

**Gray Station Middle School
Jones County School District
Strategic Planning Report**

Strategic Goal Area I: Increase Student Achievement and Success

Goal Area Priorities:

- * High Quality Instruction
- * Academic Growth for All
- * College and Career Readiness

Performance Objective I.A – To ensure student mastery of curriculum

Initiatives and Action Steps:

I.A.1: Curriculum Initiative

- Increase the effectiveness of common planning among teams and grade levels
- Collaboratively develop and utilize instructional calendars, unit frameworks, assessments, and lesson plans aligned with GPS/GSE.
- Curriculum documents will include plans for differentiation instruction, flexible grouping, assessments, performance tasks, and student use of technology

I.A.2: Instruction Initiative

- Monitor and support standards-based classroom instruction through classroom visits using observations, grade level/content meetings and professional learning communities
- Expand upon the use of differentiated learning and other best practices in the classroom to increase the number of students in the Beginning Learner and Developing Learner ranges to the Proficient Learner and Distinguished Learner ranges
- Provide and encourage opportunities for teachers to participate in professional learning and utilize professional learning visits to increase knowledge of best practices

I.A.3: Assessment Initiative

- Administer benchmarks aligned to GPS/GSE
- Continue the use of Common Formative Assessments (CFAs)
- Monitor and lead grade-level teams in evaluating student work (benchmarks/extended response items/CFAs) to ensure comprehensive analysis of all data sources
- Leadership team will analyze performance on the CCRPI indicators and involve teachers and other stakeholders in identifying needs

Performance Objective I.B – To ensure all students are college and career ready upon graduation

Initiatives and Action Steps:

I.B1: Academic Rigor Initiative

- Revise academic units and assessments to increase Depth of Knowledge levels (DOK) and rigor
- Continue to use TAA to support College and Career Readiness activities
- Use GoFAR (Georgia Online Formative Assessment Resources) and other resources that include level of rigor to create assessments
- Ensure that all students complete rigorous performance assessments and that effective feedback is provided
- Continue to offer high school Algebra, Physical Science, Georgia History, Agriculture Science, Introduction to Business Technology, and High School Band for high school credit
- Implement opportunities for real-life learning through STEAM

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I.B.2: Counseling Initiative

- Continue visits to the elementary schools to help with the transition process to middle school
- Continue visits from high school counselors to rising 9th grade students
- Monitor student attendance using Jones County Attendance Policy protocols
- Continue to participate in the monthly Counselors' Meetings to discuss drop-out rates and other issues relating to college and career readiness

I.B.3: CTAE Initiative

- Encourage students to participate in the Move On When Ready program
- Work with the high school to build capacity to support CTAE program areas and student organizations at the middle school level through FBLA and FFA
- Continue to offer high school level Agriculture Science and Introduction to Business Technology to 8th graders for high school credit
- Support high school plan for graduating pathway completers

Performance Objective I.C – To ensure effective student support services

Initiatives and Action Steps:

I.C.1: Intervention Initiatives

- Utilize RTI protocol and Pyramid of Intervention to identify struggling students using GRASP and other assessment resources
- Teams meet bi-weekly to analyze student progress and make decisions for next steps with student(s)
- Provide additional opportunities for academic assistance for targeted students through after-school program (January – March)
- Utilize Title I funds to increase student access to technology and other resources
- Continue to provide opportunities for teachers to attend professional learning opportunities
- Continue the use of progress monitoring for students with disabilities

I.C.2: Attendance Initiatives

- Implement and follow the county attendance protocol set in place by Dr. Killen
- School counselor monitors attendance of students and holds attendance meetings with parents, teachers and students (attendance protocol is utilized)

Strategic Goal Area II: Increase Student, Staff and Stakeholder Engagement

Goal Area Priorities:

- * Communication
- * Partnership
- * Community
- * Engagement

Performance Objective II.A – To Increase Family and Community Engagement

Possible Initiatives and Action Steps:

II.A.1 Family Engagement Initiative

- Host parent-teacher workshops, curriculum nights and open houses
- Provide professional learning opportunities for teachers on family engagement
- Provide opportunities for parent/guardian feedback

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- Maintain a quality school council that include community and business leaders
- Continue to utilize our school web-site, e-mails, newspaper and One-Call system to keep families informed
- Implement opportunities that promote PBIS family engagement activities

II.A.2: Community Engagement Initiative

- Improve and increase communication between school and home
 - Send The NewsHound newsletter home at each grading period
 - Automated call-out system
 - Parent email groups (Daily Announcements)
 - Family/Stakeholder Surveys
 - Digital Marquee
 - Advertisements of events
 - Remind
 - JC News
- Involve community leaders in schools (volunteers, guest speakers)

Performance Objective II.B – To Improve Student Engagement

Possible Initiatives and Action Steps:

