

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

Performance Objective 1.1: Increase Mastery of Georgia Standards of Excellence

Initiative 1: Implement with fidelity - Learning Focused Schools Initiative				
<i>Brief Description/Ideal State: Increase student achievement in all content areas using Learning Focused Strategies to effectively teach the Georgia Standards of Excellence.</i>				
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-Increase teacher implementation of Learning Focused Schools strategies.	Admin Team	Learning Focused rubrics, End of Grade/End of Beacon Benchmark data,	rubrics - monthly, EOG 5/23,	
Action Step b-Complete Learning Focused Schools professional development (all modules).	Principal	Sign in sheets from support meetings, complete of module assignments,	Monthly	no cost
Action Step c-Conduct walkthroughs (Student Achievement department).	Admin Team	Rubrics/TKES/walk thrus	Monthly	no cost
Initiative 2: Implement with fidelity - Literacy Initiative				
<i>Brief Description/Ideal State: Increase foundational reading skills, student achievement in ELA, and student Lexiles.</i>				
Cook Elementary School will increase the number of students achieving levels 2, 3, or 4 in Grades 3-5 English Language Arts and Lexile bands on/above grade level.				
Action Step a-Maintain 90 ELA block in grades 3-5.	Principal	school master schedule, teacher schedules	Prior to beginning of year	no cost
Action Step b-Implement school wide universal screener to track student Lexile scores.	Admin Team	Georgia Milestones Assessment (Lexile data), Exact Path, SGM, DRC Beacon	08/2022, 12/2022, 03/2023, 05/2023	BME
Action Step c-Provide reading interventions	Admin Team	LLI; Exact Path, Benchmarks	Monthly	
Action Step d-Provide Lexile support for teachers and leaders.	District and Admin Team	Sign in sheets, Agendas	Yearly	no cost
Action Step e-Provide quarterly rewards for Improvement	Admin Team	Exact Path data, teacher recommendations, SGM, DRC Beacon, Acadience	Quarterly	no cost
Action Step f-Provide professional development for teaching of writing.	Admin Team, Writing Team	PLC documentation, sign in sheets, walk thrus	Monthly	no cost
Action Step h-Conduct walkthroughs (Student Achievement department).	Admin Team	walk thru data	Weekly	no cost
Initiative 3: Implement with fidelity - Math Initiative				
<i>Brief Description/Ideal State: Increase student achievement in Math.</i>				
Students at Cook Elementary will increase the number of students achieving levels 2, 3 and 4 in 3-5th grades in Math on the Georgia Milestone Assessment				
Action Step a-Maintain 75 minute math block in grades 3-5.	Principal	school master schedule, teacher schedules	Prior to beginning of school year	no cost
Action Step b- Utilize math resources.	Admin Team	walk thrus, Reflex Data, Beacon Data, Grade Specific Resources and Curriculum	Monthly	
Action Step c-Monitor Reflex Math student performance.	Admin Team	Reflex data	Monthly	no cost
Action Step d-Provide quarterly rewards for Improvement	Admin Team	Reflex Data	Quarterly	no cost
Action Step e-Provide math interventions.	Admin Team	Data -Reflex math, Benchmarks, Exact Path, WIN Shuffle	Monthly	
Action Step f-Provide professional development on the new Math Standards	Admin Team	PLC documentation, sign in sheets, walk thrus	Monthly	no cost
Initiative 4: Implement with fidelity - Science and Social Studies Initiative				
<i>Brief Description/Ideal State: Increase student achievement in Science and Social Studies.</i>				
Action Step a-Increase paraprofessional support services for Students with Disabilities.	Principal	walk thrus, professional development agendas and sign-in sheets	Monthly	no cost
Action Step b-Provide professional development in the Science Inquiry Process.	Admin Team	sign-in sheets, walk thrus	Monthly	no cost

