

School: Starr's Mill High School

Principal: Allen Leonard

Date: 2019-2020

School Improvement Goal # 1 of 3

School Improvement SMART Goal		2018-2019	2019-2020	2020	2021
SMHS will have 100% of teachers and administrators trained in core Formative Instructional Practices and effectively using their learning in classes and Professional Learning Communities	Target		100% trained 33% operational	100% trained 66% operational	100% trained 100% operational
	Actual	2% trained			
<p><i>Aligned to FCS Goal Area(s):</i> <i>1. Student Engagement and Achievement</i> <i>4. Professional Growth and Human Resources</i></p>					
<p><i>Aligned to FCS Performance Objective:</i> <i>1.3. Increase equity and access for all.</i> <i>1.5. Increase student achievement and student growth</i></p>					

**Starr's Mill High School
School Improvement Plan
2019-2020**

Initiative #1	Action Steps	Leader who will oversee the initiative and action steps & collect data	Dates for progress monitoring of initiatives and action steps	Data the leader will collect
Completion of Formative Instructional Practices modules by all faculty	Introduction of FIP training plan and registering faculty	Principal	August 12 PRIDE meeting	Meeting attendance, Georgia FIP reports
	Faculty completion of online FIP modules	Principal, Assistant Principals	Completion of the following modules by the following dates: FIP002: 9/9/2019 FIP003: 11/11/2019 FIP004: 1/13/2020 FIP005: 3/9/2020	TKES PL reports, Georgia FIP reports, Teacher uploads of completion certificates in TKES
	Discussion of FIP Modules in PRIDE Meetings to insure understanding of learning	Principal, Assistant Principals	Monthly PRIDE meetings according to 2019-2020 Formative Instructional Practices Pacing and meeting plan	Meeting Attendance, Leader Discussion Notes
Initiative #2	Action Steps	Leader who will oversee the initiative, action steps & collect data	Dates for progress monitoring of initiatives and action steps	Data the leader will collect
Teachers will implement Formative	Teachers will use learning from each	Principal, Assistant Principals	Second meetings in series of 2019-2020 Formative	Observation data, Teacher success

Instructional Practices in their classrooms	module in their classrooms		<u>Instructional Practices Pacing and meeting plan</u> , throughout the year in informal and formal observation feedback	reports, Student Pre-Survey data
	Teachers will discuss the use of learning in PLC meetings with their peers	Department Chairs, Assistant Principals	Throughout the year during PLC periods	Observation data, discussion notes in PLC periods
	Evaluators will develop a checklist of Formative Instructional practices to look for during observations	Principal, Assistant Principals	Continuously throughout the year	Observation Data, use of the FIP rubrics
	Teachers will give students the “Assessment for Learning student Pre-Survey and Post Surveys” to examine growth in student understanding of learning	Teachers, department chairs, Assistant Principals	Pre-Survey during the First week of September. Post Survey in the last week of April or first week of May	Survey Data

School Improvement Goal # 2 of 3

School Improvement SMART Goal		2018-2019	2019-2020	2020-2021
Teachers will use PLC time to develop common assessments for all classes at SMHS. Common assessments will be implemented for all summative assessments and some formative assessments.	Actual	5% Summative <1% Formative		
	Target		50% Summative 10% Formative	100% Summative 25% Formative
<i>Aligned to FCS Goal Area:</i>				
<i>1. Student Engagement and Achievement</i>				
<i>Aligned to FCS Performance Objective:</i>				
<i>1.3. Increase equity and access for all.</i>				
<i>1.5. Increase student achievement and student growth.</i>				

Initiative #1	Action Steps	Leader who will oversee the initiative and action steps & collect data	Dates for progress monitoring of initiatives and action steps	Data the leader will collect
PLCs and course teams will develop common summative assessments for all courses	PLCs will develop common clear learning targets for each unit.	Content leaders, Department chair, Assistant Principals	Continual development throughout the year starting September 9. Progress monitoring on a monthly basis	Learning Target descriptions collected in Google folders, Student post Assessment for Learning surveys
	Common summative assessments developed by PLCs to assess learning targets for each unit.	Content leaders, Department chair, Assistant Principals	Continual development throughout the year. Progress monitoring on a monthly basis	Summative Assessments in Google folders, Student post Assessment for Learning surveys

	PLCs will develop common performance expectations for each summative assessment and use those for determining grading of student performance	Content leaders, Department chair, Assistant Principals	Continual development throughout the year. Progress monitoring on a monthly basis	Summative Assessment performance expectations in Google folders, Student post Assessment for Learning surveys
	Faculty will participate in professional development to leverage technology resources for assessment and data analysis.	PLC leaders, County Instructional Technology Specialist, Administration	First semester technology specific PL dates with instructional technology specialist, Monitoring throughout the year	Observation of PL, classroom observations
Initiative #2	Action Steps	Leader who will oversee the initiative, action steps & collect data	Dates for progress monitoring of initiatives and action steps	Data the leader will collect

PLCs and course teams will develop common Formative assessments for use in all courses	PLCs will develop pre-tests for each unit to measure student prior knowledge of learning targets for that unit and to measure growth upon completion of a unit	Content leaders, Department chair, Assistant Principals	Pre-tests will be created after learning targets and summative assessments are created. Likely active in 2020-2021 school year	Pre and post test data comparisons
	Faculty will participate in professional development to leverage technology resources for assessment and formative data analysis.	PLCs, County Instructional Technology staff, Administration	First semester technology specific PL dates with instructional technology specialist, Monitoring throughout the year	Observation of PL, classroom observations
	PLCs and course teams will collect formative assessment banks for use in guiding instruction.	Content leaders, Department chair, Assistant Principals	Starting in first semester 2019-2020 and then continuously afterwards	Observation of PLC meetings, Classroom observations.

School Improvement Goal # 3 of 3

School Improvement SMART Goal		2018-2019	2019-2020
Starr's Mill High School's PBIS program will move to 100% operational by the end of 2019-2020.	Actual	PBIS Introduced to SMHS	
	Target		Fully operational status
<p><i>Aligned to FCS Goal Area: Goal Area 1: Student Engagement and Achievement</i></p>			
<p><i>Aligned to FCS Performance Objective: 1.3. Increase equity and access for all.</i></p>			

Initiative #1	Action Steps	Leader who will oversee the initiative and action steps & collect data	Dates for progress monitoring of initiatives and action steps	Data the leader will collect
Move SMHS to Operational PBIS school status	Create and implement student and teacher expectation documents	PBIS Administrator	Creation of documents during August-October 2019, Implementation beginning October 2019	Expectation documents, faculty survey data
	Develop a reward system for faculty and students for positive behaviors.	PBIS Administrator	Creation of reward systems during August-October 2019, Implementation beginning in October 2019	Reward system descriptions, Records of rewards, faculty and student survey data.
	Introduce faculty to PBIS team plans for 2019-2020 through presentations to faculty	PBIS Coach and Administrator	August 2019	Presentation document