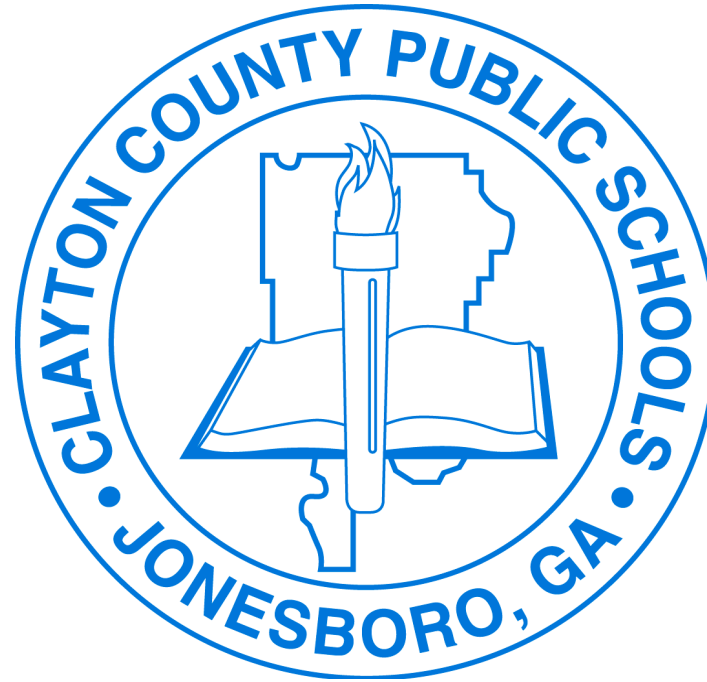


# Comprehensive School Improvement Plan



## Pointe South Middle School 2018-2019

### Vision Statement

The vision of Clayton County Public Schools is to be a district of high performance ALL students to live and compete successfully in a global society.

### Mission Statement

The mission of Clayton County Public Schools is to empower students to achieve academic and personal goals.

**Principal: Sandra Nicholson**

**Assistant Principal(s): Michael Walraven & Robert Owens**

<b>School Leadership/Improvement Team</b>	
<b>Name</b>	<b>Position</b>
<b>Catrina Edwards</b>	<b>Instructional Facilitator</b>
<b>Lydia McKeever</b>	<b>Media Specialist</b>
<b>Janaia Bailey</b>	<b>Lead Counselor</b>
<b>Kimberly Jenkins</b>	<b>Grade Level Chairperson</b>
<b>Kimberly Lawson-Powell</b>	<b>ELA Department Chair</b>
<b>Onequa Hampshire</b>	<b>Math Department Chair</b>
<b>Kurt Harden</b>	<b>Science Department Chair</b>
<b>Evander Rhea</b>	<b>Social Studies Department Chair</b>
<b>Tracy Colter</b>	<b>DES Department Chair</b>
<b>Gwendolyn Smith</b>	<b>Connections Department Chair</b>
<b>Anita Williams</b>	<b>Athletic Director</b>
<b>Juana Smith</b>	<b>Parent &amp; Community Liaison</b>
<b>Coley Works</b>	<b>Grade Level Chairperson</b>
<b>Lavette Terry</b>	<b>Grade Level Chairperson</b>
<b>Carlethia Wharton</b>	<b>Math Intervention Specialist</b>
<b>Kimberly Jenkins</b>	<b>TAG Department Chair</b>





# "COMMITTED TO HIGH PERFORMANCE" Growing Our Future

## Strategic Goals

- To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results
- To provide and maintain a safe and orderly learning environment
- To create an environment that promotes active engagement, communication, accountability, and collaboration of all stakeholders to maximize student achievement
- To provide high quality support services delivered on time and within budget to promote high performance in the Clayton County Public Schools
- To recruit, develop, and retain highly qualified and effective staff

## Action Plan

**Performance Objective 1: By 2023, Clayton County Public Schools will increase the percentage of student scoring at the Proficient and/or Distinguished levels on the Georgia Milestones to at least 80% in each content area.**

**GADOE School Improvement Systems: Coherent Instruction, Effective Leadership, Family and Community Engagement, Professional Capacity**

Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Check Points/ Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
Implement and Strengthen Collaborative Planning model and Protocols	August – 2018 To May – 2019	Academic Coach Administrative Team	<ul style="list-style-type: none"> <li>• Title I</li> <li>• Rigor &amp; Relevance Tool Kit</li> </ul>	<ul style="list-style-type: none"> <li>• Academic Framework Lesson plan template</li> <li>• Agenda</li> <li>• Sign-In Sheet</li> <li>• Observation</li> </ul>	All Tuesdays ELA & SS All Wednesdays Math & Science All Thursdays: Teacher Guided Work Sessions
A. Review expectations for collaborative planning during 1 <sup>st</sup> August collaborative planning session	August 14 <sup>th</sup> 2018	Academic Coach	<ul style="list-style-type: none"> <li>• Title I</li> <li>• Rigor &amp; Relevance Tool Kit</li> </ul>	<ul style="list-style-type: none"> <li>• Lesson plan template</li> <li>• Agenda</li> <li>• Sign-In Sheet</li> </ul>	<ul style="list-style-type: none"> <li>• August 14<sup>th</sup> 2018</li> </ul>
B. Administrators and Academic Coach will attend collaborative planning session and complete protocol check list	August – 2018 To May – 2019	Leadership Team Title I Academic	<ul style="list-style-type: none"> <li>• Title I</li> <li>• Rigor &amp; Relevance Tool Kit</li> </ul>	<ul style="list-style-type: none"> <li>• Agenda</li> <li>• Sign-In Sheet</li> <li>• Observation tool</li> </ul>	All Tuesdays ELA & SS All Wednesdays Math & Science All Thursdays: Teacher Guided Work Sessions
C. Teachers will complete <i>Collaborative Planning Meeting Documents</i> weekly	August – 2018 To May – 2019	Title I Academic Coach All Teachers	<ul style="list-style-type: none"> <li>• Title I</li> <li>• Rigor &amp; Relevance Tool Kit</li> </ul>	<ul style="list-style-type: none"> <li>• Lesson plan template</li> <li>• Agenda</li> <li>• Sign-In Sheet</li> </ul>	All Wednesdays Math & Science All Thursdays: Teacher Guided Work Sessions
D. Content Chairpersons will development a Unit Instructional Calendar	August – 2018 & January – 2019	Leadership Team Title I Academic Coach Department Chairpersons	<ul style="list-style-type: none"> <li>• Title I</li> <li>• Rigor &amp; Relevance Tool Kit</li> </ul>	<ul style="list-style-type: none"> <li>• Academic Framework Lesson plan template</li> <li>• Agenda</li> <li>• Sign-In Sheet</li> </ul>	N/A

Implement Rigor and Relevance Framework	August – 2018 & January – 2019	Leadership Team Title I Academic Coach Guidance Department All Teachers	<ul style="list-style-type: none"> <li>Title I</li> <li>Rigor &amp; Relevance Tool Kit</li> </ul>	<ul style="list-style-type: none"> <li>Agenda</li> <li>Sign-In Sheet</li> <li>CCPS Collaborative Framework for High Performance</li> <li>Teacher Question Stems by Quadrant</li> <li>Verbs by Quadrant</li> <li>Rigor &amp; Relevance Framework</li> <li>Rigor Rubric</li> </ul>	<ul style="list-style-type: none"> <li>August 3<sup>rd</sup> 2018</li> <li>August 23<sup>rd</sup> 2018</li> </ul>
Formalize Tiering System for Teacher Support: (Level I - Teachers who need extensive help, First Year Teachers, New to the Building, Low TAPS Score, Level II - Intermediate Teachers who need some extra help, Tier III - Proficient/Veteran Effective Teachers)	August – 2018 To May – 2019	Leadership Team Title I Academic Coach All Teachers	<ul style="list-style-type: none"> <li>Title I</li> <li>Rigor &amp; Relevance Tool Kit</li> </ul>	<ul style="list-style-type: none"> <li>Tier List</li> <li>Meeting Agenda</li> <li>Sign-in Sheet</li> </ul>	<ul style="list-style-type: none"> <li>August 27<sup>th</sup> 2018</li> <li>September 17<sup>th</sup> 2018</li> <li>October 15<sup>th</sup> 2018</li> <li>TBD</li> </ul>
Employ the consistent use of common assessments to ensure alignment among curriculum, instruction, and assessment	August – 2018 To May – 2019	Leadership Team Title I Academic Coach All Teachers	<ul style="list-style-type: none"> <li>Title I</li> <li>Rigor &amp; Relevance Tool Kit</li> </ul>	<ul style="list-style-type: none"> <li>Benchmark Tests</li> <li>Teacher developed assessments</li> <li>Data analysis sheets</li> <li>EduTrax Reports</li> </ul>	<ul style="list-style-type: none"> <li>Monthly Basis based on the midpoint of the unit</li> </ul>

