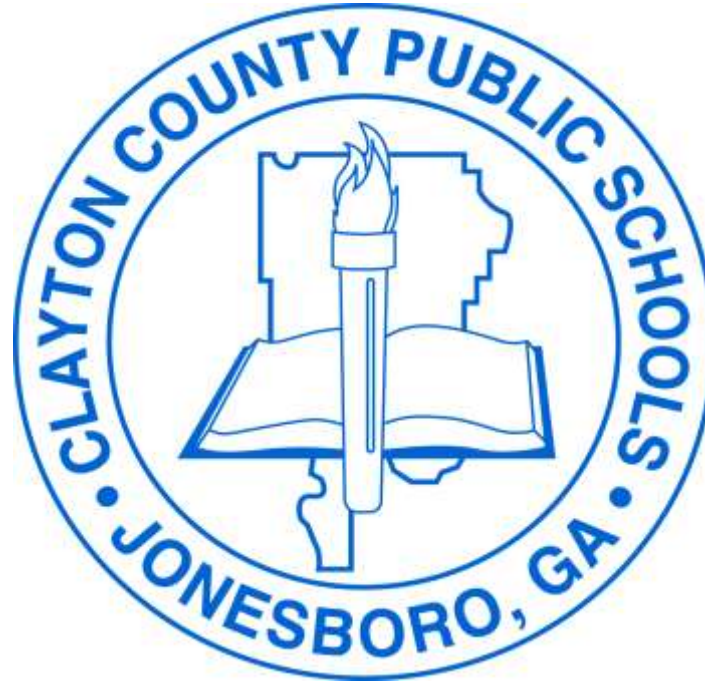


Comprehensive School Improvement Plan



Lake Ridge Elementary 2015 –2016

Vision Statement

The vision of Clayton County Public Schools is to be a district of excellence preparing ALL students to live and compete successfully in a global society.

Mission Statement

The mission of Clayton County Public Schools is to be accountable to all stakeholders for providing a globally competitive education that empowers students to achieve academic and personal goals and to become college and career ready, productive, responsible citizens.

Principal: Dr. Michael L. Powell

Assistant Principal(s): Dr. Tonishia Sullivan-Whitlow

School Leadership/Improvement Team	
Name	Position
Dr. Michael Powell	Principal
Dr. Tonishia Sullivan-Whitlow	Assistant Principal
Mr. Cedrick Coleman	Counselor
Mr. Marquis Powe	Site Facilitator K-2
Dr. Miranda Dozier	Site Facilitator 3-5
Ms. Alecia Leake	Lead ESOL
Ms. Kimberly Burrell	Lead EIP
Ms. Nicole Muhyee	DES Chairperson
Ms. Jacqueline Belser	Gifted Teacher
Mr. James Riles	Parent Liaison
Ms. Latoya Washington-Riles	Pre-K Teacher
Ms. Renita Ramdeo	Kindergarten Teacher
Mr. William Zerressen	First Grade Teacher
Ms. Mable Campbell	Second Grade Teacher
Ms. Twanna Preston	Third Grade Teacher
Ms. Chavoya Thomas	Fourth Grade Teacher
Ms. Tsitsi James	Fifth Grade Teacher

School CCRPI Data Team	
Name	Position
Dr. Michael Powell	Principal
Dr. Tonishia Whitlow	Assistant Principal
Mr. Cedric Coleman	Counselor
Mr. Marquis Powe	Site Facilitator K-2
Ms. Alecia Leake	ESOL Lead

Mrs. Nicole Muhyee	DES Chair
Mrs. Kimberly Burrell	EIP Lead

ACADEMIC ACHIEVEMENT

Goal 1: To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results.

ELA Performance Objectives:

- During the 2015-2016 school year, the number of students in grades 3-5 scoring in the meets and exceeds category in English Language Arts will increase by 6% on the new Georgia Milestones EOG assessment
- During the 2015-2016 school year the percent of students in grade 3 achieving a Lexile measure equal to or greater than 650 will increase by 10%.
- During the 2015-2016 school year the percent of students in grade 5 achieving a Lexile measure equal to or greater than 850 will increase by 10%.

CCRPI Alignment:

Percent of students scoring at proficient or higher on the Georgia Milestones ELA, mathematics, science, and social studies.

- Percent of students in grade 3 achieving a Lexile measure equal to or greater than 650 on the Georgia Milestones.
- Percent of students in grade 5 achieving a Lexile measure equal to or greater than 850 on the Georgia Milestones.
- Percent of students in grade 5 passing at least 5 courses in core content areas (ELA, reading, math, science, and social studies)
- Percent of students missing fewer than 6 days of school
- Percent of 5th grade students with a complete career portfolio by end of grade 5.

Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Check Points/ Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
Train all teachers on how to use and implement the data from the various sources (DIBELS, Benchmark, SLO Data to drive instruction.)	Aug. 2015- Nov. 2015	Administrators Instructional Facilitators ELA Content Lead	GaDOE SLDS mClass School Messenger Professional Learning MyOn Accelerated Reader EduTrax	All teachers will be trained on how to effectively use data sources and tools available in CCPS and Lake Ridge Elementary. Teachers will also be trained in successful implementation of these data sources.	PD: Accessing SLDS (Aug. 2015) PD: Connect Ed site (new reading series Aug. 2015) PD: S.T.A.R.T.S and GRF (Aug. 2015) PD: GMAS (upon release of data)
Train all teachers in LETRS to ensure they are able to engage students in more meaningful reading and learning experiences.	Sept. 2015	District Leads Site Facilitators	LETRS Training manuals	All teachers will become proficient in the four part processors, morphology, and the five components of reading.	PD: Will be provided by the district; date TBA
Provide K-5 teachers with the Reading Wonders and Imagine It BOY, MOY, and EOY instructional checklists to ensure that teachers are engaging students in more meaningful reading and learning experiences.	Aug. 2015 Jan. 2016 May 2016	Administrators Instructional Facilitators	BOY, MOY, and EOY Performance Checklists (Provided by McGrawHill)	All teachers will become knowledgeable of instructional best practices as well as expectations of the new reading series.	PD: August, 2015
Implement formative assessments to monitor mastery of ELA standards for grades K-5.	Aug. 2015- May 2016	Administrators Instructional Facilitators ELA Lead Grade Chairs	McGraw-Hill Imagine It and Wonders reading assessments GOFAR Turning Point	All ELA teachers will utilize the assessments provided by the new reading series as well as county benchmarks and additional assessments in order to monitor mastery of the ELA standards.	PD: August, 2015

Implement formative assessments to monitor mastery of ELA standards for grades K-5.	Aug. 2015- May 2016	Administrators Instructional Facilitators ELA Lead Grade Chairs	McGraw-Hill Imagine It and Wonders reading assessments GOFAR Turning Point	All ELA teachers will utilize the assessments provided by the new reading series as well as county benchmarks and additional assessments in order to monitor mastery of the ELA standards.	PD: August, 2015
Ensure teachers implement Explicit Instruction with fidelity to positively impact instruction and meet students' needs.	Aug. 2015- March 2016	Administrators Site Facilitators	Substitutes Professional Learning Budget	All teachers will be trained on research based practices to give general and special education teachers the necessary tools to implement explicit instruction in the content areas. The trainings will provide clear guidelines for identifying key concepts, strategies, skills, and routines to teach; designing and delivering effective lessons; giving students opportunities to practice and master new material.	PD: Gradual Release Framework (Aug. 2015) PD: Depth of Knowledge Levels (Aug. 2015) PD: Analyzing student work (Sept. 2015) PD: Higher order thinking, questioning, and feedback strategies (Oct. 2015) PD: Differentiated Instruction (Oct. 2015) PD: Vocabulary for the Common Core (Nov. 2015)
School-wide implementation of literacy lab for writing and reading	Aug. 2015 – June 2016 Ongoing/ specific task on specific dates school wide	Instructional Facilitator (s) Content Lead Grade Level Chair Media Specialist Gifted Specialist Administrator	Lexile Library books	Related Artifacts/Evidence <ul style="list-style-type: none"> • Student writing Samples • Student Conferencing Protocol Check Points <ul style="list-style-type: none"> • Walk-Throughs (TKES timeline) • Formative and Summative Observations (TKES timeline) 	Literacy Across the Curriculum September 2015

Increase reading skills for all students through the use of reading across the curriculum in all content areas.	Aug. 2015 – June 2016 Ongoing/ specific task on specific dates school wide	Instructional Facilitator (s) Content Lead Grade Level Chair Content Administrator	myOn <i>Title I</i>	Related Artifacts/Evidence <ul style="list-style-type: none"> • Reading Assessments (MyOn, AR, STAR) Check Points <ul style="list-style-type: none"> • Literacy Time (25 minutes added to Homeroom) • Celebration for Literacy Goal (increased Lexile score) • Walk-Throughs (TKES timeline) • Formative and Summative Observations (TKES timeline) 	<i>Literacy Across the Curriculum Reloaded</i> September 2015
Implement strategies for Close Reading to increase student achievement.	Aug. 2015 – June 2016 Ongoing/ specific task on specific dates school wide	Instructional Facilitator (s) Content Lead Grade Level Chair Content Administrator	New Reading Series (Reading Wonder) myOn <i>Title I</i>	<ul style="list-style-type: none"> • Reading Interactive Notebooks • Teacher Observations/Walkthroughs • Observation Data • Literature that Speaks to Close Reads • Graphic Organizers • Lesson Plans 	
Implementation of the MyOn Reading program to support students of varied reading levels.	Aug. 2015 – June 2016 Ongoing/ specific task on specific dates school wide	Instructional Facilitator (s) Content Lead Grade Level Chair Content Administrator	myOn <i>Title I</i>	<ul style="list-style-type: none"> • Student book reports • Teacher Lesson Plans • Collaborative Meeting Agendas 	
Increase reading skills for all struggling students through the use of Corrective Reading and Reading Mastery	Aug. 2015 – June 2016 Ongoing/ specific task on specific dates school wide	Instructional Facilitator (s) Content Lead Grade Level Chair Content Administrator		<ul style="list-style-type: none"> • Checkpoint Assessments • Teacher Spreadsheets of Data • Classroom Observation Checklist 	

Goal 1: To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results.

