

## PRIORITY AREA 4, IMPROVEMENT STRATEGIES, AND MONITORING CYCLE (Review - Reflect - Refine)

**PLAN:** Continuous School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).

<b>Priority Area 4</b>	Climate and Culture- Reinforce and Celebrate Diversity and Promote Equity
<b>*SMARTIE Goal with Performance Measures</b>  * Specific, Measurable, Actionable, Realistic, Time-bound, Inclusive, Equitable - Must include subgroup targets.	By the end of the 2024-2025 school year, DeKalb School of the Arts will increase the school's culture and climate among students, faculty and staff by 10% as measured by surveys, feedback platforms, initiatives targeted at fostering inclusivity, diversity and equity.
<b>DCSD Strategic Plan Goal</b>	Goal Area IV: Culture and Climate

**DO:** School Improvement Plans are developed based on data analyses and/or comprehensive needs assessments (PLAN), to implement solutions (DO), to understand the results or impact (CHECK) and to make adjustments based upon the outcomes of the strategy implementation (ACT).

### IMPROVEMENT STRATEGY #1

<i>Embracing Diversity and Cultivating Unity</i>	<i>SYSTEM 5: Academic and Behavioral Support</i>		
Action Steps/Tasks to Implement Improvement Strategy	Position Responsible for the Action Step, and alignment to district and state efforts/requirements, if needed.		Funding Budgeted to Support Action Step
	Person/Position Responsible	Other (Optional, for school use)	Title I, General, Grant, PTA, Donation, After School, Foundations)
1) Ensure school leaders, comprising of administrators and teachers, actively exemplify desired behaviors and values, setting a positive example for both scholars, faculty and staff.	SYSTEM 5: Academic and Behavioral Support	Principal, Teachers, Admin, Counselors	\$0.00
2) Implement a behavior system that reinforces and recognizes positive behaviors and provides support for scholars who may need additional assistance.	SYSTEM 5: Academic and Behavioral Support	Admin, Counselors, Teachers	\$0.00
3) Build partnerships with outside organizations to support initiatives aimed at improving school culture and climate.	SYSTEM 5: Academic and Behavioral Support	Principal, Counselors	\$0.00
4) Train faculty and staff on restorative practices and conflict resolution while promoting accountability and empathy.	SYSTEM 5: Academic and Behavioral Support	Principal, Admin	\$0.00
5)			\$0.00
6)			\$0.00
7)			\$0.00
8)			\$0.00
9)			\$0.00
10)			\$0.00
11)			\$0.00

## PRIORITY AREA 4, IMPROVEMENT STRATEGIES, AND MONITORING CYCLE (Review - Reflect - Refine)

Action Steps/Tasks to Implement Associated with Professional Development/Professional Learning <i>High-quality and ongoing professional development for teachers, principals, and paraprofessionals (TA &amp; SWP)</i>		Position Responsible for the Action Step, and alignment to district and state efforts/requirements, if needed.		Funding Budgeted to Support Action Step
Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end.		Person Responsible	Other (Optional, for school use)	Title I, General, Grant, PTA, Donation, After School, Foundations)
12) Conduct a needs assessment to identify areas of improvement and enhancement in support of the school's culture and climate	SYSTEM 5: Academic and Behavioral Support	Principal, Counselors, Teachers		\$0.00
13) Highlight success stories and celebrate accomplishments with school and community to build a more positive and inclusive school environment	SYSTEM 5: Academic and Behavioral Support	Principal, Admin		\$0.00
14) Provide feedback to faculty and staff following professional development sessions on climate and culture that will assist with implementing these new strategies and practices within the school	SYSTEM 5: Academic and Behavioral Support	Principal, Admin		\$0.00
15) Encourage teachers to share best practices, strategies related to promoting a positive culture and climate	SYSTEM 5: Academic and Behavioral Support	Principal, Counselors, Teachers		\$0.00
16)				\$0.00
Action Steps/Tasks to Implement Associated with Parent/Family Engagement		Position Responsible for the Action Step, and alignment to district and state efforts/requirements, if needed.		Funding Budgeted to Support Action Step
Identify parent/family engagement activities, providers, and the dates activities will begin and end.		Person/Position Responsible	Other (Optional, for school use)	Title I, General, Grant, PTA, Donation, After School, Foundations)
17) Implement and maintain clear communication with families about school events, academic initiatives and opportunities for involvement that will reinforce a sense of belonging within the school	SYSTEM 5: Academic and Behavioral Support	Principal, Admin, Counselors		\$0.00
18) Utilize various communication platforms to ensure accessibility for all families in support of the needs for the school's culture and climate	SYSTEM 5: Academic and Behavioral Support	Principal		\$0.00
19) Host parent workshops to celebrate diverse backgrounds and experiences within the school community	SYSTEM 5: Academic and Behavioral Support	Principal, Admin, Counselors		\$0.00
20) Encourage parents to participate in parent teacher conferences, open houses and cultural events in support of the school's climate and culture	SYSTEM 5: Academic and Behavioral Support	Principal, Admin, Counselors		\$0.00
21)				\$0.00
IMPROVEMENT STRATEGY #2				
<i>Type Improvement Strategy Here</i>		<i>Six Systems - Select 1</i>		
Action Steps/Tasks to Implement Improvement Strategy		Position Responsible for the Action Step, and alignment to district and state efforts/requirements, if needed.		Funding Budgeted to Support Action Step
		Person/Position Responsible	Other (Optional, for school use)	Title I, General, Grant, PTA, Donation, After School, Foundations)
1)	Six Systems - Select 1			\$0.00
2)				\$0.00
3)				\$0.00
4)				\$0.00
5)				\$0.00

