

**Fayette County Schools
School Improvement Plan
2019-2020**

School: Sara Harp Minter Elementary School

Principal: John Gibbas

Date: July 26, 2019

School Improvement Goal # 1 of 4

School Improvement SMART Goal	Baseline	Target Year 1	Target Year 2	Target Year 3
All students will reach their individual reading growth goal by May 2020, based on goals set by grade level/Special Education teams.	<i>RI Lexile scores, GKIDS, Dibels</i>	90%	95%	100%
<p>Aligned to FCS Strategic Goal Area Goal Area 1: Student Engagement and Achievement Goal Area 2: Digital Learning, Integration and Infrastructure Goal Area 4: Professional Growth and Human Resources</p>				
<p>Aligned to FCS Performance Objective: 1.5: Increase achievement and student growth 4.2: Develop highly effective staff 2.1: Develop and implement procedures for appropriate planning, sustainability, and training of digital learning and related network initiatives for all stakeholders, through close collaboration with Digital Services and Curriculum and Instruction.</p>				

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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
<p>Each grade level will create a reading SMART goal (via SMART Goal Tree) to improve student reading as measured by lexiles and/or other measures.</p>	<p>Grade levels will create a grade level goal that supports the school-wide reading goal. Grade levels will keep a visual tracking system of student action steps to achieve reading goals. (i.e. student data notebooks, classroom or grade level scoreboards)</p>	<p>John Gibbas Cindy Holland Grade chairs</p>	<p>At the end of each 9 week period.</p>	<p>Student data notebooks/Goal Setting RI/Dibels/GKIDS Lesson plans Grade level/Classroom/ or individual Scoreboards</p>
	<p>Teachers (K-5) will assist students in creating an individual student goal for reading and action steps to achieve that goal.. Students will record goals and action steps in their Leader Notebooks.</p>	<p>John Gibbas Cindy Holland Grade Chairs</p>	<p>At the end of each 9 week period.</p>	<p>Student data notebooks/Goal Setting RI/Dibels/GKIDS Lesson plans Grade level/Classroom/or individual Scoreboards</p>

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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
Each grade level will create a balanced approach to reading instruction.	All grade levels will implement a balanced literacy “plus” approach in their instruction.	John Gibbas Cindy Holland Maeve Irvin and Matt Jackson (Instructional Coaches) Grade chairs	At the end of each 9 week period.	Lesson plans Grade level planning notes
	All teachers will use guided reading and differentiation to create small groups to meet individual needs (reteach) and strengths (enrichment). <i>*Utilizing Instructional Coaches</i>	John Gibbas Cindy Holland Maeve Irvin and Matt Jackson (Instructional Coaches) Grade chairs	At the end of each 9 week period.	Lesson plans Grade level planning notes
	Teachers will use a variety of literature including nonfiction, biographies, etc. to teach content areas. Students will write in all content areas. <i>Utilizing Instructional Coaches</i>	John Gibbas Cindy Holland Maeve Irvin and Matt Jackson (Instructional Coaches)	At the end of each 9 week period.	Lesson plans Grade level planning notes

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		Grade chairs		
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School Improvement Goal # 2 of 4

School Improvement SMART Goal	Baseline	Target Year 1	Target Year 2	Target Year 3
<p>By implementing approved Fayette County classroom interventions and strategies, we will have 90% of tier 2 students making progress toward their end of the year goal based on the area of student deficit.</p>	<p><i>Dibels August Screener Data</i></p>	<p>80%</p>	<p>85%</p>	<p>90%</p>
<p><i>Aligned to FCS Strategic Goal Area</i></p> <p><i>Goal Area 1: Student Engagement and Achievement</i> <i>Goal Area 5: Organizational and Operational Effectiveness</i></p>				
<p><i>Aligned to FCS Performance Objective:</i></p> <p><i>1.3: Increase equity and access for all.</i> <i>5.2: Increase the efficient use of resources, processes and management structures.</i></p>				

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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
Attend monthly Tier meetings with grade level, assistant principal and psychologist.	Create an RTI Core Team that consists of the Assistant Principal, RTI teacher leader, grade level RTI leaders, school counselor and school psychologist.	John Gibbas Cindy Holland Vicki Bishop (RTI Teacher Leader)	1st month of school	Team Roster
	Grade level teams will meet monthly with the RTI team to discuss the progress of individual students as well as receive updates on county process and professional learning opportunities.	John Gibbas Cindy Holland Vicki Bishop (RTI Teacher Leader)	Monthly RTI meeting dates	Agenda from meetings Google Doc with student data and interventions Student growth data from various sources: RI, STAR math, behavioral data, etc.
	Grade level teams will meet monthly with their grade level RTI leader to discuss data points and prepare for Core Team Meetings.	John Gibbas Cindy Holland Vicki Bishop (RTI Teacher Leader)	Monthly RTI meeting dates	Agenda from meetings Google Doc with student data and interventions Student growth data from various sources: RI, STAR math, behavioral data, etc.

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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
Utilize a collaborative reading push-in model in grades 3,4, and 5.	Special Education Teachers will provide collaborative services and utilize collaborative planning in the area of reading.	John Gibbs Cindy Holland Special Education Teachers	Monthly	Student growth data from various sources: RI and Dibels

Initiative #3	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
Implement reading, writing, math and behavior interventions	Classroom teachers will implement Tier 1, 2, and 3 interventions to identified students for reading, writing and math to include programs such as: Khan Academy, Dreambox, Reflex Math, ReadyGen Interventions (ReadyUp), behavior plans, etc.	John Gibbs Cindy Holland Maeve Irvin and Matt Jackson (Instructional Coaches)	Monthly RTI meeting dates	Student growth data from various sources: RI, STAR math, behavioral data, etc.

