

Lake Joy Primary School Strategic Improvement Plan

Strategic Goal	Performance Objective	Initiative	Actions	Performance Measures		Person(s) Responsible
				Balanced Scorecard	Internal Measures	
Student Achievement	1.1. Ensure mastery of the standards	1.1.A: Provide high quality instruction that is aligned with the state standards	1.1. A 1-Maintain the use of aligned assessment portfolios, curriculum maps, units of study to drive instruction for all grade levels in each content area		*% of students mastering common assessments/performance assessments at 90% and/or above (Target--90%) *% of teachers who utilize technology for instructional resources (Target 100%)	Administration, BST, Classroom Teachers, Support Teachers
			1.1 A2-Continually review curriculum instruction assessment resources on SharePoint		*% of teachers who utilize technology for instructional resources (Target 100%)	
			1.1 A3-Provide instructional assistance through support personnel		*% of sub-populations mastering state/district assessments in 1st/2nd grade (Target 98%)	
					*GKIDS target of 90% or better in ELA/Math combined for all Kindergarten students	
					*100% of meetings with support and regular education teachers collaborating	

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Student Achievement	1.1. Ensure mastery of the standards	1.1.B – Develop high and clear expectations for all students by implementing standards-based classroom processes.	1.1 B1-Use of assessment portfolios		*100% of classrooms implementing standard-based instructional practices as measured by classroom observation	Administrators, BST, Classroom Teachers, Support Teachers
			1.1 B2-Fully implement standards-based classroom practices		*100% of students will demonstrate growth through the RTI progress monitoring systems	
			1.1 B3-Instruction is differentiated and planned for student differences		*100% of classrooms will show evidence of implementation of common core (CCGPS)	

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Student Achievement	1.1. Ensure mastery of the standards	Initiative 1.1.C – Implement a balanced assessment approach to include diagnostic, formative, and summative assessments to design and adjust instruction to maximize student achievement.	1.1 C1-Develop and implement formative assessments to assist teachers in adjusting instruction		*% of teachers utilizing common assessments to drive instruction and RTI (Target-100%)	Type the person(s) responsible for Initiative 1.1.C here
			1.1. C2-Continue to utilize Enrichment and Tutorial sessions to provide intervention for students to address weaknesses and support accelerating learning		*98% or higher of 1st and 2nd grade students meeting/exceeding expectations on ELA/Math state/district common assessments	
			*ET=Strategy groups, DI in addition to, embedded in rooms, teams, grades as needed. Prescriptive based on assessments.			
			1.1 C3-Vertical Team Planning to adjust instruction			

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Student Achievement	1.1: Ensure mastery of the standards	1.1.D: Integrate technology into curriculum, instruction, and assessment to improve student achievement.	Utilization of technology in classrooms to include: Smartboards, document cameras, student computers		*Monitored through lesson plans, professional learning, and daily schedules	Administration, BST, Classroom Teachers, Support Teachers
			Utilization of Computer Lab			

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Student Achievement	1.2: Guarantee student success.	1.2.A: Review and utilize effective student achievement pyramids of intervention based on identified student needs.	1.2 A 1: Utilization of SST Response to Intervention (RTI) processes		*% of students on Tier 3 showing progress in their identified area(s) (Target---100%)	Administration, Classroom Teachers, Counselor, Psychologist, Support Teachers, Focus and Special Education Teachers
			1.2 A 2: Continual Training on RTI procedures and model for LJPS		*% of teachers receiving training and coaching (Target---100%)	
			1.2 A 3: Ensure the utilization of effective remedial/acceleration interventions during the school day		*% of teachers utilizing assessment portfolios and student assessment pieces to drive instruction (Target 100%)	
			*ET=Strategy groups, DI in addition to, embedded in rooms, teams, grades as needed. Prescriptive based on assessments.			

