East Paulding High School

School Improvement Plan
2022 -2023

Brad Thomason, 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.

Strategic Goal Areas

Performance Objectives

Growth and Success for ALL	Communication and Engagement	Attracting, Developing, and Retaining Quality, Diverse Professionals	Operational and Organizational Excellence	Innovative Practices and Resource Implementation
Improve student academic growth and achievement	Communicate efficiently, effectively, and transparently with all district stakeholders	Attract and retain high quality, diverse professionals	Develop and implement a facility plan to contend with growth and aging facilities	Develop and advance resources to inspire a culture of innovation
Improve performance of student subgroups	Improve communication and access of information to our diverse populations	Build staff capacity	Enhance safe and effective learning environments	Build staff efficacy to impact innovative practices
Improve student college, career, and life readiness	Facilitate partnerships between community and school district	Develop and implement effective succession planning	Sustain excellent financial stewardship	Implement innovative programs and practices to engage ALL students

SCHOOL MISSION & VISION

Vision
All students will graduate from EPHS as confident, goal-driven learners who are independent, productive members of society.

Mission
EPHS strives to empower each student to reach his or her full potential by developing knowledge, skills, character, and confidence.

Beliefs
Students are our first priority.
Everyone has the right to receive an education in a safe, structured, and supportive environment that is conducive to learning.
The entire community should be actively involved in a student's education.
Building strong, positive relationships motivates and encourages student achievement and success.
A rigorous and diverse education provides a strong foundation for post-secondary and career success.
Students learn best when they are actively and positively engaged.
Literacy skills are essential in life.
Classroom instruction should be data-driven and include differentiation and reflection for continuous improvement.
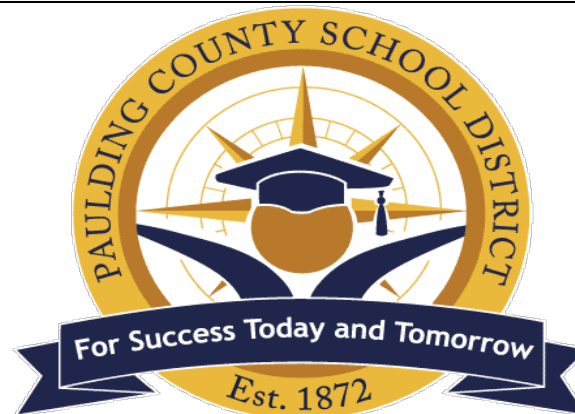
East Paulding High School Improvement Action Plan

SMART Goal 1: The East Paulding High School graduation rate will increase by two points from 92.5% in 2022 to 94.5% in 2023. (*The exact 2022-2023 baseline and target data is pending until fall release data from the Gadoe).

Strategic Goal Area	Action Steps	Process Goals (Guide your Action Steps)	Monitoring	
			Implementation	**Effectiveness**
Strategic Goal 1,2,3,4,5	Refine Professional Learning Communities demonstrating a common vision and mission in order to improve academic growth and achievement.	Fall 2022 – Conduct "Self-Assessment of Our Professional Learning Community" (Leading the Way – Frey, Fisher, Smith, and Hattie). Where are we in the PLC process? Fall 2022 – Analyze PLC Self-Assessment Data and provide "Next Steps" for all PLCs through a PLC learning continuum. Fall 2022 - PL funds will support the purchase of a subscription to Solution Tree (Dufour) to help differentiate and guide the work of PLC's by providing online professional learning videos to match continuum area of need throughout the year.	PLC Sign in Sheets Agendas Minutes Online Professional Learning Videos. Lesson plans incorporating opening, work time, closing Exemplars Rubrics Student work Artifacts Administration Observations With Rubric Literacy Coach Observations	Systematic Use of Student Data Literacy Implementation across the Curriculum Common Assessments Enhanced Digital Teaching Platforms

Strategic Goal 1,2,34	Refine and revisit a school-wide focus on literacy through implementation of comprehensive reading and writing strategies to improve student academic growth and achievement.	Fall 2022 – Deliver Summarizing Strategy PL- Keys to Literacy across the curriculum during planning times. Fall 2022 –Redeliver Write Score training to English teachers. Fall 2022- Spring 2023 The Write Score Assessment will be conducted in English classes for both Narrative and Argumentative Writing. Fall 2022 – Spring 2023 Title II- Two Literacy Data- Dig Professional Learning Days will be conducted for English teachers to analyze the Narrative and Argumentive writing results from Write Score, receive PL on effective writing instruction, and time to plan for instruction in response to data. Fall 2022- Spring 2023 PL will be provided on how to close the gap and effectively meet the needs of at-risk students and subgroups in literacy intervention: Achieve 3000.	Sign – In Sheets Artifacts of Learning Student Work Exemplars Lesson Plans Incorporate Opening, Work Time, and Closing Read 180 Coaching Observation and Feedback Evidence Classroom Observations by Administration Walkthrough Observations by Administration, Literacy Coach, and District Support Peer Observation Reflections Title II Budget Utilized PL Budget Utilized	Reading Growth Measure – Upward Trend Data Utilization of Common Assessments Utilization of Common Writing Rubrics EOC Milestones Data Improvement Intervention Data Improvement from HMH platform for Read 180, System 44, and Achieve 3000.

