<table>
<tr><td colspan="5">Goal Area: Student Success
E3 = Enroll, Enlist, Employ</td></tr>
<tr><td colspan="5">Performance Objective 1.1: Increase Mastery of Georgia Standards of Excellence</td></tr>
<tr><td>Initiative 1: Implement with fidelity - Learning Focused Schools Initiative</td><td colspan="4">Increase student achievement in all content areas using Learning Focused Strategies to effectively teach the Georgia Standards of Excellence.</td></tr>
<tr><td><u>Action Steps, Year 1</u></td><td><u>Primary Person Responsible</u></td><td><u>What evidence/ data will you collect to assess implementation/impact?</u></td><td><u>Monitoring Dates</u></td><td><u>Estimated cost, funding source, and/or resources</u></td></tr>
<tr><td>Action Step a- Maintain teacher implementation of Learning Focused Schools strategies.</td><td>CPS Administration</td><td>Learning Focused rubrics, Lesson Plans, TKES Observations</td><td>5x5, TKES Walkthrough, and TKES Formative completed yearly</td><td>Title II</td></tr>
<tr><td>Action Step b- Continue to implement data-driven Professional Learning Community meetings each week to reinforce standards-based instruction..</td><td>CPS Administration</td><td>Sign in sheets from support meetings, Data Walls, Guided Reading notebooks, lesson plans</td><td>Monthly (as determined by district administration)</td><td>Title II</td></tr>
<tr><td>Action Step c- Conduct walkthroughs.</td><td>CPS Administration, District Administration</td><td>Rubrics, Observations, TKES</td><td>Monthly</td><td>no cost</td></tr>
<tr><td>Initiative 2: Implement with fidelity - Literacy Initiative</td><td colspan="4">The percentage of students scoring At or Above Benchmark on Acadience End of Year Benchmark assessments will increase by 5 percentage points.</td></tr>
<tr><td>Action Step a- Continue 90-100 minute ELA block in grades K-2.</td><td>CPS Administration</td><td>school master schedule, teacher schedules</td><td>Prior to beginning of year</td><td>no cost</td></tr>
<tr><td>Action Step b- Purchase and implement ELA resources.</td><td>Director of Student Achievement, CPS Administration</td><td>Lesson Plans, Student Benchmark data</td><td>Monthly</td><td>Title I, L4GA</td></tr>
<tr><td>Action Step c - Continue to use the Literacy Workshop framework (including 15-minute Independent Reading time, daily Read Aloud, Writing instruction,</td><td>Director of Student Achievement, CPS Admin, K-2 homeroom teachers, RESA literacy partner</td><td>Lesson Plans, Student Benchmark data, school master schedule with ELA Expectations specified for each grade level, teacher schedules, Guided Reading conference notebook</td><td>Monthly</td><td>no cost</td></tr>
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and guided reading groups)				
Action Step d- Purchase consumables necessary for continued implementation of phonics program in grades K-2.	Director of Student Achievement, CPS administration	Acadience data, Monthly ISIP data, Saxon Phonics data, Reading A-Z	Monthly	HMH Saxon Phonics, Title I
Action Step e- Continue using K-2 screener to measure student growth (beginning, middle, and end of the year).	Director of Student Achievement, CPS administration	Acadience data, APTT	8/9/22, 12/6/22, 5/2/23	Acadience, L4GA
Action Step f- Provide reading interventions to all students K-2 based on skill deficits identified in Acadience screener and monthly ISIP assessment	CPS Administration	LLI, Growing Readers, ISIP reading and math, teacher data walls	Monthly	Interventionists' salaries and benefits
Action Step g- Reward Literacy Leaders and Super Readers with book vending machine tokens	CPS Admin, Faculty	Book vending machine tokens	Monthly	TBD
Action Step h- Celebrate student growth in Reading (BOOM Day)	CPS Admin, Faculty	BOOM Day certificates, trophies	Monthly	TBD
Action Step i- Conduct walkthroughs.	CPS Administration, District Administration, RESA literacy partner	TKES Observation data, Growing Readers conference notebook, monthly updated teacher data walls	Monthly	no cost
Initiative 3: Implement with fidelity - Math Initiative	***The percentage of students scoring At or Above Tier 1 or Tier 2 on Math ISIP in May will increase by 5 percentage points.***			
Action Step a- Maintain 55-60 minute math block in grades K-2.	CPS Administration	school master schedules, teacher schedules	Prior to beginning of school year	no cost
Action Step b- Purchase consumables necessary for continued implementation of math program K-2.	Director of Student Achievement, CPS administration	TKES Observation data, Go Math!	Monthly	Title I

