

# **2017-2018 Goals and Plans**

Walti Elementary

Cullman County Board of Education

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## Overview

### Plan Name

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### Plan Description

2017-2018 CIP Goals and Plans

## Goals Summary

The following is a summary of the goals encompassed in this plan. The details for each goal are available in the next section.

#	Goal Name	Goal Details	Goal Type	Total Funding
1	Progression of EL students toward language acquisition	Objectives: 1 Strategies: 1 Activities: 4	Organizational	\$0
2	Instruction: Engage learners through high quality aligned college and career ready standards, instruction, and assessments in all content areas.	Objectives: 1 Strategies: 1 Activities: 8	Academic	\$1427
3	Learning Supports-Identify barriers to teaching and learning and align support systems to address barriers.	Objectives: 1 Strategies: 2 Activities: 15	Organizational	\$15422
4	Management-Effectively use our teachers, leaders, and staff to increase student achievement, stakeholder involvement and satisfaction.	Objectives: 1 Strategies: 1 Activities: 3	Organizational	\$581

## Goal 1: Progression of EL students toward language acquisition

### Measurable Objective 1:

increase student growth of at least 50% of English learner students showing some growth toward language acquisition. Increase by 2% the number of EL students who attain an English Proficiency level of 4.8 or greater. by 05/24/2018 as measured by ACCESS for ELLs 2.0 .

### Strategy 1:

Core EL Instruction - Core EL Instruction - EL Teachers will collaborate to use SDAIE instructional strategies as part of the ESL core program to assure achievement of Reading and Math goals.

Category: Develop/Implement College and Career Ready Standards

Research Cited: ACCESS for ELLS 2.0 score reports, SDAIE

Activity - Data Analysis	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
At the beginning of school, the EL teachers will review and analyze comprehensive data for identified EL students who have not shown adequate progress. The EL Committee will meet to discuss EL students' needs and accommodations to aid in student language proficiency growth.	Academic Support Program	08/09/2017	05/24/2018	\$0	No Funding Required	EL teachers and Classroom teachers

Activity - Green Folder Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
EL teachers will provide video training for all teachers in order to provide information about the core ESL program, WIDA standards, ACCESS Reports, and Individualized English Language Plan (I-ELP). Green EL folders will be distributed to share components of the EL Plan to be used as a tool to collect information and accommodations throughout the year.	Direct Instruction, Academic Support Program, Professional Learning	08/09/2017	05/24/2018	\$0	No Funding Required	EL teachers, Classroom teachers, Administrator

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Activity - Teacher Collaboration for Goal Setting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
EL teachers, classroom teachers, and EL committee will determine accommodations for EL students, monitor progress for EL students, and adjust I-ELP as needed throughout the year. EL teachers will document I-ELP using Ellevation. EL teachers will monitor FLEP students throughout the year and document using Ellevation Collaborate.	Direct Instruction, Academic Support Program	08/09/2017	05/24/2018	\$0	No Funding Required	EL teachers, Classroom teachers, Administrator

Activity - Technology Integration	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District technology coaches will train EL teachers to implement SeeSaw using iPads in small group instruction. The use of iPads with EL students will support student growth in reading, writing, speaking and listening skill development. Student work can be shared with parents using the SeeSaw app.	Academic Support Program, Technology, Professional Learning	08/09/2017	05/24/2018	\$0	No Funding Required	District Technology Coaches and EL teachers

## Goal 2: Instruction: Engage learners through high quality aligned college and career ready standards, instruction, and assessments in all content areas.

### Measurable Objective 1:

100% of All Students will demonstrate a proficiency 5% increase in student achievement in Reading by 05/25/2018 as measured by :Scantron Math from 40% to 45%, Scantron Reading from 60% to 65% as measured by state assessments..

### Strategy 1:

Increase Educator Effectiveness - Teachers will train and implement the Educator Effectiveness Evaluation Model. This will allow teachers to understand and embrace a multifaceted approach to the educational process and gain autonomy over the student achievement process and the role they play.

Category: Develop/Implement College and Career Ready Standards

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Research Cited: Alabama Teaching Standards

Activity - Implement the Instructional Framework K-5	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Use the instructional framework to identify ways to meet student's needs, guide instruction, reflect on instructional delivery, and build upon student's prior knowledge.	Academic Support Program	09/11/2017	05/25/2018	\$0	No Funding Required	The responsible staff will include; all Welti faculty and staff; the principal, instruction coach, and the central office.