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

Initiative 1: Co-teaching Initiative				
<i>Brief Description/Ideal State: All Cook County students will receive a rigorous and consistent curriculum.</i>				
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 b-Review lesson plans and conduct walkthroughs (Special Education department). Provide common planning with Co-teachers	Admin Team	walk thrus, Google Classroom Lesson Plan submissions	Monthly	no cost
Action Step c-Align IEP requirements and student schedules.	Admin Team	schedules, IEPs	Monthly	no cost
Initiative 2: Increased Rigor Initiative				
Action Step a-Teachers will participate in peer observations.	Admin Team	walk thrus, observation data, LFS Professional Development agendas and sign-in sheets	Monthly	no cost
Action Step c-Provide professional development for teachers and leaders on differentiated instruction.	Admin Team	walk thrus, TKES, agendas, sign-in sheets	Monthly	no cost
Initiative 3: Gifted and Advanced Content Initiative				
Action Step a-Provide guidance and expand opportunities for gifted and advanced content courses.	Admin Team	District gifted handbook, schedules, sign-in sheets for collaborative meetings	Yearly	no cost
Action Step b-Increase number of gifted endorsed teachers.	Admin Team	number of gifted certified teachers per school	Yearly	

Performance Objective 1.3: Develop systemic assessment practices

Initiative 1: Grading Procedures Initiative				
<i>Brief Description/Ideal State: Students' grades and performance in the classroom will be a predictor of student performance on Georgia Milestones End of Grade and End of Course State Assessments.</i>				
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.	Admin Team	curriculum maps and pacing guides	Yearly	no cost
Initiative 2: Common Assessment Initiative				
Action Step a-Develop common assessments and benchmarks for all subject areas.	Admin Team	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.	Admin Team	end of year/end of course common assessments, milestone data, DRC Beacon, Edulastic	Yearly	no cost
Action Step b-Evaluate Multi-Tiered System of Supports (MTSS) intervention effectiveness in relation to Georgia Milestone Assessment student performance.	Admin Team	milestones data, Exact Path, BEACON, Acadience	Yearly	no cost
Performance Objective 1.4: Prepare students for college and career success				
Initiative 1: Awareness Initiative	<i>Brief Description/Ideal State: Students will graduate college and career ready.</i>			
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 community mentorship program	Admin Team	Sign in Sheets, Planning Documents, Agendas	Yearly	no cost
Action Step b-Implement 3-5 soft skills curriculum.	Admin Team	Teacher and community surveys, Character Ed Lesson Plans	Yearly	no cost

