

Hiram Elementary



School Improvement Plan 2024-2025

Emily Black, Principal

PCSD VISION

The vision of the Paulding County School System is to prepare ALL students for success today and tomorrow.

PCSD MISSION

Engage. Inspire. Prepare.



SCHOOL MISSION & VISION

Vision:

Our Vision at Hiram Elementary School is to provide a safe, supportive, and collaborative environment among educators, students, and community members; thereby, empowering students with the skills to explore, examine, and analyze in order to meet the challenges in becoming the GREAT future leaders of tomorrow.

Mission:

Our mission at Hiram Elementary is to help ignite responsible achieving minds in all students in order to prepare for greatness now and in the future.



Hiram Elementary School Improvement Action Plan

SMART Goal 1: The percentage of students in grades 3, 4 and 5, scoring levels 3s and 4s on the Georgia Milestones Math Assessment will increase by 8%. 3rd grade students will increase from 35.1 in 2024 to 37.9 in 2025, 4th grade students will increase from 26.5 in 2024 to 28.6 in 2025, and 5th grade students will increase from 22.0 in 2024 to 23.8 in 2025.

Strategic Goal Area	Initiatives/Action Steps	Process Goals (Guide your Action Steps – benchmarks along the way)	Person(s) Responsible	Monitoring	
				Implementation (Artifacts/Evidence)	Effectiveness (Formative Data)
Growth and Success for All	<p>Identify individual student needs through data analysis and plan targeted needs-based instruction.</p> <p>Develop model classrooms within the building to provide professional learning opportunities for teachers in synthesis and cool-down for Illustrative Math.</p>	<p>Participate in math data days beginning August 2024.</p> <p>Collaboratively plan targeted needs-based instruction quarterly beginning August 2024.</p> <p>Complete monthly classroom observations during NBI segments and provide feedback.</p> <p>Utilize the model classrooms as a coaching tool for teachers.</p>	EAC, ILC, Classroom Teachers, Administration	<p>NBI implemented K-5 incorporating school level pacing guide.</p> <p>NBI math training opportunities for staff throughout the school year with evidence provided by sign-in sheets, agenda, and observations beginning August 2024.</p>	<p>-NBI Pre/Post Assessments</p> <p>-Growth</p> <p>-Do the Math Assessments</p>

Strategic Goal Area	Initiatives/Action Steps	Process Goals (Guide your Action Steps – benchmarks along the way)	Person(s) Responsible	Monitoring	
				Implementation (Artifacts/Evidence)	Effectiveness (Formative Data)
Growth and Success for All	Effective Tier 1 implementation of Illustrative Math.	<p>Provide professional learning opportunities at the school utilizing model classrooms and at the district level on effective math instruction in K-5 throughout the school year beginning August 2024.</p> <p>Utilize vertical teams planning to identify gaps in standards and develop a plan to address.</p> <p>Complete classroom observations and provide feedback on Tier 1 math instruction monthly beginning August 2024.</p>	EAC, ILC, Classroom Teachers, and Administration	<p>Effective Tier 1 math instruction</p> <p>Evidence will be provided by lesson plans, observations, collaborative planning minutes, and feedback.</p>	<p>Student work samples</p> <p>District math coach feedback</p> <p>Common assessments</p>

Hiram Elementary School Improvement Action Plan

SMART Goal 2: The percentage of students in grades 3, 4, and 5 scoring levels 3s and 4s on the Georgia Milestones English Language Arts Assessment will increase by 10%. 3rd grade students will increase from 32.5% in 2024 to 35.8% in 2025, 4th grade students will increase from 30.7% in 2024 to 33.7% in 2025, and 5th grade students will increase from 39.4% in 2024 to 43.3% in 2025.

Strategic Goal Area	Initiatives/Action Steps	Process Goals (Guide your Action Steps – benchmarks along the way)	Person(s) Responsible	Monitoring	
				Implementation (Artifacts/Evidence)	Effectiveness (Formative Data)
Growth and Success for All	Improve implementation of researched-based writing instruction of Write Score in grades 3-5 and continue to use strategic grade level goals and strategies for conferring in K-5.	<p>Schoolwide professional learning days to analyze WriteScore data.</p> <p>Provide modeled lessons in classrooms for identified writing focus by October 2024.</p> <p>Provide opportunities for peer observations for the identified writing focus starting October 2024.</p> <p>Continue implementing targeted grade level writing focus.</p>	EAC, ILC, Classroom Teachers, District Writing Specialist,	<p>-Best practices implemented for writing instruction</p> <p>-WriteScore testing windows from district</p> <p>-District writing coach professional learning opportunities and feedback</p>	<p>-WriteScore data (decrease the number of students scoring 1)</p> <p>-Student work samples</p>

Hiram Elementary School Improvement Action Plan

SMART Goal 3: Reduce the number of students K-5 absent 15 or more days by 15% from 22% for the 2023-2024 school year to 18.7% for the 2024-2025 school year and staff by 15% from 27% for the 2023-2024 school year to 23% for the 2024-2025 school year.