Activity - Educator Effectiveness Evaluation System	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Training for and implementation of Educator Effectiveness and Leadership Effectiveness will occur throughout the 2017-18 school year. The basis of the program is to improve practice of teachers and administrators in order to better serve the instructional needs of students and lead to continuous improvement of the school. Self assessments will occur and teachers/leaders will receive ongoing feedback with targeted suggestions for personal growth. Results will differentiate performance into four effectiveness groups: exemplary, effective, developing, and ineffective level of practice. Plans for growth will be developed and implemented throughout the year through their professional learning plans in order to increase performance.	Academic Support Program	08/09/2017	05/25/2018	\$0	No Funding Required	All teachers, staff, and principal

Activity - Technology Integration/Local Indicator	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Teachers will complete technology trainings by attending the Cullman County Technology Training and other trainings provided through the year. Teachers will implement technology strategies based on classroom and student's needs. K-2 Grade iPad Initiative - Six iPads were purchased for all teachers in grades K-2 to use for daily instruction. Technology coaches will support teacher training and the implementation of Seesaw. Seesaw is a studentdriven digital portfolio. Seesaw empowers students of any age to create,reflect, collaborate and share. It is also used as a parent communication tool to allow parents to be more involved in their students learning.	Technology	08/09/2017	05/25/2018	\$0	No Funding Required	Faculty, staff, principal, instructional coaches, technology coaches. Reading Specialist
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Activity - Digital Curriculum	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
3-5 grade students will have a learning path created based on their individual needs from Scantron testing results. Individual learning paths will be implemented using Compass Learning to support all students throughout the year. Accelerated Reading will also be purchased to promote reading fluency and comprehension for students.	Direct Instruction, Academic Support Program, Technology	08/09/2017	05/25/2018	\$1427	Title I Schoolwide	Classroom teachers, principal, technology coaches

Activity - Reading Specialist	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Reading Specialist will focus on grades K-3 and will work with teachers to implement standards based instructional framework; pacing guides; Scantron Achievement Series; and common assessments to promote student learning.	Academic Support Program	08/09/2017	05/25/2018	\$0	No Funding Required	Faculty & Staff, Principal, Reading Specialist

Activity - Reading Horizons	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Discovery Intensive Phonics (Grades K-2) will be aligned with Wonders Reading Series to promote a stronger foundations in phonics and to promote consistency and Elevate Phonics (Grades 3-5) will align with Wonders Reading Program and support struggling readers.	Academic Support Program	08/09/2017	05/25/2018	\$0	No Funding Required	Teachers and Reading Specialist



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Activity - Standards Based Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will utilize pacing guides as they plan daily lessons based on the standards for their grade level content. Pacing will be considered as well as individual student mastery of standards.</p> <p>-Grades K-2 will implement standards based grading and reporting during the 2017-18 school year. Training for teachers and communication with parents will be ongoing throughout the year.</p> <p>Scantron Achievement Series will be utilized to create formative assessments to be used to monitor student progress of students mastery of standards in grades 2-5.</p>	Behavioral Support Program, Direct Instruction, Academic Support Program	08/09/2017	05/25/2018	\$0	No Funding Required	Principal, Guidance Counselor, Reading Specialist, Faculty & Staff

Activity - Reading Horizons Discovery	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Reading Horizons Discovery will be used in grades K - 2 to supplement phonics instruction in reading foundations. This multi-sensory instruction model will help meet the needs of all students including those with dyslexic tendencies. Teachers received training during pre-service days and will receive coaching support throughout the school year from the Discovery coach on the daily implementation of phonics instruction and available software for students. Reading Specialist will also continue to support the implementation process.</p> <p>Elevate is also available for grades 4-5 as an online intervention resource for students with Dyslexic tendencies.</p>	Behavioral Support Program, Tutoring, Direct Instruction, Academic Support Program	08/09/2017	05/25/2018	\$0	No Funding Required	Principal, Reading Specialist, Guidance Counselor, Intervention Teacher, Faculty & Staff

### **Goal 3: Learning Supports-Identify barriers to teaching and learning and align support systems to address barriers.**

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### Measurable Objective 1:

collaborate to ensure that administrators, teachers, and counselors are provided the foundational documents, instructional materials, and training to teach academic, personal/social and college and career ready standards by 05/25/2018 as measured by data collected during implementation of specified activities..