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Student Achievement	1.2: Guarantee student success.	Initiative 1.2.B – Provide a foundation for all students to ensure college and career readiness.	1.2.B Utilize the CCGPS, state, and local pacing guides for instruction		*% of teachers following CCGPS and pacing guides (Target---100%)	Administrators, All teachers

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Student Achievement	1.3: Close the achievement gap between subgroups.	1.3.A: Provide formalized processes of intervention for identified subgroups.	1.3 A 1: Utilize disaggregated data on school and grade level subpopulations to include ESOL and SWD		*% of students in each subpopulation mastering state and district assessments (Goal---98%)	Administrators, BST, Classroom Teachers, Support Teachers, Special education teachers
			1.3 A 2: Continue the use of instruction where appropriate through the co-teaching inclusion model		*% of meetings jointly attended by support teachers and classroom teachers (Target---100%)	
			1.3 A 3: Ensure collaboration among support teachers and classroom teachers to support quality instruction		*% of meetings jointly attended by support teachers and classroom teachers (Target---100%)	

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Student and Stakeholder Engagement	2.1: Ensure a safe and enriching school environment.	2.1.A: Develop a systematic approach to providing a safe learning environment for all stakeholders.	2.1. A.1 Review/implement school/system safety plan, policies and procedures		*% of safety drills conducted according to system and state guidelines (Target---100%)	Administrators, All staff members
			2.1.A 2 Provide PreK-2 instruction in violence and drug prevention, personal health, safety, anti-bullying, and social skills.		*% of students participating in Character Education, Red Ribbon activities, and anti-bullying activities. (Target---100%)	

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Student and Stakeholder Engagement	2.1: Ensure a safe and enriching school environment.	2.1.B: Implement processes to promote positive student engagement.	2.1. B.1: Implement student attendance policy/incentive plan		*% of students absent 15 days or less (Target--99%)	Administrators,
			2.1.B.2: Recognize student achievement & Positive Behavior		*% of students receiving recognition for academic achievement & positive behavior.	
			*Announced		(Charms, Recognition days, Wall of Fame, Character Ed. Exemplar Writing Wall, High 5 Parties...Target---90%)	
			*Posted on wall			

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Student and Stakeholder Engagement	2.2: Encourage student and stakeholder involvement.	2.2.A: Increase the ability of all parents to support their student's academic growth.	2.2.A 1: Provide parent information through school multi-media and e-mail.		*website updates, Facebook posts, e-mails, call-outs, newsletters (Target---monthly from school, weekly from teacher)	Administrators, Media Specialist, Classroom Teachers, PTO
			2.2. A2: Provide opportunities and researched-based strategies for parental involvement		*% of parents agreeing that our school provides various opportunities for sharing/gathering information through the use of a parent survey (Target---90%)	
			2.2 A 3: The school will provide 1 or more PACT time activities per month.		*Provide 100% of parents opportunities monthly to engage in student/parent activities	

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Student and Stakeholder Engagement	2.2: Encourage student and stakeholder involvement.	2.2.B: Communicate with stakeholders at the system and school level.	2.2.B.1: Provide ongoing communication		*# of newsletters, website updates, callouts, and multi-media posts (in alternate languages as available) (Target---numerous monthly)	Administrators, Classroom Teachers, Support Teachers, PTO

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Organizational Effectiveness	3.1: Facilitate and monitor organizational processes.	3.1.A: Provide a safe and efficient transportation program for the students of Houston County.	3.1.A1 Practicing bus evacuations		*2 per school year	Administrators, All staff members
			3.1.A2 Implementing and practicing emergency plan and drills		*Monthly (Documented on state form)	
			3.1.A 3 Implement safe and orderly loading and unloading of bus students		*Daily (monitored through observation)	
			3.1.A 4 Emergency bus evacuation plan to take children to another location off campus		*Monitored through plan	

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Organizational Effectiveness	3.1: Facilitate and monitor organizational processes.	3.1.B: Provide students and staff with healthy, nutritious, and appetizing meals in an environment that promotes learning.	3.1.B1 *Utilize our nutrition staff through the Kids In the Kitchen Club		*# of meetings held, # of students participating	Administrators, All teachers, Nutrition Staff
			3.1.B.2 *Utilize our nutrition staff through nutrition lessons taught in classrooms		*% of students receiving nutrition lessons from the nutrition department	

