

McEachern High School

Principal: Regina Montgomery **Area:** 5 **Date:** 08/21/2014

Vision: *High Levels of Learning for All*

Mission: Where innovative people strive for excellence

Core Values/Beliefs

Values

- Achievement
- Integrity
- Creativity/Innovation
- Accountability

Beliefs

1. We believe successful schools are a foundation of community stability, growth, and prosperity.
2. We believe family and community engagement is critical to student and district success.
3. We believe in a constant and purposeful focus on what is best for students.
4. We believe creativity and innovation are encouraged and embraced by all stakeholders.
5. We believe in cultivating a positive environment where students are provided pathways for success.

Long Range Goals

1. Vary learning experiences to increase success in college and career paths.
2. Differentiate resources for students based on needs.
3. Develop stakeholder involvement to promote student success.
4. Recruit, hire, support, and retain employees for the highest levels of excellence.

Targets

Targets for 2014-2015 (Where will we be?)

	CCSD	School
Grad Rate (4)	76.9%	79.6
Grad Rate (5)	77.85%	78
Lexile Levels (H)	83.00%	45.4
Gap closure (H)	102.00	
College Ready (H)	43.80%	24.1
Career Ready (H)	55.00%	41%
Advanced Academics (H)	58.00%	53%
Stakeholder Satisfaction	NA	NA

Key Strategies (3-5 yrs)

- Create flexible and innovative learning opportunities for students
- Develop, implement, and support new plans and/or programs that focus on student-centered learning, higher-order thinking, and problem solving in the classroom
- Enhance existing programs to further develop college and career paths from kindergarten to twelfth grade
- Increase strategic partnerships with businesses, post-secondary institutions, and community leaders to fully integrate college and career paths in CCSD
- Increase the school's ability to meet student and school needs
- Provide flexibility for teachers to use resources
- Advance innovative ways to engage the community and parents in the educational process
- Expand community service learning opportunities for students and increase communication efforts with community agencies.
- Create a supportive environment that empowers staff

District Priorities for 2014 -2015

1. Implement CCGPS with fidelity
2. Create flexibility and support structures for schools
3. Develop systems to prepare students for college and career readiness
4. Engage community in dialogue about the future of Cobb schools
5. Provide opportunities for innovative learning experiences for students

Theme for 2014-2015

One Team
One Goal
Student Success

Key Actions (1-3 years) Aligned to District Goals and Key Strategies

Action to be taken	Goal Alignment	Timeline	Person(s) Responsible
Increase Stakeholder Involvement	4	2014-2016	Staff, parents, community, students
Utilize common formative and summative assessments to guide instruction	1,2	2014-2016	Staff
Increase math achievement	1,2,3	2014-2016	Math staff
Develop & implement a school-wide literacy initiative	1	2014-2016	Staff

Strengths

Committed Staff members
Financial Resources (Trust)
Expertise and Knowledge
Tradition
Diversity

Weaknesses

Limited access to resources outside school day
Parental and community involvement
Technology

Opportunities

Grant funding
Stakeholder Collaboration
Willingness of staff to grow professionally
Increased community service project participation

Threats

Transiency rate
Low numbers in PTSA
Physical Plant

Tactical (Action) Plan for McEachern HS

2014-2015

<i>What are the desired results?*</i> <i>(Begin with the end in mind. What is your SMART goal?)</i>	<i>How will the school/team(s) accomplish the desired results,</i> <i>including professional learning?</i> <i>(Clearly define the action steps that you will employ.)</i>	<i>What is the Cost</i> <i>and Funding</i> <i>Source?</i>	<i>Who is</i> <i>Responsible?</i>	<i>Timeline</i>
To increase by 3% the number of students who meet or exceed on all high stakes testing	Develop and implement a school wide literacy plan; Implement Quest for Success Program; Establish Saturday tutorial sessions for test taking strategies and prep for SAT/ACT/Standardized tests; Create STEAM programs for students; Increase opportunities for students to take AP courses; Credit recovery programs	School Focused Staff Development Funds, Trust, Promising Practices Grant	Designated Staff	Monthly Monitoring
To identify individual student needs by analyzing assessment data to guide instruction	Utilize data analysis/feedback forms; Quest for Success Program; Special Ed. Coaching Model; Peer tutoring program; Embedded subject area collaborations focused on culturally responsive instructional practices	School Focused Staff Development Funds, Title II, 20 Day Funds	Designated Staff	Monthly Monitoring
To increase stakeholder buy in to our mission and vision	Implement “Three for Me” PTSA program; Establish evening sessions for parent education; Parental information meetings; Increased community collaboration and communication	Local School Funds, PTSA, Trust	PTSA, Counseling Staff, Designated Staff	Quarterly Monitoring
To increase graduation rate by 3%	Quest for Success Program; student tracking program toward graduation progression; targeted student intervention; credit recovery programs	20 Day Funds, Title II, Trust	Designated Staff, Counseling Staff	Monthly Monitoring
To improve student performance in the area of Math	Teachers will work with a Math Specialist from Metro RESA to develop lessons/assessments that are in direct correlation to the common core standards. Also, math support personnel will be hired to provide additional support in math to students outside of school hours.	McEachern Trust Fund, Title II	Designated Staff	BiWeekly Monitoring

*Address at least two of the CCSD Priorities for the School Year

Formative Indicators Tied to Desired Results

Indicators	Target	Results
PSAT Data	Increase 3%	SAT
Benchmark Data	Increase 3%	EOCT's/Milestones
SRI Scores	Increase 3%	EOCT's/Milestones
Diagnostic writing assessments	Increase 3%	GHSWT
Stakeholder Satisfaction Surveys	Increase 3%	SIP/SACS Survey
Career Readiness formative assessments	Increase 3%	EOPA
TKES Observation	Baseline	TKES

Professional Learning Tied to Desired Results

Topic	Target Audience	Delivery Method	Cost and Source	Timeline
Data Analysis Training/Data Feedback Forms	Teaching staff	Professional Learning Sessions	SFSD funds	2014-2016
Literacy Training	Teaching Staff	Departmental Collaborative Sessions	SFSD funds	2014-2016
STEAM Training	Teaching Staff	Professional Conferences (NCTM Conference)	SFSD funds	2014-2016
Advanced Placement Training	Teaching Staff	Professional Conferences/AP Training	SFSD funds	2014-2016
Metro RESA training	Math Teaching Staff	Collaborative Sessions	McEachern Trust Fund, Title II	2014-2016