



Barrow County School System

Boldly Committed to Student Success

Holsenbeck Elementary School

SCHOOLWIDE IMPROVEMENT PLAN (SIP)

TITLE I SCHOOLWIDE PROGRAM (SWP) PLAN

PROFESSIONAL LEARNING PLAN

NAME OF SCHOOL PRINCIPAL: Ms. Jackie Robinson

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	9/2/16
Title I Director	Dr. David Beeland	8/31/16
System Professional Learning Coordinator	Meggan McNally	8/9/16
School Governance Team Chairperson		





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Principal	Jackie Robinson	8/5/16
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Needs Assessment/ Data Review Results

Prioritized Needs	Data Source	Participants Involved	Communication to Parents and Stakeholders
Increase co-teaching model specifically in grades 3-5	Georgia Milestones SWD comparison of Levels 3 & 4 from 2014-2015 to 2015-2016: ELA: 13.46% to 13.63% Math: 19.23% to 18.19 % Science: 15.39% to 18.18% SS: 9.62% to 15.91 %	Holsenbeck Staff/Holsenbeck Leadership Team/Holsenbeck Governance Team	Holsenbeck website, parent meeting, School Governance Team Meetings in September and January
Increase ELA, Math, Science, and Social Studies proficiency	Georgia Milestones All Students in Levels 3 & 4 from 2014-2015 to 2015-2016: ELA: 37.46% to 40.26% Math: 40.84% to 39.81% Science: 32.44 % to 34.21% SS: 30.82% to 29.70%	Holsenbeck Staff/Holsenbeck Leadership Team/Holsenbeck Governance Team	

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Promote Stakeholder Engagement	<p>Parent Survey results Welcoming: 90% Weekday Evening events: 56% Attendance at parent events:</p> <ul style="list-style-type: none"> • Ice Cream Social (August 13, 2015) – 72 families • Reading Parade and Book Talk/Book Character Dress-up Day (August 21, 2015) – 202 families • Title I Meeting (September 3, 2015) – 46 families • Multicultural Night (October 1, 2015) – 98 families • Soaring in Science Night (February 4, 2016) – 143 families <p>Student attendance in clubs: waiting list for Lego Club Climate Rating: 5 Star in 2014 4 Star in 2015</p>	<p>Holsenbeck Staff/Holsenbeck Leadership Team/Holsenbeck Governance Team Parent responses from surveys</p>	
Continue PL Study Groups based on need and interest level of staff	<p>Staff Survey Results: 76%Effective PL Professional Learning Interest Inventory: PBL, Integrate Technology, CGI, Diversity</p>	<p>Holsenbeck Staff/ Leadership Team/Holsenbeck Governance Team</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			

