



















## » **Strategic Goal I-Increase Student Achievement and Success**

### » Performance Objective A-To ensure student mastery of curriculum

#### » Initiative 1-Curriculum Initiative

- »  Action Step a-Promote sustained implementation of the Georgia Standards of Excellence expectations.
- »  Action Step b-Conduct weekly professional learning meetings to build content knowledge.
- »  Action Step c-Conduct weekly grade-level/content meetings to analyze student work collaboratively, to ensure consistency in expectations/grading, and/or to develop common instructional practices and assessments.
- »  Action Step d-Analyze standards to determine rigor expectation(s) and align with instructional activities.
- »  Action Step e-Implement STEM plans/activities for all K-5 classrooms.
- »  Action Step f-Implement regular Exploratory course planning meetings (to include course name change, STEM activity/curriculum resource planning, etc..) and Math Team committee/planning meetings with related / responsible personnel represented.
- »  Action Step g-Expand opportunities for students to participate in extracurricular STEM activities, such as Science Olympiad and LEGO League.
- »  Action Step h-Implement Growing Readers program K-3 through 2019
- »  Action Step i-Conduct Monthly Literacy Team meetings to develop research based interventions in support of the District Literacy initiative (L4GA)

#### » Initiative 2-Instruction Initiative

- »  Action Step a-Utilize classroom walk-throughs, TKES observations, department meetings, grade level/content meetings, weekly PLC community meetings and monthly RTI/Data Meetings with Instructional Coach / Administration to ensure the curriculum is implemented with fidelity.
- »  Action Step b-Ensure all books in the media center are labeled with Lexile, Grade Equivalent and/or A.R. levels.
- »  Action Step c-Offer training to ensure teachers and other staff understand Lexile levels and MAP / GMAS Assessment results in order to effectively communicate with parents and stakeholders.
- »  Action Step d-Utilize Reflex Math as a tool to help students build and track their mastery/fluency of math facts, and for acceleration/remediation. Utilize Education Galaxy as a tool to help students monitor progress in achievement in all academic areas.
- »  Action Step e-Incorporate STEM activities into regular classroom instruction.
- »  Action Step f-Participate in monthly data meetings to ensure comprehensive analysis of all data sources is used to improve instructional effectiveness and student growth.
- »  Action Step g-Utilize Write Score (2nd-5th) Lesson plans and Assessments to enhance and monitor progress on GMAS Writing score improvement. Research and develop writing skills program(s) or intervention opportunities for K-5th graders.
- »  Action Step h-Improve student self-monitoring and goal setting.
- »  Action Step i-Continue the Traveling Classroom model for 5th grade students using local businesses as the setting.

- » 🍊 Action Step j-Implement Google classroom in select grade levels with select teachers.
- » 🍊 Action Step k-Utilize and Implement Balanced Literacy initiatives via Growing Readers, Interactive Read Alouds, Guided Reading, Literacy Continuum Reading and Writing strategies as tools to build and monitor progress in Literacy achievement.
- » 🍊 Initiative 3-Assessment Initiative
  - » 🍊 Action Step a-Utilize MAP/NWEA as a school-level (K-5) common assessment tool.
  - » 🍊 Action Step b-Implement the Reading/ELA component of Write Score as a 2nd-5th grade-level common assessment tool.
  - » 🍊 Action Step c-Assist teachers in developing periodic common formative assessments to guide instructional practices.
  - » 🍊 Action Step d-Implement comprehensive, balanced common assessments – analyze data from these assessments and adjust instruction accordingly to maximize student achievement.
  - » 🍊 Action Step e-Increase student reading using Accelerated Reading (AR) incentives. Monitor points and library book circulation.
  - » 🍊 Action Step f-Provide electronic template format to guide discussion and collaboration in creating common formative assessments with follow up data analysis with administration.
- » 🍊 Initiative 4-Grading Initiative
  - » 🍊 Action Step a-Review current grading and grade reporting practices at each grade level.
  - » 🍊 Action Step b-Investigate the practice of the current re-do, makeup work and homework policies.
  - » 🍊 Action Step c-Utilize consistent, legitimate grading practices throughout grade levels and from class to class in order to ensure that teachers are well informed of student progress.
- » Performance Objective B-To ensure all students are college and career ready
  - » 🍊 Initiative 1-Intervention Initiative
    - » 🍊 Action Step a-Provide Response to Intervention (RTI) procedures and follow up with monthly meetings in order to monitor student data as identified in Tier 2 – Build academic supports for all students.
    - » 🍊 Action Step b-Implementation of System 44 as an intervention for PEC students with reading deficits greater than 2 grade levels.
    - » 🍊 Action Step c-After school tutoring for students demonstrating or showing need of academic support
    - » 🍊 Action Step d-Schedule school-wide remediation/enrichment time (Trooper Time) in order to facilitate the school wide implementation of interventions without interfering with regular class instruction.
    - » 🍊 Action Step e-Plan, provide and implement PBIS assemblies / activities that highlight positive behaviors and also continues rewards / incentives. Work to ensure faculty, staff, and students understand the procedures, protocols, and rewards.
    - » 🍊 Action Step f-Continue PBIS best practices in order to maintain operational status.
    - » 🍊 Action Step g-Analyze student attendance data to identify students in need of attendance support.