Goal Area: Staff Development and Growth				
Performance Objective: Attract qualified staff				
Initiative 1: Create a Human Resources Department	<i>Brief Description/Ideal State: The primary responsibility is to work as part of the district leadership team focused on the mission and goals of the district and to lead the human resources team in recruiting, hiring, training and retaining quality employees to support the mission. The position is designed for the purposes of managing assigned operations in accordance with district policies; providing information to the Board, superintendent, staff and the public; ensuring compliance to established policies, procedures and/or codes; and addressing a variety of administrative needs and processes.</i>			
<u>Action Steps, Year 1</u>	<u>Primary Person Responsible</u>	<u>What evidence/ data will you collect to assess implementation/impact?</u>	<u>Monitoring Dates</u>	<u>Estimated cost, funding source, and/or resources</u>
Participate in Onboarding Process for all hires	Principal	Process Documentation and Employee Satisfaction Survey Results	Ongoing 2022-2023	cost will be impacted by district purchase of Etrieve
Initiative 2: Develop a Recruitment Process	<i>Brief Description.Ideal State: Attend job fairs with specific job openings and hiring materials and increase the rate of applications/hires from reuitment/job fairs. Hiring policies and procedures created and streamlined.</i>			
<u>Action Steps, Year 1</u>	<u>Primary Person Responsible</u>	<u>What evidence/ data will you collect to assess implementation/impact?</u>	<u>Monitoring Dates</u>	<u>Estimated cost, funding source, and/or resources</u>
Build relationships with teaching colleges to include involvement with recruitment fairs and increase/improve internship program	Principal	Practicum & Intern count & Evaluations; Attendance of personnel at career/job recruitment fairs; counts of hires from recruitment fairs and internships; Intern evaluations; Survey results	Ongoing 2022-2023	Travel (.54/mile), Title II
Goal Area: Staff Development and Growth				
Performance Objective: Develop qualified staff				
Initiative 1: Create Professional Development & Growth Department	<i>Brief Description/Ideal State: The Director of Professional Development facilitates the planning, implementation and monitoring of professional learning opportunities for teachers, administrators, and selected district staff and partners. In addition to understanding effective, research-based professional development standards and delivery models, the Director of Professional Development will demonstrate knowledge of the skill necessary to meet the needs of diverse learners. The goal of this position is to make significant contributions to improving student achievement by designing, delivering and promoting high quality professional learning and communicating the district's high expectations for each student, teacher and administrator.</i>			
<u>Action Steps, Year 1</u>	<u>Primary Person Responsible</u>	<u>What evidence/ data will you collect to assess implementation/impact?</u>	<u>Monitoring Dates</u>	<u>Estimated cost, funding source, and/or resources</u>
Monitor Professional Development Plan for all staff	Principal	Professional Development Plan	Completion Date: 8/1/22	Not Applicable
Follow Calendar Process, Procedures, and Resources	Principal	School Calendar, PL Process Documents, and Resource Database	Ongoing Complete 5/2023	Not Applicable
Initiative 2: Improve Instructional and Professional Efficacy	<i>Brief Description.Ideal State: According to Visible Learning for Teachers: Maximizing Impact on Learning by John Hattie, 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.</i>			
<u>Action Steps, Year 1</u>	<u>Primary Person Responsible</u>	<u>What evidence/ data will you collect to assess implementation/impact?</u>	<u>Monitoring Dates</u>	<u>Estimated cost, funding source, and/or resources</u>
Continue implementation of Learning Focused Schools with rigor	Principal	Monitoring tool and documents; TKES/LKES	Ongoing Complete 5/2023	Two year estimated cost for LFS - \$66,000
Goal Area: Staff Development and Growth				
Performance Objective: Retain qualified staff				
Initiative 1: Develop a district Teacher Induction/Support program	<i>Brief Description/Ideal State: 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)</i>			
<u>Action Steps, Year 1</u>	<u>Primary Person Responsible</u>	<u>What evidence/ data will you collect to assess implementation/impact?</u>	<u>Monitoring Dates</u>	<u>Estimated cost, funding source, and/or resources</u>
Participate in New Teacher Induction/Support program	Principal	Agendas and program documents; TKES	07/2022 and Ongoing	Cost will be impacted by district purchases; Title II
Initiative 2: Partner with economic development to improve employment opportunities for spouses and affordable housing for teachers.	<i>Brief Description.Ideal State: The moment new teachers sign their contract the district should provide as much information about the school and community as possible. Many teachers are hired several months prior to their first day of work at their new school. During this time, most newly hired teachers will be planning their move to the community and generally getting ready to begin work and life in a new place. This is a time to make them feel special, welcome, and appreciated as a new community member.</i>			
<u>Action Steps, Year 1</u>	<u>Primary Person Responsible</u>	<u>What evidence/ data will you collect to assess implementation/impact?</u>	<u>Monitoring Dates</u>	<u>Estimated cost, funding source, and/or resources</u>

Increase staff satisfaction level	Human Resources Director, Admin Team	Exit survey and school surveys	Ongoing Complete 5/2023	Not Applicable
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Goal Area: Family and Community Commitment				
Performance Objective 3.1: Increase and improve family engagement.				
Initiative 2: Positive Parenting Program Initiative	Brief Description/Ideal State: 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-Host instructionally-focused parent engagement activities at each school.	Admin Team, Parent Coordinator	School calendar, sign-in sheets, APTT, Parent-Teacher-Student Compacts	10/2022, 12/2022, 03/2023, 05/2023	
Action Step b-Submit documentation of each parent engagement activity to Federal Programs Director in a timely manner.	Admin Team, Parent Coordinator	Agendas, handouts, meeting materials, PowerPoints, sign-in sheets, photos	10/2022, 12/2022, 03/2023, 05/2023	No cost
Action Step c-Increase opportunities for parents to volunteer in schools.	Parent Coordinators, appropriate School-Level Team, Federal Programs Director	Parent sign-in sheets, Field trips	10/2022, 12/2022, 03/2023, 05/2023	No cost
Goal Area: Family and Community Commitment				
Performance Objective 3.2: Increase effectiveness and consistency of two-way communication.				
Initiative 1: Communication Initiative	Brief Description/Ideal State: 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 in PowerSchool.	Admin Team	PowerSchool logs (reports)	10/2022, 12/2022, 03/2023, 05/2023	
Action Step b-Promote parent usage PowerSchool Parent Portal.	Admin Team, Parent Coordinator	PowerSchool logs (reports)	Yearly	
Action Step c-Promote parent completion of CCRPI School Climate Survey.	Admin Team	Survey participation report, survey data	10/2022, 12/2022, 03/2023, 05/2023	No cost
Action Step d-Work with School Councils to improve communication between schools and families.	School Council Members and Federal Programs Director	Agendas, handouts, meeting materials, sign-in sheets	9/15/22, 11/17/22, 2/9/23, 4/13/23	No cost
Action Step e-Promote usage of online PowerSchool Parent Portal and Online Registration.	Parent Co-ordinator	PowerSchool logs (reports)	10/2022, 12/2022, 03/2023, 05/2023	
Action Step f-Promote usage of social media and other electronic communication tools school, and classroom levels.	Admin, Webpage Manager	Communication logs (reports), Facebook, Instagram, Remind, Powerschool	10/2022, 12/2022, 03/2023, 05/2023	
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	Brief Description/Ideal State: 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.	Parent Coordinator, Administration, Faculty	Sign-in sheets, survey data	10/2022, 12/2022, 03/2023, 05/2023	No cost
Action Step b-Provide field trips to businesses and industries.	Parent Coordinator, Administration, Faculty	Sign-in sheets, survey data	10/2022, 12/2022, 03/2023, 05/2023	Fuel cost plus driver @ \$7.25/hour
Initiative 2: Higher Education Involvement Initiative	Brief Description/Ideal State: Increase positive, consistent, and meaningful interaction with institutions of higher education.			
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
Initiative 3: Military Personnel Involvement Initiative	Brief Description/Ideal State: Increase positive, consistent, and meaningful interaction with military branches.			
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

