams and parents to formulate behavior plans attendance sign-in sheets</p> <p><b>Students Demonstrate:</b> Understand and apply school and classroom rules Bee Bucks Renaissance Rocks</p> <p><b>Parents Demonstrate:</b> Attend RTI meetings sign-in sheets contact logs conferences</p>	<p>District: monitor data (attendance, discipline, referrals)</p> <p>Administration: review lesson plans, observe classrooms, monitor least restrictive environment data</p> <p>Instructional Coach professional development opportunities</p> <p>PLC chair- guide collaborative meetings to discuss student data</p> <p>Leadership Team Analyze school wide data for patterns and trends</p>	<p><b>QBE</b></p> <p><b>PL</b></p> <p><b>Title 1</b></p> <p><b>School Improvement</b></p> <p><b>Title II</b></p>

## Professional Learning Plan to Support School Improvement Plan

Professional Learning Strategy to support achievement of SMART Goals	Professional Learning Timeline	Estimated Cost, Funding Source, and/or Resources	Person(s) Responsible	Monitoring Teacher Implementation of Professional Learning	Artifacts/Evidence of Impact on Student Learning
<p>Ongoing professional learning to include researched based instructional reading, writing, and mathematics., Professional Development will be provided through the use of: RESA workshops, PLCs, GaDOE webinars, Technology trainings, FIP modules, Assesslets, and other available resources</p>	<p><i><b>August 3, 2018 - May 17, 2019</b></i></p>		<p>Professional Learning/Federal Funds Coordinator, Curriculum Director, Administrators, Instructional Coach</p>	<p>PLC sign-in sheets, Administrative walk-throughs, with effective and timely feedback  Collaborative grade level meeting logs</p>	<p>Increase in Georgia Milestones reading, writing, and math scores. Increase in Lexile scores, Unit benchmarks, grade level common assessments, student work samples, Reading Inventory,</p>
<p>Ongoing Professional Learning, to include: research-based math strategies, differentiation, professional development will be presented by: videos, RESA, webinars, workshops and conferences</p>	<p><i><b>August 3, 2018 - May 17, 2019</b></i></p>		<p>Professional Learning/Federal Funds Coordinator, Curriculum Director, Administrators</p>	<p>Administrative walk-throughs with effective feedback in a timely manner.  Review of school wide data quarterly with areas of concern</p>	<p>Unit benchmarks, grade level common assessments, student work samples,</p>

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<p>Ongoing Professional Learning, to include: research-based classroom management strategies (Amie Dean), differentiation, professional development will be presented by: videos, RESA, webinars, workshops and conferences</p>	<p><b><i>August 3, 2018 - May 17, 2019</i></b></p>		<p>Professional Learning/Federal Funds Coordinator, Curriculum Director, Administrators</p>	<p>Administrative walk-throughs are conducted frequently in every classroom and feedback is given to the teachers based on the observation in a timely manner.</p>	<p>Powerschool discipline data, counseling referrals, behavior interventions, Second Step curriculum, student work samples, SIP, Renaissance Rocks Students rewards for behavior weekly, quarterly, and semester</p>
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### Parent Engagement and Communication

Parent Engagement Activities	Timeline	Estimated Cost, Funding Source, and/or Resources	Person(s) Responsible	Evaluation Results	Artifacts/Evidence of Impact on Student Learning
After-school activities: <ul style="list-style-type: none"> <li>● Open House</li> <li>● Literacy Night</li> <li>● Book Fair</li> <li>● Parent Conferences</li> <li>● Title I Parent Involvement Night</li> <li>● PTO Night</li> <li>● Musical Performance</li> <li>● STEAMNight</li> </ul>	<i>August 3, 2018 - May 17, 2019</i>		Parent Coordinator, Administration, Faculty, Staff, Academic Coach, District Office Personnel, PTO Officers	Increase in academic achievement and attendance Decrease in office referrals	Sign-in sheets Agendas and minutes Flyers School website Newspaper Social media AlertNow Photos
In-school Activities: <ul style="list-style-type: none"> <li>● Classroom parties</li> <li>● Awards assemblies</li> <li>● Renaissance Rocks</li> <li>● Field Day</li> <li>● Parent volunteer opportunities</li> <li>● Book Fair activities</li> <li>● IEP and RTI meetings</li> <li>● Parent Conferences</li> <li>● Field Trips</li> <li>● Lunch and Learn</li> <li>● Dr. Seuss Celebration</li> <li>● Veteran's Day</li> </ul>	<i>August 3, 2018 - May 17, 2019</i>		Parent Coordinator, Administration, Faculty, Staff, Academic Coach, District Office Personnel, PTO Officers	Increase in academic achievement and attendance Decrease in office referrals	Sign-in sheets Agendas and minutes Flyers School website Newspaper Social media AlertNow Photos

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<p>Communication:</p> <ul style="list-style-type: none"> <li>● Newsletters</li> <li>● Agendas</li> <li>● School Website</li> <li>● Social Media</li> <li>● Powerschool Alert</li> <li>● School Sign</li> <li>● Phone Calls</li> </ul>	<p><i>August 3, 2018 - May 17, 2019</i></p>		<p>Parent Coordinator, Administration, Faculty, Staff, Academic Coach, District Office Personnel, PTO Officers</p>	<p>Increase in academic achievement and attendance Decrease in office referrals</p>	<p>School website Newspaper Social media AlertNow Photos</p>
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**Resources:**

Georgia School Performance Standards – <http://www.gadoe.org/School-Improvement/School-Improvement-Services/Pages/default.aspx>

Professional Learning Plan Template Guidelines -

<http://www.gadoe.org/School-Improvement/School-Improvement-Services/Documents/Professional%20Learning/Learning%20Forward%20Professional%20Learning%20Plan%20Template.pdf>

System for Effective School Instruction:

<http://www.gadoe.org/School-Improvement/School-Improvement-Services/Documents/System%20for%20Effective%20School%20Instruction/System%20for%20Effective%20School%20Instruction.pdf>

Title 1 - <http://www.gadoe.org/School-Improvement/Federal-Programs/Pages/default.aspx>

QCIS (Indistar) - <http://www.indistar.org/>

Statewide Longitudinal Data System (SLDS) - <http://www.gadoe.org/Technology-Services/SLDS/Pages/SLDS.aspx>