<b>Supplemental Supports:</b> What supplemental action steps will be implemented for these subgroups?	
<b>Economically Disadvantaged</b>	<b>Foster and Homeless</b>
See Above	Involve Student Services: Social Worker
<b>English Learners</b>	<b>Migrant</b>
Include ESOL Teacher in collaborative planning	NA
<b>Race/Ethnicity/Minority</b>	<b>Students with Disabilities</b>
See Above	<ul style="list-style-type: none"> <li>DES Teachers fully involved in New Planning Framework</li> <li>Collaborative Teachers (DES and Content) will meet monthly to review student achievement</li> <li>Progress Monitoring bi-weekly-use information for small group instruction</li> </ul>



**Performance Objective 2: Over the next five years, Clayton County Public Schools will increase the graduation rate from 69.6% to 90% or higher.**

**GADOE School Improvement Systems: Coherent Instruction, Effective Leadership, Family and Community Engagement, Professional Capacity**

Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Check Points/ Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
Actively decrease <b>Failure Rate</b> through effectively monitoring teacher grade distribution.	August – 2018 To May – 2019	Leadership Team Title I Academic Coach	<ul style="list-style-type: none"> <li>Title I</li> <li>General Funds</li> </ul>	<ul style="list-style-type: none"> <li>4.5 Week: Failure Checkpoints</li> <li>Check Point Meeting Agenda</li> <li>Sign-In Sheet</li> <li>Academic Counseling: every 4.5 weeks for any student failing 2 or more academic classes</li> </ul>	All Tuesdays ELA & SS All Wednesdays Math & Science All Thursdays: Teacher Guided Work Sessions
Provide <b>remedial instruction</b> based on multiple data sets to increase student achievement.	August – 2018 To May – 2019	Leadership Team Title I Academic Coach DES Department All Teachers	<ul style="list-style-type: none"> <li>Title I</li> <li>General Funds</li> </ul>	<ul style="list-style-type: none"> <li>Assessment Data: GMAS, Lexile Level, Common Assessments, IReady</li> <li>Monthly Data Digs with instructional Coach</li> <li>Meeting Minutes / Agenda</li> <li>Weekly IReady Progress Reports</li> </ul>	All Tuesdays ELA & SS All Wednesdays Math & Science All Thursdays: Teacher Guided Work Sessions
Actively monitor students transcript accuracy to ensure effective promotion protocol is in place	August – 2018 To May – 2019	Guidance Department Leadership Team	<ul style="list-style-type: none"> <li>Title I</li> <li>General Funds</li> <li>FTE Tracker</li> <li>DOE Portal (Live Data)</li> </ul>	<ul style="list-style-type: none"> <li>Monthly: Principal Data Collection and verification checklist</li> <li>Bi-weekly: Error Report checks through Infinite Campus</li> <li>FTE Verification October and April</li> </ul>	TBD District FTE Training Sessions TBD: Year-End Meeting

**Supplemental Supports:** What supplemental action steps will be implemented for these subgroups?

Economically Disadvantaged	Foster and Homeless
See Above	Involve Student Services: Social Worker
English Learners	Migrant
Include ESOL Teacher in Data Verification Meetings and examine ESOL Student Failure rate.	NA
Race/Ethnicity/Minority	Students with



	<b>Disabilities</b>
See Above	<p>DES Case Managers will consult with content teachers weekly to ensure students are receiving accommodations and support with fidelity. Any missed work will be provided to students with action plan for submission.</p> <p>Develop appropriate transition plans for 8<sup>th</sup> grade students to ensure smooth and effective transition to high school.</p>