		Fall 2022 – Provide PL/ support during planning time with incorporating Quick Writes into the READ180 and System 44 intervention classrooms. The Read 180 Coach will continue to provide PL and support in person and virtually. Fall 2022- Spring 2023 the Literacy Coach will conduct data driven coaching cycles to support teachers across the curriculum with implementing literacy strategies: summarizing and constructed response (RECSET) writing. Spring 2023 – literacy across the curriculum model classrooms will be in place to support teaching peers.		

| Strategic Goal 1,2,4, | Increase diverse student leadership roles and participation in curricular and extracurricular activities/clubs to improve performance of student subgroups.

Mentor diverse students in academics and social emotional learning, | Fall 2022 – T. Weeks and P. Davis coordinate, create, and conduct the Ladies of East and Men of Distinction Clubs to meet monthly throughout the 2022-2023 schoolyear.

Fall 2022- Spring 2023 The KSU Math and Science Upward Bound program facilitators will identify, recruit, and tutor ED at-risk students to ensure graduation success twice a week with on-site support and continuous virtual support.

Fall 2022 – Spring 2023 The school safety advisor, David Reed, will meet twice weekly with at-risk students to support, motivate, and ensure academic success.

Fall 2022-Spring 2023 The BESST (Behavioral Emotional Student Support Team) will meet monthly focusing on the Check and Connect Pillar. Twenty staff members will be trained to mentor at-risk students. | Meeting Minutes

Sign-In Sheets

Teacher/Administrators/Counselor Recommendations

Feeder Pattern Recommendations

Utilization of SWIS platform by TOA and Counselors to inform frequency of classroom behavioral incident reports. | Increase in Graduation Rate

Decrease in Behavior Referrals

Decrease in Dropout Rate

Decrease in Truancy |

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SMART Goal 2: In 2022-2023, the percentage of proficient and distinguished level students as measured by the overall End of Course Georgia Milestones Assessment will increase in all areas 3%-5%.

Algebra I – Increase 3% from 13.6% in 2022 to 16.6% in 2023
Biology – Increase 3% from 53.7% in 2022 to 56.7% in 2023
American Literature – Increase 5% from 36.6% in 2022 to 41.6% in 2023
U.S. History – Increase 5% from 39.2% in 2022 to 44.2% in 2023

Strategic Goal Area	Action Steps	Process Goals (Guide your Action Steps)	Monitoring	
			Implementation	**Effectiveness**
Strategic Goal 1, 2, 3, 4	Refine and revisit the alignment of rigor, curriculum, and assessment to improve student growth and achievement.	Spring 2023- Revisit and Refine RECSET writing across the curriculum during planning times. Fall 2022 -Deliver PL on Summary Writing Strategies across the curriculum during planning times. Fall 2022- Spring 2023 Provide PL and support during planning times with Ga. Milestone Achievement Level Descriptor documents for all EOC courses to ensure instruction matches rigor of state assessment. Fall 2022- Spring 2023- Provide PL support during planning times by revisiting all EOC Assessment Guide Resources to ensure rigorous instruction is evident.	Sign – In Sheets Classroom Artifacts Student Work Lesson Plans contain Opening, Work Session, Closing Exemplars Rubrics Administrative Observations/Feedback Walkthroughs by Administrative Team, Literacy Coach, Math/Read 180 Coach, and District Support	Reading Growth Measure – Upward Data Trend EOC Milestones Data Improvement Utilization of RECSET Common Writing Rubric Student Improvement of Analytical Skills Through the Writing Process and Retention of Knowledge

