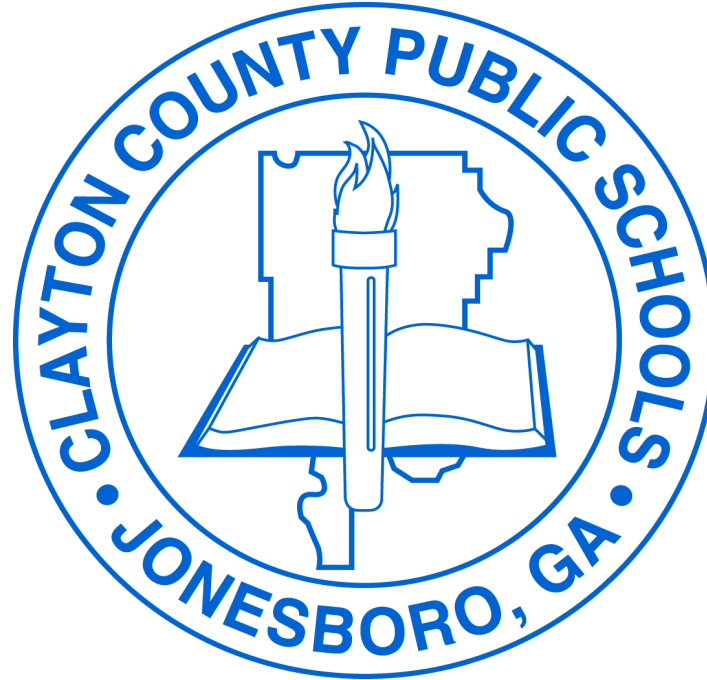


# Comprehensive School Improvement Plan



## Morrow Elementary School 2017-2018

### Vision Statement

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

### Mission Statement

The mission of Clayton County Public Schools is to be accountable to all stakeholders for providing a globally competitive education that empowers students to achieve academic and personal goals and to become college and career ready, productive, responsible citizens.

## District-Wide Expectations for Comprehensive School Improvement Plans

- Utilize the schools' pertinent data such as CCRPI data to make instructional decisions and prioritize strategic actions and monitoring protocols.
- Performance goals should be written as specific, measurable, attainable, realistic, and timely (S.M.A.R.T.) goals using goal-setting formulas.
- Include action steps that deepen the school's implementation of the Clayton County Public Schools' instructional priorities: **Literacy Across the Curriculum, Numeracy Across the Curriculum, Integrating Technology, and Critical Thinking** in the comprehensive plan. The action steps should include training (professional development) that addresses S.T.A.R.T.S., Explicit Instruction, and the development of the teachers' content knowledge.
- A formative assessment system with data analysis should be included in the action steps for all applicable goals.
- Plan action steps for necessary interventions based on academic and behavioral data (i.e. subgroup data, placed or retained students, reading interventions, and the Behavior Big 7 Report).
- Consult the Technology Department before purchasing hardware or software to support an action step.
- Formatting: Times New Roman, 10 font, updated revision date
- In various school meetings such as administrative, leadership, data, grade level and collaborative planning sessions, schools should regularly review Comprehensive School Improvement Plans and make revisions as needed. **District level reviews will occur periodically – August/September 2017, January 2018, and May 2018.**

**Principal: Tammy Burroughs**  
**Assistant Principal: Dira Harris**

<b>School Leadership/Improvement Team</b>	
<b>Name</b>	<b>Position</b>
Tammy Burroughs	Principal
Dira Harris	Assistant Principal
Michelle Way	EIP Teacher
Michelle Allen	ESOL Teacher
Kathryn Antman	Art Teacher
Mandy Corso	Music Teacher
Tammy Burroughs	Principal
Teresa Wheeler	PE Teacher
Rich Evarts	Media Specialist
Pamela Pearson	Instructional Facilitator
Rebecca Ferunden	Instructional Facilitator
Nicole Garrison	Kindergarten Teacher
Inez Woodruff	Kindergarten Paraprofessional
Penelope Lapsley	1 <sup>st</sup> Grade Teacher
Stephanie Homman	2 <sup>nd</sup> Grade Teacher
Jennifer Taylor	3 <sup>rd</sup> Grade Teacher
Georgina Hailes	4 <sup>th</sup> Grade Teacher
Alecia Henderson	5 <sup>th</sup> Grade Teacher
Jasiebelle Otero	DES Teacher
Nancy Hargis	Bookkeeper
Devinn Hill	Gifted
Michelle Way	Lead EIP Teacher

## Morrow Elementary School Profile

School Demographic Data			
	2015-2016	2016-2017	2017-2018
<b>Total Enrollment</b>	<b>502</b>	<b>509</b>	<b>553</b>
<b>Asian</b>	<b>24.7%</b>	<b>21.8%</b>	<b>19.3%</b>
<b>Black</b>	<b>45.6%</b>	<b>47.5%</b>	<b>48.8%</b>
<b>Hispanic</b>	<b>19.9%</b>	<b>26.9%</b>	<b>28%</b>
<b>Multiracial</b>	<b>4.8%</b>	<b>3%</b>	<b>2%</b>
<b>White</b>	<b>%</b>	<b>5%</b>	<b>3%</b>
<b>English Language Learners</b>	<b>30%</b>	<b>27.3%</b>	<b>37%</b>
<b>Gifted</b>	<b>8.8%</b>	<b>5%</b>	<b>6%</b>
<b>Students with Disabilities</b>	<b>5.8%</b>	<b>4%</b>	<b>7%</b>

