

Strategic Goal Area I: Student Achievement
A Vision for Public Education in Georgia Goal(s):
3.4, 3.5, 3.6, 4.2, 4.3, 4.4, 5.1, 5.2, 7.1, 8.7, 9.2

Performance Objective I: To increase student achievement through quality & rigorous instruction					
<u>Performance Measure 1:</u> GKIDS - L. Arts	FY15 Baseline: 85.9%	FY16: 85.3%	FY17: 81.3%	FY18: 82.4%	FY19 Target: 84%
<u>Performance Measure 2:</u> GKIDS - Math	FY15 Baseline: 86.1%	FY16: 86.6%	FY17: 86.1%	FY18: 82.7%	FY19 Target: 86%
<u>Performance Measure 3:</u> Percent of students meeting or exceeding grade level expectations on STAR Reading	FY15 Baseline: Grade 1: 79% Grade 2: 61% Grade 3: 50% Grade 4: 47% Grade 5: 47%	FY16: Grade 1: 81% Grade 2: 59% Grade 3: 57% Grade 4: 50% Grade 5: 41%	FY17: Grade 1: 72% Grade 2: 59% Grade 3: 56% Grade 4: 45% Grade 5: 45%	FY18: Grade 1: 83% Grade 2: 74% Grade 3: 52% Grade 4: 48% Grade 5: 35%	FY17: Grade 1: 85% Grade 2: 83% Grade 3: 77% Grade 4: 55% Grade 5: 51%
<u>Performance Measure 4:</u> Percent of third graders achieving CCRPI recommended Lexile level (670)	FY15 Baseline: 43% <i>New EOG</i>	FY16: 46% <i>New EOG</i>	FY17: 43%	FY18: 30.06% <i>Preliminary Data</i>	FY19 Target: 33%
<u>Performance Measure 5:</u> Percent of fifth graders achieving CCRPI recommended Lexile level (920)	FY15 Baseline: 61% <i>New EOG</i>	FY16: 53% <i>New EOG</i>	FY17: 66%	FY18: 39.94% <i>Preliminary Data</i>	FY19 Target: 42%
<u>Performance Measure 6:</u> Percent of 8 th Graders achieving CCRPI recommended Lexile level (1097)	FY15 Baseline: 56% <i>New EOG</i>	FY16: 65% <i>New EOG</i>	FY17: 57%	FY18: 52.71% <i>Preliminary Data</i>	FY19 Target: 55%
<u>Performance Measure 7:</u> Percent of students in American Literature achieving CCRPI recommended Lexile level (1285)	FY15 Baseline: 42% <i>New EOC</i>	FY16: 50% <i>New EOC</i>	FY17: 54%	FY18: 40% <i>Preliminary Data</i>	FY19 Target: 43%

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<u>Performance Measure 8:</u> Percent of students meeting or exceeding grade level expectations on STAR Math	FY15 Baseline: Grade 1: 82% Grade 2: 78% Grade 3: 76% Grade 4: 65% Grade 5: 69%	FY16: Grade 1: 89% Grade 2: 80% Grade 3: 79% Grade 4: 65% Grade 5: 62%	FY17: Grade 1: 81% Grade 2: 72% Grade 3: 80% Grade 4: 45% Grade 5: 73%	FY18: Grade 1: 91% Grade 2: 84% Grade 3: 75% Grade 4: 80% Grade 5: 56%	FY19 Targets: Grade 1: 92% Grade 2: 92% Grade 3: 87% Grade 4: 78% Grade 5: 83%
<u>Performance Measure 9:</u> Percent of all students meeting or exceeding expectations on MCSS Math benchmark tests	FY15 Baseline: 35.47%	FY16: 53.79%	FY17: 7 53.38%	FY18: 3.93%	FY19 Target: 35%
<u>Performance Measure 10:</u> Percent of students scoring at Level 2 or higher on 9 th Grade Literature GA Milestones EOC Test	FY15 Baseline: 71% <i>New EOC</i>	FY16: 70%	FY17: 72%	FY18: Winter: 57% Spring: 72%	FY19 Targets: Winter: 60% Spring: 75%
<u>Performance Measure 11:</u> Percent of students scoring at Level 2 or higher on American Literature GA Milestones EOC Test	FY15 Baseline: 63% <i>New EOC</i>	FY16: 64%	FY17: 72%	FY18: Winter: 63% Spring: 67%	FY19 Targets: Winter: 75% Spring: 75%
<u>Performance Measure 12:</u> Percent of students scoring at Level 2 or higher on Algebra I GA Milestones EOC Test	FY15 Baseline: 54% <i>New EOC</i>	FY16: 64%	FY17: 73%	FY18: Winter: 71% Spring: 66%	FY19 Targets: Winter: 68% Spring: 68%
<u>Performance Measure 13:</u> Percent of students scoring at Level 2 or higher on Geometry GA Milestones EOC Test	FY15 Baseline: 60% <i>New EOC</i>	FY16: 49%	FY17: 48%	FY18: Winter: 65% Spring: 63%	FY19 Targets: Winter: 74% Spring: 69%
<u>Performance Measure 14:</u> Percent of students scoring at Level 2 or higher on Physical Science GA Milestones EOC Test	FY15 Baseline: 32% <i>New EOC</i>	FY16: 61%	FY17: 49%	FY18: Winter: 34% Spring: 50%	FY19 Targets: Winter: 65% Spring: 70%

