



School Improvement Plan 2023 - 2024



**Hall County
Sardis Elementary School**

SCHOOL IMPROVEMENT PLAN

1 General Improvement Plan Information

General Improvement Plan Information

District	Hall County
School Name	Sardis Elementary School
Team Lead	Jim Carter
Federal Funding Options to Be Employed (SWP Schools) in this Plan (Select all that apply)	Traditional funding (Federal funds budgeted separately)

Factors(s) Used by District to Identify Students in Poverty (Select all that apply)	
<input checked="" type="checkbox"/>	Free/Reduced meal application
<input type="checkbox"/>	Community Eligibility Program (CEP) - Direct Certification ONLY
<input type="checkbox"/>	Other (if selected, please describe below)

2. SCHOOL IMPROVEMENT GOALS

2.1 Overarching Need # 1

Overarching Need

Overarching Need as identified in CNA Section 3.2	Increasing the foundational reading and literacy skills of students.
Root Cause # 1	Due to limited or no literacy exposure and resources prior to entering Sardis, many students struggle with literacy behaviors and skills.
Root Cause # 2	Increasing foundational reading and literacy professional knowledge of teachers.
Root Cause # 3	Time for student independent reading.
Root Cause # 4	Time for teacher modeling of reading.
Goal	For the 2023-2024 school year, student foundational skills data will increase by 5% as measured by K-2 MAP data.

Action Step # 1

Action Step	A continued focus on the professional learning on the five pillars of literacy.
Funding Sources	Title I, Part A
Subgroups	Economically Disadvantaged Foster Homeless English Learners Race / Ethnicity / Minority Student with Disabilities
Systems	Coherent Instruction Professional Capacity
Method for Monitoring Implementation	TKES observations, PL sign-in documentation, and improvement in student MAP Reading scores.
Method for Monitoring Effectiveness	Evidence of 75% implementation in TKES walkthroughs through DigiCoach software. Increase of K-2 MAP Foundational Skills, in the 41+ percentile bands; and 3-5 MAP Literature and Informational Texts in the 41+ percentile bands.
Position/Role Responsible	Administration and Instructional Coach
Timeline for Implementation	Quarterly

Action Step # 1

What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	
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Action Step # 2

Action Step	Title I Summer School will be available to support students in closing the achievement gap based on multiple selection criteria worksheet.
Funding Sources	Title I, Part A
Subgroups	Economically Disadvantaged Foster Homeless English Learners Race / Ethnicity / Minority Student with Disabilities
Systems	Coherent Instruction
Method for Monitoring Implementation	Summer School lesson plans and attendance records
Method for Monitoring Effectiveness	Decrease in the number of students qualifying for EIP.
Position/Role Responsible	Administration & Summer School Staff
Timeline for Implementation	Yearly

What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	
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Action Step # 3

Action Step	Hold parent and family workshops to support learning at home, offer student and family resources, and receive parent input and feedback.
Funding Sources	Title I, Part A
Subgroups	Economically Disadvantaged Foster Homeless English Learners Race / Ethnicity / Minority Student with Disabilities
Systems	Family and Community Engagement Supportive Learning Environment
Method for Monitoring Implementation	Agendas, sign-in sheet, meeting minutes.
Method for Monitoring Effectiveness	Students will experience growth and show greater efficacy as they make progress on formative and summative assessments. This will increase positive connections between school and home.
Position/Role Responsible	K-5 teachers, administration, support staff
Timeline for Implementation	Others : throughout the year

What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	
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Action Step # 4

Action Step	Build teacher capacity to consistently deliver high-quality Tier 1 instruction, as measured by 90% of Tier 1 weekly walkthroughs (completed by administration and instructional coach) demonstrating effective use of learning targets and the components of a mini lesson.
Funding Sources	Title I, Part A
Subgroups	Economically Disadvantaged Foster Homeless English Learners Race / Ethnicity / Minority

Action Step # 4

Subgroups	Student with Disabilities
Systems	Coherent Instruction
Method for Monitoring Implementation	Administrative and Instructional Coach Walkthroughs
Method for Monitoring Effectiveness	Student Achievement (formative and summative assessments, anecdotal data)
Position/Role Responsible	Administration, instructional coach
Timeline for Implementation	Quarterly

What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	
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Action Step # 5

Action Step	Provide an instructional coach for job embedded professional learning, support for teachers, and a continuous coaching cycle.
Funding Sources	Title I, Part A
Subgroups	Economically Disadvantaged Foster Homeless English Learners Race / Ethnicity / Minority Student with Disabilities
Systems	Professional Capacity
Method for Monitoring Implementation	District Coach Observation Tool
Method for Monitoring Effectiveness	District Coach Observation Tool
Position/Role Responsible	Administration
Timeline for Implementation	Yearly

