



Barrow County School System

Boldly Committed to Student Success

Auburn Elementary School

SCHOOLWIDE IMPROVEMENT PLAN (SIP)

TITLE I SCHOOLWIDE PROGRAM (SWP) PLAN

PROFESSIONAL LEARNING PLAN

NAME OF SCHOOL PRINCIPAL: Julia Hodges

NAME OF SYSTEM SUPERINTENDENT: Dr. Chris McMichael

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

	Type name below for plan approval	Approval Date
Superintendent	Dr. Chris McMichael	9/6/2017
Title I Director	Dr. David Beeland, Jr.	8/14/2017
System Professional Learning Coordinator	Mrs. Ginger Crosswhite	10/2/2017
School Governance Team Chairperson	Ms. Jean Wilkinson	9/26/2017
Principal	Ms. Julia Hodges	9/26/2017



Needs Assessment/Data Review Results

Prioritized Needs	Data Source	Participants Involved	Communication to Parents and Stakeholders																																																																																					
Reading Achievement	<p>GMAS- Reading On Grade or Above - 62.40% Reading Below Grade Level - 37.60%</p> <p>ELA Level 1 - 30.52% Level 2 - 39.24% Level 3 - 26.70% Level 4 - 3.77%</p> <p>Dibels K - 75.22% 1 - 57.50% 2 - 59.35% 3 - 60%</p>	<p>TRC K - 70.80% 1 - 50.85% 2 - 74.17% 3 - 64.81% 4 - 80.80% 5 - 71.88%</p>	Teachers, parents, SGT members, administrators	Annual meeting, SGT meeting, website, social media sites, newsletters																																																																																				
Writing K-5	<p>GMAS: <i>Idea Development</i></p> <table border="1"> <thead> <tr> <th></th> <th>0</th> <th>1</th> <th>2</th> <th>3</th> <th>4</th> </tr> </thead> <tbody> <tr> <td>3rd</td> <td>2.70%</td> <td>49.55%</td> <td>40.54%</td> <td>6.31%</td> <td>0.90%</td> </tr> <tr> <td>4th</td> <td>3.23%</td> <td>18.55%</td> <td>54.03%</td> <td>4.84%</td> <td>0.00%</td> </tr> <tr> <td>5th</td> <td>0.76%</td> <td>24.24%</td> <td>55.30%</td> <td>16.67%</td> <td>3.03%</td> </tr> <tr> <td>Total</td> <td>2.18%</td> <td>36.51%</td> <td>50.41%</td> <td>9.54%</td> <td>1.36%</td> </tr> </tbody> </table> <p><i>Convention</i></p> <table border="1"> <thead> <tr> <th></th> <th>0</th> <th>1</th> <th>2</th> <th>3</th> </tr> </thead> <tbody> <tr> <td>3rd</td> <td>2.70%</td> <td>57.66%</td> <td>37.84%</td> <td>1.80%</td> </tr> <tr> <td>4th</td> <td>3.23%</td> <td>13.71%</td> <td>74.19%</td> <td>8.87%</td> </tr> <tr> <td>5th</td> <td>0.76%</td> <td>36.36%</td> <td>53.03%</td> <td>9.85%</td> </tr> <tr> <td>Total</td> <td>2.18%</td> <td>35.15%</td> <td>55.59%</td> <td>7.08%</td> </tr> </tbody> </table> <p><i>Narrative Writing</i></p> <table border="1"> <thead> <tr> <th></th> <th>0</th> <th>1</th> <th>2</th> <th>3</th> <th>4</th> </tr> </thead> <tbody> <tr> <td>3rd</td> <td>14.41%</td> <td>45.05%</td> <td>30.63%</td> <td>9.91%</td> <td>0.0%</td> </tr> <tr> <td>4th</td> <td>7.26%</td> <td>38.71%</td> <td>33.87%</td> <td>16.13%</td> <td>4.03%</td> </tr> <tr> <td>5th</td> <td>6.06%</td> <td>59.09%</td> <td>28.03%</td> <td>6.82%</td> <td>0.0%</td> </tr> <tr> <td>Total</td> <td>8.99%</td> <td>47.96%</td> <td>30.79%</td> <td>10.90%</td> <td>1.36%</td> </tr> </tbody> </table>		0	1	2	3	4	3rd	2.70%	49.55%	40.54%	6.31%	0.90%	4th	3.23%	18.55%	54.03%	4.84%	0.00%	5th	0.76%	24.24%	55.30%	16.67%	3.03%	Total	2.18%	36.51%	50.41%	9.54%	1.36%		0	1	2	3	3rd	2.70%	57.66%	37.84%	1.80%	4th	3.23%	13.71%	74.19%	8.87%	5th	0.76%	36.36%	53.03%	9.85%	Total	2.18%	35.15%	55.59%	7.08%		0	1	2	3	4	3rd	14.41%	45.05%	30.63%	9.91%	0.0%	4th	7.26%	38.71%	33.87%	16.13%	4.03%	5th	6.06%	59.09%	28.03%	6.82%	0.0%	Total	8.99%	47.96%	30.79%	10.90%	1.36%	Teachers, parents, SGT members, administrators	Annual meeting, SGT meeting, website, social media sites, newsletters
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Math Achievement	<p>GMAS- Level 1 - 17.89% Level 2 - 46.88% Level 3 - 29.81% Level 4 - 5.62%</p>		Teachers, parents, SGT members, administrators	Annual meeting, SGT meeting, website, social media sites, newsletters																																																																																				