## Morrow Elementary School Data Profile

CCRPI Score																										
2015-2016		2016-2020 Goals																								
<b>Overall CCRPI Score:</b> 75.6	<b>Overall CCRPI Score: 80.5</b>	<b>2016 Goal:</b> 78.1%			<b>2019 Goal:</b> 80.2																					
		<b>2017 Goal:</b> 78.85			<b>2020 Goal:</b> 80.88																					
<b>Achievement Points Earned:</b> 26.9/50	<b>Achievement Points Earned:</b> 27.8/40	<b>2018 Goal:</b> 79.53																								
<b>Progress Points Earned:</b> 36/40	<b>Progress Points Earned:</b> 40/40	<b>Overall CCRPI Goals based on the following formula:</b>																								
<b>Achievement Gap Points Earned:</b> 5.8/10	<b>Achievement Gap Points Earned:</b> 6.7/10	<b>CCPRI Performance Goals</b> For each year during the five-year Strategic Waiver School System term, formerly the Investing in Educational Excellence (IE2), with the baseline year <b>2015-2016</b> , ____School will increase its College and Career Ready Performance Index (CCRPI) score with <i>Challenge Points</i> by 3% of the gap between the baseline year CCRPI score and 100.  <b>IE2 Annual Growth</b> $= (100 - 2016 \text{ CCRPI Score (without Challenge Points)}) \times 0.03$																								
<b>Challenge Points Earned:</b> 8.8/10	<b>Challenge Points Earned:</b> 6/10	<i>Example</i> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="width: 10%;">Baseline CCRPI Score</th> <th style="width: 10%;">Expected Annual Growth</th> <th style="width: 10%;">Year 1</th> <th style="width: 10%;">Year 2</th> <th style="width: 10%;">Year 3</th> <th style="width: 10%;">Year 4</th> <th style="width: 10%;">Year 5</th> </tr> </thead> <tbody> <tr> <td rowspan="2">65</td> <td><math>(100 - 65)(.03)</math></td> <td>65 + 1(1.05)</td> <td>65 + 2(1.05)</td> <td>65 + 3(1.05)</td> <td>65 + 4(1.05)</td> <td>65 + 5(1.05)</td> </tr> <tr> <td>1.05</td> <td>66.05</td> <td>67.1</td> <td>68.15</td> <td>69.2</td> <td>70.25</td> </tr> </tbody> </table>					Baseline CCRPI Score	Expected Annual Growth	Year 1	Year 2	Year 3	Year 4	Year 5	65	$(100 - 65)(.03)$	65 + 1(1.05)	65 + 2(1.05)	65 + 3(1.05)	65 + 4(1.05)	65 + 5(1.05)	1.05	66.05	67.1	68.15	69.2	70.25
Baseline CCRPI Score	Expected Annual Growth	Year 1	Year 2	Year 3	Year 4	Year 5																				
65	$(100 - 65)(.03)$	65 + 1(1.05)	65 + 2(1.05)	65 + 3(1.05)	65 + 4(1.05)	65 + 5(1.05)																				
	1.05	66.05	67.1	68.15	69.2	70.25																				

### DIBELS Percentage 2016-2017

	BOY 2016-2017			MOY 2016-2017			EOY 2016-2017		
	Intensive	Strategic	Benchmark	Intensive	Strategic	Benchmark	Intensive	Strategic	Benchmark
<b>Kindergarten</b>	28%	15%	13%	21%	10%	17%	8%	13%	24%
<b>First</b>	17%	22%	18%	38%	10%	16%	37%	18%	18%
<b>Second</b>	34%	8%	20%	29%	7%	26%	30%	18%	22%
<b>Third</b>	32%	11%	15%	35%	15%	23%	39%	14%	23%

### DIBLES Percentage 2017-2018

	BOY 2017-2018			MOY 2017-2018			EOY 2017-2018		
	Intensive	Strategic	Benchmark	Intensive	Strategic	Benchmark	Intensive	Strategic	Benchmark
<b>Kindergarten</b>	25%	15%	13%						
<b>First</b>	27%	13%	18%						
<b>Second</b>	37%	9%	22%						
<b>Third</b>	38%	17%	24%						

### M-CLASS Percentage 2016-2017

	BOY 2016-2017			MOY 2016-2017			EOY 2016-2017		
	Intensive	Strategic	Benchmark	Intensive	Strategic	Benchmark	Intensive	Strategic	Benchmark
<b>Kindergarten</b>	31%	62%	7%	15%	47%	38%	4%	30%	66%
<b>First</b>	17%	60%	23%	12%	55%	33%	23%	49%	28%
<b>Second</b>	25%	64%	11%	18%	78%	4%	38%	51%	11%
<b>Third</b>	29%	57%	14%	37%	51%	12%	37%	41%	22%

M-CLASS Percentage 2017-2018									
	BOY 2017-2018			MOY 2017-2018			EOY 2017-2018		
	Intensive	Strategic	Benchmark	Intensive	Strategic	Benchmark	Intensive	Strategic	Benchmark
Kindergarten	34%	48%	18%						
First	12%	61%	27%						
Second	27%	67%	6%						
Third	40%	51%	9%						

2016-2017 Georgia Milestone Assessment Data																							
	ELA											Math											
	Percent of Beginning		Percent of Developing		Percent of Proficient		Percent of Distinguished		Percent of Proficient and/Distinguished		2017 State Perform Target	Percent of Beginning		Percent of Developing		Percent of Proficient		Percent of Distinguished		Percent of Proficient and/Distinguished		2017 State Perform Target	
	#	%	#	%	#	%	#	%	#	%	%	#	%	#	%	#	%	#	%	#	%	%	
ALL Students	78	32	84	35	64	26	7	3	74	40	66.9	78	32	85	35	72	30	8	3	8	33	69.8	
Black	47	42	40	36	25	22	3	2	28	24	54.3	43	38	50	45	19	17	0	0	17	17	55.2	
Hispanic	75	31	102	42	56	23	11	5	67	28	59.5	73	29	125	51	45	19	0	0	45	19	63.9	
Multiracial	x										71.3											72.9	
White	x										77.4											81.0	
Econ-Disadvantaged	x										56.3											59.4	
English Learners	x										46.9											55.1	
Students with Disabilities	x										43											47.5	

**2016-2017 Georgia Milestone Assessment Data**

<b>2016-2017 Georgia Milestone Assessment Data</b>																							
<b>SCIENCE</b>												<b>SOCIAL STUDIES</b>											
	<i>Percent of Beginning</i>		<i>Percent of Developing</i>		<i>Percent of Proficient</i>		<i>Percent of Distinguished</i>		<i>Percent of Proficient and/Distinguished</i>		<i>2017 State Perform Target</i>	<i>Percent of Beginning</i>		<i>Percent of Developing</i>		<i>Percent of Proficient</i>		<i>Percent of Distinguished</i>		<i>Percent of Proficient and/Distinguished</i>		<i>2017 State Perform Target</i>	
	#	%	#	%	#	%	#	%	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%
ALL Students	70	29	108	45	56	23	8	3	64	26	64.6	80	33	115	47	35	15	10	4%	45	19	66.5	
Black	44	39	53	47	13	12	2	2	15	14	49.0	45	40	54	48	11	10	2	2	13	12	57.6	
Hispanic	73	30	114	47	58	24	0	0	58	24	56.9	105	43	109	45	17	7	12	5	29	12	63.4	
Multiracial	x										69.6											73.2	
White	x										77.5											79.9	
Econ-Disadvantaged	x										54.1											60.3	
English Learners	x										47.0											53.3	
Students with Disabilities	x										4.8											52.7	