Action Step # 5

What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	
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Action Step # 6

Action Step	Participation in and implementation of PLC for job embedded professional learning, data analysis and collaborative planning.
Funding Sources	Title I, Part A
Subgroups	Economically Disadvantaged Foster Homeless English Learners Race / Ethnicity / Minority Student with Disabilities
Systems	Professional Capacity
Method for Monitoring Implementation	Sign in sheets, agendas
Method for Monitoring Effectiveness	Students will experience growth and show greater efficacy as they make progress on formative and summative assessments.
Position/Role Responsible	Assistant Principal
Timeline for Implementation	Yearly

What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	
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Action Step # 7

Action Step	Purchase supplies, leveled texts, technology, and software to increase literacy skills through student engagement in authentic intellectual work and to provide remediation opportunities for students who struggle.
Funding Sources	Title I, Part A
Subgroups	Economically Disadvantaged Foster Homeless English Learners Race / Ethnicity / Minority Student with Disabilities
Systems	Coherent Instruction Professional Capacity Supportive Learning Environment
Method for Monitoring Implementation	Follow district procedures and processes for purchase orders.
Method for Monitoring Effectiveness	Follow district procedures and processes for purchase orders
Position/Role Responsible	Assistant Principal
Timeline for Implementation	Yearly

What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	
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2. SCHOOL IMPROVEMENT GOALS

2.2 Overarching Need # 2

Overarching Need

Overarching Need as identified in CNA Section 3.2	Increase the percentage of students with coping skills for problems.
Root Cause # 1	Not all students have a trusting relationship with at least one staff member at Sardis, helping students to understand and cope with their emotions.
Goal	Measured by the PATHS survey, 90% of students will report a trusted adult at Sardis.

Action Step # 1

Action Step	SEL class implementation of the PATHS curriculum/program.
Funding Sources	N/A
Subgroups	Economically Disadvantaged Foster Homeless English Learners Race / Ethnicity / Minority Student with Disabilities
Systems	Professional Capacity Family and Community Engagement Supportive Learning Environment
Method for Monitoring Implementation	State Student Health Survey, SEL class lesson plans
Method for Monitoring Effectiveness	Increase in identification of coping strategies to be used.
Position/Role Responsible	SEL teacher
Timeline for Implementation	Monthly

What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	
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Action Step # 2

Action Step	Counselor lessons to include coping strategies for students to learn/use.
Funding Sources	N/A
Subgroups	Economically Disadvantaged Foster Homeless English Learners Race / Ethnicity / Minority Student with Disabilities
Systems	Supportive Learning Environment
Method for Monitoring Implementation	Monthly counseling lesson plans and exit tickets.
Method for Monitoring Effectiveness	Exit tickets to include in counselor lessons
Position/Role Responsible	Counselor
Timeline for Implementation	Monthly

What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	
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Action Step # 3

Action Step	Sardis faculty/staff members will implement strategies (daily greeting, class meeting, lunch bunch, etc.) to increase connection with students.
Funding Sources	N/A
Subgroups	Economically Disadvantaged Foster Homeless English Learners Race / Ethnicity / Minority Student with Disabilities
Systems	Supportive Learning Environment
Method for Monitoring Implementation	Faculty/grade level/team meetings.

Action Step # 3

Method for Monitoring Effectiveness	Measured by the PATHS survey, 90% of students will report a trusted adult at Sardis.
Position/Role Responsible	All faculty/staff
Timeline for Implementation	Weekly

What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	
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2. SCHOOL IMPROVEMENT GOALS

2.3 Overarching Need # 3

Overarching Need

Overarching Need as identified in CNA Section 3.2	To increase math fact fluency in an effort to increase math achievement.
Root Cause # 1	Students are not fluent in their math facts (addition, subtraction, multiplication, and division).
Goal	For SY 2023-2023, students in 1st-5th grades will increase their fact fluency by 5% from beginning to end of year as measured by a Fact Fluency assessment.