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<u>Performance Measure 15:</u> Percent of students scoring at Level 2 or higher on Biology GA Milestones EOC Test	FY15 Baseline: 39% <i>New EOC</i>	FY16: 46%	FY17: 62%	FY18: Winter: 65% Spring: 63%	FY19 Targets: Winter: 65% Spring: 70%
<u>Performance Measure 16:</u> Percent of students scoring at Level 2 or higher on US History GA Milestones EOC Test	FY15 Baseline: 59% <i>New EOC</i>	FY16: 74%	FY17: 62%	FY18: Winter: 58% Spring: 61%	FY19 Targets: Winter: 61% Spring: 64%
<u>Performance Measure 17:</u> Percent of students scoring at Level 2 or higher on Economics GA Milestones EOC Test	FY15 Baseline: 54% <i>New EOC</i>	FY16: 56%	FY17: 57%	FY18: Winter: 65% Spring: 57%	FY19 Targets: Winter: 65% Spring: 70%
<u>Performance Measure 18:</u> Percent of students scoring “Grade Level or Above” on Reading & Vocabulary Domain of GA Milestones EOG Test	FY15 Baseline: Grade 3: 65% Grade 4: 47% Grade 5: 63% Grade 6: 43% Grade 7: 62% Grade 8: 61%	FY16: Grade 3: 68% Grade 4: 49% Grade 5: 54% Grade 6: 52% Grade 7: 60% Grade 8: 69%	FY17: Grade 3: 73% Grade 4: 46% Grade 5: 66% Grade 6: 50% Grade 7: 66% Grade 8: 69%	FY18: Grade 3: 57% Grade 4: 59% Grade 5: 60% Grade 6: 57% Grade 7: 53% Grade 8: 54%	FY19 Targets: Grade 3: 60% Grade 4: 60% Grade 5: 62% Grade 6: 63% Grade 7: 50% Grade 8: 56%
<u>Performance Measure 19:</u> Percent of students scoring at Level 2 or higher on Mathematics portion of GA Milestones EOG Test	FY15 Baseline: Grade 3: 84% Grade 4: 78% Grade 5: 76% Grade 6: 77% Grade 7: 71% Grade 8: 66%	FY16: Grade 3: 86% Grade 4: 71% Grade 5: 70% Grade 6: 73% Grade 7: 70% Grade 8: 73%	FY17: Grade 3: 86% Grade 4: 81% Grade 5: 75% Grade 6: 67% Grade 7: 70% Grade 8: 81%	FY18: Grade 3: 79% Grade 4: 84% Grade 5: 66% Grade 6: 63% Grade 7: 66% Grade 8: 65%	FY19 Targets: Grade 3: 79% Grade 4: 82% Grade 5: 87% Grade 6: 69% Grade 7: 66% Grade 8: 69%
<u>Performance Measure 20:</u> Percent of students scoring at Level 2 or higher on Science portion of GA Milestones EOG Test	FY15 Baseline: Grade 5: 61% Grade 8: 66%	FY16: Grade 5: 56% Grade 8: 62%	FY17: Grade 5: 57% Grade 8: 60%	FY18: Grade 5: 55% Grade 8: 37%	FY19 Targets: Grade 5: 58% Grade 8: 40%
<u>Performance Measure 21:</u> Percent of students scoring at Level 2 or higher on Social Studies portion of GA Milestones EOG Test	FY15 Baseline: Grade 5: 67% Grade 8: 66%	FY16: Grade 5: 67% Grade 8: 72%	FY17: Grade 5: 62% Grade 8: 71%	FY18: Grade 5: 66% Grade 8: 67%	FY18: Grade 5: 69% Grade 8: 70%