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<p>Smart Goal I.A: 75% of students in grades 3-5 will perform on or above grade level in reading based on GA Milestones Scores compared to 48% in 2015-2016.</p> <p>Smart Goal I.B: Kindergarten will increase 20% on the grade level reading benchmark, first and second grade students will show a 10% increase on the grade level reading benchmark for mCLASS DIBELS from the Beginning of the Year (BOY) to the End of the Year (EOY).</p> <p>On level at BOY: Kdg- 51% 1st - 57% 2nd - 67%</p>	<p>Continue implementation process of Guided Reading groups (i.e. Daily 5).</p>	<p>Instructional Coaches , Admin, and Teachers</p>	<p>August - September 2016 (training for new staff members)</p>	<p>Professional learning agenda, sign-in sheet, lesson plans that reflect the Instructional Frameworks</p>	<p>Leaders Demonstrate: the importance of students being able to read on grade level by providing opportunities for teachers to increase their knowledge of and ability to deliver high quality literacy instruction. Teachers Demonstrate: the ability to use research based practices to increase student literacy.</p>	<p>School will monitor continued implementation of guided reading groups through Professional Learning Community (PLC) discussions, TKES walkthroughs/ formative observations, Text Reading Comprehension (TRC) implementation, and running records.</p>	<p>\$60.00 per sub for 10 days (coverage while teachers observe other teachers) Title I funds \$3229.50</p>	<p>Smart Goal: I.A I.B</p> <p>BCSS Indicators: CIA LASA</p> <p>AdvancED: 3.1 3.2 3.3 3.4 3.5 3.6 3.7 5.1 5.2</p> <p>GA Standards: POM 1 POM 2 LT 4 LT 5</p>
	<p>Accelerated Reader - set and track student goals (Grades 2-5; K-1 may utilize AR as needed)</p>	<p>Teachers, Media Specialist, and Students</p>	<p>Set goals in August. Track /adjust goals as year progresses. Top AR earners for grade/school recognized in May.</p>	<p>Goal sheets</p>	<p>Students Demonstrate: established reading goals and the ability to articulate their progress toward meeting their goals</p>	<p>Classroom teachers will conduct a monthly review of student AR points and quiz results.</p>	<p>\$4750.00 (\$560.00 for incentives for students earning top 3 for each grade level) \$1449.00 Sumdog</p>	
	<p>Provide additional research -based interventions/ remediation for students experiencing academic difficulties specific to their needs.</p>	<p>Grade level Teachers, RTI Reps</p>	<p>Tutoring Sessions Oct- March</p>	<p>Student Rosters of students participating in tutoring sessions.</p>	<p>Teachers Demonstrate: The ability analyze data to target and schedule students who need additional academic assistance</p>	<p>Students will identify students based on multiple pieces of data and monitor their progress during the tutoring sessions and their performance on the GMAS.</p>	<p>\$10,000.00 for the cost of tutors</p>	