<p>Math Performance Objectives:</p> <p>During the 2015-2016 school year in the area of Mathematics, a 3% increase will be obtained resulting in an increase of students scoring in the on track and commendable levels of the Georgia Milestones assessment by May 2016.</p>	<p>Percent of students scoring at proficient or higher on the Georgia Milestones ELA, mathematics, science, and social studies.</p> <ul style="list-style-type: none"> • Percent of students in grade 3 achieving a Lexile measure equal to or greater than 650 on the Georgia Milestones. • Percent of students in grade 5 achieving a Lexile measure equal to or greater than 850 on the Georgia Milestones. • Percent of students in grade 5 passing at least 5 courses in core content areas (ELA, reading, math, science, and social studies) • Percent of students missing fewer than 6 days of school • Percent of 5th grade students with a complete career portfolio by end of grade 5.
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Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Check Points/ Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
<p>Mathematics teachers will implement standards- based spiral reviews aligned to data results from weekly common assessments.</p>	<p>August 2015 – May 2016</p>	<p>Math Teachers Site Facilitators Administrators</p>	<p>SLDS (GoFar) items EduTrax items Data Results from assessments</p>	<p>Related Artifacts/Evidence</p> <ul style="list-style-type: none"> • Spiral Reviews- Grade 3rd-5th • Common Assessments • Charting the Journey • Data Analysis document(s) • Minute Math/M&M Drills <p>Check Points</p> <ul style="list-style-type: none"> • Class Visits • Walk-Throughs • Formative and Summative Observations (TKES timeline) 	<p>Data Analysis Protocols Training August/Sept. 2015</p> <p>Common Assessment Resources August 2015</p> <p>EduTrax September 2015</p>

<p>3rd Grade Walk to Intervention will be implemented weekly so that students have an opportunity to get remediation/acceleration with a different teacher on grade level or across grade level, depending on the skill or standard.</p>	<p>January – March 2016</p>	<p>All teachers Site Facilitators Administrators</p>	<p>Ready Common Core Resources</p>	<p>Related Artifacts/Evidence</p> <ul style="list-style-type: none"> • Lesson Plans • Small group documentation • Students’ work samples • Classroom observations 	<p>Professional Learning – GMAS Reporting Nov. 2015</p>
<p>Increase student achievement in math through the use of math interactive notebooks</p>	<p>September 2015 – May 2016</p>	<p>Math Teachers Site Facilitators Administrators</p>	<p>Model K-5 Teachers Curriculum Resources SLDS (GoFar) items EduTrax items</p>	<ul style="list-style-type: none"> • 3rd- 5th Student interactive notebooks • Lesson Plans • Documented Classroom Walkthroughs/Observations 	
<p>Schoolwide Interactive Math bulletin boards will be utilized each month to practice, remediate and accelerate students in the area of solving mathematical equations and problems</p>	<p>September 2015 – May 2016</p>	<p>Math Teachers Site Facilitators Administrators</p>	<p>Model K-5 Teachers Curriculum Resources</p>	<ul style="list-style-type: none"> • Bulletin Boards • Submitted student work 	<p>October-November</p>

<p>Scheduled Data Meetings - half day sessions, teachers will meet and analyze student data, plan instruction, and collaboratively assess student work samples during. Information will be recorded on the Student's Data Sheet and instruction will be adjusted to meet the need of the student (October, December, January, and March).</p>	<p>Oct. 2015 – March 2016</p>	<p>All Grade Levels Administration Site Facilitators</p>	<p>Rotations for grade levels</p>	<ul style="list-style-type: none"> • Sign-in sheets • copies of presentation • samples of action plans • data notebook 	
<p>Mathematics teachers will implement hands on manipulatives at least 3 times a week during instruction. Manipulatives will include virtual manipulative featured in the My Math textbook series.</p>	<p>Sept. 2015- May 2016</p>	<p>Math Teachers Site Facilitators Administrators</p>	<p>My Math eBook Grade- Level Manipulative Kits</p>	<p>Related Artifacts/Evidence</p> <ul style="list-style-type: none"> • Lesson Plans • Small group documentation • Students word samples • Classroom observations 	

Goal 1: To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results.