Parent Engagement	<p>Survey data- key points considered</p> <ul style="list-style-type: none"> ● My child's school is family friendly. 93.75% ● I am satisfied with the services provided by the school to help me support my child academically. 87.5% ● My child's teacher(s) adequately address my child's specific individual needs. 90% ● I communicate with my child's teachers. 96.25% ● My school creates an environment that helps my child learn. 92.5% ● AES provides ways for me to be involved in my child's academic progress and to help my child learn at home. 93.75% ● The staff at AES is responsive and helpful when we discuss my child's academic progress. 91.25% 	Teachers, parents, SGT members, administrators	Annual meeting, SGT meeting, website, social media sites, newsletters
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GOAL AREA I: ACADEMIC ACHIEVEMENT

Smart Goal	Action / Strategies / Interventions	Captains	Timeline	Evaluation of Implementation and Impact on Student Learning		Monitoring Actions of Implementation	Resources	Alignment
				Artifacts	Evidence			
<p>By the end of the 2017-2018 school year:</p> <p>70% of students will score at or above grade level in Reading as measured by the GA Milestones Baseline (2017) 62.40%</p> <p>Students in grades 2-5 will show adequate growth data in ELA as measured by the MAP assessment.</p> <p>The percentage of students needing remediation in the areas of writing and language on the GA Milestones will decrease by 10% at grade levels 3, 4 and 5. Baseline data - 3rd grade - 72.1% 4th Grade - 62.1% 5th Grade - 67.4%</p> <p>3rd grade - goal 64.9 4th grade - goal 55.9 5th grade - goal 60.7</p> <p>85% (69% baseline) of students in grades K-5 will meet or exceed the end of year grade level expectation as measured by Text Reading Comprehension.</p>	<p>Teachers will continue to use the Reader's Workshop model in all classrooms daily.</p> <p>All teachers K-5 will include guided reading, reading conferences, and time for students to read independently within the workshop daily.</p> <p>Time for Kids (3-5), Highlights (Pre-k - 2)</p> <p>Teachers will continue to use Writer's Workshop model on a daily basis.</p> <p>Ongoing PL in the area of readers and writers workshop (exemplars, differentiated book studies, coaching cycles)</p> <p>Teachers trained in Instructional Conversations will implement strategies.</p> <p>K-5 will use TRC reading comprehension questioning strategies during workshop mini-lessons, small groups, and individual conferences.</p> <p>Implementation of book clubs</p> <p>Grades 4th and 5th will incorporate text based reading and writing into Science and Social Studies.</p> <p>Teachers will video a lesson and reflect on their teaching practice.</p>	Administrators , IC, Team Leaders	<p>Daily</p> <p>Daily</p> <p>Daily</p> <p>Weekly</p> <p>Daily</p> <p>Daily</p> <p>Weekly</p> <p>Per unit</p> <p>2x a year</p>	<p>Lesson plans, sign in sheets for PL, minutes from PLC, grade level data, grade level and leadership team meetings. Progress monitoring schedule</p>	<p>Leaders Demonstrate: Knowledge and understanding of student progress. Knowledge of teacher effectiveness based on data results. Leaders also communicate the importance of literacy by ensuring that teachers receive the resources and professional learning necessary to successfully implement literacy strategies.</p> <p>Teachers Demonstrate: Ability to implement workshop model and guided reading in their classrooms daily.</p> <p>Students Demonstrate: On grade level reading ability or progress toward that goal.</p>	<p>TKES Walkthroughs and Formative Observations, Peer observations, coaching cycles, lesson plan review, Inst. Leadership Team review of data, monthly review of DIBELS and TRC data</p> <p>Weekly grade level review of ongoing assessment data through PLCs</p> <p>Reflection Log to IC 2x a year</p>	<p>Additional leveled readers and books for Independent Reading \$35,000, periodicals 25,000 - Title I</p> <p>Addt.l shelving and bins for leveled books \$2500, Title I</p> <p>Paper, ink, chart paper, markers for anchor charts, Title I \$4000</p> <p>additional ipads for students in the lower grades access to MyOn \$7000, Title I \$4000.00</p> <p>Subs for release time for PL, Title I \$4000.00</p> <p>2 swivel cameras, \$2000</p>	<p>BCSS Indicators: CIA LSAS</p> <p>Advanced: 3.1,3.2, 3.3, 3.4, 3.5, 3.6, 3.11,</p> <p>GA Standards: CS1 12 13 14 15 17 18 19</p>