II.B.1: Increase Student Engagement and Success

- Expand professional learning opportunities for teachers to increase their knowledge of teaching a diverse learner population
- Continue to improve and maintain a system for identifying, tracking and aiding at-risk students
 - Progress monitoring for students with disabilities
 - Universal screeners
 - RtI program
 - Monitor the progress of EL/ESOL students
 - After-School Program
- Continue the development of all aspects of the PBIS framework within our school
- Increase the effectiveness of co-teaching in all grade levels

II.B.2: Technology Initiative

- Continue to provide professional learning opportunities for teachers to learn best practices for using technology in the classroom
- Increase the use of technology in all classrooms
- Increase the participation of the BYOD program
- Increase the amount of technology available for student use as outlined in the Title I School-wide Plan

Strategic Goal Area III: Maintain High Quality Personnel

Goal Area Priorities:

- * Ethical
- * Professional

Performance Objective III.A – To provide all staff high-quality, relevant professional learning

Possible Initiatives and Action Steps:

III.A.1 Professional Development Initiative

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- Exercise TKES formative assessment process
- Submit teacher evaluations and walkthroughs using the TLE platform in order to provide immediate feedback to staff
- Offer opportunities for staff to provide feedback on professional learning through the Yearly Needs Assessment
- Provide professional learning opportunities that aid in the use of best practices in the classroom
 - Effective collaboration
 - Use of differentiation
 - Use of technology in the classroom
 - Meeting the needs of all students
 - Closing the achievement gaps
 - Disaggregating data

Performance Objective III.B – To improve personnel processes

Possible Initiatives and Action Steps:

III.B.1: Retention and Recruitment of HiQ teachers

- Identify staffing needs
- Maintain 100% of highly qualified teachers and paraprofessionals
- Provide a support system for new teachers through the use of new teacher mentoring program and RESA

III.B.2: Leadership Initiative

- Participate in on-going training in the Leader Keys Effectiveness System
- Participate in leadership training opportunities and conferences
- Attend to and submit staff evaluations in a timely manner

III.B.3: Evaluation Initiative

- Provide staff with on-going professional development of the TKES process
- Monitor the effectiveness of professional learning and make needed adjustments
- Assist and support staff who receive an unsatisfactory evaluation

Strategic Goal Area IV: Increase Organizational Effectiveness

Goal Area Priorities:

- ❖ Communication
- ❖ Efficiency
- ❖ Fiscal Responsibility and Accountability
- ❖ Safe Environment

Performance Objective IV.A – To improve operational processes

Initiatives and Action Steps:

IV.A.1: Technology Initiative

- Continue to implement technology initiatives such as BYOD to enhance engagement in learning
- Continue instructional technology training
- Encourage teachers to research and implement instructional technology strategies such as apps most appropriate for middle school or tools that may enhance learning
- Continue to provide training and support for teachers for using Infinite Campus as an online

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assignment tool for students

- Media specialist will communicate needs with district technology personnel
- Data Clerk participates in monthly Student Information System clerk training
- Purchase technology resources based on needs as outlined in the School-wide Title I plan

IV.A.2: Safety Initiative

- Ensure all staff members have access to safety plan and supplies
- Post updated fire and tornado evacuation charts
- Participate in relevant school based safety training (all staff)
- Participate in practice drills
- Utilize in-house radios for communication
- Review and update school-safety plan
- Post names of CPR certified staff members in various locations throughout building
- Attend Mind-set training as sessions become available

IV.A.3: Nutrition Initiative

- Participate in sanitation procedures training (nutrition staff)
- Continue to provide quality meals and customer service
- Continue to improve breakfast and lunch participation
- Participate in National School Lunch Program
- Maintain high-quality school health inspection ratings

IV.A.4: Financial Initiative

- Staff will participate in training for efficient and proper handling of school funds
- Principal will present budget updates and lead brainstorming sessions for funding solutions
- Participation in monthly district Local School Accounting workshops

IV.A.5: Transportation Initiative

- Train teachers in proper procedures in documentation for field trips
- Participate in school bus safety training-students and teachers

IV.A.6: Data Initiative

- Participate in Infinite Campus Data Training-Data Clerk, principal, assistant principal, instructional coach, counselor, parent coordinator
 - Attendance
 - Grades
 - FTE
 - Student Records
 - Building Classes
 - Scheduling
- Participate in Infinite Campus Data Training-teachers
 - Attendance
 - Grades
 - Creating Assignments
- Utilize PDEExpress as means of documenting professional learning contact hours and PLUs

Performance Objective IV.B – To improve facilities and related services

Initiatives and Action Steps:

IV.B.1: Facilities Initiative

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- Participate in comprehensive custodial training program
 - Ordering Guidelines
 - Maintaining Clean Facility
- Implement checking procedures to examine the cleanliness of specific areas
- Implement student restroom checks

Performance Objective IV.C – To ensure continuous Improvement with fidelity

Initiatives and Action Steps

IV.C.1 Continuous Improvement Initiative

- Implement PBIS initiative and adjust as needed
- Attend monthly Central Change Team meetings
- Conduct monthly school BST meetings
- Conduct monthly Grade-Level BST meetings