**Performance Objective 3: By 2023, Clayton County Public Schools will increase the number of students absent less than 10% of their enrolled academic year.**

**GADOE School Improvement Systems: Effective Leadership, Supportive Learning Environment, Family and Community Engagement, Professional Capacity**

Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Check Points/ Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
Improve <b>Student Attendance Rate</b> by utilizing Attendance Committee and effectively implementing CCPS District Protocol for attendance.	August – 2018 To May – 2019	Attendance Secretary Social Worker Attendance Committee Guidance Department Leadership Team	<ul style="list-style-type: none"> <li>• Title I</li> <li>• General Funds</li> <li>• FTE Tracker</li> <li>• DOE Portal (Live Data)</li> </ul>	<ul style="list-style-type: none"> <li>• Bi-Weekly Attendance Reports through IC</li> <li>• Attendance Committee (SAC) Meeting Agenda</li> <li>• Sign-In Sheet</li> <li>• Daily calls to verify all classes have correct attendance</li> <li>• SAC Parent meetings to deter extended absences</li> <li>• After 5 absences Social worker referral initiated</li> <li>• From 6-9 absences referral of students to Quad-CST team</li> </ul>	TBD Quarterly
Attendance recognition ceremonies / activities	August – 2018 To May – 2019	Attendance Secretary Guidance Department Leadership Team All Teachers	<ul style="list-style-type: none"> <li>• Title I</li> <li>• General Funds</li> <li>• IC (Infinite Campus)</li> <li>• FTE Tracker</li> <li>• DOE Portal (Live Data)</li> </ul>	<ul style="list-style-type: none"> <li>• Monthly Attendance Recognition / SOM Awards</li> <li>• Recognition Ceremonies for Perfect Attendance and exemplary behavior and regular attendance</li> <li>• Awards List</li> </ul>	TBD: Monthly & Quarterly

**Supplemental Supports:** What supplemental action steps will be implemented for these subgroups?

Economically Disadvantaged	Foster and Homeless
See Above	Involve Student Services: Social Worker
English Learners	Migrant
Include ESOL Teacher in Data Verification Meetings and examine ESOL Student Attendance rate.	NA
Race/Ethnicity/Minority	Students with

	<b>Disabilities</b>
See Above	DES Case Managers will consult with content teachers weekly to ensure students are adhering to behavior policies class with fidelity. Any outdated or incomplete Behavior Intervention plans will be updated.

**Performance Objective 4: By 2023, Clayton County Public Schools will decrease the number of discipline infractions while increasing employee morale and community support.**

**GADOE School Improvement Systems: Effective Leadership, Supportive Learning Environment, Family and Community Engagement, Professional Capacity**

Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Check Points/ Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
Implement PBIS Behavior Management improvement process	August – 2018 To May – 2019	Leadership Team Title I Academic Coach DES Department All Teachers	<ul style="list-style-type: none"> <li>• Title I</li> <li>• General Funds</li> <li>• PBIS Funding</li> </ul>	<ul style="list-style-type: none"> <li>• Prior to implementation, Discipline Committee will review academic, discipline, and attendance data</li> <li>• Prior to implementation, Discipline Committee will review surveys related to safety, climate, and culture</li> <li>• Prior to implementation, Discipline Committee consider parent and community perceptions.</li> <li>• Meeting Agendas</li> <li>• Sign-in Sheets</li> <li>• PBIS Data Review Sessions</li> <li>• District Level Training Materials</li> </ul>	PBIS Coaches Training: 8/13/2018 PBIS Coaches Meeting PM: 8/24/2018 GADOE Tier II Team Training 8/27/2018 PBIS for the classroom strategies 8/28/2018 9/18/2018 10/29/2018 TBD

**Supplemental Supports:** What supplemental action steps will be implemented for these subgroups?

Economically Disadvantaged	Foster and Homeless
See Above	Involve Student Services: Social Worker
English Learners	Migrant
Include ESOL Teacher in Data Verification Meetings and examine ESOL Student Discipline rate.	NA
Race/Ethnicity/Minority	Students with Disabilities
Examine trends in discipline relevant to race and ethnicity	Implement Behavior Intervention Plans as needed. Collection of data to ensure all replacement skills taught are appropriate and for