GOAL AREA I: ACADEMIC ACHIEVEMENT

Smart Goal	Action / Strategies / Interventions	Captains	Timeline	Evaluation of Implementation and Impact on Student Learning		Monitoring Actions of Implementation	Resources	Alignment
				Artifacts	Evidence			
<p>By the end of the 2017-2018 school year, students scoring at Levels 2, 3 or 4 in Math on the GA Milestones will increase by 10% Baseline 71.1%</p> <p>Goal: students in grades 3-5 will score 78.2% in Math on the GMAS. (baseline 71.1%)</p> <p>Students in grades 2-5 will show adequate growth data in Math as measured by the MAP assessment.</p> <p>85% of students will meet grade level expectations for basic math fact fluency. K-add and subtract within 5 1- add and subtract fluently within 10 2-add and subtract fluently within 20 3 - multiplication through 10 4th - multiplication through 12 5th - mixed facts</p>	<p>Teachers will implement CGI strategies and lesson plans will reflect this practice.</p> <p>Teachers will implement the workshop model for math instruction including daily guided math groups.</p> <p>Teachers will use Reflex Math to support math fact fluency</p> <p>Teachers will utilize MobyMax for math support</p> <p>CGI training for new teachers as needed</p>	IC, Admin, Grade Level Leaders	<p>Minimum 3X per week</p> <p>Daily</p> <p>Weekly</p> <p>Weekly</p> <p>As needed</p>	Lesson plans, observations notes, IC walkthroughs, coach's notes, PLC meeting minutes, Reflex Math data,	<p>Leaders Demonstrate: The ability to communicate the importance of CGI and problem solving skills and providing the resources and supports for teachers to implement math workshop and CGI.</p> <p>Teachers Demonstrate: Effective teaching strategies and CGI strategies during math workshop.</p> <p>Students Demonstrate: mastery in fact fluency and problem solving skills.</p>	<p>TKES Walkthroughs and Formative Observations, Peer observations, lesson plan review, Inst. Leadership Team review of data,</p> <p>Weekly grade level review of ongoing assessment data through PLCs</p>	<p>Reflex Math \$2850 Title I</p> <p>Counting Tiles \$1500 Title I</p> <p>Subs for release time for PL \$4000.00 Title I</p> <p>Document Cameras to show student work - \$3000</p> <p>Chart Paper for CGI - \$3500</p>	<p>BCSS Indicators: CIA LSAS AdvancED: 3.1, 3.2, 3.3, 3.4, 3.5, 3.6, 3.11, GA Standards: CS1 I2 I3 I4 I5 I7 I8 I9</p>