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		Vicki Bishop (RTI Teacher Leader)		
	Behavior parapro and school counselors will assist the classroom teacher with Check-in / Check out, behavior collection, 1:1 student support, etc.	John Gibbas Cindy Holland Vicki Bishop (RTI Teacher Leader) Counselors/Behavior Parapro	Monthly RTI meeting dates	Student growth data from various sources: check-in/check out, on task behavior, teacher observation, behavioral data, etc.
	Each 9 weeks, grade level teachers will have time during STEAM Roll Monday (extended planning) and ½ day team planning days to collaborate as a team to review and plan current teaching plans and interventions. \$4590 for substitutes	John Gibbas Cindy Holland Maeve Irvin and Matt Jackson (Instructional Coaches) Vicki Bishop (RTI Teacher Leader)	Monthly RTI meeting dates	Student growth data from various sources: RI, STAR math, behavioral data, etc. Lesson Plans

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School Improvement SMART Goal	Baseline	Target Year 1	Target Year 2	Target Year 3
All classrooms will promote digital citizenship by leading a minimum of one lesson a month and integrate digital literacy into instruction by collaborating with our tech specialist at least two times a month.	0	100%	100%	100%
<i>Aligned to FCS Strategic Goal Area</i>				
<i>Goal Area 2: Digital Learning and Integration</i>				
<i>Aligned to FCS Performance Objective:</i>				
<i>2.3: Identify and define the essential elements of digital literacy for faculty, staff, students and parents.</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
Sara Harp Minter will continue to be a Common Sense Digital Citizenship School.	Classroom teachers will teach digital citizenship lessons monthly through	John Gibbas Cindy Holland	End of every 9 weeks	Lesson Plans Common Sense Check-off Doc

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	Nearpod and Common Sense media lessons.	Brittany Mundok (Tech Specialist)		
	Administration will share Common Sense Digital Citizenship information with families via parent newsletter and websites.	John Gibbas Cindy Holland	End of every 9 weeks	Parent Newsletters Website
Initiative #2	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
Connected Classroom integration will enhance all classroom instruction.	Teachers will apply the SAMR Model to their implementation of digital literacy with their Instruction.	John Gibbas Cindy Holland Brittany Mundok (Tech Specialist)	End of every 9 weeks	Lesson Plans Agendas and Meeting Notes for Tech PL
	Teachers will continue to explore a variety of ways to engage students with technology. This will include weekly connections with tech specialist and county tech support teacher as well as	John Gibbas Cindy Holland Brittany Mundok (Tech Specialist) Matt Jackson (County)	End of every 9 weeks	Lesson Plans Agendas and Meeting Notes for Tech PL

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	attending conferences such as GaETC. \$840 for registration and subs			
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School Improvement Goal # 4 of 4

School Improvement SMART Goal	Baseline	Target Year 1	Target Year 2	Target Year 3
100% of our students will participate in at least one student-led conference by May 2020. (This supports our Leader in Me goal).	100%	100%	100%	100%
<p><i>Aligned to FCS Strategic Goal Area</i></p> <p><i>Goal Area 1: Student Engagement & Achievement</i></p> <p><i>Goal Area 3: Stakeholder, Community & Family Engagement</i></p>				

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Aligned to FCS Performance Objective:

1.3: Increase equity and access for all.

3.3: Improve effective engagement with community, family and schools.

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
Leadership (Data) notebooks will be used by all students.	Leader Notebooks will be used by all students K-5 with the following content areas: Goal setting, data collection, student jobs, and celebrations.	John Gibbas Cindy Holland Erik Falkenhagen (Lighthouse Team Leader) Leader Notebook Action Team	End of every 9 weeks	Utilization of notebook Data collected and recorded in notebook
	Students will set a reading goal and a personal goal to track throughout the school year.	John Gibbas Cindy Holland Erik Falkenhagen (Lighthouse Team Leader)	End of every 9 weeks	Utilization of notebook Data collected and recorded in notebook

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		Leader Notebook Action Team		
Initiative #2	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
Students will participate in student-led conferences.	Students will be taught how to share and discuss their Leader Notebooks with peers and adults.	John Gibbs Cindy Holland Erik Falkenhagen (Lighthouse Team Leader) Leader Notebook Action Team	End of every 9 weeks	Utilization of notebook Data collected and recorded in notebook
	In the Spring, all students will participate in a student-led conference with their parent(s). They will use their Leader Notebooks to lead the conference.	John Gibbs Cindy Holland Erik Falkenhagen (Lighthouse Team Leader) Leader Notebook Action Team	2nd Semester date for school-wide conferences	Utilization of notebook Data collected and recorded in notebook

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Initiative #3	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
Train new staff on the Leader in Me and 7 Habits.	Leader in Me Coaches will train all new staff members on the 7 Habits and implementation of The Leader in Me. \$255 for substitutes	John Gibbas Cindy Holland Lighthouse Team	Following training	Agenda Notes and reflection from training
Initiative #4	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
Lighthouse Team will work with LIM coach to create plans for the school year. This year we will be applying to become a Lighthouse School of Recognition.	The Lighthouse Team will work with Betsy Wierda to create a plan/vision for school year with a focus on goal setting, data collecting and scoreboards. \$765 for substitutes	John Gibbas Cindy Holland Lighthouse Team	Following training	Agenda Notes and reflection from training