Action Step # 1

Action Step	Teachers will implement a time when students will participate in weekly Fact Fluency practice during the math instructional block and help students make goals for measuring their growth throughout the year.
Funding Sources	Title I, Part A
Subgroups	Economically Disadvantaged Foster Homeless English Learners Race / Ethnicity / Minority Student with Disabilities
Systems	Coherent Instruction Professional Capacity
Method for Monitoring Implementation	Weekly fact fluency progress monitoring
Method for Monitoring Effectiveness	Increase in students achieving Math Counts
Position/Role Responsible	Teachers
Timeline for Implementation	Weekly

What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	
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Action Step # 2

Action Step	Participation in and implementation of PLC for job embedded professional learning, data analysis and collaborative planning.
Funding Sources	N/A
Subgroups	Economically Disadvantaged Foster Homeless English Learners Race / Ethnicity / Minority Student with Disabilities
Systems	Coherent Instruction Professional Capacity
Method for Monitoring Implementation	Sign in sheets & PL agendas
Method for Monitoring Effectiveness	Best practices in lesson plans/teaching
Position/Role Responsible	Administration, Math expert, & Teacher Leaders
Timeline for Implementation	Quarterly

What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	
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Action Step # 3

Action Step	Title I Summer School to support student in closing the achievement gap based on the multiple selection criteria worksheet.
Funding Sources	Title I, Part A
Subgroups	Economically Disadvantaged Foster Homeless English Learners Race / Ethnicity / Minority Student with Disabilities
Systems	Coherent Instruction

Action Step # 3

Method for Monitoring Implementation	Summer School lesson plans
Method for Monitoring Effectiveness	Decrease in students eligible for EIP
Position/Role Responsible	Administration & Instructional Coach
Timeline for Implementation	Yearly

What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	
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Action Step # 4

Action Step	Provide a Title I Intervention teacher to support teachers and students.
Funding Sources	Title I, Part A
Subgroups	Economically Disadvantaged Foster Homeless English Learners Migrant Race / Ethnicity / Minority Student with Disabilities
Systems	Coherent Instruction Effective Leadership Professional Capacity Supportive Learning Environment
Method for Monitoring Implementation	TKES, intervention lesson plans
Method for Monitoring Effectiveness	Increase achievement on Milestones and diagnostic assessments.
Position/Role Responsible	Administration and K-3 teachers.
Timeline for Implementation	Weekly

Action Step # 4

What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	
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Action Step # 5

Action Step	Purchase supplies, leveled tests, technology, and software to increase numeracy skills through student engagement in authentic intellectual work and to provide remediation opportunities for students who struggle.
Funding Sources	Title I, Part A
Subgroups	Economically Disadvantaged Foster Homeless English Learners Race / Ethnicity / Minority Student with Disabilities
Systems	Coherent Instruction Professional Capacity
Method for Monitoring Implementation	Follow county procedures for approved purchase orders.
Method for Monitoring Effectiveness	Fact Fluency Assessments administered 2 times per year, beginning and end of year.
Position/Role Responsible	Homeroom teachers
Timeline for Implementation	Yearly

What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	
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Action Step # 6

Action Step	Provide an instructional coach for job embedded professional learning, support for teachers, and continuous coaching cycle.
Funding Sources	Title I, Part A
Subgroups	Economically Disadvantaged Foster Homeless English Learners Race / Ethnicity / Minority Student with Disabilities
Systems	Effective Leadership Professional Capacity
Method for Monitoring Implementation	District Coaching Monitoring Form
Method for Monitoring Effectiveness	District Coaching Monitoring Form
Position/Role Responsible	Administration
Timeline for Implementation	Yearly

What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	
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Action Step # 7

Action Step	Build teacher capacity to deliver consistent high-quality Tier 1 instruction, as measured by 90% of tier 1 weekly walkthroughs (completed by administration and instructional coach) demonstrating effective use of learning targets and components of a mini lesson.
Funding Sources	Title I, Part A
Subgroups	Economically Disadvantaged Foster Homeless English Learners Race / Ethnicity / Minority Student with Disabilities

Action Step # 7

Systems	Coherent Instruction Professional Capacity Supportive Learning Environment
Method for Monitoring Implementation	walkthroughs
Method for Monitoring Effectiveness	walkthroughs
Position/Role Responsible	administration, instructional coach
Timeline for Implementation	Quarterly

What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	
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Action Step # 8

Action Step	Hold parent and family workshops to support learning at home, offer student and family resources, and receive parent input and feedback.
Funding Sources	Title I, Part A
Subgroups	Economically Disadvantaged Foster Homeless English Learners Race / Ethnicity / Minority Student with Disabilities
Systems	Family and Community Engagement Supportive Learning Environment
Method for Monitoring Implementation	Sign in sheets, parent evaluation forms and suggestions
Method for Monitoring Effectiveness	Reduction in number of students who qualify for EIP
Position/Role Responsible	Assistant Principal
Timeline for Implementation	Quarterly

Action Step # 8

What partnerships, if any, with IHEs, business, Non-Profits, Community based organizations, or any private entity with a demonstrated record of success is the LEA implementing in carrying out this action step(s)?	
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3. REQUIRED QUESTIONS

