	Action Steps	Person(s) Responsible	7/15/18	8/15/18	9/15/18	10/15/18	11/15/18	12/15/18	1/15/19	2/15/19	3/15/19
Teacher Recruitment Retention and Reward	Start earlier and cast a wider net: Regional recruitment	Dion Edwards									
	Start earlier and cast a wider net: HBCUs	Dion Edwards									
	Start earlier and cast a wider net: Job Fairs	Dion Edwards									
	Start earlier and cast a wider net: Advertising	Dion Edwards									
	Staffing becomes part of budget conversations beginning in November	Principals, Jon Kuntze, Dion Edwards, Candice									
	Partner with university with a focus or experience in training for Urban Ed	Candice Carter-Oliver						In Progress--Harris Stowe			
	Hire full-time recruitment coordinator	Dion Edwards									
	Teaching Fellowship-prek-8	Sarah Lofton									
	Teaching Fellowship CPA/GCAA	Louise Losos									
	Confluence Teacher Academy	Louise Losos									
	Celebrate Excellence (non-monetarily)	Leslie Muhammed									
	Explore the structure of the elementary school day	Phil Kennedy									
	Explore the structure of the high school/middle school day	Louise Losos									
	Student loan forgiveness	Louise Losos									
	Tuition Reimbursement	Dion Edwards									
	Performance Incentives	Candice Carter-Oliver									
	Refer a Teacher Incentive	Dion Edwards									
	Extra-Duty Pay	Dion Edwards									
	Kdg-2 Social Studies	Louise Losos	Curriculum work completed								
	3-5 Social Studies	Louise Losos									
	Creative Movement/Dance Classes k-5	Louise Losos									
	6thgrade social studies	Louise Losos									
	High School Social Studies: AP Psychology	Louise Losos									
	High School Social Studies: Psychology	Louise Losos									
	High School Social Studies: AP Government	Louise Losos		Implemented							
	AP Environmental Science	Louise Losos		Implemented							
	Dual Credit College Algebra	Louise Losos		Implemented							
	High School Social Studies: Sociology	Louise Losos									
	K-8 ELA: revision to new standards	Louise Losos									
	High School English: revise 9-12	Louise Losos									
	AP English Language	Louise Losos									
	K-5 Math: revision to new standards	Louise Losos									
	8thGrade Math	Louise Losos									
	High School Math: Geometry	Louise Losos									
	High School Math: Algebra 2	Louise Losos		Implemented							
	High School Math: Pre-Calculus	Louise Losos									
	High School Math: AP Environmental Science	Louise Losos		Implemented							
	K-3 Science	Louise Losos									

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Curriculum	4-5 Science	Louise Losos		Implementation							
	High School Science: Chemistry	Louise Losos									
	High School Science: Anatomy & Physiology,	Louise Losos									
	High School Science: Physics	Louise Losos									
	CTE	Robert Battle									
	PLTW Biomedical	Louise Losos									
	Spanish	Louise Losos									
	Art K-12	Louise Losos			Curriculum Work restarted						
	High School Health	Louise Losos									
	PE K-12	Louise Losos									
	Music K-12	Louise Losos									
	Counseling	Louise Losos									
	Social-Emotional Learning (SEL)	Leslie Muhammed									
	GCAA Curriculum: Personal Finance	Matt Frederickson									
	GCAA Curriculum: World Religions	Matt Frederickson									
	GCAA Curriculum: 8thGrade Math	Louise Losos									
	Upload GCAA curriculum to the Google Curriculum Folder	Matt Frederickson									
	Create curriculum cycle for GCAA and Confluence curriculum	Louise Losos									
	Hire ELA/Social Studies Coordinator	Louise Losos									
	Hire Math/Science Coordinator	Louise Losos									
	Create curriculum council to oversee direction of LEA curriculum	Louise Losos									
	a. Solicit applications										
	b. Hold interviews where appropriate										
	c. Hold first meeting										
	Review GCAA Master Schedule										
	Special Education Audit		Completed								
	Review of GCAA Model										
	Review CPA Staffing Model										
ngagement	Review/revise current parent coordinator position description. Determine what the role should look like and how many are necessary for effective implementation across the Confluence network of schools.	John Klein, Dion Edwards, Candice Carter-Oliver									
	Develop a Parent Academy	Rochelle Bates									
	Plan community service events to bring real world applications to lessons being taught in classroom (min 1 year).	Rochelle Bates									

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Community and Family E	Maintain and create/strengthen parent organizations.	Rochelle Bates, Building Admins									
	Create a campus based parent/community advisory board for campus principal.	Rochelle Bates, Building Admins									
	Create a homework hotline for parents/students needing help with homework.	Rochelle Bates, Building Admins, Teachers									
	Commit to continual support staff training and development.	Candice Carter-Oliver, John Klein, Dion Edwards,									
	Create parent communication tactics that meets the needs of families.	Rochelle Bates									
	Creation of school based health clinic at Aspire	Rochelle Bates; John Klein									Completed
Finance	Increase attendance rates at CPA to further reduce subsidy provided from three elementary schools.	Administrators, Candice Carter-Oliver, John Klein									
	Student Recruitment Team--increase enrollment at all buildings	Lezlee Raiford									
	Increase attendance rates at all schools	Administrators, John									
	Look at enrollment potential at Elite Academy.	Jeff Kuntze, Admins									
	Reduce attrition rates at all Confluence schools.	Administrators, John Klein,									
	Purchase the CPA Library building within the timeframe of the option to purchase	Jeff Kuntze						Completed			
	Purchase the GCAA Beaux Arts building in 2018 once option period has begun	Jeff Kuntze, Board									
	Purchase the GCAA Sun Theater building in 2020 once option period has begun.	Jeff Kuntze, Board									
	Make a decision on whether to merge the existing two LEA's into one.	Board	Completed								
		Completed									
		Ongoing or In Process									
		Not Yet Started									