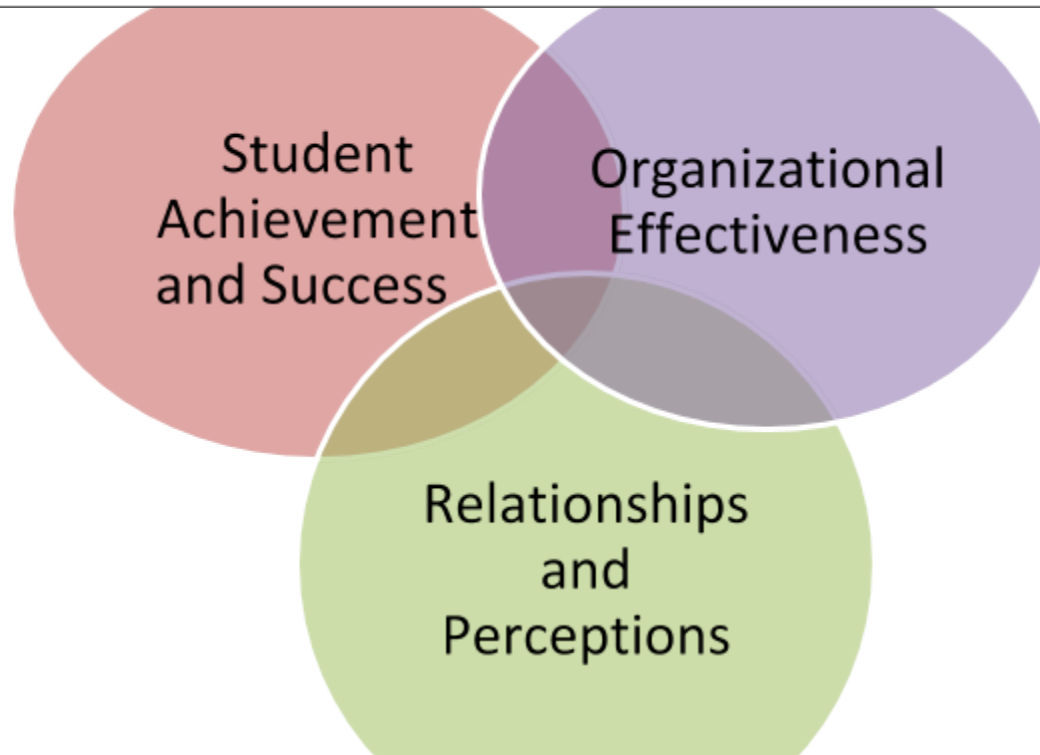


**Stark Elementary School**  
**2018-2019 Draft Revised 10/18/2018**

The BCSS 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.**

## Strategic Goal I: Excellence in Student Achievement and Success

PERFORMANCE GOALS (Smart Goals)	ACTION STEPS	Timeline	Person Responsible
<p><b>Academic achievement and growth of at least 50% of students and subgroups will improve to meet or exceed state averages, as evidenced by EOG data.</b></p> <p><b>Academic rigor and quality of instruction will increase in all content areas for all students, as measured by benchmark tests, Lexile levels, and Write Score data.</b></p>	Continue building Curriculum Units through Atlas that are aligned with the Georgia Standards of Excellence.	PL Days	Team Leaders/Teachers
	Create common assessments through Performance Matters.	Monthly	Team Leaders/Curriculum Leaders
	Continue following Bookworms Curriculum.	Weekly	ELA Teachers/IC
	Continued implementation of the BCSS Instructional Framework lesson planning template in which teachers outline an opening, work session, and closing for each lesson.	Weekly	Admin/IC/Teachers
	Teachers will participate in weekly collaborative planning. Grade level teams will complete weekly plans Data talks be-weekly..	Weekly	Admin/IC/Teachers
	100% of lesson plans will be saved in Google Docs for easier access and collaboration among teachers and administrators.	Weekly	Teachers
	K – 5 administration of I-STEEP reading assessments	August, January, April	Admin/Teachers
	100 % of all students will show growth in I-STEEP Reading Maze and Fluency from Aug-May.	August – May	Teachers
	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.	August – May	Teachers / Admin
	Benchmarks continue in grades 3-5 in ELA and Math. Assessments will include constructive responses.	Quarterly	Admin / Teachers
	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.	Monthly	Teachers
	Increase student Lexile levels, by 75 points, as measured by the Scholastic Reading Inventory in grades 2-5 (Students in BR will be measured by F&P to assess growth)	Aug – May	Teachers/Media Specialist
	Write Score practice writing assessments fall and spring in grades 3-5.	October and January	Admin/Teachers
	Teachers will receive job embedded professional learning that is tailored to Formative Instructional Practices, Differentiated Instruction and Positive Classroom Culture.	Aug - May	Administration/IC
Students will start to take more responsibility for personal goals throughout the year based on grade level standards.	Aug - May	Students	