<p>Science Performance Objectives:</p> <p>During the 2015-2016 school year in the area of Science, a 3% increase will be obtained resulting in an increase of students scoring in the on track and commendable levels of the Georgia Milestones assessment by May 2016.</p>	<p>CCRPI Alignment:</p> <p>Percent of students scoring at proficient or higher on the Georgia Milestones ELA, mathematics, science, and social studies.</p> <ul style="list-style-type: none"> • Percent of students in grade 3 achieving a Lexile measure equal to or greater than 650 on the Georgia Milestones. • Percent of students in grade 5 achieving a Lexile measure equal to or greater than 850 on the Georgia Milestones. • Percent of students in grade 5 passing at least 5 courses in core content areas (ELA, reading, math, science, and social studies) • Percent of students missing fewer than 6 days of school • Percent of 5th grade students with a complete career portfolio by end of grade 5.
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Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Check Points/ Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
Teachers will work with students to create and complete science fair projects that will ultimately increase student interest in science and social studies	Oct. 2015 – March 2016	All Grade Levels Administration Site Facilitators	General Funds	<ul style="list-style-type: none"> • Science Fair Projects • Scoring Sheets • Power- point of class presentations 	
Implementation of Seeds of Science literature	Oct. 2015 – March 2016	All Grade Levels Administration Site Facilitators	Professional Development Funds Title 1	<ul style="list-style-type: none"> • Assessments • Lesson Plans • Science Interactive Notebooks • Sign In Sheets • Agendas collected from Professional Development 	Seeds of Science Professional Development

Integration of technology utilizing Gizmos	Oct. 2015 – March 2016	All Grade Levels Administration Site Facilitators	Professional Development Funds Title 1	<ul style="list-style-type: none"> • Lesson Plans • Classroom Observations • Student Assessments • Sign in Sheets • Agendas collected from Professional Development 	Professional Development for Gizmos
All Science teachers will implement daily standards based spiral reviews aligned to data results from formative assessments.	Aug. 2015- May 2016	Instructional Facilitators Science Teachers	SLDS Science GPS	Improved students' performance on formative classroom and summative assessments in Science.	On-going data workshops (Aug. 2015– March 2016)

Goal 1: To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results.

Social Studies Performance Objectives: During the 2015-2016 school year in the area of Social Studies, a 3% increase will be obtained resulting in an increase of students scoring in the on track and commendable levels of the Georgia Milestones assessment by May 2016.

CCRPI Alignment:
 Percent of students scoring at proficient or higher on the Georgia Milestones ELA, mathematics, science, and social studies.

- Percent of students in grade 3 achieving a Lexile measure equal to or greater than 650 on the Georgia Milestones.
- Percent of students in grade 5 achieving a Lexile measure equal to or greater than 850 on the Georgia Milestones.
- Percent of students in grade 5 passing at least 5 courses in core content areas (ELA, reading, math, science, and social studies)
- Percent of students missing fewer than 6 days of school
- Percent of 5th grade students with a complete career portfolio by end of grade 5.

Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Check Points/ Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
Teachers will work with students to create and complete social studies fair projects that will ultimately increase student interest in science and social studies	Aug. 2015 – May 2015	Site Facilitators, Gifted Teacher,	General Funds	<ul style="list-style-type: none"> • Social Studies Fair Projects • Scoring Sheets • Powerpoint of class presentations 	
Implementation and continued practice with Document Based Questions for social studies	Aug. 2015 – May 2015	Site Facilitators, Gifted Teacher,	PD Budget	<ul style="list-style-type: none"> • Student work samples • Lesson Plans • Constructed Response Assessments 	

Safe-Orderly-Secure Learning Environments

Goal 2: To provide and maintain a safe, orderly and secure learning environment.					
Performance Objectives: During the 2015-2016 school year, Lake Ridge Elementary will decrease the number of Out-Of-School Suspensions and incidents by 10% by implementing the Positive Behavioral Intervention & Supports system.			CCRPI Alignment: School Climate : Multi tiered system of support (Behavior Matrix) Achievement <ul style="list-style-type: none"> Percent of students scoring at proficient or higher on the Georgia Milestones ELA, mathematics, science, and social studies. Percent of students in grade 3 achieving a Lexile measure equal to or greater than 650 on the Georgia Milestones. Percent of students in grade 5 achieving a Lexile measure equal to or greater than 850 on the Georgia Milestones. Percent of students in grade 5 passing at least 5 courses in core content areas (ELA, reading, math, science, and social studies) Percent of students missing fewer than 6 days of school Percent of 5th grade students with a complete career portfolio by end of grade 5. 		
Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Check Points/ Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
The school will design a school-wide multi tiered system of support that teaches positive behaviors	Aug. 2015- May 2016	Administrators	District School Funds	Students are able to articulate the behavioral matrix.	Staff Professional development (ongoing)
Revise and update Emergency Preparedness Plan	August 2015	Administrators CCPS Police	EPP Template CCPS Police Dept	Improved response in emergency situations	School based PD on responding to emergency situations