Action Step c- Provide math interventions.	CPS Administration	Data -Exact Path, ISIP Math	Monthly	Interventionists' salaries and benefits
Action Step d - Implement math workshop framework	CPS Admin, Faculty	Lesson Plans, GaDOE units of instruction	Weekly	no cost
Initiative 4: Implement with fidelity - Science and Social Studies Initiative	*Increase student achievement in Science and Social Studies.*			
Action Step a- Increase paraprofessional support services for Students with Disabilities.	Director of Special Education, CPS Administration	Walkthroughs	Monthly	no cost
Action Step b- Continue to implement STEAM projects	Director of Student Achievement, STEM teacher, Art teacher, CPS Administration, K-2 homeroom teachers	Walkthroughs, Lesson Plans, APTT planning documentation, parent meeting documentation	Monthly	no cost
Action Step c- Continue to use Studies Weekly	CPS Administration, K-2 homeroom teachers	Walkthroughs, Lesson Plans, APTT	Monthly	Title I

Goal Area: Student Success
E3 = Enroll, Enlist, Employ

Performance Objective 1.2: Develop a rigorous and consistent curriculum for all students

Initiative 1: Co-teaching Initiative	*Increase the rigor and consistent curriculum for all co-teaching classes.*			
Action Steps, Year 1	**Primary Person Responsible**	**What evidence/ data will you collect to assess implementation/impact?**	**Monitoring Dates**	**Estimated cost, funding source, and/or resources**
Action Step a- Provide professional development for co-teaching; implement throughout district with fidelity.	Director of Special Education	sign in sheets, TKES observation data	Monthly	$15,000
Action Step b- Review lesson plans and conduct walkthroughs (Special Education department).	Director of Special Education	TKES observation data	Monthly	no cost
Action Step c-Align IEP requirements	Director of Special Education	schedules, IEPs	Monthly	no cost

and student schedules.				
Initiative 2: Increased Rigor Initiative				
Action Step a-Teachers will participate in peer observations.	CPS Administration	TKES observation data, Peer Observation Data, PLC Agendas	Monthly	no cost
Action Step b-Conduct walkthroughs (Student Achievement department).	Director of Student Achievement	TKES observation data	Monthly	no cost
Initiative 3: Gifted				
Action Step a-Provide guidance and expand opportunities for gifted and advanced content courses, including talent development in grades K-1.	Gifted Program Teacher	District gifted handbook, schedules	Yearly	no cost
Action Step b-Increase number of gifted endorsed teachers.	Director of Student Achievement	number of gifted certified teachers per school	Yearly	$5,000

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Performance Objective 1.3: Develop systemic assessment practices

Initiative 1: Grading Procedures Initiative	*Acadience Benchmark Assessment data and monthly ISIP data accurately reflect students' level of mastery of grade-level standards.*			
Action Steps, Year 1	**Primary Person Responsible**	**What evidence/ data will you collect to assess implementation/impact?**	**Monitoring Dates**	**Estimated cost, funding source, and/or resources**
Action Step a-Develop curriculum maps and pacing guides for all subject areas.	Director of Student Achievement	curriculum maps and pacing guides	Yearly	no cost
Action Step b - Provide opportunities for teachers to engage in authentic conversations to reflect on and	CPS Administration	curriculum maps and pacing guides	Yearly	no cost

