



CFES School Improvement Plan 2021-2022

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Goal Area 1

Performance Objectives	Performance Measures			Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets	Actual					
I. Provide high quality professional learning	Increase the number of gifted endorsed teachers	2020: 24 2021: 25 2022: 44 (100%)	2019: 22 (45.8%) 2020: 24 2021: 25 2022: 44	1) Job Embedded Professional Learning	-19 teachers will go through the Gifted Endorsement process this school year -Ensure that all teachers teaching advanced content are gifted certified -Hiring process looks for quality candidates with the Gifted Endorsement	Administrators Teachers	8/4/21-5/20/22	District PL Budget
	Increase the number of ESOL endorsed teachers (1 per grade level at ES and 1 per content area by grade level in MS)	2020: 13 2021: 13 2022: 13 (27.1%)	2019: 11 (22.9%) 2020: 13 2021: 13 2022: 13		-Ensure that all ESOL students are being served by a teacher that has the ESOL endorsement -Hiring process looks for quality candidates with the ESOL Endorsement	Administrators Teachers	8/4/21-5/20/22	District and School Level PL Budgets
	Evaluate and improve the effectiveness of professional learning	2020: TBD 2021: TBD 2022: TBD	2019: TBD 2020: 93.4 2021: 93.5 2022:		-End of the Year Survey of professional learning opportunities -Connect with Tech Dept to collect and analyze ongoing technology PL with the ITS	Administrators Teachers ITS Tech Dept	8/4/21-5/20/22	PL Surveys

Goal Area 1

Performance Objectives	Performance Measures			Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets	Actual					
II. Prepare students for postsecondary and workforce options	Improve the % of at-risk students graduating in 4 years (Black, SWD, ED)	2020: 84 2021: 85 2022: 86 2023: 87 2024: 88	2019: 82.7 2020: 93.5 2021: TBD 2022: 2023 2024:	1) College and Career Opportunities	-Identify students in K-5 who are in these subgroups and track the support given to them (Tier 1 Instruction, Title I, EIP, 504, RTI, IEP, Instructional Extension, etc.) -Align budgetary and PL focus to supplement the need with these subgroups	Administrators Teachers Counselor Support Staff	8/4/21-5/20/22	PowerSchool, MAP, Milestones, and other data sources PL, IE, and Other District and School Funds
	Improve the % of all students graduating in 4 years	2020: 94.2 2021: 94.4 2022: 94.6 2023: 94.8 2024: 95	2019: 94 2020: 97.5 2021: TBD 2022: 2023 2024:		-Monitor attendance quarterly and identify students who are on track to miss 10 or more days of school -Regular monitoring and improvement of our school's support programs (Tier 1 Instruction, Title I, EIP, 504, RTI, IEP, Instructional Extension, etc.)	Administrators Teachers Counselor Support Staff	8/4/21-5/20/22	
	Increase % of 12th grade students completing a CTAE, advanced content, fine arts, or world language pathway							

	Increase the % of students that are college and career ready							
	Increase % 12th grade students earning credit for accelerated enrollment via Dual Enrollment							
	Increase the % of the seniors that score a 3 or higher on at least one AP Exam during high school							
	Increase the % of students in grades 3-5 demonstrating reading comprehension at or above the midpoint of the College & Career Ready "Stretch" Lexile Band for each grade level	2020: 76 2021: 76 2022: 74	2019: 74.3 2020: N/A 2021: 72.2 2022:		-Continued improvement of the Daily 5 and CAFE programs -EIP focus on reducing class sizes, pull out, and push in supports -Title I tutor support -LLI Intervention -Collaboration with Humanities & STEM	-Humanities Teachers -EIP Teachers -Title I Tutors	8/4/21-5/20/22	-Heggerty Phonemic Awareness -Sonday System -LLI -Lexia Core 5

	Increase the % of students in grades 6-8 demonstrating reading comprehension at or above the midpoint of the College & Career Ready "Stretch" Lexile Band for each grade level							
	Increase the number of programs with industry certification							
	Increase % of Middle School English Learners with positive movement from one performance band to a higher performance band as measured by the ACCESS							

