

Clifton Ridge Middle School
Details of Proposed Strategic Improvement Plan
FY16-17

Strategic Goal Area I: Increase Student Achievement and Success

Goal Area Priorities:

- * High Quality instruction
- * Academic growth for all
- * College and career readiness

Performance Objective I\A – To ensure student mastery of curriculum

Possible Initiatives and Steps:

I.A.1: Curriculum Initiative

- Increase effectiveness of common planning for content teams for curriculum development
 - Collaboratively develop curriculum maps, unit frameworks, assessments, and lesson plans
- Utilize available consultants and resources to assist in appropriate planning and implementation of GSE/CCGPS
 - Instructional coach
 - Georgia Department of Education
 - Regional Education Service Agency

I.A.2: Instruction Initiative

- Utilize the Instructional Coach for support of teacher implementation of standards-based classrooms and sharing best practices for differentiation
- Monitor and support the implementation of standards based classroom through walkthroughs, professional learning, and vertical alignment.
- Utilize differentiation to meet the needs of all students in order to increase the number of students meeting and exceeding standards

I.A.3: Assessment Initiative

- Continue to implement system-wide benchmarks aligned to GSE/CCGPS
 - Faculty Analysis of Data
 - Communication with stakeholders after each nine weeks (report cards, behavior reports, School Desk webpage, and Cougar Connection email newsletter)
- Increase support for teacher use of effective common formative and summative assessment
- Utilize Data Director to analyze student data to adjust instruction

Performance Objective I.B – To ensure all students are college and career ready upon graduation

Possible Initiatives and Action Steps:

I.B.1:Academic Rigor Initiative

- Utilize GoFAR and other resources to incorporate increased higher order thinking skills on assessments and assignments
- Revise academic units to increase depth of rigor/knowledge
- Continue Teachers As Advisors
- Utilize vertical alignment with elementary to middle school and middle school to high school to include prerequisite skills and concepts to facilitate mastery of standards
- Continue to offer Math and Agriculture classes for high school credit (MOWR)

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- Continue Fundamental Fridays to hold all students to a high level of expectations and increase student achievement

I.B.2: Counseling Initiative

- Monitor quarterly the drop-out for grades 6-12 during monthly MS to HS Transition Team meetings
- Offer college and career planning sessions during various Cougar Parent 101
- Continue use of GA College 411 with system transition team to develop programs to support students and parents during transition into and out of middle school
- Follow the Jones County Attendance Plan and protocols

I.B.3: CTAE Initiative

- Provide opportunities through Agriculture classes
- Begin building capacity to support CTAE program areas and student organizations at the middle school level through FBLA and FFA

Performance Objective I.C – To ensure effective student support services

Possible Initiatives and Action Steps:

I.C.1: Intervention Initiatives

- Utilize RTI protocol and Intervention Pyramid to identify, implement, and monitor interventions for sub-groups
- Drop Everything and Read during Friday Cougar Time to increase students reading comprehension and Lexile level
- Provide additional opportunities for math, literacy, and science through afterschool programs (Cougar Science Network and tutoring) and Cougar Time (STEAM)
- Utilize Title I Funds to increase student access to technology and intervention resources
- Continue strategies to monitor and decrease absentee rate (Homeroom Perfect attendance campaign and recognition during Honors Day)
- Increase the effectiveness of inclusion

Strategic Goal Area II: Increase Student, Staff and Stakeholder Engagement

Goal Area Priorities:

- * Communication
- * Partnership
- * Student, Staff, and Stakeholder Engagement
- * Community

Performance Objective II.A – To Increase Family and Community Engagement

Possible Initiatives and Action Steps:

II.A.1 Community Engagement

- Increase communication and participation of staff, parents, students, and community
 - Communicate school improvement efforts to all stakeholders
 - Share school improvement goals with all stakeholders through School Improvement Plan