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<p>Smart Goal I.C: Percentage of students scoring at the developing, proficient, and distinguished levels on the Social Studies portion of the Georgia Milestones will increase to 80% (baseline 75%)</p>	<p>Investigate the vocabulary resource "Wordly Wise" for possible purchase.</p> <p>Use SS Weekly Reports to support academic needs.</p>	<p>Admin. Jan Moore Meaghan Hagewood Brittany Cash Jessie Robinette</p>	<p>August-December 2016 to investigate the materials and present to Leadership their findings and discuss next steps (pilot the program, invest in the program) By January 2017, pilot or purchase program.</p> <p>Use SS Weeklys to support academic needs</p>	<p>Sample Copies of Resources Lesson Plans reflect the Instructional Frameworks</p>	<p>Leaders Demonstrate: the identification of supplementary learning materials is an important process by providing opportunities for the review of new learning resources.</p> <p>Teachers Demonstrate: The ability to use specific criteria to evaluate and select supplementary learning materials.</p> <p>Students Demonstrate: the ability to use supplementary learning materials to master content standards.</p>	<p>Captains will present information on Wordly Wise at Leadership Meeting and to the faculty (if Leadership feels this is an appropriate program) based on information gathered and observations where Wordly Wise has been implemented. Faculty will make informed decisions about possible purchase and implementation.</p>	<p>If purchased: Approx. 6 @ \$253.00 per kit (implement with interested teachers) Online component also available Title I funds \$1518.00 SS Weekly: \$3400.00 (grades 1,3,5)</p>	<p>Smart Goal: I.C I.D</p> <p>BCSS Indicators*: CIA PL PS LSAS</p>
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<p>Smart Goal I.D: Percentage of students scoring at the developing, proficient, and distinguished levels on the Science portion of the Georgia Milestones will increase to 68% (baseline 63%)</p>	<p>Integrate science and social studies through English language arts</p> <p>STEAM challenges conducted monthly (at a minimum) in each homeroom. www.stemcobb.com</p> <p>Integrate grade level specific skills (including STEAM) during "Discovery" Specials</p> <p>Use Science Weekly reports to support academic needs.</p>	<p>All certified teachers</p> <p>Homeroom Teachers/ Teachers providing Science Instruction</p>	<p>August 2016- May 2017</p> <p>Monthly (at a minimum)</p>	<p>Document Based Questions, common formative assessments, student work, lesson plans that reflect the Instructional Frameworks Grade Level Plan</p> <p>STEAM Challenge Soaring in Science/STEAM Night February 2017</p>	<p>Leaders Demonstrate: The importance of developing students' higher order thinking and problem solving skills by providing teachers with the resources, professional learning and planning time to develop learning opportunities for students that focus on an integrated approach to teaching STEAM subjects.</p> <p>Teachers Demonstrate: higher order thinking skills. Worksheets are not used as the primary source of practice or assessment.</p> <p>Students Demonstrate: Explain or interpret new learning in different applications. Participate and articulate their conclusions from the challenge.</p>	<p>3rd-5th grade teachers will combine reading/social studies and math/science. This integration will be monitored through PLC discussions, TKES walkthroughs, and TKES formative observations.</p> <p>Each grade level /Discovery Staff will display data from homeroom classrooms monthly STEAM challenges. ("STEAM Spotlight") Utilize HES Facebook to "show off" standards based activities</p>	<p>Cost of books and/or other resources identified as needs to support grade level instruction. Reading A-Z purchase. \$34.00 case for paper per grade level. Title I funds \$1000.00</p> <p>\$500.00 for supplies Title I Donations</p> <p>Science Weekly- \$1200.00 (3rd grade)</p>	<p>AdvancED: 3.1 3.2 3.3 3.4 3.5 3.6 3.7 5.1 5.2</p> <p>GA Standards: POM 1 POM 2 LT 4 LT 5</p>
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<p>Smart Goal I.E: Percentage of 3-5 grade students scoring at Level 3 or 4 will increase in both extended and narrative writing to 30% (baseline 20% extended /26% narrative) on the Spring 2017 Georgia Milestones.</p>	<p>K-5 Students will participate in Mock Writing Assessments</p> <p>Collaborate during grade-level PLCs for strategies to improve students' writing stamina and engage students in extended writing opportunities in grades k-5</p>	<p>UGA Consultant Instructional Coaches Teachers</p>	<p>Mock Writing Assessment dates: Sept. 22 Nov. 17 Feb. 16</p> <p>Sept 2016- May 2017 teachers building stamina in writing with additional extended writing experiences</p>	<p>Writing prompts and calendar dates Lesson Plans reflect the Instructional Frameworks for writing Utilize Lucy Calkins Writing Resource</p>	<p>Leaders Demonstrate: the importance of developing students' writing skills by providing teachers with the resources, professional learning and planning time to develop learning opportunities for students to write proficiently.</p> <p>Teachers Demonstrate: The ability to provide feedback to students through the use of rubrics and individual conferences</p> <p>Student Demonstrate: The ability to identify strengths and next steps in their work based on feedback and their individual goals for improvement</p>	<p>Teachers meet during PLCs to discuss mock Writing results and how these results inform and change their instruction</p>	<p>Approx. \$4.00 per paper for grades 2-5 - scored by consultant</p> <p>K-2(2nd will only have one scored by consultant) will score with grade level members</p>	<p>Smart Goal: I.E I.F BCSS Indicators: CIA LSAS</p> <p>AdvancED: 3.1 3.2 3.3 3.4 3.5 3.6 3.7 5.1 5.2</p> <p>GA Standards: POM 1 POM 2 LT 4 LT 5</p>
<p>Smart Goal I.F: Percentage of students scoring at the developing, proficient, and distinguished levels on the Math portion of the Georgia Milestones will increase to 87% (baseline 84.6%) during the 2016-2017 school year.</p>	<p>Increase math fact fluency using a variety of resources Reflex, Math Masters, etc.</p> <p>Increase problem solving and critical thinking skills when applying math concepts.</p>	<p>Homeroom Teachers</p>	<p>Sept. 2016- May 2016</p>	<p>Reflex reports Lesson Plans that reflect the Instructional Frameworks for Math</p>	<p>Students discuss their progress in meeting their learning targets with their teacher during their conference time.</p>	<p>Teachers check and discuss in PLCs all math data including Reflex & Sumdog reports.</p>	<p>\$3000.00 Reflex \$1,449.00 Sum-Dog Title I Funds</p>	<p>GA Standards: POM 1 POM 2 LT 4 LT 5</p>

