

Nebo Elementary



School Improvement Plan 2024 -2025

Rodney Wilkerson, 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

Nebo's **MISSION** is to engage in learning.

Nebo's **VISION** is to work with our learning community members and our local community members to ensure our students are engaged in a quality educational experience that is provided in a safe, productive environment as they prepare to become contributing lifelong learners in our local and global community.



Nebo Elementary School Improvement Action Plan

SMART Goal 1: Students in grades 3-5 will increase proficiency in ELA from 35 % to 38 % as measured by the ELA Georgia Milestones from May 2024 to May 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)
Strategic Goal <u>1</u>	<p>Teacher modeling short constructed written responses during IRA/Write Score instruction.</p> <p>Writing Conferencing during IRA/Write Score instruction.</p>	<p>EAC will provide Professional Learning (PL) on sentence composing and continue coaching on 3 components of Bookworms for all new teachers.</p> <p>Admin will utilize model classrooms for teacher observations and professional development.</p> <p>EAC will provide Professional Learning (PL) on writing conferencing.</p>	Principals, AP, EAC	<p>Focus walks, observations and coaching visits with specific, timely feedback</p> <p>Follow-up visits and coaching per individualized feedback.</p> <p>Monitor Professional Learning Community meetings</p>	<p>Principal/AP/EAC will use BW Checklists to check for effective instruction of BW Reading.</p> <p>Beacon Data</p> <p>Acadience Data</p> <p>Admin will conduct consistent classroom visits using the coaching rubric.</p> <p>Reading Data Spreadsheet including DI rotations/recycling</p> <p>Reading Data Wall based on Acadience composite score and Beacon to track growth</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)
Strategic Goal <u>1</u>	Grade level teams will collaboratively score assessments and plan effective instruction.	<p>EAC/District Writing Specialist will provide PL on integration of Write Score and Bookworms to effectively plan needs-based writing instruction for all students.</p> <p>Teachers will provide specific writing conferencing to students weekly during genre-based writing.</p> <p>Teachers/EAC/District Writing Specialist will facilitate collaborative scoring of common student writing pieces, analyzing Write Score data after each assessment, and instructional planning for effective writing conferencing and instruction during monthly PLCs.</p>	EAC/District Writing Specialist	<p>Observations and coaching visits with specific, timely feedback on writing conferencing</p> <p>Follow-up visits and coaching per individualized feedback using coaching logs and writing checklists.</p> <p>Monitoring collaborative scoring of student writing pieces during monthly PLCs</p>	<p>Principal/AP/EAC will observe classroom writing instruction using a writing coaching tool.</p> <p>Write Score Data</p> <p>Collaboratively scored student writing pieces during grade level PLCs.</p>

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SMART Goal 2: Students in grades 3-5 will increase proficiency in Math from 28 % to 31 % as measured by the Math Georgia Milestones from May 2023 to May 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)
Strategic Goal <u>2</u>	Teachers will effectively plan to utilize the Tier I Math Curriculum (Illustrative Mathematics), Tier 2, and Tier 3 Do the Math interventions.	Admin will provide Professional Learning on instructional planning and implementation of Illustrative Mathematics. EAC will lead Math Data Days to analyze math assessments to plan for effective instruction during math.	Admin, students, teachers, parents, all stakeholders	Observations and coaching visits with specific, timely feedback Follow-up visits and coaching per individualized feedback.	Principal/AP/EAC will use checklist tool to check for effective instruction of Illustrative Math.
Strategic Goal <u>2</u>	Teachers will analyze ILM cool downs to effectively plan Tier I instruction.	Collaborative Planning Math PL/Data Teams	Admin	Observations and coaching visits with specific, timely feedback Follow-up visits and coaching per individualized feedback. Observation of collaborative PLC meetings.	Math Data Spreadsheet including DTM rotations/recycling. Math Data Wall based on Beacon to track growth

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SMART Goal 3: We will increase student engagement in grades K-5 to reduce major behavior referrals impacting student achievement by having less than 5% of our student population with two or more major behavior referrals as measured in Infinite Campus from August 2024 to May 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)
Strategic Goal <u>IV</u>	<p>The staff will collaboratively utilize school discipline data to develop classroom behavior plans aligned with our PBIS school plan that incorporates SEL and CKH strategies.</p> <p>The staff will collaboratively utilize school discipline data to develop classroom social contracts aligned with our PBIS school plan that incorporate SEL and CKH strategies.</p>	<p>Teachers will implement and instruct school wide weekly SEL lessons.</p> <p>Principal/AP/EAC will share and analyze monthly behavior data from Infinite Campus at staff meetings.</p> <p>Teachers will utilize behavior flow chart daily to manage behavior referrals.</p> <p>Teachers will implement and model strategies of CKH daily.</p> <p>Counselor will establish and hold 6 small groups every 6 weeks based on student SEL needs based on teacher, admin, counselor, and parent referrals.</p>	Counselors/Principal/AP/EAC	<p>Classroom social contracts</p> <p>CKH Trained Teacher Plaques</p> <p>PBIS Behavior Expectation Rubrics</p> <p>Teacher behavior documentation for office referrals</p> <p>Observation of SEL Lessons</p> <p>Counselor in Action Monthly Review</p>	<p>Office Visit Log for behavior</p> <p>Behavior Management in Infinite Campus</p>

Nebo Elementary School 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
BW Training for all new teachers in all three components. New teachers will attend the district scheduled Bookworms Training for all components of BW to build teacher capacity.	New teachers K-5	PCSD	Aug-Sept	KickUp Sign In	Observations of all BW components during instruction Teacher feedback to EAC of PL learning/teacher needs
Writing Effective Instructional Planning and Collaborative Scoring	Teachers K-5	EAC/District Writing Specialist	Aug-May	Kick-Up Sign In Intentional Instructional writing plans in PLCs	Observation of Writing Instructional Strategies Observation of Collaborative Scoring and instructional discourse among grade level PLCs Write Score Data
Effective Tier I Math Instruction implementing Illustrative Mathematics	All teachers instructing math	Admin	Aug-May	Intentional Instructional Planning during grade level PLCs PLC agenda	Observation of Illustrative Mathematics Beacon Data

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