Goal Area: Operational Effectiveness				
Performance Objective 4.1: Enhance Facility Safety				
Initiative 3: Building Security Initiative		<i>Brief Description.Ideal State: All school system employees terminating employment will be required to meet with their supervisor to ensure that no future building access will be possible.</i>		
<u>Action Steps, Year 1</u>	<u>Primary Person Responsible</u>	<u>What evidence/ data will you collect to assess implementation/impact?</u>	<u>Monitoring Dates</u>	<u>Estimated cost, funding source, and/or resources</u>
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				
Initiative 3: Technology Initiative		<i>and staff, the IT department will implement a 5 year technology plan, work toward a 1:1 environment in each school, and evaluate all telecommunication systems.</i>		
<u>Action Steps, Year 1</u>	<u>Primary Person Responsible</u>	<u>What evidence/ data will you collect to assess implementation/impact?</u>	<u>Monitoring Dates</u>	<u>Estimated cost, funding source, and/or resources</u>

Goal Area: Positive School Culture and Climate				
Performance Objective 5.1: Create safe environment for all				
Initiative 1: School Safety	Brief Description/Ideal State: All stakeholders will report that they feel safe at school.			
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
When student is absent, a phone call or text to parents is generated by PowerSchool	School Level SIS Coordinator	Attendance DATA	Daily	No cost
Monitor sign in/out and visitation procedures	Principals, Student Services Director, Safety Director	Monitor student/parent handbook production to include revised procedures	Yearly	No cost
Increase number of 2-way radios on campuses	Principals, Safety Director	Determine number already on campus and number of additional radios needed	By May 2023	\$300 per radio
Initiative 2: School Safety Protocol	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
Revise safety plans to align with objectives	Admin Team	Updated safety plans	August 2022 and Ongoing	No Cost
Set specific training and safety drill dates	Admin Team	Training sign-in sheets, agendas	August 2022 and Ongoing	No Cost
Goal Area: Positive School Culture and Climate				
Performance Objective: Create an Environment that supports learning and positive relationships				
Initiative 1: Create Opportunities for Partnerships	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
Expand partnerships with private and public partnerships for afterschool programs, mentoring, and student/parent information	Principals, Student Services Director	Agendas and sign in sheets from meeting	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 transition plans, Parent meeting documentation, Sign in sheets from meeting, Parent contact log	Monthly during year	No Cost
Initiative 3: Discipline Protocol	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
Reduce ISS/OSS days by offering alternative consequences	Principals, Student Services Director	Behavior Flow Charts, PL to build student communities and respond to challenging behavior, ISS/OSS data	Monthly	No cost
Include updated discipline procedures and consequences in student/parent handbooks	Principals, Student Services Director	Revised student/parent handbooks, sign-in sheets and minutes from monthly meetings with AP's to review discipline data	Monthly	No cost