**GMAS NUMBER of FAY Students Meeting /High/Typical/Low Growth**

<b>2015-2016</b>				
<b>FOURTH GRADE</b>	<b>ELA</b>	<b>MATH</b>	<b>SCIENCE</b>	<b>SOCIAL STUDIES</b>
High Growth	33	25	29	39
Typical Growth	17	19	26	18
Low Growth	24	30	19	17
<b>FIFTH GRADE</b>	<b>ELA</b>	<b>MATH</b>	<b>SCIENCE</b>	<b>SOCIAL STUDIES</b>
High Growth	28	22	27	30
Typical Growth	24	18	23	24
Low Growth	19	31	21	15
<b>2016-2017</b>				
<b>FOURTH GRADE</b>	<b>ELA</b>	<b>MATH</b>	<b>SCIENCE</b>	<b>SOCIAL STUDIES</b>
High Growth	32	36		
Typical Growth	39	35		
Low Growth	27	24		
<b>FIFTH GRADE</b>	<b>ELA</b>	<b>MATH</b>	<b>SCIENCE</b>	<b>SOCIAL STUDIES</b>
High Growth	30	37		
Typical Growth	25	25		
Low Growth	18	11		

**ESOL- Percent of Students Increasing to a Higher Performance Band on ACCESS**

	2014-2015	2015-2016	2016-2017
First Grade	21/28= 75%	13/20= 62%	In Progress
Second Grade	17/18= 94%	21/28= 75%	In Progress
Third Grade	1/2= 50%	17/18= 94%	In Progress
Fourth Grade	2/4= 50%	1/2= 50%	In Progress
Fifth Grade	21/28= 75%	2/4= 50%	In Progress

**Percent of Students Completing Identified Number of Career Awareness Lessons**

First Semester Checkpoint	Second Semester Checkpoint
Not started yet	

**Student and Staff Attendance**

Student Attendance Rate			Percent of Students with 3-5 absences			Percent of Students with 6+ absences			Faculty and Staff Attendance Rate		
2014-2015	2015-2016	2016-2017	2014-2015	2015-2016	2016-2017	2014-2015	2015-2016	2016-2017	2014-2015	2015-2016	2016-2017
96.39%	97.39%	81.8%	4%	3%	11%	4%	3%	3%	95.47%	97.3%	95.4%

**Failure Rate by Total Students 2017-2018**

	First Quarter		Second Quarter		Third Quarter		Fourth Quarter	
	4 ½ weeks	9 weeks	4 ½ weeks	9 weeks	4 ½ weeks	9 weeks	4 ½ weeks	9 weeks
ELA	70							
Math	48							
Social Studies	62							
Science	26							
Fine Arts	0							

Student Discipline Data						
	2014-2015		2015-2016		2016-2017	
Total OSS Days	22		24		55	
Total OSS Incidents	30		32		46	
Total ISS Days	Not applicable		Not applicable		Not applicable	
Total ISS Incidents	Not applicable		Not applicable		Not applicable	

Student Discipline Data					
2014-2015		2015-2016		2016-2017	
Top 5 Referrals by Behavior	Percentage	Top 5 Referrals by Behavior	Percentage	Top 5 Referrals by Behavior	Percentage
1. Failure to follow instructions	27.8%	1. Failure to follow instructions	29.8%	1. Failure to follow instructions	27.2%
2. Failure to follow procedures	25.8%	2. Failure to follow procedures	25.8%	2. Failure to follow procedures	27%
3. Bus Misconduct	22.4%	3. Bus Misconduct	25.4%	3. Bus Misconduct	24.3%
4. Inappropriate comment/gesture	6%	4. Inappropriate comment/gesture	6%	4. Inappropriate comment/gesture	5%
5. Disrespect of school personnel	3%	5. Disrespect of school personnel	3%	5. Disrespect of school personnel	7%

SLDS Teacher Usage			
First Quarter: Percentage of teachers with monthly average of 50 or more page clicks	Second Quarter: Percentage of teachers with monthly average of 50 or more page clicks	Third Quarter: Percentage of teachers with monthly average of 50 or more page clicks	Fourth Quarter: Percentage of teachers with monthly average of 50 or more page clicks
N/A	N/A	N/A	N/A

Certified Staff Attrition					
2014-2015		2015-2016		2016-2017	
Number of certified teachers at BOY	Number of certified teachers at EOY	Number of certified teachers at BOY	Number of certified teachers at EOY	Number of certified teachers at BOY	Number of certified teachers at EOY
41	41	41	38	40	

## Academic Achievement

**Goal 1: To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results.**

**ELA Performance Goals:**

**During the 2017 – 2018 school year, students scoring non-proficient in literacy; the lowest quartile in reading and writing (as indicated by the GMAS) will significantly improve reading proficiency and attain appropriate developmental levels of writing proficiency as measured by:**

- **An increase in the mean Lexile score of this subpopulation of 1 ½ years’ growth towards grade level appropriate text complexity**
- **An increase of students’ reading growth scores by a minimum of 5% in the percentage of students scoring in the meets and exceeds levels on the GMAS**

**An increase in students’ writing proficiency levels in meaningful writing across the curriculum**

**CCRPI Alignment:**

**ES Indicator 1.** Weighted percent of students scoring at Developing Learner or above on the Georgia Milestones English Language Arts EOG (required participation rate ≥ 95%)

**ES Indicator 7.** Percent of students in grade 3 achieving a Lexile measure equal to or greater than 650 on the Georgia Milestones ELA EOG

**ES Indicator 8.** Percent of students in grade 5 achieving a Lexile measure equal to or greater than 850 on the Georgia Milestones ELA EOG