Implement a plan for best practices for responding to and dealing with emergency situations with local emergency responders	August 2015	Administrators CCPS Police	N/A	Improved response in emergency situations	School based PD on responding to emergency situations
School has a current and effective safety plan for the facility that includes regularly unannounced safety drills.	Aug. 2015- May 2016	Administrators	School District	The staff can describe the procedures and actions during safety drills.	School Based- Monthly Meetings
The school has a procedure in place for reporting safety and security concerns.	Aug. 2015- May 2016	Administrators	None	Instructors and students can articulate the procedures for reporting unsafe conditions. The custodial staff can express the procedure for cleaning the building and reporting safety violations.	Training on cleaning of the building.
The school will design a school-wide Positive Behavioral Intervention & Supports system to address student behaviors.	Aug. 2015- May 2016	Administrators	District School Funds	Students are able to articulate the behavioral matrix.	Staff Professional development (ongoing)
Implement a School Safety Patrol. Strategically place students in high traffic areas, with adult supervision, to serve as student leaders and model in referent to promoting positive behavior and safety.	Sept. 2015- May 2016	Administrators 5 th Grade Teachers	None	Students will be able to explain, discuss, and model behavior expectations, norm, and correct he behavior of students.	

Engagement of All Stakeholders

Goal 3: To create an environment that promotes active engagement, accountability, and collaboration of all stakeholders to maximize student achievement.

<p>Performance Objectives:</p> <p>A. During the 2015-2016 school year collaborative opportunities for parents and teachers will be scheduled consistently for a laser-like focus on student achievement.</p> <p>B. During the 2015-16 school year, Lake Ridge Elementary School will provide several opportunities for parents to visit and be actively engaged and involved. This includes the school’s parent resource center, parent/teacher conference; classroom visits days, PTO nights, and school programs and events. These programs will be implemented to provide parents services that both engage them and assist them with supporting their children’s education.</p> <p>C. Lake Ridge Elementary School will increase the number of community partnerships.</p>	<p>CCRPI Alignment:</p> <ul style="list-style-type: none"> • Percent of students missing fewer than 6 days of school • Percent of 5th grade students with a complete career portfolio by end of grade 5. • Percent of students scoring at proficient or higher on the Georgia Milestones ELA, mathematics, science, and social studies. • Percent of students in grade 3 achieving a Lexile measure equal to or greater than 650 on the Georgia Milestones. • Percent of students in grade 5 achieving a Lexile measure equal to or greater that 850 on the Georgia Milestones. • Percent of students in grade 5 passing at least 5 courses in core content areas (ELA, reading, math, science, and social studies)
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Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Check Points/ Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
Implementation of Parent University where teachers conduct workshops for parents. Teachers will be able to collaborate with parents on effective strategies to increase student achievement	August 2015 - May 2016	Parent Liaison Teachers	Title 1	Related Artifacts/Evidence <ul style="list-style-type: none"> • Agenda • Sign-In Sheets • Flyers and Invitations 	

Orientation/Curriculum Nights will be held by each classroom teacher during the first month to explain grade level curriculum and expectations, grading practices, class/school rules, etc. Childcare will be provided to encourage Parents to attend.	Aug. 2015 GMAS March 2016	Classroom Teachers, Administrators	No Funding Source	<ul style="list-style-type: none"> • Brochures • Sign in sheets • Flyers • Agendas • Power- point presentations • Website advertisements 	
An orientation for new parents and students will be held during the first month of school to acquaint them with academic and behavioral expectations and the various activities at school. Periodic orientations will be scheduled as the need arises.	Aug/Sept 2015	Guidance Counselor, Adm., Parent Liaison, Media Specialist	No Funding Source	<ul style="list-style-type: none"> • Brochures • Sign in sheets • Flyers • Agendas • Power-points • Website advertisements 	
Classroom teachers will hold parent conferences during the month of September to discuss specific goals, concerns, test data, etc. for each student in their class. Additional conferences will be held when appropriate during the remainder of the year.	Sept/Oct	Classroom Teachers	No Funding Source	<ul style="list-style-type: none"> • Sign-In Sheets • Agendas • Data Notebooks • Student sample work 	
Conduct at least two surveys (e.g. paper or electronic) of parent needs and use the results and student performance data to prioritize parent services and needs.	August 2015 – May 2016	Administrators Parent Liaison Teachers	Title I	Provide feedback to improved programs to meet the needs of the community	Monthly PD for Parent Liaison
Provide comprehensive information about all district parental services in the Parent/Family Resource room.	August 2015 – May 2016	Parent Liaison	Title I	Increased knowledge of services provided by the school and district; provide guardians better assistance and resources to help their students have a successful academically and support family wellbeing.	Monthly PD for Parent Liaison