**PRIORITY AREA 4, IMPROVEMENT STRATEGIES, AND MONITORING CYCLE (Review - Reflect - Refine)**

6)				\$0.00
7)				\$0.00
8)				\$0.00
9)				\$0.00
10)				\$0.00
11)				\$0.00
<b>Action Steps/Tasks to Implement Associated with Professional Development/Professional Learning High-quality and ongoing professional development for teachers, principals, and paraprofessionals (TA &amp; SWP)</b>		<b>Position Responsible for the Action Step, and alignment to district and state efforts/requirements, if needed.</b>		<b>Funding Budgeted to Support Action Step</b>
Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end.		<b>Person/Position Responsible</b>	<b>Other (Optional, for school use)</b>	<b>Title I, General, Grant, PTA, Donation, After School, Foundations)</b>
12)	<i>Six Systems - Select 1</i>			\$0.00
13)				\$0.00
14)				\$0.00
15)				\$0.00
16)				\$0.00
<b>Action Steps/Tasks to Implement Associated with Parent/Family Engagement</b>		<b>Position Responsible for the Action Step, and alignment to district and state efforts/requirements, if needed.</b>		<b>Funding Budgeted to Support Action Step</b>
Identify parent/family engagement activities, providers, and the dates activities will begin and end.		<b>Person/Position Responsible</b>	<b>Other (Optional, for school use)</b>	<b>Title I, General, Grant, PTA, Donation, After School, Foundations)</b>
17)	<i>Six Systems - Select 1</i>			\$0.00
18)				\$0.00
19)				\$0.00
20)				\$0.00
21)				\$0.00

# PRIORITY AREA 4, IMPROVEMENT STRATEGIES, AND MONITORING CYCLE (Review - Reflect - Refine)

## IMPROVEMENT STRATEGY #3

<i>Type Improvement Strategy Here</i>		<i>Six Systems - Select 1</i>		
<b>Action Steps/Tasks to Implement Improvement Strategy</b>		<b>Position Responsible for the Action Step, and alignment to district and state efforts/requirements, if needed.</b>		<b>Funding Budgeted to Support Action Step</b>
		<b>Person/Position Responsible</b>	<b>Other (Optional, for school use)</b>	<b>Title I, General, Grant, PTA, Donation, After School, Foundations)</b>
1)	<i>Six Systems - Select 1</i>			\$0.00
2)				\$0.00
3)				\$0.00
4)				\$0.00
5)				\$0.00
6)				\$0.00
7)				\$0.00
8)				\$0.00
9)				\$0.00
10)				\$0.00
11)				\$0.00
<b>Action Steps/Tasks to Implement Associated with Professional Development/Professional Learning <i>High-quality and ongoing professional development for teachers, principals, and paraprofessionals (TA &amp; SWP)</i></b>		<b>Position Responsible for the Action Step, and alignment to district and state efforts/requirements, if needed.</b>		<b>Funding Budgeted to Support Action Step</b>
<b>Identify associated professional development courses/activities, participants, providers, and the dates activities will begin and end.</b>		<b>Person/Position Responsible</b>	<b>Other (Optional, for school use)</b>	<b>Title I, General, Grant, PTA, Donation, After School, Foundations)</b>
12)	<i>Six Systems - Select 1</i>			\$0.00
13)				\$0.00
14)				\$0.00
15)				\$0.00
16)				\$0.00

## PRIORITY AREA 4, IMPROVEMENT STRATEGIES, AND MONITORING CYCLE (Review - Reflect - Refine)

Action Steps/Tasks to Implement Associated with Parent/Family Engagement		Position Responsible for the Action Step, and alignment to district and state efforts/requirements, if needed.		Funding Budgeted to Support Action Step
Identify parent/family engagement activities, providers, and the dates activities will begin and end.		Person/Position Responsible	Other (Optional, for school use)	Title I, General, Grant, PTA, Donation, After School, Foundations)
17)	Six Systems - Select 1			\$0.00
18)				\$0.00
19)				\$0.00
20)				\$0.00
21)				\$0.00
CSIP Progress Monitoring Cycle 1: <a href="#">CSIP Monitoring Cycle</a>				
CSIP Progress Monitoring Cycle 2: <a href="#">CSIP Monitoring Cycle</a>				
CSIP Progress Monitoring Cycle 3: <a href="#">CSIP Monitoring Cycle</a>				