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Initiative: High Quality Instruction, Balanced Assessment System & High Expectations through Standards-based Classroom Practices				
<i>Action Step</i>	<i>Responsible Parties</i>	<i>Start & End Dates</i>	<i>Resources</i>	<i>Artifacts</i>
1. Continually review and adjust curriculum maps and pacing guides for all grade levels in all content areas	<ul style="list-style-type: none"> Director of Curriculum and Instruction Principals Assistant Principals Teacher-Leaders 	August 2014 – May 2019	<ul style="list-style-type: none"> GPS / GSE GaDOE Frameworks Professional Learning 	<ul style="list-style-type: none"> Pacing guides Curriculum Maps Planning Calendars
2. Continue formative and summative assessment measures to assist teachers in adjusting instruction	<ul style="list-style-type: none"> Director of Curriculum and Instruction Principals Assistant Principals Teacher-Leaders 	August 2014 – May 2019	<ul style="list-style-type: none"> GPS / GSE Blueprints for Assessment Professional Learning 	<ul style="list-style-type: none"> Benchmark Assessments Common Formative Assessments
3. Develop in-school remediation and enrichment programs based on ongoing summative and formative assessment data	<ul style="list-style-type: none"> Director of Curriculum and Instruction Principals Assistant Principals Teacher-Leaders 	August 2014 – May 2019	<ul style="list-style-type: none"> Current Benchmark Assessments Common Formative Assessments System Technical Assistance EIP / REP Guidelines Professional Learning – Data Analysis, Assessment Literacy Software (Renaissance Learning, <i>Unify</i>, SLDS) 	<ul style="list-style-type: none"> Master Schedules Annotated Lesson Plans TKES TAPS Standards 5 & 6 Summary Reports
4. Provide differentiated lessons and utilize multiple teaching strategies and best practices to meet the needs of diverse learners	<ul style="list-style-type: none"> Director of Curriculum and Instruction Principals Assistant Principals Teacher-Leaders 	August 2014 – May 2019	<ul style="list-style-type: none"> <i>Unify</i> SLDS <i>Renaissance Learning</i> Professional Learning 	<ul style="list-style-type: none"> Master Schedules Annotated Lesson Plans TKES TAPS Standards 3 & 4 Summary Scores
5. Implement structured, evidence-based reading, writing and mathematics programs to support student achievement	<ul style="list-style-type: none"> Director of Curriculum and Instruction Director of Student Services Principals Assistant Principals Teachers 	August 2018 – May 2019	<ul style="list-style-type: none"> <i>Saxon Math</i> (K-3 & 4-5 EIP) <i>Saxon Phonics</i> (K-2) <i>Reading Mastery/SRA Corrective Reading</i> <i>Thinking Maps</i> <i>Traits of Writing</i> <i>Lexia</i> <i>PRO Reading</i> 	<ul style="list-style-type: none"> Annotated Lesson Plans State Assessment Data



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Performance Objective II: To provide equitable opportunities and access to instruction for all students					
<u>Performance Measure 1:</u> System & school level equity reports submitted to central office by June	FY15 Baseline: Yes	FY16: Yes	FY17: Yes	FY18: Yes	FY19 Target: Yes
<u>Performance Measure 2:</u> Percent of graduates completing a career, advanced academics, fine arts, or foreign language pathway	FY15 Baseline: 64.83%	FY16: 69.30%	FY17: 77.93%	FY18: 75.93%	FY19 Target: 80%
<u>Performance Measure 3:</u> Percent of gifted referrals	FY15 Baseline: 8.97%	FY16: 6.10%	FY17: 5.87%	FY18: 6.70%	FY19 Target: 7.00%
<u>Performance Measure 4:</u> Percent of K-8 English Learners with positive movement from one Performance Band to a higher Performance Band as measured by ACCESS for ELLs	FY15 Baseline: 91.30% K-5 NA 6-8	FY16: 86.96% K-5 NA 6-8	FY17: 57.67% K-5 NA 6-8	FY18: 70.37% K-5 NA 6-8	FY19 Targets: 50% K-5 NA 6-8
<u>Performance Measure 5:</u> Percent of students evaluated for special services within 60 days of receiving parental consent	FY15 Baseline: 100%	FY16: 100%	FY17: 100%	FY18: 100%	FY19 Target: 100%