3.1 Stakeholders, Coordination of Activities, Serving Children, and PQ

Required Questions

<p>1. In developing this plan, briefly describe how the school sought advice from individuals (teachers, staff, other school leaders, paraprofessionals, specialized instructional support personnel, parents, community partners, and other stakeholders).</p>	<p>The Title I Schoolwide Improvement Plan and Comprehensive Needs Assessment is developed and reviewed annually through a collaborative effort by all stakeholders. The current year's plan is a living document, evolving from the previous year's plan as stakeholders review data and adjust goals to further develop the ideas for continuous improvement.</p> <p>The work is critiqued and revised during School Leadership and Curriculum Team meetings, Governing Board meetings, Parent Nights, Title 1 Parent and Family Engagement Input Meetings, etc. The plan is critiqued and adjusted to reflect areas for growth or needs identified by members of these groups to include teachers, business partner representatives, community representatives, the LEA, and parents.</p> <p>The completed CNA and SIP will be accessible to the LEA via the SLDS platform and accessible to all stakeholders via the school's website.</p>
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<p>2. Describe how the school will ensure that low-income and minority children enrolled in the Title I school are not served at disproportionate rates by ineffective, out-of-field, or inexperienced teachers.</p>	<p>Instruction is provided by in-field teachers who meet the standards established by the State of Georgia. At this time, no certificate deficiencies exist. According to protocol, "in-field" status is verified each and every year. In order to both attract and keep "professionally qualified" teachers, both the school and system level provide a mentoring program.</p> <p>At present, Sardis has all teachers, administrators, and paraprofessionals participating in professional development that is tailored to individual needs. This PL comes in the form of PLCs (Professional Learning Communities). District and school level content experts will lead the local school professional learning as outlined in our SIP. Additional resources that are available to teachers include Pioneer RESA, resources provided through local colleges, and System PL classes offered throughout the year (via Canvas and face-to-face classes). Technology provides schools with e-Learning specialists who can provide ongoing technology support for best practices in the area of technology for enhancing student achievement and engagement. Hall County Schools' Special Education Department provides a special education coordinator to our school for support and training of special education teachers. Additionally, Hall County provides specific EL training and support to our ESOL staff.</p>
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<p>3. Provide a general description of the Title I instructional program being implemented at this Title I school. Specifically define the subject areas to be addressed and the instructional strategies/methodologies to be employed to address the identified needs of the most academically at-risk students in the school. Please include services to be provided for students living in local institutions for neglected or delinquent children (if applicable).</p>	<p>Sardis Enrichment School has implemented Georgia Standards of Excellence (GSE)—the state of GA's curriculum (www.georgiastandards.org) to guide instruction. We are improving the effectiveness of our standards-based classrooms through evidence-based research/reform strategies.</p> <ul style="list-style-type: none"> -Common units and assessments all aligned to standards -Common assessments to drive instruction -Standards-based Tier 1 instruction using evidence-based best practices -Flexible grouping within class and grade level for meeting needs of students -Scheduling attempts to put in large chunks of uninterrupted time for instruction -RTI, EIP, and Instructional Support for students not achieving proficiency towards standards or with skill remediation needs -A Balanced Literacy Framework incorporating Reading & Writing workshops and reading within the content areas -BAS and running records assessment to form flexible small groups and target skill instruction in reading -Implementation of Eurkea2 Math -Hands-on math instruction utilizing manipulatives, games, etc. -Technology Integration -Differentiated instruction of product, process, and content -Renzulli enrichment Model for all students: Enrichment Clusters based on Interest-driven learning as well as dedicated enrichment time allowing for advanced levels towards standards -ESOL services for those students who qualify -SEARCH/Gifted class via pull-out model in addition to 74% of teachers holding gifted endorsements in the general education classrooms -Special Education teachers for working with all students with IEPs and who meet eligibility requirements -Reduction of class size/lower student-to-teacher ratios, when possible -Part-time Interventionist to further support both teachers (Instructional coach) and high need students (Interventionist) - CARES Act teachers to deliver interventions <p>Additionally, Sardis provides a number of services to students/families that address other needs, not solely academic ones. These include mentors, grandparent support group, classroom guidance, outside counselors, lunch bunches, "Backpack Love," ADVANCE, etc.</p>
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<p>4. If applicable, provide a description of how teachers, in consultation with parents, administrators, and pupil services personnel, will identify eligible children most in need of services in Title I targeted assistance schools/programs. Please include a description of how the school will develop and implement multiple (a minimum of 2) objective, academic-based performance criteria to rank students for service. Also include a description of the measurable scale</p>	<p>Not Applicable- Sardis is a Title I Schoolwide School.</p>
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(point system) that uses the objective criteria to rank all students.	
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3. REQUIRED QUESTIONS