### Strategy 1:

Professional Learning - Members will attend training and collaborate to increase knowledge and understanding and improve their practice by participating in high quality professional learning. Educator Effectiveness promotes and supports the effective preparation, development, and improvement of Alabama's teachers and instructional leaders to insure that through effective professional practice, all students graduate college and/or career ready. Employees are solicited and retained through SearchSoft. Evaluations will be used as a formative assessment to provide information about evaluatee's current level of practice.

Category: Develop/Implement Professional Learning and Support

Research Cited: Effective teaching is essential to student achievement, and appropriate evaluation and coaching can increase teacher effectiveness. Teachers who set pedagogical growth goals and work to achieve them, either alone or with a coach or administrator, improve their expertise and instructional skill. Marzano

Activity - Ongoing technology integration training/support	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Cullman County Technology Department provides various professional learning opportunities for administrators, counselors, and teacher. This includes the CCETC held on a teacher preservice day for all teachers, administrators, counselors, and staff. Job embedded training is offered by the district Technology Integration Specialists which includes model lessons, co-teaching, and coaching. In addition, Local school technology coaches attend periodic meetings for training that is then turned around to the teachers at their local schools. Ongoing training and support will also include K-2 iPad and Seesaw training and 3rd grade Chromebooks and instructional technologies.	Behavioral Support Program, Academic Support Program, Technology, Professional Learning	09/11/2017	05/25/2018	\$0	No Funding Required	All teachers, principal, Reading Specialist, and Technology Specialist

Activity - Leadership Teams	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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District Support Staff will develop and lead School Leadership training in August for all schools. District Strategic Plan, and Continuous Improvement Plans will be discussed. Accountability requirements will also be shared (AF Report Card). Teams will analyze Needs Assessment Data for student performance and stakeholder feedback to begin determining the areas in need of improvement and the areas of notable achievement. Goals and activities will be determined to guide the school in continuously improving student achievement. Leadership teams will continue to collaborate in their schools throughout the year to guide the continuous improvement process	Behavioral Support Program, Career Preparation/Orientation, Academic Support Program, Professional Learning	08/09/2017	05/25/2018	\$0	No Funding Required	Leadership Team, Principal, Reading Specialist, Guidance Counselor
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Activity - Early Release Days	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Welti Elementary and District Support Staff will work with administrators to determine monthly focus for early release days. Calendar on monthly topics will be provided to administrators in August. Students will be dismissed at 12:00 on one Wednesday of each month for administrators and teachers to participate in professional learning and collaboration in order to implement district/school initiatives.	Behavioral Support Program, Direct Instruction, Academic Support Program, Technology, Professional Learning	08/09/2017	05/25/2018	\$0	No Funding Required	Principal, Reading Specialist, Guidance Counselor, Faculty & Staff

Activity - Reading Specialist Meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Reading Specialists participate in monthly trainings to enhance their skills in effective lesson development, coaching cycle, technology integration, and data analysis.	Career Preparation/Orientation, Direct Instruction, Academic Support Program, Technology, Professional Learning	08/09/2017	05/25/2018	\$0	No Funding Required	Reading Specialist

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Activity - New Teacher Support	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers who are new to Cullman County Schools and Welti Elementary will be provided with additional support throughout their first year with professional learning opportunities, model lessons, co-teaching, and coaching. Each teacher will attend new teacher orientation. In addition, teachers with less than one semester experience will have an Alabama Mentor Teacher guiding through Educator Effectiveness, the Cullman County Instructional Framework, and the Cullman County.	Other, Behavioral Support Program, Direct Instruction, Academic Support Program, Technology, Professional Learning	08/09/2017	05/25/2018	\$0	No Funding Required	Teacher Mentor & New Staff

### Strategy 2:

Student Support - Cullman County Schools will implement student support teams and teacher advisory groups to support our students in the development of not only academic but also social and personal needs. The learning supports will address barriers to learning to promote student success.