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<p>Smart Goal I. G: Students in 1st and 2nd grades will have an average score at 90% or above on the Math Common Formative Assessment at the</p>	<p>Continue the implementation process of CGI in grades K-3 including training of new staff members to those grade levels.</p>	<p>K-3: four teachers from each school Instruct. Coaches</p>	<p>August 2016-May 2017</p>	<p>Discourse charts Lesson Plans reflect the Instructional Frameworks for Math Coaching Cycle</p>	<p>Teachers explain how the value of professional growth and how it impacts student learning using research-based instructional strategies in the area of math.</p>	<p>Review discourse charts during PLCs</p>	<p>\$500.00 for Math Manipulatives Title I funds</p>	
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<p>end of the 2016-2017 school year.</p> <p>Smart Goal I.H: 92% (baseline 89.4) of kindergarten students will meet/exceed the Math elements on the 2016-2017 GKIDS.</p>	<p>Continue Math workshop and/or begin the implementation process of Math Workshop or Guided Math as outlined by BCSS</p>	<p>All teachers providing math instruction</p> <p>Instruct..Coaches</p>	<p>Introduction - August/September 2016</p>	<p>TKES observ. Prof. Learning sign in/agendas Lesson Plans reflect the Instructional Frameworks for Math</p>	<p>Teachers explain how the value of professional growth and how it impacts student learning using research-based instructional strategies in the area of math.</p>	<p>Trained teachers sharing at PLCs</p>	<p>\$1000.00 for additional manipulatives and/or books for implementation (above what county provides) Title I funds</p>	<p>Smart Goal: I.G I.H</p> <p>BCSS Indicators: CIA LSAS</p> <p>AdvancED: 3.1 3.2 3.3 3.4 3.5 3.6 3.7 5.1 5.2</p> <p>GA Standards: POM 1 POM 2 LT 4 LT 5</p>
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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			
Smart Goal II.A: Earn/Maintain a 4+ Star Climate Rating on the College and Career Ready Performance Index for 2016-2017.	Conduct the following Parent Engagement Activities in order to improve climate and build a sense of community:							
	Back-to-School Bash	Administrator Events Committee	August 15, 2016	Sign in sheets, pictures	Stakeholders Demonstrate: a feeling of belonging and acceptance and articulate that the school is a welcoming environment that encourages acceptance and tolerance and support academic success, fine arts, and college and career readiness	Documentation of sign in sheets and feedback will be reviewed to identify areas for improvement and the number of families participating in each event.	\$1500.00 - inflatables, face painting, hot dogs School Activity Account	Smart Goal: II.A: BCSS Indicators: CC SP AdvancED: 1.3 2.4 2.5 3.8 4.7 GA Standards: VM 2 FCE 2 FCE 3
	Reading Rocks Reading Parade	S. Wages and Reading Parade Team	August 19, 2016	Sign in sheets, pictures			\$200.00 student incentives School Activity Account	
	Multicultural Night/ Title I Parent Meeting	April Durmire Josie Moore Lynn Miller	October 6, 2016	Sign- in sheets agenda PowerPoint (from Title I) Flyers ParentLink			\$200.00 for snacks & supplies School Activity Account	
	Art Show	Paul Blankenship	October 2016	Student artwork			No Cost	
	Career Week	Counselors	May 8-12, 2016	Sign-in sheet, roster of presenters, schedule			\$200.00 for supplies & goodie bags School Activity Account	
	STEAM / Soaring in Science Night	Dale Simpson and Teachers	February 9, 2017	Sign in sheets List of experiments Map			\$200.00 supplies Title I	
	Milestones Celebration	School Personnel, Students	March 30, 2017	Sign-in sheet, flyers advertising event, ParentLink message and responses			\$1000.00 for presenter School Activity Account	
Wax Museum	Homeroom Teachers	May 13, 2016	Sign in Sheets Samples of student speeches Pictures of the event	No Cost				