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)
Teachers will use Edu Trax- Instructional Improvement Solution to review curriculum resources data and to construct common assessments	August 2017- May 2018	Site Facilitators Assistant Principal Principal	Not applicable	Common assessments;	Staff will be trained on the use of the Instructional Improvement Solution throughout the 2017-2018 school year
Continue small group instructions based on data	August 2017- May 2018	Site Facilitators Teachers Assistant Principal Principal	Not applicable	Small group lists regrouped after benchmarks and formative assessments	Not applicable

Continue Accelerated Reader Program and monitoring Lexile scores	August 2017- May 2018	Media Specialist Teachers Site Facilitators Administrators	Accelerated Reading Program	Teachers will administer STAR reading test quarterly and use assessment data to set student reading goals. Teachers and Media Specialist will update as student's progress. Reports submitted monthly to administration team.	Not applicable
Implement Writing Across the Curriculum	August 2017- May 2018	Site Facilitators Assistant Principal Principal Principal Teachers	Formative Assessments	All students will continuously engage in meaningful writing across content fields, including low-stakes, mid-stakes, and higher-stakes performance assessments.	On-site Professional development and workshops
Implement Writing R.A.C.E Strategy	August 2017- May 2018	Site Facilitators Assistant Principal Principal Principal Teachers	Formative Assessments	All students will continuously engage in meaningful writing across content fields, including low-stakes, mid-stakes, and higher-stakes performance assessments.	On-site Professional development and workshops
Engage in instructional planning using the explicit instruction model and data analysis. Implement RTI Universities.	August 2017 – May 2018	Instructional Facilitator  Teachers	GADOE / District Curriculum	Students will have improved performance on formative and summative assessments.	Explicit Instruction Training CCPS Professional Learning Days: 8/24/2017; 9/21/2017; 10/7/2017; 10/31/2017 & 2/17/2018.
Provide explicit instruction to promote language/vocabulary development for students with and without disabilities: _ Provide language rich environments. _ Explicitly teach “world words” (words that have a wide variety of uses).	August, 2017- May, 2018	K-2 Instructional Facilitator 3-5 Instructional Facilitator	Title I- School Improvement	Increased ELA proficiency and growth for all students as determined by formative and summative assessments.	Explicit Instruction Training CCPS Professional Learning Days: 8/24/2017; 9/21/2017; 10/7/2017; 10/31/2017 & 2/17/2018.

**Goal 1: To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results.**

<p><b>Math Performance Goals:</b>  <b>Math Performance Objectives:</b> During the 2017 – 2018 school year, non-proficient students (as indicated by the GMAS Assessment) will improve their math competency levels by an average of at least 5% as measured by</p> <ul style="list-style-type: none"> <li>• An increase of greater than 5% in the mean score of this subpopulation, and/or</li> </ul> <p>An increase of greater than 5% in the percentage of students scoring in the meets and exceeds levels on the GMAS</p>	<p><b>CCRPI Alignment:</b>  <b>ES Indicator 2.</b>Weighted percent of students scoring at Developing Learner or above on the Georgia Milestones mathematics EOG (required participation rate ≥ 95%)</p>
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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)
Train all teachers on how to use and implement the data from the following sources: SLDS, EduTrax, GMAS Assessment Guides, and GMAS Summary Reports; calculate target average scores for subpopulation of students designated as non-proficient in mathematics and target percentages for proficiency.	August 2017  October 2017	Instructional Facilitator  Assistant Principal  Principal	Edu Trax  SLDS	All teachers will be trained on how to effectively use data sources and tools available in CCPS; faculty will know target average scores for subpopulation of students designated as non-proficient in mathematics and utilize data during instruction: <ul style="list-style-type: none"> <li>• Classroom Instruction / Walkthroughs / Observations</li> <li>• Collaborative Planning</li> <li>• Data Notebook Maintenance</li> </ul>	On Site PD / Workshops and District Training (Collaborative Planning / Faculty Meetings)  SLDS Training – Instructional Facilitator / Asst. Principal/ Principal  Use of GMAS Assessment Guides – Asst. Prin. / Instructional Facilitator  EduTrax –/ Asst. Principal
Meet weekly in grade level meeting with instructional facilitator to engage in the instructional planning using the explicit instruction framework and data analysis.	August 2017  May 2018	Teachers  Instructional Facilitator	GADOE / District Curriculum	Improved students’ performance on formative classroom and summative assessments in mathematics: <ul style="list-style-type: none"> <li>• Effective Lesson Planning</li> <li>• Effective Classroom Instruction</li> <li>• Increased Student Achievement</li> </ul>	Weekly Workshops during IF planning meetings  Explicit Instruction – Teaching and Learning / Instructional Facilitator

<p><b>Incorporate Math Fact of the Week</b></p>	<p><b>August 2017</b>  <b>May 2018</b></p>	<p><b>Teachers</b>  <b>Instructional Facilitator</b></p>	<p><b>GADOE / District Curriculum</b></p>	<p><b>Improved students' performance on formative classroom and summative assessments in mathematics:</b></p> <ul style="list-style-type: none"> <li>• <b>Effective Lesson Planning</b></li> <li>• <b>Effective Classroom Instruction</b></li> <li>• <b>Increased Student Achievement</b></li> </ul>	<p><b>Weekly Workshops during IF planning meetings</b></p> <p><b>Explicit Instruction – Teaching and Learning / Instructional Facilitator</b></p>
<p><b>Incorporate a weekly writing prompt for all students to increase math literacy.</b></p>	<p><b>August 2017</b>  <b>May 2018</b></p>	<p><b>Teachers</b>  <b>Instructional Facilitator</b></p>	<p><b>Provide Writing Across the Curriculum Opportunities</b></p>	<p><b>Improved writing proficiency as determined by school level summative writing assessments and Lexile levels from the GMAS Summary Reports:</b></p> <ul style="list-style-type: none"> <li>• <b>Writing Strategies</b></li> </ul>	<p><b>On Site PD / Local Workshops</b></p> <p><b>Writing Across the Curriculum – Instructional Facilitator</b></p>
<p><b>Collaborate weekly during grade level planning to meet with Instructional Facilitator using consensus-driven framework for designing, monitoring, and revising instruction to engage in the instructional planning cycle using the explicit instruction framework and data analysis.</b></p>	<p><b>August 2017</b>  <b>May 2018</b></p>	<p><b>Teachers</b>  <b>Instructional Facilitator</b>  <b>Assistant Principal</b>  <b>Principal</b></p>	<p><b>Curriculum Guides</b>  <b>GADOE Standards of Excellence</b>  <b>District Framework</b></p>	<p><b>Improved student performance on classroom, formative, and summative assessments:</b></p>	<p><b>On Site PD / Workshops Local / State Workshops</b></p> <p><b>Explicit Instruction / Lesson Planning – Instructional Facilitator</b></p>
<p><b>Increase student technology usage in the classroom through various CCPS resources.</b></p> <p><b>Utilize MIS for teacher training.</b></p>	<p><b>August 2017</b>  <b>May 2018</b></p>	<p><b>Students</b>  <b>Teachers</b></p>	<p><b>Chrome Books</b>  <b>Document Cameras</b>  <b>I-pods</b>  <b>Turning Point</b></p>	<p><b>Teachers will be trained how to effectively utilize all digital classroom technology resources as an instructional aid and assessment tool with various programs within the classroom:</b></p> <ul style="list-style-type: none"> <li>• <b>AR</b></li> <li>• <b>Edmodo</b></li> <li>• <b>EduTrax</b></li> <li>• <b>Gizmo</b></li> <li>• <b>Khan Academy</b></li> </ul>	<p><b>Explicit Instruction Training</b></p> <p><b>CCPS Professional Learning Days:</b> <b>8/24/2017; 9/21/2017; 10/7/2017; 10/31/2017 &amp; 2/17/2018.</b></p>