3.2 PQ, Federally Identified Schools, CTAE, Discipline

Required Questions

<p>5. If applicable, describe how the school will support, coordinate, and integrate services with early childhood programs at the school level, including strategies for assisting preschool children in the transition from early childhood education programs to local elementary school programs.</p>	<p>Sardis Enrichment School currently houses 2 classes of Bright from the Start dual-immersion preschool classes with a total of 44 preK students (most of whom attend Sardis the following year). In order to ensure a successful transition for these students and those from various other PreK programs, each spring Sardis hosts Kindergarten Registration. During this time, upcoming kindergarteners are screened using the PreK Assessment Test. Parents and students are provided the opportunity to tour the school and meet current kindergarten teachers. Sardis teachers have also developed a "Welcome to Kindergarten" pack that goes with each student who registers. This pack includes small books, crayons, welcome letters, and a summer calendar of educational activities that parents can do with their child. Then as the school year draws near, Sardis kindergarten teachers also offer a week of Transition Camp for any student wishing to attend as a transition aide. The administration of Sardis is always available to meet with any parents (PreK, prospective, current, or otherwise) upon request and will organize a tour of the school if requested. Sardis administration also allows new students to come spend time in the building over the summer in order to relieve anxiety and make them better acquainted with the building and its layout.</p> <p>In addition to assisting our upcoming students, we also put supports in place to ease the transition for our students from 5th grade to middle school each spring. Fifth grade students visit and spend time at the middle school one day each spring. At this time, students tour the building with current middle school-ers while teachers discuss pertinent transition-related information. During the 5th grade cookout, a team of middle school teachers will spend the day with our students—building relationships, answering questions, easing minds. Sardis's counselor has collaborated with a Chestatee Academy SOAR class in the development and presentation of a transitional PowerPoint for 5th graders. The students of the SOAR class deliver this presentation to our 5th graders as the earliest of precursors to their transition.</p>
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<p>6. If applicable, describe how the school will implement strategies to facilitate effective transitions for students from middle grades to high school and from high school to postsecondary education including:Coordination with institutions of higher education, employers, and local partners; andIncreased student access to early college, high school, or dual or concurrent enrollment opportunities or career counseling to identify student interest and skills.</p>	<p>Not Applicable.</p>
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<p>7. Describe how the school will support efforts to reduce the overuse of discipline practices that remove students from the classroom, specifically addressing the effects on all subgroups of students.</p>	<p>Sardis teachers and staff work tirelessly to develop relationships with students. Building and strengthening relationships is at the core of the work that we do. The school works to develop Bobcat Pride. All stakeholders identify themselves as bobcats and take great pride in that distinction. Our school follows a "Bobcat 5", a character education plan, which is referred to often, in and away from school. It focuses on 5 characteristics of strong character:</p> <ol style="list-style-type: none"> 1.) Being Safe 2.) Being Ready to Learn 3.) Being Responsible 4.) Being Caring 5.) Being Respectful to everyone and everything <p>Opportunities for students to develop as leaders are yet another emphasis that deters discipline problems. A group of 5th graders are chosen each year to serve as Principal Ambassadors. They are chosen based on their leadership—both academic and behavioral. These students look for ways to improve the school—to leave a legacy. They conduct school tours for any visitor/prospective Bobcats. They are the "face and voice" of their grade level. Each year our counselor also selects Peer Helpers for tutoring and helping in kindergarten/PreK classes during the morning arrival time. These students must complete an application (with outside references) for consideration of this leadership role. Paw Patrol (hallway safety monitors) is yet another leadership avenue for Sardis students. This group rotates each 9-weeks in order to give more students the opportunity to participate. One final opportunity for student leadership exists in that many classes have "Book Buddies." These are when a lower grades class (K-2) pairs with an upper grades class (3-5) to share books. Students from the upper grades class are then paired with a student from the younger class. The students read together, giving the younger student an authentic audience for reading fluently aloud and the older student gets an opportunity to support and encourage the younger readers. Since 2021-2022, Sardis has implementing a SEL connections class for all students.</p> <p>Students set goals, know expectations, and have strong relationships with teachers and administration. They are still kids and have problems, but we work through them as a team (and using common sense) to teach through mistakes. As a result, discipline that involves removal from class is minimal.</p>
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ADDITIONAL RESPONSES

<p>8. Use the space below to provide additional narrative regarding the school's improvement plan.</p>	
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