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- Send Cougar Connection e-mail newsletter to parent each nine weeks
- Utilize social media to connect with community
- Increase submissions of school activities to the local media
- Participate in Business Partners in Education Program
- II.A.2: Family Engagement
 - Provide parental access opportunities on school campus
 - Promote use of Infinite Campus and use of School Desk to increase communication with parents
 - Cougar Parent 101
 - Orientation Nights
 - Family Parent Picnic
 - Honors and Award Day
 - Positive contacts with parents (notes home, telephone calls, e-mail, etc.)
 - Utilize social media to connect with parents
 - Promote the use of parent email, call system, and Remind

Performance Objective II.B – To Improve Student Engagement

Possible Initiatives and Action Steps:

II.B.1: Student Engagement

- Increase opportunities for all students to engage in curricular and extracurricular activities
- Provide ongoing PBIS training and support
- Continue development of school PBIS handbooks
- Providing and support various opportunities for student feedback (PBIS Liaison Group)

Strategic Goal Area III: Maintain High Quality Personnel

Goal Area Priorities:

- * Ethical
- * Professional

Performance Objective III.A – To provide all staff high-quality, relevant professional learning

Possible Initiatives and Action Steps:

III.A.1 Professional Development Initiative

- Encourage open mindset regarding vertical alignment professional learning opportunities to facilitate discussions in a positive and risk free environment
- Utilize the TKES formative assessment instrument.
- Request professional learning as it aligns with SIPs, county, and school budgets
- Participate in yearly needs assessment and make adjustments as needed for professional learning
- Participate in continual inclusion training on meeting the needs of the students with disabilities
- Participate in the training of GAA process
- Participate in training in the use of assistive technology as appropriate

Performance Objective III.B – To improve personnel processes

Possible Initiatives and Action Steps:

III.B.1: Retention and Recruitment of HiQ teachers

- Maintain 100% high-quality and effective instructional staff

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- Support and monitor new teachers with New Teacher programs and RESA

III.B.2: Leadership Initiative

- Participation in the implementation of Leader Keys
- Submit teacher evaluations in a timely manner
- Attend Leadership Retreat for administrators

III.B.3: Evaluation Initiative

- Participate in TKES and CAPP
- Provide continual training and familiarity with TKES and CAPP
- Participate in yearly needs assessment for professional learning and make adjustments as needed

Strategic Goal Area IV: Increase Organizational Effectiveness

Goal Area Priorities:

- ❖ Efficiency
- ❖ Fiscal Responsibility and Accountability
- ❖ Safe Environment

Performance Objective IV.A – To improve operational processes

Possible Initiatives and Action Steps:

IV.A.1: Technology Initiative

- Implement technology initiative such as BYOD and use of interactive technology
- Participate in instructional technology training
- Participate in training of student information system (Infinite Campus, Data Director, and SLDS)
- Data clerk participates in monthly Student Information System clerk training

IV.A.2: Safety Initiative

- Review and update school wide safety plan to ensure that all staff and students have access to safety plans and supplies
- Utilize in-house radios for communication
- Post updated fire and tornado evacuation charts
- Participate in relevant school based training in school safety and security by conducting practice drills in all classrooms
- Update emergency calling system on a regular basis

IV.A.3: Nutrition Initiative

- Participate in national school lunch program
- Implement the requirements of the updated Food Safety Program that meets the HACCP
- Continue to implement a local school wellness policy that is in compliance with federal guidelines as well as consistent with the current dietary guidelines for Americans recommended by the CDC
- Improve and sustain school health inspection ratings

IV.A.4: Financial Initiative

- Participate in monthly Local School Accountant and McAleer training
- Participate in a comprehensive secretarial training program

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IV.A.5: Transportation Initiative

- Train teachers in proper procedures in documentation for field trips
- Participate in school bus safety training when presented by Transportation

Performance Objective IV.B – To improve facilities and related services

Possible Initiatives and Action Steps:

IV.B.1: Facilities Initiative

- Participate in comprehensive custodial training program
- Implement teacher/staff driven reporting to give feedback on cleanliness
- Continue implementing Student Restroom check

Performance Objective IV.C – To ensure continuous Improvement with fidelity

Possible Initiatives and Action Steps

IV.C.1 Continuous Improvement Initiative

- Conduct monthly BST and faculty meeting
- Attends monthly Central Change team
- Participate in professional learning visits across disciplines and grade level