<p>Conduct DIBELS assessments, MCLASS Math, and District Benchmark Assessments. Review all formative data and provide training for staff members in revising instruction based on formative data.</p>	<p>August 2017 May 2018</p>	<p>Site Facilitators Assistant Principal Principal</p>	<p>Instructional Improvement Solutions</p>	<p>August, 2017, January and March, 2018 DIBELS Assessment, Math Benchmark Assessments, MCLASS Math</p>	<p>Not applicable</p>
<p>Continue Early Intervention Program for Math</p>	<p>August 2017 May 2017</p>	<p>Classroom Teachers EIP team Instructional Facilitators</p>	<p>Not applicable</p>	<p>DIBELS Assessment, Math Benchmark Assessments, MCLASS Math</p>	<p>Not applicable</p>
<p>Analyze formative and summative assessment data to determine appropriate safety nets</p>	<p>August 2017 May 2018</p>	<p>Classroom Teachers EIP team</p>	<p>Not applicable</p>	<p>DIBELS Assessment, Math Benchmark Assessments, MCLASS Math</p>	<p>Not applicable</p>
<p>Grade level teachers and instructional leaders study the GEORGIA STANDARDS OF EXCELLENCE in collaborative groups in order to:</p> <ul style="list-style-type: none"> <li>- know the standards for mathematical practice</li> <li>- become familiar with vertical standards and domains and clusters</li> <li>- understand the rigor and performance required through the language of the standards</li> <li>- reach consensus on mastery of the standards and analyze benchmarks and assessments to remediate and accelerate instruction</li> <li>- predict challenging concepts, skills and performance requirements for students in order to select appropriate resources and strategies</li> <li>- provide professional learning opportunities that will model topics to strengthen standards</li> </ul>	<p>August, 2017- May, 2018</p>	<p>K-2 Instructional Facilitator 3-5 Instructional Facilitator</p>	<p>Title I-SIP Professional Learning PD</p>	<p>Increased math proficiency and growth for all students as determined by formative and summative assessments.</p>	<p>GEORGIA STANDARDS OF EXCELLENCE Math Training</p>



**Goal 1: To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results.**

<p><b>Science Performance Goals:</b>  <b>During the 2017 – 2018 school year, non-proficient students (as indicated by the GMAS Assessment) will improve their science competency levels by an average of at least 5% as measured by</b></p> <ul style="list-style-type: none"> <li>• <b>An increase of greater than 5% in the mean score of this subpopulation, and/or</b></li> </ul> <p><b>An increase of greater than 5% in the percentage of students scoring in the meets and exceeds levels on the GMAS</b></p>	<p><b>CCRPI Alignment:</b>  <b>ES Indicator 3.</b>Weighted percent of students scoring at Developing Learner or above on the Georgia Milestones science EOG (required participation rate <math>\geq</math> 95%)</p>
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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)
<p><b>Implement Literacy Across the Curriculum.</b> Teachers will use large and small group instruction as part of the daily instruction.</p>	<p>August 2017 May 2018</p>	<p>Teachers Instructional Facilitators Administrators</p>	<p>Formative Assessments</p>	<p>All students will continuously engage in meaningful reading and writing across content fields, including low-stakes, mid-stakes, and higher-stakes performance assessments.</p>	<p>Literacy Across the Curriculum training with Instructional Facilitators</p>
<p>Engage in instructional planning using the explicit instruction model and data analysis.</p>	<p>August 2017 May 2018</p>	<p>Teachers Instructional Facilitators Administrators</p>	<p>GADOE / District Curriculum  Khan Academy</p>	<p>Students will have improved performance on formative and summative assessments.</p>	<p>Yearly Explicit Instruction Training</p>

<p>Increase student technology usage in the classroom through various CCPS resources.</p> <p>Utilize MIS for teacher training.</p>	<p>August 2017</p> <p>May 2018</p>	<p>Students</p> <p>Teachers</p>	<p>Chrome Books</p> <p>Document Cameras</p> <p>I-pods</p> <p>Turning Point</p>	<p>Teachers will be trained how to effectively utilize all digital classroom technology resources as an instructional aid and assessment tool with various programs within the classroom:</p> <ul style="list-style-type: none"> <li>• AR</li> <li>• Edmodo</li> <li>• EduTrax</li> <li>• Gizmo</li> <li>• Khan Academy</li> </ul>	<p>Explicit Instruction Training</p> <p>CCPS Professional Learning Days:</p> <p>8/24/2017; 9/21/2017; 10/7/2017; 10/31/2017 &amp; 2/17/2018.</p>
<p>Ongoing staff technology training on Interwrite, Edmodo, Turning Points, and Edu Trax- Instructional Improvement Solutions.</p>	<p>August 2017- May 2018</p>	<p>Assistant Principal</p> <p>District Technology Personnel</p>	<p>Not applicable</p>	<p>Per technology training calendar; Instructional Improvement Solutions; Observations</p>	<p>Technology Calendar/Master calendar trainings</p>
<p>Teachers will use SLDS and Edu Trax- Instructional Improvement Solution to review curriculum resources data and to construct common assessments</p>	<p>August 2017- May 2018</p>	<p>Site Facilitators</p> <p>Assistant Principal</p> <p>Principal</p>	<p>SLDS Instructional Improvement Solution</p>	<p>SLDS; Instructional Improvement Solutions</p>	<p>Monthly trainings</p>
<p>Teachers will use Georgia Performance Standards, differentiated instruction, and collaboration to provide quality instruction.</p>	<p>August 2017- May 2018</p>	<p>Site Facilitators</p> <p>Assistant Principal</p> <p>Principal</p>	<p>Not applicable</p>	<p>Observations, Grade level minutes, common assessments</p>	<p>Grade level meetings</p>