- » 🟡 Action Step h-Display attendance counts daily for greater awareness by the school community
- » 🟡 Action Step i-Continue incentives for attendance such as classroom rewards.

» 🟡 Initiative 2-Career Connections Initiative

- » 🟡 Action Step a-Continue K-2 Career on Wheels day
- » 🟡 Action Step b-Continue grades 3-5 Career Awareness Day with community speakers.
- » 🟡 Action Step c-Presentations for 4H (4th-5th) students from Career, Technical, Agriculture Education (CTAE) students about different careers – Turner Woods Elementary Teachers give feedback to CTAE teacher

» Performance Objective C-To ensure effective student support services

» 🟡 Initiative 1-Counseling Initiative

- » 🟡 Action Step a-Facilitate small and individual counseling sessions on an as needed basis (divorce, death, social skills, and new student transition)
- » 🟡 Action Step b-Conduct guidance lessons (bullying, introduction to the counselor – Kindergarten, self-esteem, etc.) and student assemblies organized by Counselor
- » 🟡 Action Step c-Create and maintain initiatives to promote student leadership opportunities. Hold regular student leadership team meetings.

» 🟡 Initiative 2-Nurse Initiative

- » 🟡 Action Step a-Deliver Hygiene and Puberty overview (Parent permission required) 4th and 5th grade
- » 🟡 Action Step b-Train select staff in administering 1) Cardiopulmonary Resuscitation (CPR) and 2) Stop the Bleed emergency response.
- » 🟡 Action Step c-Provide Diabetes Training – (maintain at least 2 staff members trained)

» **Strategic Goal II-Increase Student, Staff and Stakeholder Engagement**

» Performance Objective A-To increase Family and Community Engagement

» 🟡 Initiative 1-Family Involvement Initiative

- » 🟡 Action Step a-Provide meaningful parent training opportunities (volunteer training, etc.)
- » 🟡 Action Step b-Provide and conduct Parent/Family curriculum nights, conference days and other parent learning opportunities. Conduct workshops geared to parent topics for parents to attend and engaging student activities that run at the same time.
- » 🟡 Action Step c-Continue Welcome Wednesdays with male role models greeting students in the morning, as well as implementing "Dress for Success - Tiger Ties" encouraging student participation and modeling of positive dress code practices.
- » 🟡 Action Step d-Create and maintain Family Engagement activities (i.e. Title I Ace Math Night, Crack the Code Literacy Night, Reading at JC public library and Science at Tri-County EMC) at TWES or local businesses.
- » 🟡 Action Step e-Develop and maintain effective use of Web, Social Media and other apps to communicate with and inform families about school information and events.

- » 🍊 Action Step f-Solicit parent participation and feedback on Title I parent engagement activities, meetings and events.
- » 🍊 Action Step g-Continue family engagement activities such as Family Reading Mornings, Grandparents' Day, Father/Daughter Dance, Mother/Son Game night, Flashlight Fridays, etc..

» 🍊 Initiative 2-Community Engagement Initiative

- » 🍊 Action Step a-Schedule School Council meetings regularly throughout the year (4 meetings minimum)
- » 🍊 Action Step b-Develop and restructure PTO to enhance and improve the organization of parent recruitment, participation and leadership opportunities within PTO and the school.
- » 🍊 Action Step c-Partner with local financial institution(s) to promote student saving.
- » 🍊 Action Step d-Partner with local UnitedWay, etc. to support Jones County and TWES families .
- » 🍊 Action Step e-Continue Community engagement activities such as Veterans' Day program, Retired Teacher Luncheon and Volunteer Appreciation, etc..

» Performance Objective B-To Improve Student Engagement

» 🍊 Initiative 1-Technology Initiative

- » 🍊 Action Step a-Support bring your own device (BYOD)
- » 🍊 Action Step b-Continue training and support with new applications.
- » 🍊 Action Step c-Demonstrate and coordinate Google Classroom for teachers in 4th / 5th grade classrooms.

» 🍊 Initiative 2-Student Engagement Initiative

- » 🍊 Action Step a-Develop and support opportunities for: 1) Student Club participation 2) Student Leadership and feedback.
- » 🍊 Action Step b-Continue Science Olympiad Team and LEGO LEAGUE team along with training opportunities for Teacher support/sponsor.