Category: Develop/Implement Learning Supports

Research Cited: Research Cited: Unified and Comprehensive System

Activity - Student Support Teams - RTI	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
School support was provided through the deployment of a system-wide RtI plan, complete with criteria for referring, documentation required for referral, monitoring of student progress, interventions implemented, and behavior plan. Welti Elementary holds Monthly RtI meetings to review student data including but not limited to Dibels, Scantron, classroom performance, discipline, progress monitoring data, attendance, and parental input. Students will have access to an individualized learning path through Compass Learning (k-5) for remediation	Behavioral Support Program, Academic Support Program	08/09/2017	05/25/2018	\$0	No Funding Required	Teachers, Special Education Teacher, Guidance Counselor and Principal

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Activity - Dyslexia Screening & Intervention	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Local school Rtl Coordinators will follow the Cullman County guidelines for screening students and providing intervention. Based on universal screening results, teacher recommendation, and/or parent requests further screening for dyslexic tendencies will take place and intervention will be provided by classroom teachers to meet the needs of the student.	Behavioral Support Program, Tutoring, Direct Instruction, Academic Support Program	08/09/2017	05/25/2018	\$0	No Funding Required	Reading Specialist, Principal, Guidance Counselor, Rtl Coordinator

Activity - Adult Advisor Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Welti Elementary will implement teacher advisory groups so that all students feel they are well known by at least one adult at school. Adult Advisors will utilize the REACH curriculum for lessons and follow the calendar of topics provided to their school. A walk-through checklist is created and used to monitor the implementation of the Teacher Advisor Program by the District Leadership Team once each semester.	Behavioral Support Program, Career Preparation/Orientation, Direct Instruction, Academic Support Program	08/09/2017	05/25/2018	\$0	No Funding Required	Principal, Guidance Counselor, Faculty & Staff

Activity - Parent & Family Involvement-District	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Throughout the school year, district leadership will conduct training for parental representatives from each school. Representatives will then carry this information to their schools for turn-around training with other parents. A calendar of dates and topics to be covered at each meeting was provided to school administrators at leadership team meetings in August. Training topics include iNOW from home, state assessment score reports, study skills, technology safety, etc. Implementation of Parent and Family Engagement will be monitored through Cullman County's Program Review for grades k-8.	Behavioral Support Program, Parent Involvement, Academic Support Program	08/09/2017	05/25/2018	\$0	No Funding Required	Federal Programs, Parents, Principal, Faculty & Staff

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Activity - Parental & Family Engagement	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Throughout the school year, Welti Elementary Faculty & Staff will provide training for parents. Teacher will be provided a stipend for Parent Training Nights. Training topics include iNOW from home, state assessment score reports, study skills, Back-to-School Night, technology safety, homework help, etc.	Community Engagement, Behavioral Support Program, Parent Involvement, Academic Support Program	08/09/2017	05/25/2018	\$360	Title I Schoolwide	Principal, Faculty & Staff

Activity - Parent-School Communication	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Welti Elementary will purchase School-Home Communicator Planners/Folders. These communicators will be used to keep parents informed concerning their child' academic progress, behavioral progress, and school development, as well as inform parents of upcoming school events.	Other - School-Home Communication, Community Engagement, Parent Involvement	08/09/2017	05/25/2018	\$525	Title I Schoolwide	Principal, Faculty & Staff

Activity - Intervention Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Welti Elementary School will provide an Intervention Teacher for students who are need of support. This teacher will be hired using Title I school-wide funds. Students that are struggling in Reading or Math will receive intervention instruction via an Intervention Teacher.	Behavioral Support Program, Direct Instruction, Academic Support Program	08/09/2017	05/25/2018	\$9799	Title I Schoolwide	Intervention Teacher

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Activity - Positive Behavior Reinforcement - ABE	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A positive behavior system will be implemented to decrease office referrals, increase time in class, and to provide alternatives to negative behavior. Students will office or guidance referrals will complete positive behavior modules online via a positive behavior system program. This program will be purchased using school-wide Title I Funds.	Behavioral Support Program, Academic Support Program	08/09/2017	05/25/2018	\$2500	Title I Schoolwide	Principal, Guidance Counselor, Rtl Chairperson, Faculty & Staff