GOAL AREA II: FAMILY AND STAKEHOLDER ENGAGEMENT

Smart Goal	Action / Strategies / Interventions	Captains	Timeline	Evaluation of Implementation and Impact on Student Learning		Monitoring Actions of Implementation	Resources	Alignment
				Artifacts	Evidence			
<p>During the 2017-2018 school year, 80% of parents will attend APTT meeting #1, 70% of parents will attend APTT meeting #2, and 60% of parents will attend APTT meeting #3.</p> <p>The percentage of parents who agree/strongly agree that "Teachers regularly inform me about my child's academic progress in English language arts, math, science and social studies" will increase to >90% in SY18 from 85.35% in SY17.</p>	<p>Implement Academic Parent Teacher Teams</p> <p>Weekly Classroom Newsletters</p> <p>Utilize social media (Auburn FB page, See Saw, Remind 101) and school website to increase communication with stakeholders.</p> <p>Written and verbal communication with our non English speaking parents will be in Spanish and Hmong. Parentlink messages in multiple languages and Language Line will be used to communicate information to parents.</p>	APTT Core Team	<p>APTT</p> <p>Meeting #1 -Aug 2017</p> <p>Meeting #2 - Jan, 18-25th</p> <p>Meeting #3 March 22-29th</p>	Data sheets, powerpoint presentations, sign in sheets Invitations	<p>Leaders Demonstrate: And understanding of the importance of parent engagement by providing the needed resources and training for teachers to implement APTT and foster parent relationships.</p> <p>Teachers Demonstrate: Ability to connect with parents and build capacity to support student learning goals at home.</p> <p>Students Demonstrate: Proficiency in reading and mathematics</p>	<p>Debriefing sessions with core APTT team and grade levels after each parent meeting</p> <p>Parent Focus Group meeting May 2018</p> <p>WestEd visit and GaDOE visit</p>	<p>Resources for direct and indirect invitations to meetings - \$3000 School funds</p> <p>Food - \$3000 School fund</p> <p>Resources and supplies for parent meetings Paper, colored pencils, binders, timers, post it notes \$2000 School funds</p>	<p>BCSS Indicators*: CC PS</p> <p>Advanced: 2.5 3.8 5.5</p> <p>GA Standards: FCE1 FCE2 FCE3 FCE4</p>



GOAL AREA III: OPERATIONAL EFFECTIVENESS

Smart Goal	Action / Strategies / Interventions	Captains	Timeline	Evaluation of Implementation and Impact on Student Learning		Monitoring Actions of Implementation	Resources	Alignment
				Artifacts	Evidence			
<p>90% of 3rd-5th graders will report on the student health survey that they feel safe while at school. Baseline: 68%</p> <p>Climate goal AES will have a rating of 4 or higher on the school climate score on CCRPI</p>	<p>Continue PBIS activities and lessons</p> <p>Student Advisory Committee</p> <p>PBIS activities and lessons</p> <p>Behavior specialist conducted PL during pre-planning</p> <p>Incentives for student and staff attendance</p> <p>School Governance Team meetings</p> <p>Student and teacher recognitions</p>	<p>Julia Hodges Todd Graichen & PBIS team</p> <p>Julia Hodges Todd Graichen Hospitality team PBIS team Lori Bone - behavior specialist Charlene Brickman - CEIS</p>	<p>Monthly</p> <p>2X a month pulse checks</p> <p>Monthly</p> <p>Quarterly</p> <p>Monthly</p> <p>Quarterly</p>	<p>student survey results, discipline data</p> <p>Parent, student and staff survey results, discipline data, student and staff attendance data</p>	<p>Leaders Demonstrate: The ability to promote a positive school culture where families and students feel safe and welcome</p> <p>Teachers Demonstrate: Ability to create a positive and safe classroom culture</p> <p>Students Demonstrate: Good behavior and a decrease in discipline referrals</p>	<p>PBIS Team will monitor discipline and pulse check survey reports</p> <p>Operational Leadership Team will monitor discipline and attendance data monthly.</p> <p>Monthly meetings with the CEIS behavior specialist</p> <p>APTT Core Team will monitor parent attendance at APTT meetings.</p>	<p>Colored paper, ink, certificates,</p> <p>\$500 School funds</p>	<p>BCSS Indicators: G C PS</p> <p>AdvancED: 1.2 2.5 4.3</p> <p>GA Standards: SC1 SC2SC4 SC5</p>
<p>Attendance goal Students with more than 5 absences will decrease by 10%. Baseline 80% Goal: 72%</p> <p>Staff will increase attendance from 2016-2017 93.5% to 96% in 2017-2018.</p>	<p>Incentives for student and staff attendance</p> <p>Student and teacher recognitions</p>	<p>Administrators teachers counselor</p>	<p>Monthly meetings</p> <p>Quarterly awards</p>	<p>Minutes</p>	<p>Leaders Demonstrate: The ability to promote a positive school climate where students and faculty strive for perfect attendance.</p> <p>Teachers Demonstrate: The ability to create an environment where students are motivated and strive toward perfect attendance. The dedication and commitment to striving for perfect attendance.</p> <p>Students Demonstrate: The desire to be at school all day, every day</p>	<p>Operational Leadership team will monitor attendance monthly</p>	<p>\$1000 School funds Certificates, incentives, treats, pencils</p>	

