Board Goal 1: ***Vary learning experiences to increase success in college and career pathways.***

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| ***Superintendent’s Priorities*** | ***District Initiatives*** | **Local School Key Actions:**  (List as many actions as needed in each box.) | **Measured by:** | **Results**  **of Key Actions from last year’s plan:**  (Due September 1) |
| Simplify the foundation of teaching and learning to prepare for innovation. | *Ensure all teachers prioritize standards.* | Attend admin training on protocols for prioritizing standards at L&L meetings and Guiding Coalition professional development in August 2018.  Re-deliver training on prioritizing standards during grade level meetings in early October.  Utilize October Early Release Day for guided practice prioritizing standards for upcoming units.  Continue the practice of prioritizing standards for all instructional units throughout the year. | ***Professional learning agendas, collaborative team agendas, unit plans, observations, and the creation of a list of prioritized standards for each unit*** | N/A |
| *Conduct weekly, collaborative, teacher team meetings based on the 4 critical questions.* | Protect 2 days each week for the purpose of collaboration (Mondays and Thursdays).   Provide professional learning during pre-planning and throughout the year regarding expectations for collaboration around the 4 questions.  Use Class Notebook in Office 365 to house all agendas, team notes, data charts, and plans created by each collaborative team.  Assign specific teacher roles – facilitator, data analyst, recorder, reporter, etc. for collaborative meetings. | ***Professional learning presentations, collaborative team agendas, unit plans, observations and/or notes, data charts with common assessment data*** | N/A |

Board Goal 2: ***Differentiate resources for students based on needs.***

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| ***Superintendent‘s Priorities*** | ***District Initiatives*** | **Local School Key Actions:**  (List as many actions as needed in each box.) | **Measured by:** | **Results**  **of Key Actions from last year’s plan:**  (Due September 1) |
| Use data to make decisions. | *Utilize CTLS to assess, develop, deliver, and analyze common formative assessments in all core content areas*. | Provide “CTLS Booster” training to all staff in August and September.  Require the use of Touchstones in all subject areas.  Include questions from CTLS on frequent formative checks and assessments | ***Reports in CTLS ASSESS, generated by admin and teachers*** | Goal in progress. All team utilize CTLS Teach and Assess; CTLS Assess is being used at a higher rate than other schools in the district. All collaborative teams utilize common formative and summative assessments. |
| *Deliver, analyze, and adjust instruction in reading and math, utilizing data from Universal Screener (RI and MI).* | Provide results of RI assessments to all teachers in September, 2018. Continue to update data when new screeners are given.  Use “Success Block” class for focused interventions in all grade levels in reading and math based on data from RI/MI and other assessments (Iowa, etc.) | ***RI and MI data, RTI data*** | N/A |
| *Increase percentage of students performing at grade level in reading and math.* | Provide Reading and Math Interventions at all 3 grade levels for students not on grade level through “Success Block” classes – Read 180 and Math Support.  Offer morning tutoring and use 20-Day money to support students in Reading and Math.  Implement ZAP Time (Zeroes Aren’t Permitted) to require students to complete work. | ***CCRPI data, RTI data, and number of retention candidates*** | Goal in progress. All students in Reading intervention class showed growth throughout the year. |

Board Goal 3: ***Develop stakeholder involvement to promote student success.***

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| ***Superintendent’s***  ***Priorities*** | ***District Initiatives*** | **Local School Key Actions:**  (List as many actions as needed in each box.) | **Measured by:** | **Results**  **of Key Actions from last year’s plan:**  (Due September 1) |
| Make Cobb the best place to teach, lead,  and learn. | *Utilize stakeholder input to improve school processes.* | Clearly communicate Durham’s mission and vision throughout the school and community. Use morning broadcast, website, in-person meetings, etc.  Develop shared leadership through teacher leadership team, requiring application.  Increase resilience in students through implementation of Sources of Strength program.  Formalize and communicate the morning and afternoon carpool procedures and share these with school community.  Increase number of business sponsors who work with Durham. | ***GA Climate Survey data*** | Awaiting climate survey data (expected in October 2018) |
| *Establish programs and practices that enhance parental involvement and reflect the needs of students and their families.* | Increase the number of parent learning opportunities   * College Planning * Human Trafficking   Implement Fun Fridays weekly   Increase ParentVue usage | ***Local school data including attendance at learning opportunities, disciplinary instances, ParentVue usage reports, etc.*** | Disciplinary incidents decreased by 4% last year over previous year.   Dress code has been relaxed a bit to reflect student/parent input  Consistent communication has been established in a variety of media (Twitter, Sunday PTSA eblasts, Wednesday Principal eblasts, Remind 101 from teachers, blogs, etc.   Schedules were provided to families during Meet and Greet to reflect parent/student input. |

Board Goal 4: ***Recruit, hire, support and retain employees for the highest level of excellence.***

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| ***Superintendent’s***  ***Priorities*** | ***District Initiatives*** | **Key Actions:**  (List as many actions as needed in each box.) | **Measured by:** | **Results**  **of Key Actions from last year’s plan:**  (Due September 1) |
| Make Cobb the best place to teach, lead, and learn. | *Develop teacher leaders.* | Implement application process for Teacher Leader Action Team (Guiding Coalition) to develop teacher leadership capacity throughout the building.  Visit Stevenson HS in Illinois as a PLC model school  Utilize Mentor teachers, PBIS committee, and Technology Team to deliver professional learning to staff members  Encourage participation in Cobb Teacher Leader Academies, Cobb Tank applications, etc. | ***Teacher Leader Self-Assessment Survey, PBIS survey and walkthrough data, number of teachers participating in CTLA and Cobb Tank applications*** | N/A |
| *Develop professional learning needs based on TKES and LKES evaluations and collaboration rubrics.* | Conduct meetings for pre- and mid-year conferences in collaborative teams this year in order to tailor professional learning to team needs.  Participate as a Proof of Concept school for TKES, using growth measure from the same year for Non-SGP teachers. | ***Results from TKES and LKES evaluations*** | Ongoing results based on this year’s goals.  By the end of the 2017-18 school year, all teachers/administrators completed their certification as Microsoft Innovative Educators; continuing this year with “Beyond MIE” trainings. All staff utilize Class Notebook for professional collaboration. |