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	Investigate student-led conferences and APTT for teachers and release time for teachers during the school day to conduct conferences.	N. Hyers E. O'Steen T. Fellows N. Stansell	September: Tchr training Conferences: Oct.-Nov March - May	Parent/Student/ Teacher conference form Schedule from teacher	Students take ownership of their progress and communicate effectively to their parents. APTT: Families are informed and actively engaged in ways to support their child's learning.	Documentation from conferences and/or visits to schools. Agenda/Meeting minutes	\$70.00 for subs for staff to visit schools or conferences Cost of conferences TBD Title I Funds	Smart Goal II.A: BCSS Indicators*: CC PS AdvancED: 1.3 2.4 2.5 3.8 4.7 GA Standards: VM 2 FCE 2 FCE 3	
Extra Curricular Activities for Students:									
Art Club	Paul Blankenship	September	Student Rosters Completed Art Work	Students articulate how participating in the extracurricular activity has developed their leadership skills and sense of belonging.	Participation of the clubs by students Student progress with reading and comprehending the books. Competition within the district/region	No cost No Cost No cost			
Computer Programming Club	Loretta Shuler	September	Student Rosters Pictures						
Fitness Club	Tori Fellows Natasha Gravitt N. Stansell	September	Student Rosters Pictures						
Helen Ruffin Reading Bowl	Karen Gamblin M. McCage Jan Moore	Aug - Feb Daily morning meetings	Student Rosters Competition outcome in February						
Lego Club	Meaghan Hagewood and Jan Moore	Sept - Dec and Jan - Mar (limited positions available for Grades 1-5)	Student Rosters Pictures of finished work						
Young Men of Character/ Young Women of Character	D. Simpson, Tara Tanner, A. Landers, and B. Robinson	October - May (Approx. 2 x per mo)	Student Rosters Behavior Expectation video for all students to view						
					Number of students participating in events as they are offered	\$600.00 for books School Activity Account			
						\$1929.84 for 8 kits Donation from Business Partners/Title I Funds			
						\$50.00 School Activities Account			

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	Science Olympiad	Lauren Stapleton Kelly Mehrhof	September	Student Competition in Spring 2017		Student participation	\$100.00 for supplies for Science related activities School Activities Acct	Smart Goal II.A: BCSS Indicators*: CC PS
	Investigate Clusters: students choose a cluster of interest (recycling, drama, pottery, animal science) for 1 day a week for 6 weeks	Lynn Miller, Kelly Mehrhoff, J. Learnard, Loretta Shuler, Kelley Benkoski	Aug-Oct. 2016	Minutes from visits	Teachers determine if school will participate and if so, how it will "look" for our school.	Captains share findings and how we will move forward with Leadership Team and School Governance Team	12 subs @ \$70.00 per substitute to visit other participating schools Title I funds	
	"Principal Pow-Wows" once per month regarding life lessons/school life Newsletters for each grade level and monthly calendar of events (calendar format) on the last Wednesday of each month for Wed. folders (digital or hard copy). Include parent resources digitally to help with achievement	Admin Homeroom teachers (Specials teachers will include dates and information in monthly school newsletter completed by office staff.)	Monthly pow-wows conducted with grade levels At a minimum, monthly newsletters per homeroom	Schedule for Pow-Wows Topics of discussion Newsletters	Students and Admin address "Hot Topics" Parents End of the year Needs Assessment Title I Survey indicates increased percentage of parents indicate they are informed of school functions and receive information to support their child's learning.	Conduct informal surveys to determine interest/effectiveness Review newsletters and content	No cost Case of paper per homeroom: \$40.00 x 48 = \$1920.00 Ink cartridges per grade level \$200.00 x 7 grade levels = \$1400.00 Title I funds	