**Goal 1: To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results.**

<p><b>Social Studies Performance Goals:</b>  <b>During the 2017 – 2018 school year, non-proficient students (as indicated by the GMAS Assessment) will improve their Social Studies competency levels by an average of at least 5% as measured by</b></p> <ul style="list-style-type: none"> <li>• <b>An increase of greater than 5% in the mean score of this subpopulation, and/or</b></li> </ul> <p><b>An increase of greater than 5% in the percentage of students scoring in the meets and exceeds levels on the GMAS</b></p>	<p><b>CCRPI Alignment:</b>  <b>ES Indicator 4.</b>Weighted percent of students scoring at Developing Learner or above on the Georgia Milestones social studies EOG (required participation rate <math>\geq</math> 95%)</p>
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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)
Train all teachers on how to use and implement the data from the following sources: SLDS, EduTrax, GMAS Assessment Guides, and GMAS Summary Reports; calculate target average scores for subpopulation of students designated as non-proficient in mathematics and target percentages for proficiency.	August 2017  October 2018	EduTrax  Teachers  Instructional Facilitator  Assistant Principal  Principal	(District)  EduTrax  SLDS	All teachers will be trained on how to effectively use data sources and tools available in CCPS; faculty will know target average scores for subpopulation of students designated as non-proficient in mathematics and utilize data during instruction: <ul style="list-style-type: none"> <li>• Classroom Instruction / Walkthroughs / Observations</li> <li>• Collaborative Planning</li> <li>• Data Chats</li> <li>• Data Notebook Maintenance</li> </ul>	On Site PD / Workshops Local / State Workshops  (Weekly grade level /and monthly Faculty Meetings)  SLDS Training – Instructional Facilitator  EduTrax Training
Administer all Unit and District Assessments online via EduTrax for data for continuous progress monitoring of student proficiency. Phase in the upload of Common Assessments.	August 2017  May 2018	Teachers  Instructional Facilitator	EduTrax	Continuous remediation/intervention addressing standards not mastered to ensure continuous growth and improved students’ performance on Teacher/District/State/National assessments in social studies: <ul style="list-style-type: none"> <li>• Effective Lesson Planning</li> <li>• Differentiated Instruction</li> <li>• Data Notebook Management</li> </ul>	EduTrax Training

<p><b>Increase student technology usage in the classroom through various CCPS resources.</b></p>	<p><b>August 2017</b></p>	<p><b>Students</b></p>	<p><b>Chrome Books</b></p> <p><b>Document Cameras</b></p> <p><b>I-pods</b></p> <p><b>Turning Point</b></p>	<p><b>Teachers will be trained how to effectively utilize all digital classroom technology resources as an instructional aid and assessment tool with various programs within the classroom:</b></p> <ul style="list-style-type: none"> <li>• AR</li> <li>• Edmodo</li> <li>• EduTrax</li> <li>• Gizmo</li> <li>• Khan Academy</li> </ul>	<p><b>On Site PD / Workshops</b>  <b>Local / State Workshops</b>  <b>Technology Training –</b>  <b>CCPS Technology</b>  <b>Department /</b>  <b>Instructional Facilitators</b></p>
<p><b>Utilize MIS for teacher training.</b></p>	<p><b>May 2018</b></p>	<p><b>Teachers</b></p>	<p><b>Chrome Books</b></p> <p><b>Document Cameras</b></p> <p><b>I-pods</b></p> <p><b>Turning Point</b></p>	<p><b>Teachers will be trained how to effectively utilize all digital classroom technology resources as an instructional aid and assessment tool with various programs within the classroom:</b></p> <ul style="list-style-type: none"> <li>• AR</li> <li>• Edmodo</li> <li>• EduTrax</li> <li>• Gizmo</li> </ul>	<p><b>On Site PD / Workshops</b>  <b>Local / State Workshops</b>  <b>Technology Training –</b>  <b>CCPS Technology</b>  <b>Department /</b>  <b>Instructional Facilitators</b></p>

## Safe-Orderly-Secure Learning Environments

**Goal 2: To provide and maintain a safe, orderly and secure learning environment.**

<p><b>Performance Goals:</b>                  During the 2017-2018 school year, Morrow Elementary will operate within the guidelines of a safe and orderly environment. Parents and stakeholders will be well informed of all initiatives and outcomes. Faculty and staff will implement safety and security initiatives as evidenced by focus walks and meeting documentation.</p>	<p><b>CCRPI Alignment:</b>                  ES Exceeding the Bar Indicator 6.School or LEA Research/Evidence-based Program/Practice designed to facilitate a personalized climate in the school: examples include but are not limited to Teachers as Advisors program; mentoring program; Positive Behavioral Interventions &amp; Supports (PBIS); service-learning program; peer mediation; conflict mediation.</p>
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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)
Maintain Discipline team to include scheduled meetings for updates and data review	August 2017  May 2018	Assistant Principal	Positive Behavior Interventions & Support	Monthly meetings, agendas, meeting minutes, sign-in sheets, Discipline data.	Monthly meeting & data review
PALS Program/PALS Patrol	August 2017  May 2018	Assistant Principal Principal		Weekly and Quarterly reviews of student behavior, PALS Assemblies, PALS Patrol Students	Train teacher regarding PALS guidelines; Train students during assembly programs; train PALS Patrol Students
School Emergency Plans/ Conduct Emergency Drills	August 2017  May 2018	Principal Assistant Principal	Not Applicable	Effective and efficient monthly during drills and reports	Train staff and students on procedures for all emergency evacuations