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	Increase the % of students scoring Level 3 and Level 4 on Elementary School Math EOG Achievement Level	2020: 73 2021: 73 2022: 74	2019: 71.5 2020: N/A 2021: 74.5 2022:		-Differentiated math instruction -Math Action Team Work -IXL and Reflex Math PL -Attendees of the GA STEM Forum attend math breakout sessions -Continued use of USA Test Prep	-STEM Teachers -EIP Teachers -Title I Tutors	8/4/21-5/20/22	-Do the Math! Intervention -GA Numeracy Intervention -USA Test Prep -GA STEM Forum Registration
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Goal Area 1

Performance Objectives	Performance Measures			Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets	Actual					
III. Improve student achievement and growth	Decrease the % of students scoring Level 1 on Elementary School Math EOG Student Growth Percentile	2020: 6 2021: 6 2022: 5	2019: 6.8 2020: N/A 2021: 5.2 2022:	1) Literacy Across All Content Areas	-Differentiated math instruction -Data Team Process -MAP Analysis and Data Digging -Focus on At Risk Population -Instructional Extension -Continued use of USA Test Prep -Attendees of the GA STEM Forum attend math breakout sessions	-Administrators -Classroom Teachers -EIP Teachers -Title I Tutors	8/4/21-5/20/22	-Do the Math! Intervention -GA Numeracy Intervention -GA STEM Forum Registration
	Increase the % of students scoring Level 3 and Level 4 on Elementary School ELA EOG Achievement Level	2020: 73 2021: 73 2022: 70	2019: 71.9 2020: N/A 2021: 67.8 2022:		-Daily 5/CAFE Expansion -Writing Program and PL -WriteScore Analysis -Continued use of USA Test Prep	-Administrators -Classroom Teachers -EIP Teachers -Title I Tutors		-Lucy Calkins -The Writing Strategies Book -WriteScore -LLI

	Decrease the % of students scoring Level I Elementary School ELA EOG Student Growth Percentile	2020: 8 2021: 8 2022: 8	2019: 8.2 2020: N/A 2021: 9.9 2022:		-Data Team Process -MAP Analysis and Data Digging -Focus on At Risk Population -Instructional Extension -Continued use of USA Test Prep	-Administrators -Classroom Teachers -EIP Teachers -Title I Tutors	8/4/21-5/20/22	-Lucy Calkins -The Writing Strategies Book -WriteScore -LLI
	Increase the % of students scoring Level 3 and Level 4 on Middle School Math EOG Achievement Level							
	Decrease the % of students scoring Level 1 on Middle School Math EOG Student Growth Percentile			2) Coherent Instructional System				
	Increase the % of students scoring Level 3 and Level 4 on Middle School ELA EOG Achievement Level							
	Decrease the % of students scoring Level 1 on Middle School ELA EOG Student Growth Percentile							

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	Increase the % of students scoring Level 3 and Level 4 on High School ELA EOC Achievement Level							
	Decrease the % of students scoring Level 1 on High School ELA EOC Student Growth Percentile							
	Increase the % of students scoring Level 3 and Level 4 on High School Math EOC Achievement Level			3) Data Used to Inform Instructional Practices				
	Decrease the % of students scoring Level 1 on High School Math EOC Student Growth Percentile							
	Increase the % of students scoring Level 2 and 3 on 3-5 ELA Milestones Writing and Language (Domain 2)	2020: 77 2021: 77 2022: 76	2019: 75.7 2020: N/A 2021: 75.8 2022:		-Writing Program and PL -ELA Action Team Work and PL -WriteScore Analysis	-Administrators -Classroom Teachers -EIP Teachers	8/4/21- 5/20/22	-Lucy Calkins -The Writing Strategies Book -WriteScore

	Increase the % of students scoring Level 2 and 3 on 6-8 ELA Milestones Writing and Language (Domain 2)							
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Goal Area 2