adjust curriculum maps and pacing guides				
Initiative 2: Common Assessment Initiative				
Action Step a- Develop common assessments and benchmarks for all subject areas.	Director of Student Achievement	sign in sheets, common assessments, benchmarks	Yearly	no cost
Initiative 3: Crosswalk Initiative				
Action Step a- Develop summative common assessments aligned with Georgia Milestone Performance Level indicators.	Director of Student Achievement	end of year/end of course common assessments, milestone data	Yearly	no cost
Action Step b- Evaluate Multi-Tiered System of Supports (MTSS) intervention effectiveness in relation to Georgia Milestone Assessment student performance.	MTSS Coordinator	Acadience data, milestones data	Yearly	no cost

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Performance Objective 1.4: Prepare students for College and Career Success				
Initiative 1: Technology Initiative	*In an effort to promote the most up to date technology equipment to be used by our students and staff, the IT department will follow the 5-year technology plan, improve telecommunication systems, and provide training on new technology.*			
Action Steps, Year 1	**Primary Person Responsible**	**What evidence/ data will you collect to assess implementation/impact?**	**Monitoring Dates**	**Estimated cost, funding source, and/or resources**
Action Step a- Maintain a mobile 1:1 learning environment	Technolgy Director and Staff	Lesson plans, ISIP data, Acadience data	Yearly	TBD
Action Step b - Provide training opportunities for	Technology Director and Staff	TKES observations, sign in sheets, Lesson plans	Yearly	TBD

teacher to effectively use ViewSonic boards				
Action Step c - Begin to curate video lessons to be used as supplemental instructional resources	CPS Administration	Video Archives (Google Classroom)	Yearly	TBD

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<tr><td colspan="5" align="center">Goal Area: Staff Development and Growth</td></tr>
<tr><td colspan="5" align="center">Performance Objective 2.1: Attract qualified staff</td></tr>
<tr><td>Initiative 1: Create a Human Resources Department</td><td colspan="4"><i>Work as part of the district leadership team focused on the mission and goals of the district and to lead the HR team in recruiting, hiring, training and retaining quality employees to support the mission.</i></td></tr>
<tr><td><u>Action Steps, Year 1</u></td><td><u>Primary Person Responsible</u></td><td><u>What evidence/ data will you collect to assess implementation/impact?</u></td><td><u>Monitoring Dates</u></td><td><u>Estimated cost, funding source, and/or resources</u></td></tr>
<tr><td>Participate in Onboarding Process for all hires</td><td>Principal</td><td>Process Documentation and Employee Satisfaction Survey Results</td><td>Yearly</td><td>None</td></tr>
<tr><td>Initiative 2: Develop a Recruitment Process</td><td colspan="4"><i>Attend job fairs with specific job openings and hiring materials and increase the rate of appliations/hires from reruitment/job fairs. Hiring policies and procedures created and streamlined.</i></td></tr>
<tr><td><u>Action Steps, Year 1</u></td><td><u>Primary Person Responsible</u></td><td><u>What evidence/ data will you collect to assess implementation/impact?</u></td><td><u>Monitoring Dates</u></td><td><u>Estimated cost, funding source, and/or resources</u></td></tr>
<tr><td>Build relationships with teaching colleges to include involvement with recruitment fairs and increase/improve internship program</td><td>Principal</td><td>Practicum & Intern count & Evaluations; Attendance of personnel at career/job recruitment fairs; counts of hires from recruitment fairs and internships: Intern evaluations: Survey results</td><td>Yearly</td><td>Travel (.655/mile) and Registration fees, Title II</td></tr>
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Initiative 1: Create Professional Development & Growth Department	*The PL Director facilitates the planning, implementation and monitoring of professional learning opportunities for teachers, administrators, and selected district staff and partners.*				
Action Steps, Year 1	**Primary Person Responsible**	**What evidence/ data will you collect to assess implementation/impact?**	**Monitoring Dates**	**Estimated cost, funding source, and/or resources**	
Monitor Professional Development Plan for all staff	Principal	Professional Development Plan	Monthly	Not Applicable	
Follow Calendar Process, Procedures, and Resources	Principal	School Calendar, PL Process Documents, and Resource Database	Ongoing	Not Applicable	
Initiative 2: Improve Instructional and Professional Efficacy	*Collective teacher efficacy has the greatest impact on student achievement—even higher than factors like teacher-student relationships, home environment, or parental involvement. Collective efficacy is when a staff of teachers believe that together they can inspire growth and change in their students.*				
Action Steps, Year 1	**Primary Person Responsible**	**What evidence/ data will you collect to assess implementation/impact?**	**Monitoring Dates**	**Estimated cost, funding source, and/or resources**	
Continue implementation of Learning Focused Schools	Principal	Monitoring tool and documents; TKES/LKES	May 2022	TBD, Title II	