Activity - After School Tutoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students that are in need of extra academic support will provided free tutoring before and after school. This support will help students that are at-risk for failure and in need of additional support. Tutors will be hired using Title I school-wide funds.	Behavioral Support Program, Tutoring, Direct Instruction, Academic Support Program	08/09/2017	05/25/2018	\$2238	Title I Schoolwide	After School/Before School Tutors

Activity - Student Transition	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students at Welti Elementary School transition from one grade level to the next will receive support through the following activities- Grade-to-Next Grade Level Visits- 'Moving Up Day' Open House Middle School Visits for 5th Grade Pre K Activities with Kindergarten	Behavioral Support Program, Academic Support Program	08/09/2017	05/25/2018	\$0	No Funding Required	All teachers, guidance counselor, Reading Specialist

## Goal 4: Management-Effectively use our teachers, leaders, and staff to increase student achievement, stakeholder involvement and satisfaction.

### Measurable Objective 1:

increase student growth Effectively collect, analyze, and use data to continuously improve teaching & learning experiences for all students. by 05/25/2018 as measured by student, teacher, and administrator surveys and district status report.

### Strategy 1:

Data Collection - Increases ability to collect, analyze, and applies findings from various data sources.

Category: Develop/Implement Professional Learning and Support

Research Cited: 7 Step Cycle for Continuous Improvement, Learning Forward

Activity - Decision Ed	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Welti Elementary will use Decision Ed Data Program to collect, analyze, and apply findings from various data sources in order to continuously improve student and teacher achievement.	Behavioral Support Program, Direct Instruction, Academic Support Program, Professional Learning	08/09/2017	05/25/2018	\$0	No Funding Required	Principal, Faculty, & Staff

Activity - Data Meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Welti Elementary will have a designated time for administrators and classroom teachers to collaborate and analyze data to improve instruction and student achievement. District support staff will provide support in preparation for these meetings.	Behavioral Support Program, Direct Instruction, Academic Support Program	08/09/2017	05/25/2018	\$581	Title I Schoolwide	Principal, Guidance Counselor, Faculty, & Staff
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Activity - Monitoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District Leadership, and school leadership will monitor the implementation of district initiatives, Continuous Improvement Plans, Local Indicator, Program Review, and Educator Effectiveness by utilizing walk-through forms, classroom visits and self-assessments.  visits, and self-assessments.	Career Preparation/Orientation, Direct Instruction, Academic Support Program, Technology	08/25/2017	05/25/2018	\$0	No Funding Required	Principal, Guidance Counselor, Faculty & Staff

## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### Title I Schoolwide

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
After School Tutoring	Students that are in need of extra academic support will provided free tutoring before and after school. This support will help students that are at-risk for failure and in need of additional support. Tutors will be hired using Title I school-wide funds.	Behavioral Support Program, Tutoring, Direct Instruction, Academic Support Program	08/09/2017	05/25/2018	\$2238	After School/Before School Tutors
Digital Curriculum	3-5 grade students will have a learning path created based on their individual needs from Scantron testing results. Individual learning paths will be implemented using Compass Learning to support all students throughout the year. Accelerated Reading will also be purchased to promote reading fluency and comprehension for students.	Direct Instruction, Academic Support Program, Technology	08/09/2017	05/25/2018	\$1427	Classroom teachers, principal, technology coaches
Positive Behavior Reinforcement - ABE	A positive behavior system will be implemented to decrease office referrals, increase time in class, and to provide alternatives to negative behavior. Students will office or guidance referrals will complete positive behavior modules online via a positive behavior system program. This program will be purchased using school-wide Title I Funds.	Behavioral Support Program, Academic Support Program	08/09/2017	05/25/2018	\$2500	Principal, Guidance Counselor, Rtl Chairperson, Faculty & Staff
Data Meetings	Welti Elementary will have a designated time for administrators and classroom teachers to collaborate and analyze data to improve instruction and student achievement. District support staff will provide support in preparation for these meetings.	Behavioral Support Program, Direct Instruction, Academic Support Program	08/09/2017	05/25/2018	\$581	Principal, Guidance Counselor, Faculty, & Staff