<b>Conduct Safe School Focus Walks</b>	August 2017  May 2018	Principal Assistant Principal	Not Applicable	Minimized classroom and school disruptions and undesired behaviors; classroom observations	Feedback shared during Grade level, Faculty, and Discipline Committee meetings
<b>Implement the Positive Behavior Interventions and Support Framework</b>	August 2017  May 2018	Principal Assistant Principal	Multi-Tiered Systems of Support Framework	Monthly review of school discipline data/School discipline matrix, Classroom discipline plans, decrease in suspensions, Knowledgeable staff and student regarding school discipline	Train staff and students on matrix, and all school behavior components
<b>Teach and review the Student of Conduct Handbook</b>	August 2017  May 2018	Teachers Administrators Counselors	Student Handbook	Minimize classroom and school disruptions and undesired behaviors; gold slip recipients	On-going in the classroom; Morning announcements
<b>Develop and facilitate staff training on Morrow Elementary's Behavior Matrix</b>	August 2017  May 2018	Administrators	NA	Challenging students will continue to have improved behavior and academic growth	On Site PD during weekly grade level meetings during the first month of school and as needed
School staff is continuously instructed under the principal's direction to implement research-based safe school standards. - -wide discipline forms for referral, record, and parent communication - Staff continuously enforce common behavioral expectations and enforce the CCPS code of conduct - Teachers and school counselor maintain a character education program to encourage positive character traits and good citizenship.	August, 2017- May, 2018	Positive School Climate Committee Members Administrative Team	Infinite Campus	Increase student engagement and set expectations for student behavior, communicate expectations, monitor behavior, and provide concrete feedback to students in a continuous cycle. Build a School-wide community Increase academic performance Inspire and motivate students Reduce classroom interruptions, discipline referrals, and suspensions	Positive Incentive Committee will provide training and materials for the staff, students, and parents/guardians.

## Engagement of All Stakeholders

**Goal 3: To create an environment that promotes active engagement, accountability, and collaboration of all stakeholders to maximize student achievement.**

**Performance Goals:**  
**During the 2017-2018 school year, all students and staff members will be encouraged and supported in attaining development goals. Parents and guardians will be encouraged and supported via a parent-friendly protocol for parental engagement in school as evidenced by sign in logs, parent conference sheets, surveys, and volunteer hours.**

**CCRPI Alignment:**  
**School Climate--**The School Climate Star Rating is calculated using data from the Georgia Student Health Survey 2.0, Georgia School Personnel Survey, Georgia Parent Survey, student discipline data and attendance records for students, teachers, staff and administrators.

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)
<p>Activities and experiences that focus on the day to day operations of the school's programs will be provided to educate and inform the parents and the community through the School Council, PTA, curriculum nights, classroom letters, newsletters, school website, Connect-Ed, Instructional Improvement Solution and other communication with the home while ensuring an understandable language and format.</p>	<p>August 2017  May 2018</p>	<p>Principal Assistant Principal Teachers Instructional Facilitators</p>	<p>School Council Training Classroom and behavior management plans and incentives</p>	<p>Monthly school calendar of events/ newsletters, school website, Connect Ed, and written communications</p>	<p>Parent Liaison Learning Academies, School Council Training</p>
<p>Provide Open House and/or Curriculum Nights</p>	<p>August 2017  May 2018</p>	<p>Administrators Parent Liaison Teachers</p>	<p>Faculty</p>	<p>School Calendar, School website, School Marquee, Connect Ed, Written notifications</p>	<p>Not applicable</p>

<b>Work to organize and align PTA meeting and opportunities; increase PTA membership and involvement at the school level.</b>	<b>August 2017 May 2018</b>	<b>Administrators Parent Liaison PTA Officers</b>	<b>Not applicable</b>	<b>PTA officers will collaborate with administration to plan school year calendar around significant events, thereby aligning PTA meetings to fine arts performances and/or curriculum nights; minutes and attendance will be kept by the PTA secretary and submitted to administration for each event</b>	<b>Not applicable</b>
<b>Support faculty in attending conferences that align to their current instructional content fields to promote professional growth and enhance instructional methods</b>	<b>August 2017 May 2018</b>	<b>Academic Coordinators Department Chairs Instructional Facilitators Administrators</b>	<b>Professional Learning RESA Professional Agencies Technology Department</b>	<b>Redelivery to staff; Sign-In sheets, Lesson Plans</b>	<b>Not applicable</b>
<b>Continue technology trainings for teachers</b>	<b>August 2017 May 2018</b>	<b>Assistant Principal Principal Technology Department</b>	<b>Not applicable</b>	<b>Agendas, Sign-In sheet, Lesson Plans, Teacher Keys Observations</b>	<b>Not applicable</b>
<b>Respond to parent concerns in a timely and supportive manner</b>	<b>August 2017 May 2017</b>	<b>Faculty</b>	<b>Faculty</b>	<b>Administration and Faculty will respond respectfully and professionally to parents' expressed concerns within 24 – 48 hours of receiving notification.</b>	<b>Faculty Meetings</b>
<b>Organize and PTA meetings and opportunities; Increase PTA Membership and involvement at the school level</b>	<b>August 2017 May 2018</b>	<b>Parent Liaison Faculty/Staff Administration PTO Officers</b>	<b>PTA Officers</b>	<b>PTA officers will collaborate with administration and parent liaison to plan school year calendar of events around significant recognition events. In addition PTA minutes will be kept by PTA secretary and submitted to administration for each event.</b>	<b>Principal Assistant Principal</b>



## Effective Communication

**Goal 4: To effectively communicate the system's vision and purpose and allow stakeholder involvement in an effort to build understanding and support.**