Goal Area: Staff Development and Growth

Performance Objective: Retain qualified staff

Initiative 1: Develop a district Teacher Induction/Support program	*A high-quality teacher induction program as a comprehensive, coherent, sustainable program that supports not only retention, but also the induction phase teacher's and their mentor's growth, thereby increasing student learning. (GaDOE)*				
Action Steps, Year 1	**Primary Person Responsible**	**What evidence/ data will you collect to assess implementation/impact?**	**Monitoring Dates**	**Estimated cost, funding source, and/or resources**	

Participate in New Teacher Induction/Support program	Principal	Agendas and program documents; TKES	Ongoing	TBD, TItle II and Local funds
Initiative 2: Develop New Teacher Community Initiative	*The moment new teachers sign their contract the district should provide as much information about the school and community as possible to make them feel special, welcome, and appreciated as a new community member.*			
Action Steps, Year 1	**Primary Person Responsible**	**What evidence/ data will you collect to assess implementation/impact?**	**Monitoring Dates**	**Estimated cost, funding source, and/or resources**
Increase staff satisfaction level	Human Resources Director, CPS Administration	Weekly Buzz, Quarterly Listening Tours, Jean Passes, Monthly Morale Boosters, Formation of active School Environment Team	Monthly	Not Applicable

Goal Area: Family and Community Commitment

Performance Objective 3.1: Increase and improve family engagement.

Initiative 1: Positive Parenting Program Initiative	*Provide district-wide opportunities for all stakeholders to engage in positive interaction.*			
Action Steps, Year 1	**Primary Person Responsible**	**What evidence/ data will you collect to assess implementation/impact?**	**Monitoring Dates**	**Estimated cost, funding source, and/or resources**
Action Step a-Implement APTT in order to provide opportunities for all stakeholders to participate in family engagement activities designed to strengthen the school-home relationship	Parent Coordinators, APTT Core Team, CPS Administration, K-2 homeroom teachers	School calendar, sign-in sheets	Quarterly	$11,000 for food, supplies, resources, etc. - paid with federal funds as allowable
Action Step b-Submit APTT documentation to Federal Programs Director in a timely manner.	CPS Administration	Agendas, handouts, meeting materials, Power Points, sign-in sheets, photos as appropriate	Quarterly	No cost
Action Step c-Increase opportunities for parents to volunteer in schools.	Parent Coordinators, appropriate School-Level Team, CPS Administration, PTO officers and members	Parent sign-in sheets	Ongoing	No cost