		Fall 2022 – Spring 2023 – Provide PL/Support for Math 180/Read 180 Intervention Classes during planning times to ensure ongoing rigorous best practices and expectations are in place.	Read/Math 180 Coaching Observation and Feedback. L4Ga Budget Utilized Student HMH Platform Intervention Data PLC Sign-In and Meeting Minutes	Improved Pass Percentages on Read 180 Challenge Quizzes and Mid-End Workshop Assessments Improved Student Growth in Math 180 Data
		Fall 2022-Spring 2023- Provide PL/Support during planning times for utilizing Math/Read 180 student data reports to promote student motivation and provide remediation and enrichment instruction for at-risk students.		
		Fall 2022 – Spring 2023 – Teachers attending conferences will be expected to share best practice learning with colleagues in PLC's.		
		Fall 2022 – Spring 2023 – Provide PL/Support during planning times for the best practice use of anchor charts across the curriculum.		
		Fall 2022 – Spring 2023 -Data driven targeted tutoring and enrichment offered to support students.		

| Strategic Goal 1,2,3,4,5 | Enhance instruction across the curriculum through the use of technology to promote college, career, and life readiness. | Fall 2022-Spring 2023 Teachers will be provided monthly "Tech Tuesday's" technology trainings during planning times by Jeff Harris to enhance instruction as we prepare to move towards the 1:1 initiative.

Fall 2022 – Spring 2023 TLC Champions and Tech ED representatives will share ideas and technology strategies to support instruction through PLC's.

Fall 2022 – Spring 2023 Provide technology PL opportunities once a month to paraprofessionals. | Sign – In Sheets

Classroom Observations

PLC Meeting Minutes

Lesson Plans Incorporate Instructional Technology

District- Level PL | Canvas Enhancement

Instructional Technology Enhancement

Increase in Innovative Practices

Enhanced Paraprofessional Engagement and Knowledge |

Strategic Goal 1,2,3,4	Support new teachers across the curriculum both instructionally and emotionally in order to retain high quality and diverse educators.	Fall 2022 – Spring 2023 New teachers will be supported through ongoing PLC's in order to enhance their instruction and pedagogical knowledge. Fall 2022- Spring 2023 New teachers will be supported by the Administrative Team through communication and feedback. Fall 2022- Spring 2023 New teachers will be supported through the ongoing Mentor/Mentee Program weekly at the school and monthly at the district level. Fall 2022 -PL/Support will be provided to update new teachers on Adolescent Reading Strategies. Fall 2022 -New Teachers will be provided Math Workshop training at the district level and will implement Workshop Model Strategies at the school level throughout the school year.	Sign - In Sheets PLC Reflection/Summary Sheets Minutes Administrative Observations and Feedback Mentor/Mentee Paperwork Mentor/ Mentee Meetings Mentor/Mentee Observations and Feedback District- Level PL	Positive New Teacher Survey Results 90% Retention Rate of New Teachers for the 2023-2024 School Year. Continuous Positive Schoolwide Culture

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Professional Learning Strategy/Support (Should be connected to effectiveness monitoring of action steps in the SIP)	Audience	Presenter	Timeline	Monitoring	
				Implementation	Effectiveness
Literacy **Summarizing Strategies (Keys to Literacy)** **Summary Writing Strategies** **Write Score Data Analysis/Planning** **Constructed Response Writing (RECSET)** **READ 180/Achieve 3000 – Insuring Rigorous Best Practice/Utilizing Data Reports** **Adolescent Reading Strategies - Refresher**	Teachers across the curriculum Intervention Teachers New Teachers	Literacy Coach EAC Read 180 Coach Lindsey Hodges	Throughout The 2022-2023 School Year	Sign- In /sheets Classroom Artifacts (Anchor Charts) Lesson Plans Classroom Walkthroughs/ Observations Title II, PL, L4Ga Budgets Utilized	Improved EOG Results Improved Student Growth and Achievement Reading Growth Measure - Upward Trend Data Improved Writing Abilities and Retention of Knowledge
Technology **Discovery Education, Nearpod, Sway, Canvas Refresher, Navigating Office 365**	All Faculty Staff	Technology Coach TLC Champions Tech Eds		Sign – In Sheets TEAMS/In Person Lesson Plans PLC Minutes	Canvas Enhancement Integration of Instructional Technology Enhanced Para Knowledge Increase in Innovative Practices
Mentor/Mentee **Navigating First Year Experiences**	New Teachers Teachers New to ESEP	EAC Mentors		Mentor/Mentee Paperwork Observations Lesson Plans	90% Retention Rate Continuous Positive Culture Positive Survey Results
Rigor **PLC Continuum - Differentiation** **EOC Achievement Level Descriptors** **EOC Assessment Guides** **Math Workshop Training** **Math 180 Maintaining High Expectations**	All Teachers EOC Teachers EOC Teachers New Math Teachers Intervention Teachers	EAC Literacy Coach Math 180 Coach	See Timelines Above	PLC Meeting Minutes Sign-In Sheets Online Professional Learning Lesson Plans Exemplars	Improved Student Growth and Achievement Math Growth Measure Upward Trend Data