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
I. Support the well-being of students	Increase the % of students involved in a school-based organized extracurricular activity outside of the school day (7-12)		1) Advisement Curriculum				
	Increase the % of elementary school students absent less than 10% of enrolled days	2019: 97.67% 2020: 98 2021: 89.81 2022:		-PBIS Program -SWIS Data -PBIS Rewards App -Schoolwide Attendance Incentive -School Culture and Climate -"When you miss school, you miss out!"	-Administrators -Counselor -Classroom Teachers	8/4/21-5/20/22	-PBIS Rewards Program
	Increase the % of middle school students absent less than 10% of enrolled days						
	Increase the % of high school students absent less than 10% of enrolled days		2) Wraparound Services				
	Increase the % of elementary students who report having an adult who will help them if they need it (Elem #11)	2019: 97% 2020: 92 2021: N/A 2022:		-Counseling Program -Mentor Program -Morning Meetings -PBIS Rewards -Continue to grow and expand extracurricular opportunities for	-Administrators -Counselor -Classroom Teachers	8/4/21-5/20/22	

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				students			
	Increase the % of 6-12 students who report having an adult they can talk to if they need help (GSHS #91)						
	100% of all schools will participate in emergency drills: yes or no	2019: Yes 2020: Yes 2021: Yes 2022: Yes		-Active Shooter Training -Compliance Requirements -Centegix Training -CFES Drill Schedule Set -Collaboration with Watkinsville PD, Oconee Sheriff's Office, and Student Services Director	-Administrators -Classroom Teachers -Director of Student Services	8/4/21-5/20/22	
	Increase the number of high school students mentoring elementary students through Teen Oconee	2019: 7 2020: 8 2021: N/A 2022:		-Constant communication with Erin Just at OCHS -Hold a Mentor Orientation -OCHS visit to recruit mentors -Check-in with mentors	-Administrators -Counselor	8/4/21-5/20/22	
	Increase the number of student mentors through the OCS/OARC partnership	2019: 6 2020: 7 2021: 3 2022:		-Promotion of Mentoring Program at School Events and Volunteer Trainings -Identify students needing mentors through RTI process	-Administrators -Counselor -Classroom Teachers	8/4/21-5/20/22	

Goal Area 2

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
II. Create and maintain an inclusive and student-centered environment	Decrease the number of office referrals K-5	2019: 33 2020: 30 2021: 19 2022:	1) Behavior Frameworks	-PBIS Program -SWIS Data Analysis -PBIS Reward App -RTI Process	-Administrators -Counselor -Classroom Teachers	8/4/21-5/20/22	-PBIS Rewards Program
	Decrease the % of office referrals resulting in ISS or OSS in 6-12						
	Increase the % of 6-12 students who report feeling connected at school (GSHS #5)						
			2) Teacher Involvement				
			3) Community Involvement				
			4) Safety and Security				

Goal Area 3

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
I. Increase meaningful partnerships with business, nonprofit, higher education	Increase the dollar amount of monetary donations	2020: TBD 2021: TBD 2022:	1) Oconee Schools Partners in Education Program	-Continue to grow the Partners in Education Program	-Directors of Communications and CTAE	December 2021 and May 2022	List of procedures, time to research other successful programs and create
	Increase dollar amount of in-kind donations	2019: TBD 2020: TBD 2021: TBD 2022:		-Continue to grow the Partners in Education Program -Build relationships with community stakeholders	-Administrators -PIE Committee	8/4/21-5/20/22	
	Increase number of volunteer hours	2019: TBD 2020: TBD 2021: TBD 2022:		-Raptor Data Collection and Analysis -Volunteer Training and Survey	-Administrators -Counselor -Classroom Teachers	8/4/21-5/20/22	Raptor System

Goal Area 3

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
II. Increase family engagement	Increase the percentage of parent-teacher conferences	2020: TBD 2021: TBD 2022:	1) Parent/ Teacher Conferences	-CFES Conference Data Collection Spreadsheet	-Administrators -Classroom Teachers	8/4/21-5/20/22	Parent Teacher Conference Data Sheets
	Increase the percentage of parent-teacher conferences with at-risk families	2020: TBD 2021: TBD 2022:		-CFES Conference Data Collection Spreadsheet -Title I Conferences -EIP Conferences -SPED Conferences	-Administrators -Classroom Teachers	8/4/21-5/20/22	
	Expand the percentage of student-led conferences	2020: TBD 2021: TBD 2022:		-Conference Data Collection Spreadsheet	-Administrators -Classroom Teachers	8/4/21-5/20/22	
			2) Family Outreach Program			8/4/21-5/20/22	