Improve communication by distributing information about services provided by the school and the district through Parent/Family Resource Room, Connect Ed calls, Student Monday Messenger folders, school monthly calendar of events, grade level newsletters, student/ parent handbook, and school website.	August 2015 – May 2016	Parent Liaison Administrators	School Funds	Parents and students will receive information to help increase student achievement; increased awareness of academic and behavioral expectations, school activities, and district activities.	N/A
Increase active stakeholder participation in school programs through parenting workshops and parent volunteer days.	August 2015 – May 2016	Parent Liaison Administrators	Title I Funds Parent Signin Forms	Increased sense of pride in CCPS (Clayton Proud initiative)	Monthly PD for Parent Liaison
Provide informational workshops to parents and community members in regards to academic expectations and requirements.	August 2015 – May 2016	Parent Liaison Administrators	Federal Funds	Increased awareness of academic and behavioral expectations	N/A
Solicit business and community partners to support curricular and extracurricular activities throughout the school year.	Aug 2015- May 2016	Parent Liaison Administrators	N/A	To maximize student achievement with the assistance and active involvement of all stakeholders in the total school community.	N/A
Gain business and community partners' support for curricular and extracurricular activities throughout the school year by having school stakeholders, clubs, and organizations volunteer time and effort to these businesses and partners.	Aug 2015- May 2016	Parent Liaison Administrators PTO	N/A	Gain business and community partners' assistance and support for activities through donations.	N/A

Effective Communication

Goal 4: To effectively communicate the system's vision and purpose and allow stakeholder involvement in an effort to build understanding and support.

<p>Performance Objectives: During the 2015-2016 school year communication between the school, parents, and community is consistent regular two-way and meaningful focusing on student achievement.</p>	<p>CCRPI Alignment:</p> <ul style="list-style-type: none"> Percent of students scoring at proficient or higher on the Georgia Milestones ELA, mathematics, science, and social studies. Percent of students in grade 3 achieving a Lexile measure equal to or greater than 650 on the Georgia Milestones. Percent of students in grade 5 achieving a Lexile measure equal to or greater than 850 on the Georgia Milestones. Percent of students in grade 5 passing at least 5 courses in core content areas (ELA, reading, math, science, and social studies) Percent of students missing fewer than 6 days of school Percent of 5th grade students with a complete career portfolio by end of grade 5.
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Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Check Points/ Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
Review vision and purpose with stakeholders at parent meetings	August 2015 – May 2016	Administrators Parent Liaison	N/A	Increased knowledge of the vision and purpose	N/A
Review school data, goals, and plans for improvement with all stakeholders	August 2015 – May 2016	Administrators Parent Liaison	N/A	Increased knowledge of school data and the strategies being implemented for improvement	N/A

Implementation of a communication network between parents and community to support student achievement.	August 2015 - May 2016	Teachers Parent Liaison Counselors Support Staff Administration	Connect Ed Messages Remind.com Edmodo Teacher Webpages Newsletters	Related Artifacts/Evidence <ul style="list-style-type: none"> Infinite Campus contact log School Messenger printouts School Website Class Newsletters Check Points <ul style="list-style-type: none"> Last Friday of each Month 	TBA
School offers scheduled sessions related to academic success.	August 2015 - May 2016	Teachers Parent Liaison Counselors Administration	Title I Budget	Related Artifacts/Evidence <ul style="list-style-type: none"> Agenda Sign-In Sheets Flyers and Invitations Check Points <ul style="list-style-type: none"> Open House Bring Your Parent to School Curriculum Night Progress Reports/Report Cards 	
School efficiently utilizes Infinite Campus to document parent communication.	August 2015 - May 2016	Teachers Parent Liaison Counselors Administration	Infinite Campus Portal	Related Artifacts/Evidence <ul style="list-style-type: none"> Infinite Campus contact log Check Points <ul style="list-style-type: none"> Last Friday of Each Month 	
Update school website all staff websites monthly	Sep.2015 -May 2016	Administration School Webmaster	School and Teacher Websites	Teacher websites School website	Training or Refresher Course on Teacher Websites
Continue to use School Messenger for immediate school information; and ensure letters are sent home to parents in English and Spanish and maintained in the parent resource center.	Aug. 2015- May 2016	Administrators Parent Liaison Teachers	Connect Ed. Services. Paper Copy Machine	School Messenger reports	

Implement the Interactive Survey component of the School Messenger telephone communication system.	August 2015 – May 2016	Parent Liaison Administrators		To ensure effective communication with stakeholders.	
Design and implement a protocol/flowchart to enhance the process of releasing school information to stakeholders	August 2015 – May 2016	Administrators	School Funds	Two-Way communication protocol document Monthly calendars	N/A
Conduct ongoing, diverse, focus groups and parent workshops to obtain indicators of school awareness by stakeholders	August 2015- May 2016	Parent Liaison Administrators Teachers	Title I	Agendas Sign-in sheets	N/A
Develop effective messaging by implementing a communication system for administration to staff, and teacher to parent.	August 2015- May 2016	Administrators Teachers	Computers/cell phones	School Messenger reports	N/A