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Parental & Family Engagement	Throughout the school year, Welti Elementary Faculty & Staff will provide training for parents. Teacher will be provided a stipend for Parent Training Nights. Training topics include iNOW from home, state assessment score reports, study skills, Back-to-School Night, technology safety, homework help, etc.	Community Engagement, Behavioral Support Program, Parent Involvement, Academic Support Program	08/09/2017	05/25/2018	\$360	Principal, Faculty & Staff
Intervention Instruction	Welti Elementary School will provide an Intervention Teacher for students who are need of support. This teacher will be hired using Title I school-wide funds. Students that are struggling in Reading or Math will receive intervention instruction via an Intervention Teacher.	Behavioral Support Program, Direct Instruction, Academic Support Program	08/09/2017	05/25/2018	\$9799	Intervention Teacher
Parent-School Communication	Welti Elementary will purchase School-Home Communicator Planners/Folders. These communicators will be used to keep parents informed concerning their child' academic progress, behavioral progress, and school development, as well as inform parents of upcoming school events.	Other - School-Home Communication, Community Engagement, Parent Involvement	08/09/2017	05/25/2018	\$525	Principal, Faculty & Staff
<b>Total</b>					\$17430	

### No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Implement the Instructional Framework K-5	Use the instructional framework to identify ways to meet student's needs, guide instruction, reflect on instructional delivery, and build upon student's prior knowledge.	Academic Support Program	09/11/2017	05/25/2018	\$0	The responsible staff will include; all Welti faculty and staff; the principal, instruction coach, and the central office.

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Reading Specialist Meetings	Reading Specialists participate in monthly trainings to enhance their skills in effective lesson development, coaching cycle, technology integration, and data analysis.	Career Preparation/Orientation, Direct Instruction, Academic Support Program, Technology, Professional Learning	08/09/2017	05/25/2018	\$0	Reading Specialist
Early Release Days	Welti Elementary and District Support Staff will work with administrators to determine monthly focus for early release days. Calendar on monthly topics will be provided to administrators in August. Students will be dismissed at 12:00 on one Wednesday of each month for administrators and teachers to participate in professional learning and collaboration in order to implement district/school initiatives.	Behavioral Support Program, Direct Instruction, Academic Support Program, Technology, Professional Learning	08/09/2017	05/25/2018	\$0	Principal, Reading Specialist, Guidance Counselor, Faculty & Staff
Monitoring	District Leadership, and school leadership will monitor the implementation of district initiatives, Continuous Improvement Plans, Local Indicator, Program Review, and Educator Effectiveness by utilizing walk-through forms, classroom visits and self-assessments.  visits, and self-assessments.	Career Preparation/Orientation, Direct Instruction, Academic Support Program, Technology	08/25/2017	05/25/2018	\$0	Principal, Guidance Counselor, Faculty & Staff
New Teacher Support	Teachers who are new to Cullman County Schools and Welti Elementary will be provided with additional support throughout their first year with professional learning opportunities, model lessons, co-teaching, and coaching. Each teacher will attend new teacher orientation. In addition, teachers with less than one semester experience will have an Alabama Mentor Teacher guiding through Educator Effectiveness, the Cullman County Instructional Framework, and the Cullman County.	Other, Behavioral Support Program, Direct Instruction, Academic Support Program, Technology, Professional Learning	08/09/2017	05/25/2018	\$0	Teacher Mentor & New Staff