<b>Performance Goals:</b> <b>Morrow Elementary will improve parent engagement, community engagement, and external communication for the 2017-2018 school year by completing the following activities as evidenced by surveys with the majority of the ratings selected as satisfactory.</b>	<b>CCRPI Alignment:</b> <b>School Climate--</b> The School Climate Star Rating is calculated using data from the Georgia Student Health Survey 2.0, Georgia School Personnel Survey, Georgia Parent Survey, student discipline data and attendance records for students, teachers, staff and administrators.
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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)
Facilitate Parent Information Nights and Title I Parent Involvement Nights	August 2017  May 2018	Facilitator Parent Liaison	Title I Professional Learning	Monthly review of school calendar/Agendas, Sign-in logs, Handout-Reference Materials	Not applicable
Maintain and Improve the Parent Resource Center	August 2017  May 2018	Parent Liaison	Title I	Monthly sign-in logs	Not applicable
Recognize volunteers each year	May 2018	Parent Liaison	General	December and May/Sign-in logs, Programs and/or handouts	Not applicable
Produce Quarterly Newsletters for Parents and Community	August January April	Principal Staff	Title I General	August, January and April	Not applicable

Utilize calling system, website, and marquee for communication with parents and community	August 2017 May 2017	Principal Webmaster Designee	Title I General	Monthly review of systems	Not applicable
Improve school climate through staff, student, and stakeholders input and through surveys	August 2017 May 2018	Principal Assistant Principal Teachers Parent Liaison	Not applicable	Stakeholder Surveys/ participation rates	Not applicable
Continue weekly folders to enhance communication to the home. Implement effective marketing strategies. I. Obtain stakeholder input on school effectiveness. a. Survey stakeholders to gauge satisfaction.  Utilize survey results to improve school effectiveness	August 2017 May 2018	Principal Assistant Principal Teachers Parent Liaison	Not applicable	Survey results, weekly folders	Not applicable
Implement School Council	August 2017 May 2018	Instructional Facilitators Principal Assistant Principal	Not applicable	September, November, February, and April/Meeting agendas, sign-in logs, minutes	Not applicable

## Organizational Processes

**Goal 5: To provide high quality support services delivered on time and within budget to promote student academic success in the Clayton County Public Schools.**

**Performance Goals:**

**Morrow Elementary will deliver 100% with evidence of monthly sign in sheets, documentation, and evidence of support services with on time with budgets and with quality of those services which support student academic success.**

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)
Monitor Response to Intervention and Student Support Team Programs	August 2017  May 2018	Assistant Principal EIP Teacher Counselor Psychologist		SST/RTI meeting minutes, Response to Intervention data, Student assessment results	Psychologist will train teachers on protocol and monitor throughout the year
Weekly Grade-level professional development meetings	August 2017  May 2018	Principal Assistant Principal Instructional Facilitators Teacher Leaders Staff	Not applicable	Meeting minutes, Agendas, Sign-In Sheets	Not applicable
New Teacher Orientation-Induction	August 2017  May 2018	Principal Assistant Principal Instructional Facilitators Teacher Leaders	Professional Learning PD	Meeting minutes, Agendas, Sign-In Sheets/ Knowledge and success of newly hired staff members; new teacher retention rate	Not applicable

<b>Monthly Better Seeking Team meetings</b>	<b>August 2017  May 2018</b>	<b>Principal Assistant Principal Instructional Facilitators Better Seeking Team</b>	<b>Not applicable</b>	<b>Meeting minutes, Agendas, Sign-In Sheets</b>	<b>Not applicable</b>
<b>Weekly Leadership Team meetings</b>	<b>August 2017  May 2018</b>	<b>Principal Assistant Principal Instructional Facilitators Counselor</b>	<b>Not applicable</b>	<b>Meeting minutes, Agendas, Sign-In Sheets</b>	<b>Not applicable</b>
<b>Monthly meetings with the bookkeeper to review school wide finances</b>	<b>August 2017  May 2018</b>	<b>Principal  Bookkeeper</b>	<b>Not applicable</b>	<b>Improved school wide financial operations</b>	<b>Principal Bookkeeper</b>

## Highly Qualified and Effective Staff

Goal 6: To recruit and retain highly qualified and effective staff.					
<b>Performance Goals:</b> During the 2017-2018 school year, 100% of the instructional staff will be Highly Qualified with all new members participating in a school based induction program to ensure teacher retention.			<b>CCRPI Alignment:</b> <b>School Climate--</b> The School Climate Star Rating is calculated using data from the Georgia Student Health Survey 2.0, Georgia School Personnel Survey, Georgia Parent Survey, student discipline data and attendance records for students, teachers, staff and administrators.		
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)
Seek only Highly Qualified candidates when filling vacancies	August 2017- May 2018	Principal Assistant Principal Instructional Facilitators	Ga PSC CCPS Human Resources Soft Search	New Hire packet	Not applicable
Staff Recognition through staff meeting accolades and Birthday recognition	August 2017- May 2018	Administrators Facilitators	Not applicable	Meeting agenda, sign-in logs	Not applicable
Continue Teacher Key Evaluation Program	August 2017- May 2018	Principal Assistant Principal	Teacher Keys Handbook; Platform	Throughout the school year/ observations, summary reports	Not applicable

<b>Continue Teacher of the Month and Staff Member of the Month</b>	<b>August 2017- May 2018</b>	<b>Principal Assistant Principal Instructional Facilitators</b>	<b>Partners in Education</b>	<b>Monthly posting; marquee</b>	<b>Not applicable</b>
<b>School Improvement and Better Seeking Team will meet monthly to monitor and evaluate the School Improvement Plan. All staff will receive periodic updates and opportunities for input in the school decision-making process.</b>	<b>August 2017- May 2018</b>	<b>Principal Assistant Principal Instructional Facilitators Teachers</b>	<b>Not applicable</b>	<b>Monthly meetings/ agendas, sign-in logs, meeting minutes</b>	<b>Not applicable</b>
<b>Implement and monitor Teacher Support Specialist Program</b>	<b>August 2017- May 2018</b>	<b>Principal</b>	<b>Not applicable</b>	<b>On-going throughout the school year/ observations, notes</b>	<b>Not application</b>
<b>Support, encourage, and celebrate teachers in their pursuit of higher degrees through grade level and faculty meetings</b>	<b>August 2017- May 2018</b>	<b>Principal Assistant Principal Instructional Facilitators</b>	<b>Not applicable</b>	<b>Weekly grade level meetings, faculty meetings/sign-in logs</b>	<b>Not applicable</b>
<b>Build leadership capacity by all</b>	<b>August 2017  May 2018</b>	<b>Principal Assistant Principal Instructional Facilitators</b>	<b>NA</b>	<b>Build capacity among staff</b>	<b>On Site school wide PD with all committees and teams</b>