» **Strategic Goal III-Maintain High Quality Personnel**

» Performance Objective A-To provide all employees with high-quality, relevant professional learning

» 🍊 Initiative 1-Professional Development Initiative

- » 🍊 Action Step a-Implement a professional learning community of collaboration that aligned with teacher self evaluation and professional goals.
- » 🍊 Action Step b-Investigate and provide support for STEM related resources, activities and instruction.
- » 🍊 Action Step c-Training with Lexile levels and how to set goals for students (CCRPI standard 3rd grade =>670, 5th grade =>940)
- » 🍊 Action Step d-Conduct Professional Learning Visits (PLV's) by every certified teacher at least one per year and include our collaboration with other elementary schools.
- » 🍊 Action Step e-Organize professional learning session with all Paraprofessionals with Jerry Bunch
- » 🍊 Action Step f-Provide professional learning and support for District and school Literacy initiatives.

- » 🟡 Action Step g-Professional learning to support implementation and use of HMH reading / MAP / DIBELS / S44 / Growing Readers / WriteScore / IXL and Reading A to Z (RAZ).
- » 🟡 Action Step h-Professional learning and support of PBIS in the classroom best practices and use of SWIS data.

» Performance Objective B-To improve personnel processes

» 🟡 Initiative 1-Retention and Recruitment Initiative

- » 🟡 Action Step a-Coordinate and support Mentor and Mentee Program
- » 🟡 Action Step b-Foster a continued relationship with local colleges and universities to support future educators and possible future employees
- » 🟡 Action Step c-Provide PBIS incentives/rewards for faculty.

» 🟡 Initiative 2-Leadership Initiative

- » 🟡 Action Step a-Develop and grow teacher leaders through cohorts / PL and advanced degree opportunities.
- » 🟡 Action Step b-Continue "Lead" teacher incentives / motivation / support.
- » 🟡 Action Step c-Provide PLV's and teacher opportunities to lead JCSS and school PL on various topics of instructional content.
- » 🟡 Action Step d-Provide TKES support to certified, classified and other contributing professionals.

» **Strategic Goal IV-Increase Organizational Effectiveness**

» Performance Objective A-To improve operational processes

» 🟡 Initiative 1-Technology Initiative

- » 🟡 Action Step a-Develop a replacement plan (teacher laptops)
- » 🟡 Action Step b-Update to our procedures / check in / check out /Maintenance /In-house inventory.
- » 🟡 Action Step c-Provide software to enhance learning and student achievement – Lexia / Reflex /IXL/Education Galaxy/ Moby Max / S44, etc. programs

» 🟡 Initiative 2-Safety Initiative

- » 🟡 Action Step a-Promote a shared vision – Respectful, Responsible and Safe – PBIS initiative
- » 🟡 Action Step b-Understand barriers to learning and implement plans to support students, through Tier 2 PBIS initiatives, etc...
- » 🟡 Action Step c-Improve student supervision in all areas of the school ( Monitor bus and car dismissal procedures, monitor referrals )
- » 🟡 Action Step d-Increase teacher / student connections – Relationship development
- » 🟡 Action Step e-Improve safety entrance/exit structures and processes along with video surveillance additions to current facility features.
- » 🟡 Action Step f-Attend monthly safety meetings and maintain emergency evacuation safety bags.

- » 🍊 Initiative 3-Financial Initiative
  - » 🍊 Action Step a-Ongoing monitoring of profitability of the after school care program (Cub Care) including labor cost control.
  - » 🍊 Action Step b-Partner with local financial institution(s) to provide a student savings program (MOOLA)
  - » 🍊 Action Step c-Maintain sound and accurate financial records using McAleer.
  - » 🍊 Action Step d-Appropriately monitor program and fund account balances.
- » 🍊 Initiative 4-Health / Nutrition Initiative
  - » 🍊 Action Step a-Provide healthy / balanced food choices
  - » 🍊 Action Step b-Monthly Fun-Run student event.
- » Performance Objective B-To improve facilities and related services
  - » 🍊 Initiative 1-Facilities Initiative
    - » 🍊 Action Step a-Make improvements with school building and land including (covering for an area of playground/additional shrubs and trees)
    - » 🍊 Action Step b-Create a schedule of duties for custodial staff with weekly follow up by administration.
    - » 🍊 Action Step c-Perform regular building safety checks for interior and exterior of building.
    - » 🍊 Action Step d-Support JCSS 5-year facilities plan.
    - » 🍊 Action Step e-Provide training opportunities for and monitoring of custodial staff and continued monitoring of building cleanliness.
- » Performance Objective C-To ensure continuous improvement with fidelity
  - » 🍊 Initiative 1-Continuous Improvement (CCRPI)
    - » 🍊 Action Step a-Accurate, consistent review of reliable data with Georgia Milestones Assessment Systems (GMAS) results with specific attention on student growth
    - » 🍊 Action Step b-Develop and implement plans to address weakness and gaps with special populations and grade levels
    - » 🍊 Action Step c-Summer Leadership training opportunities on School Improvement initiatives.
    - » 🍊 Action Step d-Participate in: 1) Central Change Team (CCT) mtgs; 2) Monthly school BST mtgs.; 3) Weekly collaborative Grade level meetings
    - » 🍊 Action Step e-Adjust School Improvement initiatives based on data.