



JONES COUNTY SCHOOLS | TURNER WOODS ELEMENTARY |
SCHOOL IMPROVEMENT PLAN
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- **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 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 f - Expand opportunities for students to participate in extracurricular activities, such as Science Olympiad.
- Action Step g - Implement Growing Readers program K-3 through 2021
- Action Step h - 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 (1st-5th) as a tool to help students build and track their mastery/fluency of math facts, and for acceleration/remediation. Utilize DreamBox and IXL as a tool to help students monitor progress in achievement and growth in specific Math skills. Implement NumberTalks instructional strategies several times a week.
- Action Step e - Participate in monthly data meetings to ensure comprehensive analysis of all data sources is used to improve instructional effectiveness and student growth.



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- Action Step f - 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 g - Improve student self-monitoring and goal setting.
- Action Step h - Continue the Traveling Classroom model for 5th grade students using local businesses as the setting.
- Action Step i - Implement SEESAW (K-2) and MS TEAMS (3rd-5th) .
- Action Step j - Utilize and Implement Balanced Literacy initiatives via Growing Readers, Interactive Read Alouds, Guided Reading, Saxon Phonics as well as Writing strategies as tools to build and monitor progress in Literacy achievement.
- Initiative 3 - Assessment Initiative
 - Action Step a - Utilize MAP/NWEA, Illuminate as a school-level (K-5) common assessment tool. Utilize Acadience (K-3), HMH/RI (3rd-5th) as school/grade-level common assessment tools.
 - 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.



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- 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 - Implement and utilize Classworks to progress monitor all PEC students.
- 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 activities that highlight positive behaviors and also continues rewards / incentives. Work to ensure faculty, staff, and students understand the procedures, protocols, and rewards. Utilize Harper for Kids Pyramid of Success to support positive behaviors.
- 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 - Provide Tier 3 interventions and progress monitoring procedures to follow up with quarterly meetings that monitor student progress as identified in MTSS Tier 3.
- Action Step i - Implement and utilize various research-based programs and interventions to provide MTSS Tier 2 and Tier 3 support. Programs to include but not limited to Lexia and FastForWord.

- Initiative 2 - Career Connections Initiatives * = As State agency protocols allow.

- 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



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- 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-Community Engagement *= As State agency protocols allow.

- Initiative 1 - * Family Involvement Initiative

- Action Step a - * Collaborate and coordinate with Family Engagement Coordinator(s) In order to provide meaningful parent training opportunities (volunteer training, etc.) as well as building teacher capacity through training and PL on connecting with parents as equal partners.

- 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 - * Collaborate and coordinate with Family Engagement Coordinator(s) in order to 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.

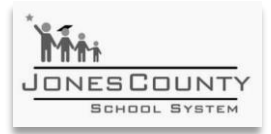
- Action Step e - * Develop and maintain effective use of Web, Social Media, SeeSaw (K-2), MS Teams (3rd-5th), OneCall Now, Remind and other apps to communicate with and inform families about school information and events.

- Action Step f - * Collaborate and coordinate with Family Engagement Coordinator(s) in order to 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..



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● 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 One to One (1-1) student technology usage.
- Action Step b - Continue training and support with new applications.
- Action Step c - Provide training and support for student and teacher usage of SeeSaw (K-2) and MS Teams (3rd-5th)

● 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 implementation of a variety of student-based clubs and 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 TKES, teacher self evaluation and professional goals.
- Action Step b - Collaborate with technology instructional coach(s) to provide professional development in technology initiatives and adopted technology based programs.
- Action Step c - Conduct Professional Learning Visits (PLV's) by every certified teacher at least one per year.
- Action Step d - Organize professional learning session with all Paraprofessionals with Literacy and Math related content topics.



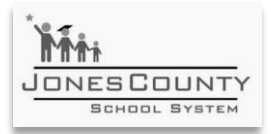
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- Action Step e - Provide professional learning and support for District and school Literacy initiatives.
- Action Step f - Professional learning to support implementation and use of SeeSaw, MS Teams, HMH reading / MAP / Acadience / FastForWord / Growing Readers / IXL / DreamBox. Provide PL opportunities in Standards based classrooms, GA Stds of Excellence and Building Parent Capacity. Seek / attend content-related PL conferences on behavior, technology, family connections and academic content.
- Action Step g - Professional learning and support of PBIS in the classroom best practices and use of behavior 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 presentation opportunities, JCSS Mentor teacher, College student-teacher host placements, PL, endorsements 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 for student and teacher mobile devices.
 - 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/FastForWord/DreamBox, etc. programs



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🟡 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. * As State agency protocols allow.

- 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.



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● 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) and MAP data 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.