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Organizational Effectiveness	3.1: Facilitate and monitor organizational processes.	3.1.C: Plan, construct, and maintain schools, classrooms and facilities as needed.	3.1.C 1 *Mainstreamed reporting system for work orders, maintenance team requests, custodial requests---e-mailed through Secretary/Principal		*% of maintenance and facilities requests submitted and addressed (Target---100%)	Administrators, All Staff, Secretary

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Organizational Effectiveness	3.1: Facilitate and monitor organizational processes.	3.1.D: Ensure equitable access, reliability and use of system technology resources.	3.1.D 1* Utilize technology resources in classroom to include, student computers, teacher workstations, Smartboards, document cameras and additional technology.		*% of classroom using technology as monitored through observation and lesson plans	Administrators, All staff members
			3.1.D 2 *Utilize available school wide technology (lab, media center smartboard, etc) through school wide scheduling system		*% of students/classrooms using technology as monitored through obseravtion and lesson plans	

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Organizational Effectiveness	3.1: Facilitate and monitor organizational processes.	3.1.E: Implement policies and procedures to ensure organizational effectiveness.	3.1.E.1 *Utilize procedures and policies by following all set forth by governing bodies		*Demonstrated through daily procedural tasks, monitored through observation, classroom procedures, and High-5 party celebrations	Administrators, All staff
			3.1.E 2 *Utilize school handbooks to establish and carryout effective anti-bullying/classroom orientation lessons		*Demonstrated through daily procedural tasks, monitored through observation, classroom procedures, and High-5 party celebrations	

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Organizational Effectiveness	3.2: Ensure effective personnel processes.	3.2.A: Recruit high-quality certified and classified staff, particularly in critical shortage	3.2.A.1: Pursue highly-qualified teachers and paraprofessionals		*% of highly qualified teachers and paraprofessionals (Target---100%)	Administrators

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Organizational Effectiveness	3.2: Ensure effective personnel processes.	3.2.B: Retain high-quality certified and classified staff.	3.2.B1 *Provide a safe work environment, professional growth opportunities, opportunities for staff members to socialize		*measured through school climate surveys and safe/secure environment surveys to stakeholders	Administrators, All staff members

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Organizational Effectiveness	3.3: Maintain effective financial processes.	3.3.A: Ensure efficient fiscal management processes are utilized.	3.3.A.1: Facilitate budgets aligned with school improvement plan		*Monitored through audit findings (Target--- Very Good/Excellent)	Administrators, BST, Bookkeeper, All Staff
			3.3.A.2: Reduce current consumption of kilowatts per square foot through energy education/conservation		*Monitor through energy ratings given to each school	

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Learning and Growth	4.1: Provide valuable professional learning.	4.1.A: Provide professional learning communities focused on producing high-achieving	4.1.A.1: Maintain a culture that supports the system belief that student failure is not an option/all children can learn everyday		*# of PLC meetings with teams, grade level, school staff and BST (Target---weekly instructional meetings)	Administrators, BST, Classroom Teachers, Support Teachers
			4.1.A.2: Continue monthly professional learning sessions by administrators, teams, grade level and BST		*# of PLC meetings with teams, grade level, school staff and BST (Target---weekly instructional meetings)	

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Learning and Growth	4.2: Enhance continuous improvement processes.	4.2.A – Build capacity for continuous improvement by ensuring that research-based practices are consistently utilized for classified employees.	4.2.A.1: Review and revise the School Strategic Improvement Plan as needed with Better Seeking Team		*Measured through BST minutes	Administrators, BST, All teachers and paraprofessionals
			4.2.A.2: Monitor alignment, initiatives, and performance measures of our School Improvement Plan (living, breathing document)		*Measured through BST minutes	
			4.2.A.3: Continue monthly professional learning		*Measured through weekly agendas	
			4.2.A.4: Facilitate regular education awareness on best practices utilizing WIDA standards related to ESOL, RTI, and Special education IEP guidelines		*Measured through PLC documentation	

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