

# **East Paulding High School**



## **School Improvement Plan 2023 -2024**

**Mr. 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.*



# 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 percent from 90% in 2023 to 92% in 2024. (Embargoed release of 2023 data will be released in September. Exact percentages to be determined then).***

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)
<b>Strategic Goal</b> Attracting, Developing, and Retaining Quality, Diverse Professionals  <b>GSPS AS2, AS4, PL1, PL2, PL3, PL4, PL5, LS1, LS2, LS8, POS1, POS2</b>	Refine and revisit a school-wide focus on literacy through implementation of professional learning on comprehensive reading and writing strategies and analysis to improve Tier I instruction.	Fall 2023 – Deliver Summarizing Strategy PL- Keys to Literacy and Summary Writing across the curriculum during planning times.  Fall 2023 – Writing PL- Utilizing” My Perspectives” Resources during planning times.  Fall 2023- Spring 2024 Writing PL –Data analysis from Write Score Assessment twice a semester for Narrative and Argumentative writing.  Fall 2023- Provide PL/ support during planning times for utilizing Quick Writes in Read 180 intervention classrooms.	EAC and Literacy Coach  Kim Merrell – County Writing Specialist  Kim Merrell – County Writing Specialist  EAC/ Literacy Coach	School-Wide Reminder and PL if needed of Tier I Workshop Model (3-part instruction – Opening, Work time, Closing). <ul style="list-style-type: none"> <li>Continued Literacy Training</li> </ul> Student Artifacts of Learning  Administrators will complete informal classroom observations and utilize a data collection tool.  Peer Observation Reflections	SIP monitoring checklist for effectiveness  EOC data monitoring twice a year. <ul style="list-style-type: none"> <li>December</li> <li>May</li> </ul> Growth Measure Data monitoring after each administration window to ensure upward trend results.  Intervention data improvement from HMM platform for Read 180, System 44, and Achieve 3000.

	<p>Professional Learning Communities will collaboratively plan and develop workshop model instruction using a data protocol to create common assessments, collect and analyze student data, and prioritize needs.</p>	<p>Fall 2023-Spring 2024 Data driven coaching cycles will be conducted to support teachers across the curriculum with implementing adolescent reading/writing strategies.</p> <p>Fall 2023- Spring 2024 Keys to Literacy Training provided focusing on writing and vocabulary.</p> <p>Fall 2023-Spring 2024 During weekly and bi-weekly collaboration days, PLCs will create two common assessments per semester and utilize data to drive instructional decisions.</p> <p>Quarterly informal observational data will be gathered.</p> <p>Fall 2023- Spring 2024 PLC's will meet weekly/biweekly to collaboratively plan for workshop model instruction (3-part) ensuring summarizing strategies are evident.</p>	<p>Literacy Coach</p> <p>Teachers</p> <p>Keys to Literacy Consultants and Literacy Coach</p> <p>Administrators</p> <p>Literacy Coach</p>	<p>Weekly/Bi- Weekly PLC minutes/Kick-up Sign- In that reflect workshop model instruction, common assessments, student data analysis, and next step strategy collaboration.</p>	<p>PLC collaborative planning and development of instruction using a data protocol. Collaboration to create and develop common assessments, collect, and analyze student achievement data, prioritize needs, and determine research-based instructional strategies/next steps with results indicators.</p>
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	<p>Increase mentorship of diverse students in academics and social emotional learning to build student leadership and improve performance in subgroups.</p> <p>.</p>	<p>Fall 2023 and Spring 2024 the TOA will collect Cohort and Credit Report data for Seniors to identify at-risk students.</p> <p>Fall 2022-Spring 2023-School Safety Advisor will meet twice weekly with at-risk students to support, motivate, and ensure academic success.</p> <p>Fall 2023-Spring 2024 The BESST team will meet monthly focusing on the Check and Connect Pillar. Seven additional staff members will be trained to mentor at-risk students weekly or as needed.</p> <p>Fall 2023 -Spring 2024 The KSU Math and Science Upward Bound Program facilitators will identify, recruit, and tutor ED at-risk Students twice a week with on-site and virtual support.</p>	<p>Teacher on Assignment (TOA)</p> <p>Teachers</p> <p>Counselors</p> <p>Administrators</p> <p>David Reed – Safety Advisor</p> <p>Andy Allen – Resource Officer</p> <p>BESST County Assistance for Check and Connect PL</p>	<p>Quarterly Impact Checks every nine-weeks.</p> <p>Monitor quarterly in-course failure rates.</p> <p>SIP Strategy Monitoring Checklist, Student Achievement Data, IC, and Growth Measure Data.</p> <p>Meeting Minutes / Kick-up Sign In</p> <p>Teacher/Administrator/Counselor Recommendations</p> <p>Feeder Pattern Recommendations</p> <p>Utilization of SWIS platform by TOA and Counselors to inform frequency of classroom behavioral incident reports.</p>	<p>Decrease percentage of core-course failure</p> <p>Increase in Graduation Rate</p> <p>Decrease in Behavior Referrals</p> <p>Decrease in Dropout Rate</p>
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## *East Paulding High School Improvement Action Plan*