## Strategic Goal II: Excellence in Organizational Effectiveness

<b>PERFORMANCE GOALS (Smart Goals)</b>	<b>ACTION STEPS</b>	<b>Timeline</b>	<b>Person Responsible</b>
<p><b><u>Facilities</u></b>  <b>Facility safety and appearance will improve as evidenced by safety walk data and custodial checklists.</b></p> <p><b><u>Technology</u></b>  <b>The school-wide use of technology will improve as evidenced by TKES walkthrough data.</b></p> <p><b><u>Student Behavior</u></b>  <b>Student behavior will improve and disciplinary referrals will be reduced by 10% when compared with the previous year.</b></p> <p><b><u>Attendance</u></b>  <b>Student and staff attendance will continue to improve and remain within the state guidelines to ensure a 95% or greater average.</b></p>	<p>Monthly safety walk-throughs to pinpoint areas that are in need of attention/improvement.</p> <p>Custodial Checklist.</p> <p>Plan and implement safety improvements to increase security and to keep all stakeholders safe. Examples of technology and building enhancements include video security cameras, restricted door access controls, fencing, etc.</p>	<p>Monthly</p> <p>Daily</p> <p>Ongoing</p>	<p>Admin</p> <p>Admin/Custodians</p> <p>Admin/SES Safety Team</p>
	<p>Provide technology training for teachers to help them consistently integrate technology with instruction.</p> <p>Promote consistent utilization of computer labs for grades K – 5.            Promote utilization of laptop carts for grades K – 5.</p>	<p>PL Days</p> <p>Weekly</p>	<p>Admin/Team Leaders</p> <p>Admin/All staff</p>
	<p>100 % of staff will participate &amp; implement PBIS strategies to positively impact discipline referrals from Aug to May.</p> <p>Promote consistent implementation of PBIS strategies to positively impact bus referrals from Aug to May.</p>	<p>Daily</p> <p>Daily</p>	<p>All staff</p> <p>Admin/Counselor/Bus Drivers</p>
	<p>All grade levels will participate in a 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</p>	<p>Daily</p>	<p>SES Staff</p>
	<p>Continued recognition program for students of the month, teacher of the month, and support staff of the month.</p>	<p>Monthly</p>	<p>Admin</p>
	<p>Continue student perfect attendance incentives.</p>	<p>Quarterly/Monthly</p>	<p>Admin/Counselor</p>
	<p>Implement a recognition program for employees who exhibit perfect attendance.</p>	<p>Monthly</p>	<p>Admin</p>

### Strategic Goal III: Excellence in Relationships and Perceptions

<b>PERFORMANCE GOALS (Smart Goals)</b>	<b>ACTION STEPS</b>	<b>Timeline</b>	<b>Person Responsible</b>
<p><b>Positive perceptions about our school from all stakeholders will improve as evidenced by survey data, webpage hits, and Facebook followers.</b></p> <p><b>Stakeholder involvement will improve by increasing the number of parent and community volunteers as compared to the previous year.</b></p> <p><b>Staff and students will engage in activities outside of the classroom with a goal of 30% or greater for</b></p>	Parents will receive weekly emails from teachers about upcoming learning targets, events, and spotlights.	Weekly	Admin/Teachers
	Continue phone answering protocol to increase personal and live communication between the school and the community.	Daily	Admin/Office Staff
	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).	Quarterly	Teachers
	Use the Infinite Campus calling system as needed to provide parents with important information and reminders for upcoming events.	Weekly	Admin
	Grade levels will communicate important events and information to the school Parent Involvement Coordinator (Ms. Greer). The PIC will relay information to the newspaper.	Weekly	Parent Involvement Coordinator/Teachers/Counselor
	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.	Weekly	Teachers
	Share spotlights and celebrations at the beginning of each faculty meeting.	Monthly	Admin/All staff
	Continue school-wide mentoring program to establish positive relationships with at-risk students.	Weekly	Counselor
	Invite mentors, volunteers, Board Members, and Partners in Education to the annual Volunteer Luncheon.	May	Admin/Counselor
	Update school Facebook page and Twitter account weekly with important information and artifacts from school events.	Weekly	Admin/Media Specialist
	Invite newspaper to school events and activities.	Monthly	Admin/Media Specialist
	Invite mentors, volunteers, Board Members, and Partners in Education school events and activities.	Monthly	Admin/Counselor
	Recognition of staff and students who are engaged in extracurricular activities and events associated with the school (programs, clubs, PTO and other activities/events).	Monthly	Admin

students and 75% or greater for staff.