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Initiative: Equity and Access				
<i>Action Step</i>	<i>Responsible Parties</i>	<i>Start & End Dates</i>	<i>Resources</i>	<i>Artifacts</i>
1. Utilizing school level equity plans, monitor teacher assignment, flexible groups, and teacher participation in professional learning	<ul style="list-style-type: none"> Director of Curriculum and Instruction Principals Teachers 	August 2014 – May 2019	<ul style="list-style-type: none"> System Equity Plan 	<ul style="list-style-type: none"> Equity Reports Master Schedules Assessment Reports Sign-in Sheets & Agendas Lesson Plans
2. Continue collaborative planning of MAC, TMMS, and THS teachers	<ul style="list-style-type: none"> Director of Curriculum and Instruction Principals Teachers Director of Human Resources 	August 2014 – May 2019	<ul style="list-style-type: none"> Master Schedules System Title II-A Technical Assistance <i>Edgenuity</i> 	<ul style="list-style-type: none"> Collaborative Planning Schedule Sign-In Sheets from Collaborative Planning Sessions
3. Expand gifted models, Advanced Placement program, and career pathway courses	<ul style="list-style-type: none"> Director of Curriculum & Instruction CTAE Director THS Principal & AP TMMS and THS Counselors Teachers 	August 2014 – May 2019	<ul style="list-style-type: none"> Gifted Manual Title II-A AP Teacher Training Grant THS Course of Study Teachers as Advisors Program Student Ambassadors/Senior Adopters CTAE Showcase for Rising Freshmen High School Credit Courses at TMMS 	<ul style="list-style-type: none"> Gifted Referral Percent Individual Graduation Plans Scheduling Requests CCRPI Pathway Completers
4. Re-distribute exceptional services staff to offer a wider range of services	<ul style="list-style-type: none"> Director of Student Services Lead Teacher Coordinator Special Education Lead Teachers Principals Director of Human Resources Director of Curriculum and Instruction 	August 2014 – May 2019	<ul style="list-style-type: none"> Personnel Allotments FTE Reports Student IEPs 	<ul style="list-style-type: none"> Master Schedules with Class Sizes

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Initiative: Equity and Access				
<i>Action Step</i>	<i>Responsible Parties</i>	<i>Start & End Dates</i>	<i>Resources</i>	<i>Artifacts</i>
5. Annually present school level training on identification of gifted students and strategies for assisting English learners in accessing the general curriculum	<ul style="list-style-type: none"> Director of Student Services Lead Teacher Coordinator Principals EL Teachers Gifted Specialists 	August 2014 – May 2019	<ul style="list-style-type: none"> Title II-A Funds for Gifted Endorsement Training Training Materials (Gifted v. Bright Student Characteristics) WIDA Can Do Descriptors TESOL Conference Strategies for Teaching Academic Vocabulary Flexible Schedules for Acceleration/Talent Development 	<ul style="list-style-type: none"> Sign-in Sheets & Agendas
6. Conduct monthly meetings with Student Services staff to review data, compliance, and procedures	<ul style="list-style-type: none"> Director of Student Services Lead Teacher Coordinator Lead Special Education Teachers Nurses School Counselors EL Teachers Gifted Specialists 	August 2014 – May 2019	<ul style="list-style-type: none"> IDEA Regulations GaDOE and Local Gifted Manual SBOE and LBOE Policies and Procedures 	<ul style="list-style-type: none"> Sign-in Sheets & Agendas
7. Refine pre-referral interventions and Special Education procedural manual	<ul style="list-style-type: none"> Director of Student Services Lead Teacher Coordinator 	February 2017 – May 2019	<ul style="list-style-type: none"> GaDOE Guiding Questions within DIP SLDS 	<ul style="list-style-type: none"> Sign-in Sheets & Agendas Procedural Manual
8. Integrate foreign language, STEM, and fine arts opportunities with in the general curriculum	<ul style="list-style-type: none"> Director of Curriculum and Instruction Principals Assistant Principals Teachers Computer Lab Paraprofessionals 	August 2018 – May 2019	<ul style="list-style-type: none"> GaDOE STEM Specialist AU Assistant Professor of STEM & STEAM Professional Learning <i>Rosetta Stone</i> School-within-a-School at TMMS 	<ul style="list-style-type: none"> Master Schedules Student Course Requests Student Projects