



School Improvement Plan 2023 - 2024



**Richmond County
Laney High School**

SCHOOL IMPROVEMENT PLAN

1 General Improvement Plan Information

General Improvement Plan Information

District	Richmond County
School Name	Laney High School
Team Lead	Dr. Cordaryl C. Middleton
Federal Funding Options to Be Employed (SWP Schools) in this Plan (Select all that apply)	Consolidation of Funds – Fund 150: Consolidation of State/Local and Federal Funds
Select the Funds that the LEA anticipates will be consolidated	Title I, Part A Title I, Part A Parent and Family Engagement set-aside Title I, Part A School Improvement 1003 (a)

Factors(s) Used by District to Identify Students in Poverty (Select all that apply)	
<input type="checkbox"/>	Free/Reduced meal application
<input checked="" 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	Teachers lack the content knowledge and pedagogical skills that are needed in order to effectively execute a lesson.
Root Cause # 1	Teachers do not have a holistic understanding of the concept. Teachers do not have the pedagogical skills. Teachers do not utilize the resources made available. Teachers do not know how to utilize the resources and when to utilize the resources...don't know how to ask for help. Teachers have not been trained on the resources. Lack job-embedded training within the school.
Goal	By the end of the 2023-2024 school year, the number of students performing developing level or above on the Georgia Milestones Assessment in all areas will increase from 36% to 43%.

Action Step # 1

Action Step	Implement a teacher academy for teachers in order to improve content and pedagogical knowledge.
Funding Sources	Consolidated Funding
Subgroups	Economically Disadvantaged Homeless English Learners Race / Ethnicity / Minority Student with Disabilities
Systems	Coherent Instruction Effective Leadership Professional Capacity Supportive Learning Environment
Method for Monitoring Implementation	Classroom observations Feedback Lesson Plans
Method for Monitoring Effectiveness	GMAS EOC Common Assessment
Position/Role Responsible	Leadership Team
Timeline for Implementation	Others : Bi-Weekly

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	Implement monthly common assessments pre and post assessments aligned to the rigor of the standards.
Funding Sources	Consolidated Funding
Subgroups	Economically Disadvantaged Foster Homeless English Learners Migrant Race / Ethnicity / Minority Student with Disabilities Immigrant
Systems	Coherent Instruction
Method for Monitoring Implementation	Creation of Common Assessments
Method for Monitoring Effectiveness	Common Assessment GMAS EOC
Position/Role Responsible	Leadership Team
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	Utilize a consultant in all subject areas in order to provide best practices and support to teachers and students.
Funding Sources	Consolidated Funding
Subgroups	Economically Disadvantaged Foster Homeless English Learners Migrant Race / Ethnicity / Minority Student with Disabilities Immigrant
Systems	Coherent Instruction Professional Capacity
Method for Monitoring Implementation	Classroom observations Feedback Lesson Plans
Method for Monitoring Effectiveness	GMAS EOC Common Assessment
Position/Role Responsible	Leadership Team
Timeline for Implementation	Others : Bi-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

2.2 Overarching Need # 2

Overarching Need

Overarching Need as identified in CNA Section 3.2	Students lack the literacy skills that are needed to be successful academically.
Root Cause # 1	Students have not been exposed to all of the components of literacy. Teachers do not understand all of the components of literacy. Teachers lack the ability to integrate literacy within lessons. There is not a school-wide expectation of integrating literacy within lessons. Leadership is not certain on how to integrate literacy within the school in order to effectively communicate expectations to the staff.
Goal	Increase the percentage of students reading on grade level from 31% to 40% by the end of the 2023-2024 school year as measured by the NWEA MAP Benchmark Assessment.

Action Step # 1

Action Step	Implement monthly reading, writing, and vocabulary strategies within all classrooms.
Funding Sources	Consolidated Funding
Subgroups	Economically Disadvantaged Foster Homeless English Learners Migrant Race / Ethnicity / Minority Student with Disabilities Immigrant
Systems	Coherent Instruction Effective Leadership
Method for Monitoring Implementation	Lesson Plans Classroom Observations
Method for Monitoring Effectiveness	NWEA MAP eWalk Observations
Position/Role Responsible	Leadership Team
Timeline for Implementation	Monthly

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	Implement a teacher academy to model for teachers on how to teach reading to students across grade levels.
Funding Sources	Consolidated Funding
Subgroups	Economically Disadvantaged Foster Homeless English Learners Migrant Race / Ethnicity / Minority Student with Disabilities Immigrant
Systems	Coherent Instruction Effective Leadership
Method for Monitoring Implementation	Meeting Sign-In Sheets Classroom Observations Lesson Planning
Method for Monitoring Effectiveness	NWEA MAP Common Assessments eWalk Observations
Position/Role Responsible	Leadership
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	Implement a school-wide reading campaign.
Funding Sources	Consolidated Funding
Subgroups	Economically Disadvantaged Foster Homeless English Learners Migrant Race / Ethnicity / Minority Student with Disabilities Immigrant
Systems	Coherent Instruction Effective Leadership
Method for Monitoring Implementation	Classroom Observations Meeting Schedule
Method for Monitoring Effectiveness	NWEA MAP eWalk Observations
Position/Role Responsible	Leadership
Timeline for Implementation	Others : Bi-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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2. SCHOOL IMPROVEMENT GOALS

2.3 Overarching Need # 3

Overarching Need

Overarching Need as identified in CNA Section 3.2	The school's culture and climate are not conducive, lack collective efficacy.
Root Cause # 1	Inconsistency in the staff expectation from leadership. Staff regression. Staff do not buy into leadership due to leadership staying for a short period of time. Limit teacher leadership within the building. Staff lack trust within the leadership.
Goal	By the end of the 2023-2024 school year, 85% of Laney High School Staff will demonstrate positive self-efficacy as measured by the administration of Laney High School Staff Surveys.

Action Step # 1

Action Step	Implement a staff academy in order to build staff capacity.
Funding Sources	Consolidated Funding
Subgroups	Economically Disadvantaged Foster Homeless English Learners Migrant Race / Ethnicity / Minority Student with Disabilities Immigrant
Systems	Professional Capacity
Method for Monitoring Implementation	Sign-In Sheets Agendas
Method for Monitoring Effectiveness	Laney Survey Results
Position/Role Responsible	Leadership Team
Timeline for Implementation	Others : Bi-Monthly

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	Establish team building exercises to include book studies and outings.
Funding Sources	Consolidated Funding
Subgroups	N/A
Systems	Professional Capacity
Method for Monitoring Implementation	Sign-In Sheets Outing Pictures
Method for Monitoring Effectiveness	Faculty Retention Laney Survey Results
Position/Role Responsible	Administration Team
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 # 3

Action Step	Recognize staff for attendance, academic achievement, and professional growth.
Funding Sources	Consolidated Funding
Subgroups	N/A
Systems	Effective Leadership
Method for Monitoring Implementation	Staff Pictures Pictures of Staff in Action
Method for Monitoring Effectiveness	Faculty Retention Laney Survey Results
Position/Role Responsible	Administrative Team
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 # 4

Action Step	Utilize a consultant to work with novice teachers as well as other teachers who need additional support.
Funding Sources	Consolidated Funding
Subgroups	Economically Disadvantaged Foster Homeless English Learners Migrant Race / Ethnicity / Minority Student with Disabilities Immigrant
Systems	Professional Capacity
Method for Monitoring Implementation	Classroom observations Feedback
Method for Monitoring Effectiveness	Faculty Retention Laney Survey Results
Position/Role Responsible	Administration

Action Step # 4

Timeline for Implementation	Monthly
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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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