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Adult Advisor Program	Welti Elementary will implement teacher advisory groups so that all students feel they are well known by at least one adult at school. Adult Advisors will utilize the REACH curriculum for lessons and follow the calendar of topics provided to their school. A walk-through checklist is created and used to monitor the implementation of the Teacher Advisor Program by the District Leadership Team once each semester.	Behavioral Support Program, Career Preparation/Orientation, Direct Instruction, Academic Support Program	08/09/2017	05/25/2018	\$0	Principal, Guidance Counselor, Faculty & Staff
Educator Effectiveness Evaluation System	Training for and implementation of Educator Effectiveness and Leadership Effectiveness will occur throughout the 2017-18 school year. The basis of the program is to improve practice of teachers and administrators in order to better serve the instructional needs of students and lead to continuous improvement of the school. Self assessments will occur and teachers/leaders will receive ongoing feedback with targeted suggestions for personal growth. Results will differentiate performance into four effectiveness groups: exemplary, effective, developing, and ineffective level of practice. Plans for growth will be developed and implemented throughout the year through their professional learning plans in order to increase performance.	Academic Support Program	08/09/2017	05/25/2018	\$0	All teachers, staff, and principal
Teacher Collaboration for Goal Setting	EL teachers, classroom teachers, and EL committee will determine accommodations for EL students, monitor progress for EL students, and adjust I-ELP as needed throughout the year. EL teachers will document I-ELP using Ellevation. EL teachers will monitor FLEP students throughout the year and document using Ellevation Collaborate.	Direct Instruction, Academic Support Program	08/09/2017	05/24/2018	\$0	EL teachers, Classroom teachers, Administrator
Reading Specialist	Reading Specialist will focus on grades K-3 and will work with teachers to implement standards based instructional framework; pacing guides; Scantron Achievement Series; and common assessments to promote student learning.	Academic Support Program	08/09/2017	05/25/2018	\$0	Faculty & Staff, Principal, Reading Specialist
Reading Horizons	Discovery Intensive Phonics (Grades K-2) will be aligned with Wonders Reading Series to promote a stronger foundations in phonics and to promote consistency and Elevate Phonics (Grades 3-5) will align with Wonders Reading Program and support struggling readers.	Academic Support Program	08/09/2017	05/25/2018	\$0	Teachers and Reading Specialist

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Decision Ed	Welti Elementary will use Decision Ed Data Program to collect, analyze, and apply findings from various data sources in order to continuously improve student and teacher achievement.	Behavioral Support Program, Direct Instruction, Academic Support Program, Professional Learning	08/09/2017	05/25/2018	\$0	Principal, Faculty, & Staff
Green Folder Training	EL teachers will provide video training for all teachers in order to provide information about the core ESL program, WIDA standards, ACCESS Reports, and Individualized English Language Plan (I-ELP). Green EL folders will be distributed to share components of the EL Plan to be used as a tool to collect information and accommodations throughout the year.	Direct Instruction, Academic Support Program, Professional Learning	08/09/2017	05/24/2018	\$0	EL teachers, Classroom teachers, Administrator
Dyslexia Screening & Intervention	Local school RtI Coordinators will follow the Cullman County guidelines for screening students and providing intervention. Based on universal screening results, teacher recommendation, and/or parent requests further screening for dyslexic tendencies will take place and intervention will be provided by classroom teachers to meet the needs of the student.	Behavioral Support Program, Tutoring, Direct Instruction, Academic Support Program	08/09/2017	05/25/2018	\$0	Reading Specialist, Principal, Guidance Counselor, RtI Coordinator
Data Analysis	At the beginning of school, the EL teachers will review and analyze comprehensive data for identified EL students who have not shown adequate progress. The EL Committee will meet to discuss EL students' needs and accommodations to aid in student language proficiency growth.	Academic Support Program	08/09/2017	05/24/2018	\$0	EL teachers and Classroom teachers
Standards Based Instruction	Teachers will utilize pacing guides as they plan daily lessons based on the standards for their grade level content. Pacing will be considered as well as individual student mastery of standards. -Grades K-2 will implement standards based grading and reporting during the 2017-18 school year. Training for teachers and communication with parents will be ongoing throughout the year. Scantron Achievement Series will be utilized to create formative assessments to be used to monitor student progress of students mastery of standards in grades 2-5.	Behavioral Support Program, Direct Instruction, Academic Support Program	08/09/2017	05/25/2018	\$0	Principal, Guidance Counselor, Reading Specialist, Faculty & Staff