## Literacy Plan – Butts County School Stark Elementary School 18-19

**Goal: Engaged Leadership and Continuity of Instruction** *\*Academic achievement and growth of at least 50% of students and subgroups will improve to meet or exceed state averages, as evidenced by EOG data. Academic rigor and quality of instruction will increase in all content areas for all students, as measured by benchmark tests, Lexile levels, and Write Score Data.*

Literacy Activity <i>Who is involved?</i>	Proposed Dates, Times and Location(s)	Professional Learning Experience	Anticipated Outcome <i>What will participants do?</i>	Evaluation of Professional Learning <i>How will the professional learning be assessed?</i>
Administration team will review data and best practice strategies quarterly.  Principal, Assistant Principal, Instructional Coach	Quarterly  October, December, March, May	I-Steep, WriteScore, SRI, writing exemplars from students	Administration will have a shared vision of expectations and best practices in order to increase support of literacy instruction.	Data analysis  Next Steps: Agenda for meetings Share information with teachers through faculty meetings, collaborative planning, and leadership
Administration team will have focused targeted review of all aspects of the literacy program.  Principal, Assistant Principal, Instructional Coach	Quarterly  October, December, February, April	Review of student work samples, rubrics and expectations, benchmark data, IDI data, walk-through forms	Walk-through to review all three areas of Bookworms  Review work-samples in collaborative planning  Review benchmark data and IDI data Attend collaborative planning Support teachers in increased competence in literacy instruction	Collaborative planning agendas Work samples Walk-through forms  Share information with teachers through faculty meetings, collaborative planning, and leadership
Conduct site visits to support each other with consistent expectations, provide modeled classroom experiences.  Instructional Coaches	Quarterly  October, December, January, March	Focused walk-through	Walk-through using Bookworms practices forms  Consistent best practices throughout grade levels and schools	Coach's log

<p><b>Book Study: <i>Read, Write, Lead: Breakthrough Strategies for School- Wide Literacy Success</i> by Regie Routman</b></p> <p><b>Admin Team</b></p>	<p><b>First Semester</b> <b>October- December</b></p>	<p><b>Read and discuss the Strategies for literacy success</b></p>	<p><b>Share highlights and strategies with leadership team during leadership meetings</b></p> <p><b>Increased understanding of successful strategies in literacy</b></p>	<p><b>Agendas-admin and leadership</b></p>
<p><b>Goal: Increased Understanding of Best Practices in writing Instruction*</b><i>Academic achievement and growth of at least 50% of students and subgroups will improve to meet or exceed state averages, as evidenced by EOG data. Academic rigor and quality of instruction will increase in all content areas for all students, as measured by benchmark tests, Lexile levels, and Write Score Data.</i></p>				
<p><b>Literacy Activity</b></p> <p><i>Who is involved?</i></p>	<p><b>Proposed Dates, Times and Location(s)</b></p>	<p><b>Professional Learning Experience</b></p>	<p><b>Anticipated Outcome</b></p> <p><i>What will participants do?</i></p>	<p><b>Evaluation of Professional Learning</b></p> <p><i>How will the professional learning be assessed?</i></p>
<p><b>Writing of the three genres in all content areas in grades K-5 and typing of writing pieces for grades 3-5.</b></p>	<p><b>October-May</b> <b>All classrooms</b></p>	<p><b>Review of writing topics in all content areas</b> <b>Review of typing programs available</b></p>	<p><b>Teachers will plan writing and typing opportunities in all content areas.</b></p>	<p><b>Collaborative Planning agendas</b> <b>Lesson Plans</b> <b>Computer Lab schedules</b></p>
<p><b>Consistent use of writing rubric through all content areas that includes writing expectations from the GSE.</b></p> <p><b>All teachers</b></p>	<p><b>Rubrics- September 2nd-5th</b> <b>October-K-1</b></p> <p><b>Writing in all content areas-beginning in October for grades 1st-5th</b></p>	<p><b>Evaluation of rubric and standards</b></p> <p><b>Review and consistent evaluation of writing in all content areas</b></p>	<p><b>Teachers will review rubrics and expectations of writing standards</b></p> <p><b>Teachers will implement writing in all content areas on a bi-weekly basis from October-May in grades 2-5</b></p> <p><b>Teachers will implement writing in all content areas on a bi-weekly basis from November-May in grades K-1</b></p>	<p><b>Rubrics</b> <b>Lesson Plans</b> <b>Collaborative Planning Agenda</b></p> <hr/> <p><b>Next Steps:</b> <b>Create and evaluate rubrics</b> <b>Evaluate writing</b></p>
<p><b>Writing Exemplars</b></p> <p><b>All faculty</b></p>	<p><b>October</b> <b>throughout school year</b></p>	<p><b>Use of writing exemplars for writing instruction</b></p>	<p><b>Teachers will post and discuss writing expectations through the use of writing exemplars</b></p> <p><b>Leadership will discuss the effectiveness of the use of writing exemplars</b></p>	<p><b>Exemplars posted in classroom</b> <b>Lesson plans</b> <b>Collaborative planning agendas</b> <b>Exemplars posted in ATLAS</b></p>
<p><b>Goal Setting</b></p> <p><b>Teachers and students</b></p>	<p><b>December</b> <b>February</b></p>	<p><b>Teachers and students will set goals for improved writing instruction and practice</b></p>	<p><b>Teachers will work with students on setting and meeting writing goals for improved writing practice.</b></p> <p><b>Teachers will set classwide goals for improved writing instruction and practice.</b></p>	<p><b>Lesson plans</b> <b>Collaborative Planning Agenda</b> <b>Goals</b></p>