Strategic Goal Area	Initiatives/Action Steps	Process Goals (Guide your Action Steps – benchmarks along the way)	Person(s) Responsible	Monitoring	
				Implementation (Artifacts/Evidence)	Implementation (Artifacts/Evidence)
Growth and Success for ALL	<p>Recognize and celebrate staff and students with perfect attendance monthly.</p> <p>Implement “Perfect Parties” for homerooms recognizing every twelve days of perfect attendance for students and teacher(s).</p>	<p>Pull monthly attendance reports for staff and students K-5 to recognize perfect attendance.</p> <p>Monitor monthly attendance reports for excessive absences for students and follow up with phone calls and conferences.</p> <p>Monitor monthly attendance reports for excessive absences for staff and follow-up with conference.</p> <p>Homeroom teachers will use the “Perfect Party” form recognizing 12 days of perfect attendance.</p>	Classroom teachers, Admin, Counselor, Attendance clerk	<p>-Utilize district attendance protocol</p> <p>-Monthly perfect attendance certificates</p> <p>-“Perfect Party” spreadsheet</p> <p>-General Contact Log in IC documenting contact for attendance concerns for students.</p> <p>-Copies of emails documenting conversations with staff .</p>	<p>-Attendance data (decrease the number of absences for staff and students-tracking monthly)</p>

Hiram Elementary School Improvement Action Plan

SMART Goal 4: Reduce the number of office referrals by 12% from 319 for the 2023-2024 school year to 281 for the 2024-2025 school year.

Strategic Goal Area	Action Steps	Process Goals (Guide your Action Steps)	Person(s) Responsible	Monitoring	
				Implementation	Effectiveness
Growth and Success for ALL	<p>Refine the school wide PBIS framework to promote engagement and achievement for all students.</p> <p>Merge PBIS and house system to promote engagement and achievement for all students.</p>	<p>-Continue awarding PBIS points” to recognize students for positive behavior beginning in August 2024</p> <p>- Promote and reinforce expected behaviors in classrooms and common areas of building beginning August 2024</p> <p>-Utilize the positive office referral process for recognition of students exceeding expectations of “Be Safe, Be Respectful, and Be Responsible”.</p>	Hiram ES Faculty, Staff, Students and Parents	<p>-Award individual PBIS points to students.</p> <p>-Award house PBIS points to students and staff in recognition of meeting and exceeding behavior expectations in classrooms and common areas.</p> <p>-Utilize the morning announcements to highlight a PBIS focus or the week.</p>	<p>-Classroom Observations</p> <p>-Discipline Data (review monthly for location, time of day, day of week, and students)</p> <p>-House Point System (PBIS Rewards)</p>

Professional Learning Plan

Professional Learning Strategy/Support (Should be connected to effectiveness monitoring of action steps in the SIP)	Audience	Presenter	Timeline	Monitoring	
				Implementation	Effectiveness
Mentoring of new teachers	New teachers (to career or field)	EAC, mentor, district support of learning specialist	August-April	Mentor/Mentee job descriptions Sign-in Sheets Time Sheets Observation Log Feedback minutes	Mentors demonstrate ongoing support of new mentors. Mentees demonstrate understanding of school policies and practices, teaching strategies, and content knowledge
School level writing support and training to classroom teachers	Classroom and support teachers	District personnel, ILC, Lit Coach	August - April	Agendas, Sign In Sheets, Lesson Plans, Kickup, WriteScore reports Planning Day Agenda	Teachers demonstrate an understanding of how to improve writing skills using BookWorms, Write Score, , and Writing Strategies by Serravallo.
Math Training	Classroom and support teachers	District personnel, ILC	August - April	Kick Up Transcripts	Teachers demonstrate an understanding of high leverage Tier 1 Math instructional practices and differentiated small group math instruction. Students Demonstrate increased problem-solving skills in math
Technology Training	Grade level and support teachers	District Support, Jeff Harris	August - May	Agenda Sign in sheets Assignments Teacher/Staff Communication emails Increased usage of technology in classrooms	Increased knowledge in Canvas, Microsoft OneDrive, Digital Inking, Nearpod, Sway, and Discovery Education

Supports that may be included:

- ▶ PLC work (district and school level)
- ▶ Coaching sessions with Individual Teachers
- ▶ Mentors
- ▶ Online Professional Learning Opportunities
- ▶ Paraprofessional PL Opportunities

