

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 | | | | |
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| <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 5/20, | |
| 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 | 10/4/21, 12/20/21, 5/22/22 | BME |
| Action Step c-Provide reading interventions | Admin Team | LLI; Exact Path, Benchmarks | Monthly | |
| Action Step d-Provide Lexile training for teachers and leaders. | District and Admin Team | T2 sign in sheets | Yearly | no cost |
| Action Step e-Provide quarterly rewards for Improvement | Admin Team | Exact Path data, teacher recommendations, SGM, DRC Beacon | Quarterly | no cost |
| Action Step f-Provide professional development for teaching of writing. | Admin 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 | 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 | 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> | | | | |

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| Action Step a-Increase paraprofessional support services for Students with Disabilities. | Principal | walk thrus | Monthly | no cost |
| Action Step b-Provide professional development in the Science Inquiry Process. | Admin Team | sign-in sheets, walk thrus | Monthly | no cost |
| 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 | <i>Brief Description/Ideal State: All Cook County students will receive a rigorous and consistent curriculum.</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> |
| Action Step b-Review lesson plans and conduct walkthroughs (Special Education department). Provide common planning with Co-teachers | Admin Team | walk thrus | 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 | Monthly | no cost |
| Action Step c-Provide professional development for teachers and leaders on differentiated instruction. | Admin Team | walk thrus, TKES | 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 | 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> | | | |
| <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> |
| 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 | | | | |

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| 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 | 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 | Yearly | no cost |
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| 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> | | | |
| <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> |
| Action Step a-Develop community mentorship program | Admin Team | Sign in Sheets | 10/4/19, 12/20/19, 3/12/20, 5/22/20 | no cost |
| Action Step b-Implement 3-5 soft skills curriculum. | Admin Team | Teacher and community surveys | Yearly (March 20) | no cost |

Goal Area: Staff Development and Growth

Performance Objective: Attract qualified staff

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| 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 | Check 10/4/21 Check 12/20/21 Check 3/12/22 Complete 5/22/2022 | 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 reruitment/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 | Check 10/4/21 Check 12/20/21 Check 3/12/22 Complete 5/22/2022 | Travel (.54/mile), Title II |

Goal Area: Staff Development and Growth

Performance Objective: Develop qualified staff

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| 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: 8/1/21 | Not Applicable |

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| Follow Calendar Process, Procedures, and Resources | Principal | School Calendar, PL Process Documents, and Resource Database | Check 10/4/21 Check 12/20/21 Check 3/12/22 | 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 | Completion date: 8/1/21 | 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 | Check 10/4/21 Check 12/20/21 Check 3/12/22 Complete 5/22/2022 | 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> |
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| Increase staff satisfaction level | Human Resources Director | Exit survey and school surveys | Check 10/4/21 Check 12/20/21 Check 3/12/22 Complete 5/22/2022 | Not Applicable |

Goal Area: Family and Community Commitment

Performance Objective 3.1: Increase and improve family engagement.

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| Initiative 2: Positive Parenting Program Initiative | Brief Description/Ideal State: Provide district-wide opportunities for all stakeholders to engage in positive interaction. | | | |
| <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> |
| Action Step a-Host instructionally-focused parent engagement activities at each school. | Admin Team, Parent Coordinator | School calendar, sign-in sheets, Parent-Teacher-Student Compacts | 10/4/21, 12/20/21, 3/12/22, 5/22/22 | |
| 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 | 10/4/21, 12/20/21, 3/12/22, 5/22/22 | No cost |
| Action Step d-Increase opportunities for parents to volunteer in schools. | Parent Coordinators, appropriate School-Level Team, Federal Programs Director | Parent sign-in sheets, Field trips | 10/4/21, 12/20/21, 3/12/22, 5/22/22 | No cost |

Goal Area: Family and Community Commitment

Performance Objective 3.2: Increase effectiveness and consistency of two-way communication.

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| Initiative 1: Communication Initiative | Brief Description/Ideal State: Increase positive, consistent, and meaningful communication with all stakeholders. | | | |
| <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> |
| Action Step a-Teachers will document all parent contacts in PowerSchool. | Admin Team | PowerSchool logs (reports) | 10/4/21, 12/20/21, 3/12/22, 5/22/22 | |
| Action Step b-Promote parent usage PowerSchool Parent Portal. | Admin Team, Parent Coordinator | PowerSchool logs (reports) | 10/4/21, 12/20/21, 3/12/22, 5/22/22 | |
| Action Step c-Promote parent completion of CCRPI School Climate Survey. | Admin Team | Survey participation report, survey data | 10/4/21, 12/20/21, 3/12/22, 5/22/22 | 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 | 10/4/21, 12/20/21, 3/12/22, 5/22/22 | No cost |
| Action Step f-Promote usage of online PowerSchool Parent Portal and Online Registration. | Parent Co-ordinator | PowerSchool logs (reports) | 10/4/21, 12/20/21, 3/12/22, 5/22/22 | |
| Action Step g-Promote usage of social media and other electronic communication tools school, and classroom levels. | Admin, Webpage Manager | Communication logs (reports), Facebook, Remind, Powerschool | 10/4/21, 12/20/21, 3/12/22, 5/22/22 | |

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.

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| Initiative 1: Business and Industry Involvement Initiative | | | | |
| <i>Brief Description/Ideal State: Increase positive, consistent, and meaningful interaction with businesses and industries.</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> |
| Action Step a-Invite business and industry partners to schools. | Parent Coordinator, Administration, Faculty | Sign-in sheets, survey data | 10/4/21, 12/20/21, 3/12/22, 5/22/22 | No cost |
| Action Step b-Provide field trips to businesses and industries. | Parent Coordinator, Administration, Faculty | Sign-in sheets, survey data | 10/4/21, 12/20/21, 3/12/22, 5/22/22 | Fuel cost plus driver @ \$7.25/hour |
| Initiative 2: Higher Education Involvement Initiative | | | | |
| <i>Brief Description/Ideal State: Increase positive, consistent, and meaningful interaction with institutions of higher education.</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> |
| Initiative 3: Military Personnel Involvement Initiative | | | | |
| <i>Brief Description/Ideal State: Increase positive, consistent, and meaningful interaction with military branches.</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: Operational Effectiveness

Performance Objective 4.1: Enhance Facility Safety

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| 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

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| 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 | <i>Brief Description/Ideal State: All stakeholders will report that they feel safe at school.</i> | | | |
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| <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> |
| When student is absent, a phone call or text to parents is generated by PowerSchool | School Level SIS Coordinator | Attendance DATA | Daily | No cost |
| Revise sign in/out and visitation procedures | Principals, Student Services Director, Safety Director | Monitor student/parent handbook production to include revised procedures | By Aug. 1, 2019 | \$15K |
| Increase number of 2-way radios on campuses | Principals, Safety Director | Determine number already on campus and number of additional radios needed | By Aug. 1, 2019 | \$300 per radio |
| Initiative 2: School Safety Protocol | <i>Brief Description.Ideal State:</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> |
| Revise safety plans to align with objectives | Admin Team | Updated safety plans | By Aug. 1, 2021 | No Cost |
| Set specific training and safety drill dates | Admin Team | Training sign-in sheets, agendas | By August 1, 2021 | 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 | <i>Brief Description/Ideal State:</i> | | | |
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| <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> |
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| 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: | | | |
| <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> |
| Reduce ISS/OSS days by offering alternative consequences | Principals, Student Services Director | Restorative Practices: 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 |