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	Implement morning meetings school-wide	Homeroom Teachers	August - September	Lesson Plans	Students gain a sense of community within their classroom	Check in with teachers about grade level meetings.	Additional training resources \$200.00 Title I funds	AdvancED: 1.3 2.4 2.5 3.8 4.7 GA Standards: VM 2 FCE 2 FCE 3
	K-5 students set learning goals including 3-5 Milestones goal setting	Classroom Teachers	Set learning targets and re-visit (at a minimum) monthly with students.	Goal Documentation	Students articulate their strengths and weaknesses as related to the standards.	Teachers will conduct goal checks with children to see if they are progressing towards their goal.	\$500.00 for supplies Title I Funds	





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<p>Smart Goal II.B: 100% of instructional</p>	<p>Professional learning tailored to meet the needs of the staff. Additional training will be offered to support new programs or resources, tech integration, co-teaching, PBIS, RTI process including research-based interventions for struggling learners</p> <p>Designate a (2-3 hour) collaborative planning for grade levels to conduct PLCs, plan, develop assessments, learn more about the new standards being implemented the following school year, etc.</p>	<p>Instru. Coaches Digital Coach Teacher Leaders Consultants</p>	<p>Aug. 16- April 17</p> <p>Collab. Planning Fall 2016 & Spring 2017</p>	<p>Agenda and minutes from meetings and disaggregated data</p>	<p>Teachers articulate how their participation in various professional learning is changing their practice and impacting student learning.</p>	<p>Completed assignments for Professional Learning sessions Observing new practices during TKES</p>	<p>\$70.00 for sub staff coverage for collaborative planning days</p> <p>\$300 for professional learning books Additional costs might be necessary based on needs of staff. Title I funds</p>	<p>Smart Goal II.B:</p> <p>BCSS Indicators: CC PS PL ITI</p> <p>AdvancED: 1.3 2.4</p>
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staff will make progress or complete their professional learning goal by Spring 2017.								2.5 3.8 4.7 GA Standards: VM 2 FCE 2 FCE 3
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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			
Smart Goal III.A: Holsenbeck Staff will implement with fidelity the PBIS Rewards System while maintaining a score of 100+ on the 2016-2017 Benchmark of Quality (BoQ).	Implement PBIS school-wide rewards system using LiveSchool	PBIS Team, Teachers	July 2016 - Plan created and approved by staff/ Full implementation in August 2016	Menu of options Meeting Minutes	Students articulate the expectations and the reward system for school-wide implementation. Data from LiveSchool indicating number of teachers utilizing the program to promote positive behavior	Highlighting strengths and weaknesses during Faculty and Leadership Meetings	\$500.00 incentives, paper for tickets, informational flyer for parents School Activity Account/Donations \$4,750 in Title I funds to purchase LiveSchool platform	Smart Goal: III.A: BCSS Indicators*: CC PS AdvancED: 1.2, 1.3, 1.4, 3.12, 4.7, 4.8 GA Standards: POM 2, FCE 1, FCE 2
	Wall of fame for each classroom to recognize student achievement (including but not limited to Monthly Attendance, Homework Heroes, Students of the Month for specific subject areas, etc.)	All Homeroom teachers including Specials Teachers	Monthly classroom recognitions	Classroom and hallway displays	Students discuss the different recognitions and celebrations that occur in the school and describe how these celebrations encourage their continued progress for academic achievement.	The monthly hall displays	\$250.00 certificates School Activity Account Funds	