Goal Area: Family and Community Commitment

Performance Objective 3.2: Increase effectiveness and consistency of two-way communication.				
Initiative 1: Communication Initiative	*Increase positive, consistent, and meaningful communication with all stakeholders.*			
Action Steps, Year 1	**Primary Person Responsible**	**What evidence/ data will you collect to assess implementation/impact?**	**Monitoring Dates**	**Estimated cost, funding source, and/or resources**
Action Step a-Teachers will document all parent contacts.	CPS Administration	Parent Contact Logs housed in Google Classroom	Quarterly	$13,000 annual cost for PowerSchool
Action Step b-Promote parent usage of PowerSchool Parent Portal.	CPS Administration	PowerSchool logs (reports)	Quarterly	$13,000 annual cost for PowerSchool
Action Step c-Promote parent completion of CCRPI School Climate Survey.	CPS Administration	Survey participation report, survey data	Annually	No cost
Action Step d-Work with School Council to improve communication between schools and families.	CPS Administration	Agendas, handouts, meeting materials, sign-in sheets	Ongoing	No cost
Action Step e-Continue PowerSchool Online Registration component.	CPS Registrar	PowerSchool logs (reports)	Ongoing	$7,000 annual cost for PowerSchool Online Registration component
Action Step f-Promote usage of social media and other electronic communication tools at district, school, and classroom levels.	CPS Administration, CPS Media Specialist	Communication logs (reports)	Ongoing	$6,500 annual cost for Swift K12

Goal Area: Family and Community Commitment				
Performance Objective 3.3: Increase strategic partnerships with businesses, post-secondary institutions, and community leaders to support student learning and college/career readiness.				
Initiative 1: Business and Industry Involvement Initiative	*Increase positive, consistent, and meaningful interaction with businesses and industries.*			
Action Steps, Year 1	**Primary Person Responsible**	**What evidence/ data will you collect to assess implementation/impact?**	**Monitoring Dates**	**Estimated cost, funding source, and/or resources**
Action Step a-Invite business and industry partners to schools to share job information.	Admin Team, Faculty	Sign-in sheets, survey data	Ongoing	No cost

Action Step b-Provide field trips to businesses and industries.	Admin Team, Faculty	Sign-in sheets, survey data	Ongoing	Fuel cost plus driver @ $7.25/hour
Action Step c- Provide curriculum and instruction to increase students' soft skills.	Admin Team, Faculty	AutoBGood videos	Ongoing	Title IV funds $375/year

Goal Area: Operational Effectiveness

Performance Objective 4.1: Enhance Facility Safety

Initiative 1: Technology Repair and Replacement	Insure the safety and security of building and facilities within the system.			
Action Steps, Year 1	**Primary Person Responsible**	**What evidence/ data will you collect to assess implementation/impact?**	**Monitoring Dates**	**Estimated cost, funding source, and/or resources**
Upgrade phone system at the facility	Technology Director	Needs Assessment Survey		No cost
Develop replacement plan based on needs assessment results and budgetary restraints.	Technology Director/Finance Director	Needs Assessment Survey	Biannually June 1st and December 1st	No cost
Initiative 2: Building Security	All school system employees terminating employment will be required to meet with their supervisor to ensure that no future building access will be possible.			
Action Steps, Year 1	**Primary Person Responsible**	**What evidence/ data will you collect to assess implementation/impact?**	**Monitoring Dates**	**Estimated cost, funding source, and/or resources**
Require exit interview with system employees terminating employment: return keys, key cards, system Identification, and any school property to principal or supervisor	Principals or Building Supervisor	Completed Exit Interview Form	Yearly	none
Hold final payroll check until exit interview form is completed and returned to Payroll Clerk	Principals or Building Supervisor	Completed Exit Interview Form	Yearly	none

Goal Area: Operational Effectiveness

Performance Objective 4.2: Enhance the Effectiveness of Operational Programs

Initiative 2: School Nutrition Program Revenue Initiative	In an effort to increase student participation in our School Breakfast program, administrators will implement opportunities for all students to have access to breakfast.			
Action Steps, Year 1	**Primary Person Responsible**	**What evidence/ data will you collect to assess implementation/impact?**	**Monitoring Dates**	**Estimated cost, funding source, and/or resources**
Use name brand products familiar to students	School Nutrition Director	Breakfast Participation Counts from State Portal	Quarterly	Absorbed through SNP
Implement Breakfast Advertisement Campaign	School Nutrition Director	Breakfast Participation Counts from State Portal	Quarterly	Absorbed through SNP
Initiative 3: Technology Initiative	*Brief Description/Ideal State:*			
Action Steps, Year 1	**Primary Person Responsible**	**What evidence/ data will you collect to assess implementation/impact?**	**Monitoring Dates**	**Estimated cost, funding source, and/or resources**
Replenish each classroom with technologies already in place (interactive whiteboard, projector, and student/teacher workstations) at a rate of 5 classrooms/year at each school site	Technology Director	Purchase Orders, Inventory Records	Yearly	TBD
Implement and maintain a 1:1 mobile learning environment	Technology Director	Purchase Orders, Inventory Records	Yearly	TBD