## 2017-2018 Goals and Plans

Welti Elementary

Reading Horizons Discovery	Reading Horizons Discovery will be used in grades K - 2 to supplement phonics instruction in reading foundations. This multi-sensory instruction model will help meet the needs of all students including those with dyslexic tendencies. Teachers received training during pre-service days and will receive coaching support throughout the school year from the Discovery coach on the daily implementation of phonics instruction and available software for students. Reading Specialist will also continue to support the implementation process. Elevate is also available for grades 4-5 as an online intervention resource for students with Dyslexic tendencies.	Behavioral Support Program, Tutoring, Direct Instruction, Academic Support Program	08/09/2017	05/25/2018	\$0	Principal, Reading Specialist, Guidance Counselor, Intervention Teacher, Faculty & Staff
Student Support Teams - RTI	School support was provided through the deployment of a system-wide Rtl plan, complete with criteria for referring, documentation required for referral, monitoring of student progress, interventions implemented, and behavior plan. Welti Elementary holds Monthly Rtl meetings to review student data including but not limited to Dibels, Scantron, classroom performance, discipline, progress monitoring data, attendance, and parental input. Students will have access to an individualized learning path through Compass Learning (k-5) for remediation	Behavioral Support Program, Academic Support Program	08/09/2017	05/25/2018	\$0	Teachers, Special Education Teacher, Guidance Counselor and Principal
Student Transition	Students at Welti Elementary School transition from one grade level to the next will receive support through the following activities- Grade-to-Next Grade Level Visits- 'Moving Up Day' Open House Middle School Visits for 5th Grade Pre K Activities with Kindergarten	Behavioral Support Program, Academic Support Program	08/09/2017	05/25/2018	\$0	All teachers, guidance counselor, Reading Specialist
Parent & Family Involvement-District	Throughout the school year, district leadership will conduct training for parental representatives from each school. Representatives will then carry this information to their schools for turn-around training with other parents. A calendar of dates and topics to be covered at each meeting was provided to school administrators at leadership team meetings in August. Training topics include iNOW from home, state assessment score reports, study skills, technology safety, etc. Implementation of Parent and Family Engagement will be monitored through Cullman County's Program Review for grades k-8.	Behavioral Support Program, Parent Involvement, Academic Support Program	08/09/2017	05/25/2018	\$0	Federal Programs, Parents, Principal, Faculty & Staff
Technology Integration	District technology coaches will train EL teachers to implement SeeSaw using iPads in small group instruction. The use of iPads with EL students will support student growth in reading, writing, speaking and listening skill development. Student work can be shared with parents using the SeeSaw app.	Academic Support Program, Technology, Professional Learning	08/09/2017	05/24/2018	\$0	District Technology Coaches and EL teachers

**2017-2018 Goals and Plans**

Welti Elementary

Leadership Teams	District Support Staff will develop and lead School Leadership training in August for all schools. District Strategic Plan, and Continuous Improvement Plans will be discussed. Accountability requirements will also be shared (AF Report Card). Teams will analyze Needs Assessment Data for student performance and stakeholder feedback to begin determining the areas in need of improvement and the areas of notable achievement. Goals and activities will be determined to guide the school in continuously improving student achievement. Leadership teams will continue to collaborate in their schools throughout the year to guide the continuous improvement process	Behavioral Support Program, Career Preparation/Orientation, Academic Support Program, Professional Learning	08/09/2017	05/25/2018	\$0	Leadership Team, Principal, Reading Specialist, Guidance Counselor
Technology Integration/Local Indicator	Teachers will complete technology trainings by attending the Cullman County Technology Training and other trainings provided through the year. Teachers will implement technology strategies based on classroom and student's needs. K-2 Grade iPad Initiative - Six iPads were purchased for all teachers in grades K-2 to use for daily instruction. Technology coaches will support teacher training and the implementation of Seesaw. Seesaw is a studentdriven digital portfolio. Seesaw empowers students of any age to create,reflect, collaborate and share. It is also used as a parent communication tool to allow parents to be more involved in their students learning.	Technology	08/09/2017	05/25/2018	\$0	Faculty, staff, principal, instructional coaches, technology coaches. Reading Specialist
Ongoing technology integration training/support	Cullman County Technology Department provides various professional learning opportunities for administrators, counselors, and teacher. This includes the CCETC held on a teacher preservice day for all teachers, administrators, counselors, and staff. Job embedded training is offered by the district Technology Integration Specialists which includes model lessons, co-teaching, and coaching. In addition, Local school technology coaches attend periodic meetings for training that is then turned around to the teachers at their local schools. Ongoing training and support will also include K-2 iPad and Seesaw training and 3rd grade Chromebooks and instructional technologies.	Behavioral Support Program, Academic Support Program, Technology, Professional Learning	09/11/2017	05/25/2018	\$0	All teachers, principal, Reading Specialist, and Technology Specialist
<b>Total</b>					\$0	