Goal Area 3

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
III. Improve effectiveness of communication and branding	Increase number of social media followers at the school and district levels	2019: 1040 2020: 1092 (+5%) 2021: 1349 2022:	1) Rollout of itslearning Parent Portal	-Grow the number of classroom social media accounts and connect them to the school's social media outlets (Twitter, Instagram, and YouTube) -Promote and communicate regularly through the school's website and social media channels (Twitter and Instagram)	-Administrators -Classroom Teachers	8/4/21-5/20/22	Twitter: @CFESmustangs @CFESWxSTEM Instagram: @CFESmustangs YouTube: CFES Social Media School Website: 93,000 Visits in 18-19
	Increase monthly parent log-ins in itslearning	2020: TBD 2021: TBD 2022:		-itsLearning support at Open House/Curriculum Night -Work with ITS to improve itsLearning practices -Assure access to weekly newsletters and digital copies of documents (field trip forms, t-shirt order forms, etc.) are up to date and on itsLearning			itsLearning Tech Dept ITS

Goal Area 4

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
I. Ensure safe, efficient, and effective environments	Reduce energy consumption (Kilowatt per 1000 square foot per day)	2020: 24.79 2021: TBD 2022:	1) Operational Processes	-Increase use of energy efficient light bulbs -Quarterly Checklists for Teachers and Staff	-Administrators -Classroom Teachers	8/4/21-5/20/22	
	Ensure health inspection score of 95 at all school cafeterias	2019: Yes 2020: Yes 2021: Yes 2022:		-Fully staffed cafeteria -Regularly meet with Cafeteria Manager and School Nutrition Director to improve practices and procedures	-Cafeteria Staff -School Nutrition Director	8/4/21-5/20/22	
	Maintain or improve overall annual custodial scorecard percentage	2019: Yes 2020: Yes 2021: Yes 2022:		-Regular participation in the monthly custodial meetings by head custodian and administration	-Head Custodian -Administration -Chief Operations Officer	8/4/21-5/20/22	
			2) Ensure Safe and Healthy Environments for Students and Staff		-Administrators -Custodial Staff	8/4/21-5/20/22	

Goal Area 4

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
II. Acquire, support, and retain high performing staff	Ensure all teachers hold certification or otherwise meet professional qualifications as defined by OCS	2019: Yes 2020: Yes 2021: Yes 2022:	1) High-Performing Staff	-Certification check by administration twice a year (summer and winter) -Established plan to increase the gifted and ESOL endorsed teachers	Administrators	July 2021 - June 2022	GaPSC Portal Login
	Ensure all certified teaching positions are fully staffed at the start of the school year	2019: Yes 2020: Yes 2021: Yes 2022:	2) HR Training Sessions	-Follow the established process and pattern for hiring for the upcoming school year	Administrators	July 2021 - June 2022	Applitrack
	Provide four timely HR training sessions to principals, embedded within regularly scheduled HR level meetings		3) Employee Support				
	Provide direct benefits orientation to all staff upon employment with OCS						

Goal Area 4

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
III. Proactively address district growth	Analyze housing permits on a monthly basis		1) Data Used to Examine District Growth				
	Project accurate student growth and enrollment for district and individual schools						
	Allot staff according to student enrollment projections						

Goal Area 4

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
IV. Ensure continued stewardship of resources through effective and efficient practices	Conduct timely and unmodified audits	2019: Yes 2020: Yes 2021: Yes 2022:	1) Ensure Effective and Efficient Financial Processes	-Weekly meetings with principal and bookkeeper -Monthly signoff of various financial documents -Regular audits of the special budgets (Title I, Professional Learning, Instructional Extension, etc.)	-Bookkeeper -Administrators	July 2021 - June 2022	
	Align budget resources with OCS goals	2019: Yes 2020: Yes 2021: Yes 2022:		-Create, monitor, and maintain a responsible FTE budget focused on school improvement -Regular audits of the special budgets (Title I, Professional Learning, Instructional Extension, etc.	-Bookkeeper -Administrators -Title I Teacher	July 2021 - June 2022	
			2) Budget Process				