Goal Area: Positive School Culture and Climate

Performance Objective 5.1: Create safe environment for all

Initiative 1: Building Safety	Create a safe environment for all stakeholders			
Action Steps, Year 1	**Primary Person Responsible**	**What evidence/ data will you collect to assess implementation/impact?**	**Monitoring Dates**	**Estimated cost, funding source, and/or resources**
Utilize camera footage as needed	Safety Director	Incident Reports	Ongoing	TBD
Follow new sign in/out and visitation procedures	CPS Administration and CPS Office Staff	Sign in/Out system	Ongoing	TBD

Revise safety plans to align with objectives	Admin Team	Updated safety plans	Ongoing	TBD
Purchase, install, and train staff on effective usage of Centegix Crisis Alert Program	Safety Director, Admin team	Crisis Alert System Log	Ongoing	TBD
Set specific training and safety drill dates	Admin Team	Safety Drill Reports	Monthly	No Cost
Initiative 2: School Safety Protocol	*All stakeholders report that they feel safe at CPS.*			
Action Steps, Year 1	**Primary Person Responsible**	**What evidence/ data will you collect to assess implementation/impact?**	**Monitoring Dates**	**Estimated cost, funding source, and/or resources**
Expand partnerships with private and public partnerships for afterschool programs, mentoring, and student/parent information	CPS Administration	Agendas and sign in sheets from meetings	Monthly during year	No Cost
Develop ways to interact positively with student, parents and staff. Build strong relationships, Teach essential social skills, Be role models, Clarify classroom and school rules	Principals, Parent Coordinator, Faculty and Staff	Discipline referrals, Tribunals, School transistion plans, Parent meeting documentation, Sign in sheets from meetings, Parent contact logs	Monthly during year	No Cost
Goal Area: Positive School Culture and Climate				
Performance Objective 5.2: Create an Environment that supports learning and positive relationships				
Initiative 1: Discipline Protocol	*Create, maintain, and promote clear, consistent behavioral expectations to ensure high levels of teaching and learning*			
Action Steps, Year 1	**Primary Person Responsible**	**What evidence/ data will you collect to assess implementation/impact?**	**Monitoring Dates**	**Estimated cost, funding source, and/or resources**
Continue to utilize a School Behavior Matrix to teach classroom, hallway, lunchroom, and playground expectations	Assistant Principal	Behavior Matrix, Discipline referrals	Yearly	none

Utilize Behavior Flow Chart to provide classroom behavior interventions and create a positive learning environment	CPS Admin, Faculty	TKES Observations, Teacher Handbook, Discipline Referrals	Yearly	TBD
Utilize Behavior Analysis Team (BAT)	BAT Committee Members	Minutes from BAT meetings, Discipline data	Monthly	none
Reduce ISS/OSS days by utlizing positive behavior reinforcements	CPS Admin, Faculty	ISS/OSS data, Bee Buck Store, Goal Getters Lanyards, Brag Tags, Awards Assemblies	Quarterly	TBD
Include updated discipline procedures and consequences in student/parent handbooks	Admin team, SILT	Revised student/parent handbooks, sign-in sheets/minutes, discipline data	Yearly	none
Initiative 2: School Climate Protocol	*Create, maintain, and promote a positive school culture that celebrates the growth and achievement of students and staff.*			
Conduct monthly faculty meetings celebrating staff success	CPS Admin	Faculty awards, birthday cards, faculty meeting slideshows	Monthly	none
Continue to utilize Staff Success Committee to focus on monthly morale boosters	CPS Admin, Staff Success Committee	Staff Success Committee agenas	Monthly	TBD