**SMART Goal 2:** *In 2023-2024, the percentage of developing, proficient, and distinguished level students as measured by the Algebra End of Course Georgia Milestones Assessment will increase 3% from 57.73% in 2023 to 60.73% in 2024.*

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)
<b>Strategic Goal</b> Attracting, Developing, and Retaining Quality, Diverse Professionals  <b>GSPS</b> LS1, LS2, LS4, POS1,	Implement a more efficient and consistent workshop model to maximize instruction and revisit the alignment of rigor, curriculum, and assessment by providing professional learning.	Fall 2023- Spring 2024 PLC will meet every week to focus on 3-part instruction collaboration (Opening, Work Time, Closing).	EAC Teachers	Algebra I PLC meets weekly.  EAC will attend PLC to assist with work.  PLC Agenda and Minutes – Kick -up Sign -In	Common Formative Data  Summative Data  EOC Results  Impact Check Data
		Fall 2023-Reflection Tool will be created for Peer Observation use throughout the year.	EAC and Department Chair	Quarterly Impact Checks will be conducted by EAC and Department Chair	PLC Notes
		Fall 2023-Spring 2024 - Common assessments will be constructed and utilized.	Teachers		Informal and Formal Observations
		Two Common Formative Assessments per unit will be created and utilized to help guide instruction.	Teachers		
		Fall 2023- Spring 2024 Flexible grouping from CFA data will be utilized to support differentiation.	Teachers		

		<p>Fall 2023- Spring 2024 Provide PL and support during planning times and PLCs with Ga. Milestone Achievement Level Descriptor documents, EOC Assessment Guides, and Content Weights to ensure instruction matches rigor of state assessment.</p> <p>Fall 2023 – Spring 2024 PLC’s will revisit common assessments to ensure rigorous questions mimic milestones rigor (Ex: two- part questions and multiple right answers).</p> <p>Fall 2023-Spring 2024 Algebra Lead Teachers will attend trainings for new standards and Illustrative Math and share with colleagues.</p> <p>Fall 2023-Spring 2024 Math district level support will be utilized to observe Algebra classroom instruction and provide feedback for improvement in rigor.</p>	<p>EAC and Department Chair</p> <p>Algebra I PLC Members</p> <p>Jenna Barton/ Michelle Bjors</p> <p>Teachers</p> <p>Department Chair</p>		
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## Professional Learning Plan 23-24

Professional Learning Strategy/Support (Should be connected to effectiveness monitoring of action steps in the SIP)	Audience	Presenter	Timeline	Monitoring	
				Implementation	Effectiveness
<ul style="list-style-type: none"> <li>Writing Resources from My Perspectives</li> <li>Write Score Data Analysis</li> <li>Summarization/ Summary Writing</li> <li>Keys to Literacy – Writing and Vocabulary</li> <li>New Standards and Illustrative Training</li> <li>Check and Connect Training</li> </ul>	<p>English Teachers</p> <p>Staff</p> <p>Staff</p> <p>Math Teachers</p> <p>Staff</p>	<p>K. Merrell</p> <p>EAC &amp; Literacy Coach</p> <p>Keys to Literacy Consultants</p> <p>Jenna Barton</p> <p>BESST County Staff</p>	<p>Fall 2023-Spring 2024.</p>	<p>Ongoing reflective of observations and feedback</p> <p><b>Artifacts include:</b> PL agendas and sign-in sheets, Kickup Transcripts, PLC Documentation, Instructional Planning and Implementation, SIP Monitoring Checklist</p>	<p><b>Staff Demonstrate:</b> Understanding of writing data analysis to inform instruction.</p> <p>Understanding of the importance of summarization for comprehension.</p> <p>Understanding the importance of vocabulary and writing for building comprehension.</p> <p>Understanding of the new standards and curriculum</p> <p>Understanding of how to best support at-risk student's social and emotional needs.</p>
Mentors will meet with their mentees for a minimum of 20 hours throughout the year to provide support in guiding new teachers to enhance their planning, instruction, and content knowledge, and help orient new teachers to the school community.	Mentors and Mentees	EAC, Mentors, Mentees.	August 1, 2023-May 22, 2024.	<p>Ongoing support of new teachers throughout the school year.</p> <p><b>Artifacts include:</b> Mentor Log and title II Documentation</p>	<p><b>Mentors and Mentees Demonstrate:</b> Understanding of school policies and practices, teaching strategies and content knowledge, and school and community culture.</p>

Supports that may be included:

- ▶ PLC work
- ▶ Coaching sessions with Individual Teachers
- ▶ Mentors
- ▶ Online Professional Learning Opportunities
- ▶ Paraprofessional PL Opportunities
- ▶ Ongoing District or School provided PL.