



# Esther Jackson Elementary School



## STUDENT ACHIEVEMENT

*We prepare students with strong academic foundations and the skills needed to navigate life beyond graduation.*



## PEOPLE AND CULTURE

*We provide a welcoming environment and positive school and district culture for students, families and employees.*



## COMMUNITY COLLABORATION

*We engage families, community members and civic organizations as active partners.*



## FISCAL RESPONSIBILITY

*We manage and protect public funds and assets through efficient and effective use of available resources.*

**Outcomes:** What will success look like for our school?

**Literacy:** 85% of students will score at or above proficiency on grades 3-5 ELA Milestones by 2022.

**Math:** 85% of students will score at or above proficiency on grades 3-5 Math Milestones by 2022.

**Family Engagement:** Increase the percentage of families who feel empowered to support their students' education.

**Staff Recognition:** Increase the opportunities for positive recognition for teachers and staff.

**Partnerships:** Increase the number of partnerships that align to school goals.

**Partnerships:** Increase partnerships that match the diversity of our school demographics.

**Transparent and efficient management of local funds:** Reduce the number of audit findings for Student Activity funds and ensure effective management of funds between schools and School Governance Councils.

**Initiatives:** What will we do to achieve success?

**Balanced Literacy Framework:** Implement literacy instruction that includes a progression of teacher modeling, guided practice, and student independent learning.

**Balanced Math Framework:** Implement math instruction that helps students build the computational and conceptual skills needed to solve complex problems.

**Family Engagement:** Offer diverse opportunities that include free courses, family events, and activities to equip families with new or additional skills, knowledge, resources, and confidence.

**Teacher Recognition:** Recognize and honor employees for reaching specific goals or producing high quality results in the workplace.

**Community Champions:** Cultivate and sustain community champions to support student achievement.

**Diverse Partnerships:** Develop a multicultural volunteer program.

**Effective budgeting:** Refine and adjust our modified zero-based budgeting process to ensure that resources are used effectively and efficiently to impact district goals.



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**Initiatives:**  
What will we do to achieve success?

**Critical actions:** What major actions will we complete and by when?

**Evidence of progress:** How will we know that the initiative is working?

**Outcomes:** What will success look like for our school?

**Balanced Literacy Framework:** Implement literacy instruction that includes a progression of teacher modeling, guided practice, and student independent learning.

- **Standards Mastery Framework Professional Learning:** All teachers will be trained on ensuring a guaranteed and viable curriculum and deeper personalization of the learning experience for students
- Professional Learning to target small group and conferring practices within the reading workshop.

- 100% of teachers will complete SMF professional development
- Increase the percentage of students scoring in the low risk or above average bands on FastBridge Reading
- Increase the students reading at or above grade level on BAS (running records)

- 85% percent of students will score at or above proficiency on Milestones by 2022 for 3-5.



## STUDENT ACHIEVEMENT

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**Balanced Math Framework:** Implement math instruction that helps students build the computational and conceptual skills needed to solve complex problems.

- **Standards Mastery Framework Professional Learning:** All teachers will be trained on ensuring a guaranteed and viable curriculum and deeper personalization of the learning experience for students
- Professional learning to increase use of Number Talks and Greg Tang Math (modeling and representing)

- Teachers use the SMF to identify a student's proficiency level for each prioritized standard in Math
- Increase the percentage of students scoring at 80% or higher on FCS unit assessments

- 85 % of students will score at or above proficiency on Milestones by 2022 for 3-5.



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**PEOPLE AND CULTURE**  
*We provide a welcoming environment and positive school and district culture for students, families and employees.*

**Teacher Recognition:** Recognize and honor employees for reaching specific goals or producing high quality results in the workplace

- Define what it means to be an engaged parent and tools to assess impact of engagement.
- Increase the number of Parent University offerings each school year.

- Increased attendance at school events with academic themes.
- Parent University feedback form.

**Family Engagement:**  
Increase the percentage of families who feel empowered to support their students' education.

- Establish a system for recognizing outstanding work.
- Diversify categories for which recognition is given.

- Increased percentage of staff who report that they are satisfied with the school climate based on the annual survey.
- Increased opportunities for stakeholders to recognize staff for outstanding work.

**Staff Recognition:**  
Recognize and honor employees for reaching specific goals or producing high quality results in the workplace.



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**Community Champions:** Cultivate and sustain community champions to support student achievement.

- Clearly define our school needs from partners in terms of Time, Talent, and Treasure
- Leverage SGC outreach and communication to regularly share with PTA and other external stakeholders

- Increase the number of partnerships that contribute various resources.
- Newly formed grant-writing committee will secure funding for school initiatives.

**Partnerships:**  
Increase the number of partnerships that align to school goals.



## COMMUNITY COLLABORATION

*We engage families, community members and civic organizations as active partners.*

**Diverse Partnerships:**  
Develop a multicultural volunteer program.

- Develop partnerships with bilingual high school students at FCS schools.
- Identify local community and faith-based partners who can support multicultural needs.

- Increase the number of community volunteers at school events.
- Attendance at school events will more closely match school student demographics.

**Partnerships:**  
Increase Partnerships that match the diversity of our school demographics.



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**Effective budgeting:** Refine and adjust our modified zero-based budgeting process to ensure that resources are used effectively and efficiently to impact district goals

- Minimize monthly deficits through budget monitoring
- Principal and administrative staff will review the Budget Accountability Report (BAR) monthly
- SGC will monitor General Fund on a quarterly basis

- Average monthly deficits are 1 or fewer each month
- Carryover is projected to be less than 5% at the end of the school year

**Transparent and efficient management of local funds:**  
Reduce the number of audit findings for Student Activity funds and ensure effective management of funds between schools and School Governance Councils.



## FISCAL RESPONSIBILITY

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