Organizational Processes

Goal 5: To provide high quality support services delivered on time and within budget to promote student academic success in the Clayton County Public Schools.	
<p>Performance Objectives: Collaborative planning at the school level and district level is present in all aspects of fiscal management. In addition, the school works to allocate funds for professional learning in order to increase student learning.</p>	<p>CCRPI Alignment:</p> <p>CCRPI Alignment:</p> <p>Achievement</p> <ul style="list-style-type: none"> • Percent of students scoring at Meets or Exceeds in ELA, reading, mathematics, science, social studies • Percent of students in grade 3 achieving a Lexile measure equal to or greater than 650 • Percent of students in grade 5 achieving a Lexile measure equal to or greater than 850 • Percent of English Learners with positive movement from one Performance Band to a higher Performance Band as measured by the ACCESS for ELLs • Percent of students in Grade 5 passing at least 5 courses in core content areas (ELA, reading, mathematics, science, social studies) and scoring meets or exceeds on all areas of the End of Grade assessment • Percent of End of Grade assessments scoring at the Exceeds level (ELA, reading, mathematics, science, social studies) <p>Progress /Achievement Gap</p> <ul style="list-style-type: none"> • To close the achievement gap, increase the percent of students scoring at the meets or exceeds level in ELA, reading, mathematics, science, social studies <p>ED/EL/SWD Performance</p> <p>Percent of ED/EL/SWD subgroups meet participation rate, state performance target and subgroup performance target</p>

Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Check Points/ Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
The principal and bookkeeper collaborate to allocate funds.	Aug. 2015- May 2016	Dr. Powell Rutherford	None	The bookkeeper and principal are able to describe how available funds are utilized to increase student achievement. The school leaders can articulate the expense of funds toward student achievement.	
The principal and bookkeeper work collaboratively with district personnel to allocate financial resources.	Aug. 2015- May 2016	Dr. Powell Rutherford	None	The principal and bookkeeper are able to identify all areas of expenditures from school budgets.	Financial Training
Faculty and staff are provided resources to participate professional development in order to increase student achievement	Aug. 2015- May 2016	Dr. Powell Rutherford	Title I Funds PL Funds	School staff can articulate how the professional learning takes place during the school day.	Various instructional trainings
Title I Instructional paraprofessional	August 2015- May 2016	Administrators Site Facilitators	Federal Funds	To provide targeted, small group instruction areas of need as evidenced by formative and summative assessment data (SLOs, DIBELS, GMAS, Benchmark common assessments)	PD as needed
Afterschool Remediation will be implemented to provide extra support and reinforcement to K – 5 th grade students in the area of reading and mathematics. Classroom teachers will be utilized as instructors. Snacks will be provided to participants.	October 2015- May 2016	Administrators Site Facilitators	Federal Funds Teachers Instructional materials and supplies	To increase student mastery of GSE and GPS	PD: Instructional Expectations

Teachers will participate in ongoing Professional Learning in the area of RTI/SST in order to meet the needs and challenges of all students.	August 2015- May 2016	Administrators SST Chairpersons School Psychologist	SST Chairpersons Teachers	Early identification of students experiencing academic, social, and/or behavioral difficulties Use of research-based instructional and behavior management strategies to promote success in the general education program	PD: Review RTI/SST process with each grade level (Aug. 21, 2015)
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Highly Qualified and Effective Staff

Goal 6: To recruit and retain highly qualified and effective staff.	
<p>Performance Objectives:</p> <p>A. Increase the attrition rate of highly qualified teachers to 100% at the end of the 2016 school year as measured by the rate of highly qualified teachers accepting contracts for the next school year.</p> <p>B. Implement methods to measure employee satisfaction during the 2014-2015 school year. This objective will be measured by teacher survey data from Teacher/Leader Electronic Platform (TLE) and feedback. Survey data should show a 10% increase in teacher perceptions.</p> <p>C. Provide continuous professional development and support to improve instructional practices and student achievement. This objective will be measured using focus walk data, walkthrough data, formative and summative assessment data, and student assessment data.</p>	<p>CCRPI Alignment:</p> <p>Achievement</p> <ul style="list-style-type: none"> Percent of students scoring at Meets or Exceeds in ELA, reading, mathematics, science, social studies Percent of students in grade 3 achieving a Lexile measure equal to or greater than 650 Percent of students in grade 5 achieving a Lexile measure equal to or greater than 850 Percent of English Learners with positive movement from one Performance Band to a higher Performance Band as measured by the ACCESS for ELLs Percent of students in Grade 5 passing at least 5 courses in core content areas (ELA, reading, mathematics, science, social studies) and scoring meets or exceeds on all areas of the End of Grade assessment Percent of End of Grade assessments scoring at the Exceeds level (ELA, reading, mathematics, science, social studies) <p>Progress /Achievement Gap</p> <ul style="list-style-type: none"> To close the achievement gap, increase the percent of students scoring at the meets or exceeds level in ELA, reading, mathematics, science, social studies <p>ED/EL/SWD Performance Percent of ED/EL/SWD subgroups meet participation rate, state performance target and subgroup performance target</p>

Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Check Points/ Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
Administrators will recruit and maintain highly qualified personnel.	August 2015- May 2016	Administrators	General Fund Federal Funds Human Resources Staff	Related Artifacts/Evidence <ul style="list-style-type: none"> • Job fairs • Job/Resume Postings Check Points <ul style="list-style-type: none"> • Monthly Spirit Calendars • Professional Development Classes 	PD as needed
Staff members will receive on-going, needs based instructional support based upon the TKES self-assessment, assessment data, and formal observations.	August 2015- May 2016	Administrators Site Facilitators	Site Facilitators Professional Learning Dept. Professional Learning Budget	Related Artifacts/Evidence <ul style="list-style-type: none"> • Agendas • Sign-In Sheets • Professional Development Logs • Coaching Log • Observation Feedback Form Check Points <ul style="list-style-type: none"> • Monthly Meetings Scheduled Professional Development Training Sessions (Site-Based & Off Campus) <ul style="list-style-type: none"> • Redelivery of Workshops 	

Develop an incentive program for staff members who demonstrate excellence in attendance and performance and provide monthly recognition.	August 2015- May 2016	Administrators School Spirit Committee Parent Liaison	School funds Partners in Education PTO	<p>Related Artifacts/Evidence</p> <ul style="list-style-type: none"> Employee of The Month/Year Attendance Reports Dolphin Dollars for Teachers <p>Check Points</p> <ul style="list-style-type: none"> Monthly Monitoring 	
All new teachers with 0-3 years of experience will be provided a mentor and participate in the Mentoring Program established for Lake Ridge Elementary School. They will also participate in on-going Professional Development to include site-based PD.	July 2015 - May 2016	Administrators School Lead Mentor – Kimberly Burrell) School Mentors	Professional Learning Funds General Funds	<p>Related Artifacts/Evidence</p> <ul style="list-style-type: none"> Agendas Sign-In Sheets Professional Development Logs Coaching Log Observation Feedback Form <p>Check Points</p> <ul style="list-style-type: none"> Monthly Mentoring Meetings Scheduled Professional Development Training Sessions (Site-Based & Off Campus) 	<p>Training Session for Mentors and Mentees August 2015</p> <p>Monthly Mentoring Meetings Monthly 2015 – 2016</p> <p>Ongoing Professional Development Sessions (September 2015 – March 2016)</p>
Provide staff members with opportunities to develop and apply research based instructional practices through ongoing professional development.	August 2015- May 2016	Site Facilitators	Site Facilitators Professional Learning Dept. Title I Budget Professional Development Budget	<p>Related Artifacts/Evidence</p> <ul style="list-style-type: none"> Agendas Sign-In Sheets Professional Development Logs Coaching Log Observation Feedback Form <p>Check Points</p> <ul style="list-style-type: none"> Monthly Mentoring Meetings <p>Scheduled Professional Development Training Sessions (Site-Based & Off Campus)</p>	PD as needed

Monthly Principal's Chat and Chew Sessions for Celebrating Accomplishments of New Teachers	Aug. 2015- May 2016	Administrators Lead Mentor Instructional Site Facilitators	General funds	Related Artifacts/Evidence <ul style="list-style-type: none"> • Celebration Program • Flyers and Invitations • Certificates Check Points <ul style="list-style-type: none"> • Assessment Data 	
Conduct climate surveys	Aug. 2015- May 2016	Administrators Teachers Staff	None	To ensure teacher buy-in of the total school program and retain highly qualified faculty/staff members.	No PD needed
Conduct Teacher surveys on Leadership Practices	April 2016	Media Specialist	TLE Platform	To gather data that will help inform the leadership practices of the administrative team.	TKES Preconference, Familiarization and Orientation (Aug 2015)
Conduct weekly focus walks and provide timely feedback and support based on results and needs.	Aug. 2015- May 2016	Administrators Site Facilitators	Walkthrough template	To ensure the building expectations are completed with efficacy.	PD identified from Focus Walk Data
Create professional development calendar	Aug. 2015 (on going)	Administrators Site Facilitators	School Calendar	Create a professional development calendar to help train teachers on initiatives that will support and promote student achievement.	PD identified from school data, school initiatives, and focus walks
Provide ongoing support for site facilitator	July 2015- June 2016	Administrators Site Facilitators Teaching and Learning Dept.	Title I Budget Professional Development Budget	Employ K-2 site facilitator and 3-5 site facilitator to help support all teachers within the building with instructional practices that will impact student achievement.	Monthly district meeting Onsite PD Conferences