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Smart Goal III.A: Holsenbeck Staff will implement with fidelity the PBIS Rewards System while maintaining a	Utilize Safety Patrol to support school-wide expectations and promote student leaders in our school	Jan Moore	August-Training Sept-implementation	Description of expectations, Agenda and minutes	Stakeholders gain leadership responsibilities.	Student check-ins with Captain	No cost
	Ongoing PL for "Closing the Attitude Gap"	"A" Team Administrators Instructional Coaches provide PL for all staff	Beginning July 2016	Observe homeroom teachers standing at their door greeting children. Affirmations on wall used as teachable moments	Teachers continue to provide a safe, orderly, and inviting learning environment.	Staff check-ins/ share outs at Faculty Meetings/ Leadership Meetings	\$24.95 for additional books for new staff Approx. \$200.00 Title I funds
	Monday Manners Focus of the Week	Counselors Teachers	August - May 2017	Highlight different manners each week	Students will demonstrate and begin to utilize the manners daily.	List of Manners for each month Sample of focused activity from Hawk Eye News Report	No Cost

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score of 100+ on the 2016-2017 Benchmark of Quality (BoQ).	Positive Referrals for Students	Staff Admin	August - May 2017	Staff provides name(s) of children who get positive call home from admin.	Admin/staff will build positive and trusting relationships with parents/guardians.	The number of positive referrals received from teacher to admin	No Cost	Smart Goal: III.A: BCSS Indicators*: CC PS AdvancED: 1.2 1.3 1.4 3.12 4.7 4.8 GA Standards: POM 2 FCE 1 FCE 2
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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
Professional Learning opportunities will be tailored to interest and need of staff and based on May 2016 survey results: Content Areas: <ul style="list-style-type: none"> ● Text Reading Comprehension (TRC) ● DRI including the technology aspects ● Integrating Science/SS in Reading ● Guided Reading Instruction/Daily 5 <ul style="list-style-type: none"> ○ Including Vocabulary (Wordly Wise) ● Writing Instruction ● Guided Math/Math Workshop Model ● CGI ● Gaining a Deep Understanding of the New Science and Social Standards ● Effectively integrating STEAM ● PBL 	Professional Learning Committee Teacher Leaders Instructional Coaches	August 2016- April 2017	TKES Observations Lesson Plans Reflections on the implementation	Completed assignments during Professional Learning sessions Teachers utilize resources provided to enhance their instructional practices.	\$70.00 per day for substitutes for staff members to participate in professional learning opportunities \$253.00 per kit (approximately) to implement- online component also available \$2000.00 Consultant for Writing/ELA \$500.00 supplies for STEAM integration
Enhance instruction using the co-teaching model with Special Education, EIP, ELL students and those are at academic risk for failure	Jackie Robinson Instr. Coaches Teachers	August 2016 - April 2017 (At a minimum, Consultant will conduct PL five times during the year and observe during other visits)	TKES Walkthroughs/Formatives	Teachers demonstrate a sense of teamwork and ownership of all the students they serve.	\$500 per day
Technology Integration (SAMR)	Digital Coach	Monthly	Lesson Plans indicate level of integration	TKES walkthroughs/formatives	Funding of additional electronic devices for student/teacher use to support academic achievement





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<p>Mandated Professional Learning</p> <ul style="list-style-type: none"> ● Gifted ● Special Education ● Code of Ethics ● Child Abuse ● EL ● TKES ● RTI 	<p>SCOPE Staff SPED Staff Counselors Admin EL Teachers</p>	<p>Aug. - September 2016</p>	<p>Compliance Director Documentation Sign in sheet</p>	<p>Staff demonstrate a deeper understanding of each area and protocol for referrals to SCOPE, SPED, EL, or Child Abuse.</p> <p>Staff demonstrates ways to support the different needs of learners.</p>	<p>No cost</p>
<ul style="list-style-type: none"> ● Poverty and Diversity ● PBIS ● Morning Meeting ● APTT ● Effective Grade Level PLCs <ul style="list-style-type: none"> ○ RTI (as an area of additional focus) 	<p>Teachers PBIS Committee APTT Committee</p>	<p>August - May 2017</p>	<p>Agendas, meeting minutes, lesson plans,</p>	<p>Staff will create positive learning environments building relationships with students, parents, and colleagues.</p>	<p>Substitutes @ \$70.00 per day to attend training sessions. \$1000.00.00 for student and staff incentives</p>