\*Please recognize that effective professional development depends on the modification of PD activities to meet teachers' needs as they arise. Therefore, it is expected that changes will need to be made to this plan as it is implemented over the course of the 2018-2019 school year.

Professional Learning Plan - Butts County School Stark Elementary 18-19				
Goal: Increase Student Achievement				
Professional Learning Activity  <i>Who is involved?</i>	Proposed Dates, Times and Locations	Professional Learning Experience	Anticipated Outcome  <i>What will participants do?</i>	Evaluation of Professional Learning  <i>How will the professional learning be assessed?</i>
Collaborative Planning  Teachers, IC Admin	Weekly, Grade Chair Room	UBD Unit Planning Assessment Alignment Writing Across Content	Plan Units in Atlas  Build Units in Atlas - Create rigorous assessments	Units in Atlas, Eleot & TKES Observations, Lesson Plans  Next Steps: Review student work - build exemplar samples
Professional Learning Activity  <i>Who is involved?</i>	Proposed Dates, Times and Locations	Professional Learning Experience	Anticipated Outcome  <i>What will participants do?</i>	Evaluation of Professional Learning  <i>How will the professional learning be assessed?</i>
Depth of Knowledge  Admin, IC, Teachers	Monthly Faculty Meeting Media Center 3:15-4:30	Understanding of DOK Levels - Questioning Tasks Exemplars	Rigorous Student work  Evaluate Lessons	Monthly Faculty Meeting Agendas & Sign-In Sheets - Eleot and TKES Observations  Next Steps: Bring student work/assessment samples to evaluate DOK levels
Professional Learning Activity  <i>Who is involved?</i>	Proposed Dates, Times and Locations	Professional Learning Experience	Anticipated Outcome  <i>What will participants do?</i>	Evaluation of Professional Learning  <i>How will the professional learning be assessed?</i>

Technology  Admin, IC, Teachers	Monthly Faculty Meeting Media Center 3:15-4:30	Take-away Technology practices students can use to improve achievement and engagement	21st Century Skills  Learn a new technology tip each month to implement in their classroom	Monthly Faculty Meeting Agendas & Sign-In Sheets - Eleot and TKES Observations (August - Flip Grid)  Next Steps: Tech savvy teachers plan take away
Action Item  <i>(Type of professional learning activity)</i>	Proposed Dates, Times and Locations	Professional Learning Experience	Anticipated Outcome  <i>Participants will know and be able to:</i>	Evaluation of Professional Learning  <i>How will the professional learning be assessed?</i>
ELA  EOG Writing (Vocabulary, Common Rubrics, DOK Prompts)	August October January	Teachers will plan rigorous writing experiences for students	Participants will meet cross grade level to develop common writing expectations, vocabulary, and prompts at each grade level	Atlas Writing Units - Mock Assessment Writing Samples  Next Steps: Plan All Day PD for each Grade Level 5, 4, 3, 2, 1, K)
Action Item  <i>(Type of professional learning activity)</i>	Proposed Dates, Times and Locations	Professional Learning Experience	Anticipated Outcome  <i>Participants will know and be able to:</i>	Evaluation of Professional Learning  <i>How will the professional learning be assessed?</i>
Math  Eureka Training	August October January	Teachers will receive training teaching math using Eureka	Improve Math Achievement with a focus on fluency of math computation and number sense	Sign-in sheets, iSteep, EOG  Next Steps: Collaboration about improving math computation/fluency and implementing Coach Digital