Professional Learning Plan to Support School Improvement Plan

Professional Learning Strategy to support achievement of SMART Goals	Captains	Professional Learning Timeline	Artifacts/Evidence of Impact on Student Learning	Monitoring Teacher Implementation of Professional Learning	Estimated Cost, Funding Source, and/or Resources
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CGI Training for any new teacher.	Beth McMichael Carrie Moore RESA	See system CGI plan RESA training August-January AES training-October & January	Discourse Charts, Math Benchmark Data	Instructional Leadership Team will monitor implementation at monthly meetings. Coaching cycle	Subs \$500
Book Study on Reading, Writing, and Math Workshop according to sign-up sheet	Beth McMichael	July 2017-May 2018 Google Classroom Face-to-face Once to twice a month.	Lesson plans, observation notes, assessment data	Google classroom assignments, video reflections, lesson plans, observations, coaching cycles	\$500 books \$500 for subs \$1000 swivl camera
Curriculum Mapping - Create pacing and co-teaching map	Beth McMichael	Ongoing PL and IC working with individual teachers. Schedule varies	Anchor charts, lesson plans, observation notes,	Classroom observations by admin and IC	\$3100 for subs
APTT Grade level planning sessions and reflection sections	APTT Core Team	July 27, 2017(planning) Aug 25, 31, Sept 1 (reflection) Sept 28, 2017(planning) Nov 16, 2017 (planning) Jan 4, 2018 (planning) Jan 22, 25-26, 2018 (reflect) Feb 16, 2018 (planning), March 15, 2018 (planning) Mar 26, 29, Apr 9 (reflection)	Powerpoint presentations, data graphs, parent folders, proficiency with foundational reading and math skills	Parent survey results analysis, debriefing with teachers after each meeting,	
Using Student Exemplars	Beth McMichael	August / January Faculty Meetings	Powerpoint presentations, lesson plans, observation notes, data, student work, anchor charts	PLC meeting notes, video reflections, lesson plans, coaching cycles	\$1000.00 swivel camera
Instructional Conversations Training	UGA	June, July 2017	IC in lesson plans, observation notes,	UGA mentor will be supporting and monitoring as well as IC and admin through classroom observations. Follow-up trainings will be conducted.	
Instructional strategies for Para-pros on Reading strategies and positive classroom management.	Beth McMichael	Every other Month	Sign-In sheet, observations, handouts	Coaching cycles, reflections	
Code of Ethics/Legal Issues	Julia Hodges	July Faculty meeting during Pre-planning	Sign-in sheets, Agenda, Minutes	TKES	

Auburn Elementary School



PBIS	April Beeland Julia Hodges PBIS team	Pre-planning and Monthly	Sign-in sheets, Agenda, Minutes	5 Star Climate Rating, monitoring of referrals	
PLCs	Leadership team members	August - May Weekly on Tuesdays during planning time	Minutes, agendas, data reviewed	IL team will report out at each monthly leadership meeting,	NA
PL by Digital Coach to Enhance use of effective instructional technology.	Digital Coach Beeland	Once per month	Sign in sheets,	Review of lesson plans, classroom observations	
Gifted Update	McDurmon and McFarland	September 2017 February 2018	Sign in sheets, Powerpoint		
SPED Update	Brown, King, Currier, Selby, Williamson, Luberti	Pre-planning, January 4, 2018	Sign in sheets, Powerpoint		
ESOL Update	Xiong, Hatfield	Pre-planning, January 4, 2018	Sign in sheets, Powerpoint	WIDA, How to use Can Do Descriptors	
Mandated reporting, MVP, Suicide Prevention Training	Counselor	August 2017	Sign in sheets, Powerpoint		NA

