Alex Green Elementary School
COMMUNITY ACHIEVES STRATEGIC PLAN, 2019-20

Alex Green Elementary School has identified 4 priorities as part of the School Improvement Plan (SIP) for the 2019-20 school year:

- **ELA:** TNReady ELA data will increase to meet AMO target of 17.4.
- **Math:** TNReady Math data will increase to meet AMO target 12.7.
- **Attendance:** Increase satisfactory attendance by 2% and decrease chronic absenteeism by 3%.
- **SEL:** Maintain low disciplinary referral (<30) OSS rate (<3) to a number that is equal to or less than current rate.

As a community school, Alex Green Elementary School strives to improve conditions for learning through collaborative work with our partners to bring community support to the school, as organized around four pillars of support that we believe are important to preparing the whole child for success:

- Family Engagement
- College and Career Readiness
- Health and Wellness
- Social Services and Adult Development

The purpose of this strategic plan is to present (1) a brief snapshot of our school’s data and other information to demonstrate the need to coordinate resources within the pillars in support of the priorities, (2) information related to how the school currently coordinates resources within the pillars of support, and (3) opportunities for community partners to support the school in its efforts and strategies to achieve goals for students in 2019-20.

**SCHOOL DEMOGRAPHICS & KEY DESCRIPTORS**

- PreK-4th Grade
- School Status: Priority
- Title 1
- Extended School Day
- 26 Teachers and 65.4% of teachers have 11+ years of experience
- 81.92% African American, 12.92% Hispanic and 5.17% White
- 93.66% Economically Disadvantage, 9.59% English Learners and 8.12% Students with Disabilities
- 94.7% Average Attendance Rate and 15.9% Chronically Absent (missing more than 18 days).
- 46 Behavior Incidents and 159 Restorative Justice Meetings
FAMILY ENGAGEMENT
What is Happening at Our School

In the 2018-2019 school year Alex Green Elementary had 7 family engagement opportunities in the month of May alone and 275 parents/guardians in attendance. The school does not have a parent lead group to give the parents a voice at the school and 15% of teachers and staff feel that parents support their work. Parents will greatly attend school events if the event is directly involving their students. However, parents will rarely attend workshops and parent only events. 8% of teachers and staff feel that parents do their best to help their children learn. Alex Green is not on a bus line and over 65% of students ride the bus. Parents with a barrier to transportation have a hard time getting to the school for engagement.

Our Needs/How We Want to Engage the Community to Help Meet Our Needs

- Start a parent led group (PTA, PTO) to give parents a voice at Alex Green.
- Allow for more engagement opportunities with parents to create a community where parents can support one another in the event of an absent or tardy student.
- Start a newsletter to communicate to with parents and partners what is happening at the school.
- Get more parent engaged on Twitter, Facebook and Instagram accounts.
- Connect with the whole Northwest Quadrant to promote family engagement within the surrounding schools.

COLLEGE & CAREER READINESS
What is Happening at Our School

In the 2018-2019 school year Alex Green Elementary had an attendance rate of 94.71% for student and 95.8% for teachers; 15.9% of students experience chronic absenteeism. However, that is an increase from the 2017-2018 student attendance rate of 93.53% for students and 21.9% experiencing chronic absenteeism. Alex Green has a HOT (Here on Time) Student initiative. Students receive incentives and recognition when they arrive to school on time.

The school's classroom technology is outdated compared to other schools. The technology that the teachers and students use do not align with the curriculum that is being taught. The school currently has 85 working computers for 300 students and it has a negative impact on testing. Alex Green has a hard time keeping and recruiting teachers because other schools have better technology.

On 8/18/2018 AGES had 74% of the school in Q1 and Q2 for math, on 11/18/2018 it was 78% and on 2/19/2019 it was 74%. On 8/18/2018 AGES had 71% of the school in Q1 and Q2 for reading, on 11/18/2018 it was 68% and on 2/19/2019 it was 69%.

Alex Green has a RIT Specialist that works with select students in Q1 and Q2 on reading. There are currently no math initiatives at AGES; Math scores for the district are low. Teachers at Alex Green received new math (Eureka Math) and reading (CKLA) curriculum in the second semester of the school year and were learning how to implement the curriculum. The TNReady ELA scores went from 11.9% in 2017-2018 to 12.9% in 2018-2019. The TNReady math scores went from 6.9% in 2017-2018 to 17.4% in 2018-2019.
Our Needs/How We Want to Engage the Community to Help Meet Our Needs

- Have more reading partners/tutors and create math tutoring partners/programs (ex. Fifty Forward Foster Grandparents, Kids on the Block Literacy etc.)
- Individuals or organizations to provide leadership for clubs with their expertise to make our clubs more consistent.
- Help seeking and applying for grants.
- Approx. 250 working computers for the students.
- 20 smart boards and/or updated technology in the classrooms for teachers.

HEALTH & WELLNESS

What is Happening at Our School

In the 2018-2019 school year Alex Green had 46 behavior incidents and 159 restorative justice meetings. The top three behavior incidents include fighting, disruption of school and profane language authority. 82% of students feel that students behave badly in their classroom and it slows down their learning. There is a lack of mental health and other supplemental services to assist students with emotional and behavioral concerns. The assistant principal at AGES has taken an initiative to manage discipline and help with restorative practice. Many students are sent to sit in the office by the teachers if a behavior problem arise in the classroom. Every teacher is supposed to have a Peace Corner but every teacher is not fully implementing SEL and restorative practices in their classrooms. Alex Green has Community Meetings involving students, faculty and staff. During these meetings values and positive character traits are discussed and reinforced. However, these meetings have an inconsistency when it happens.

59% of the teachers feel that they have no input when the school makes an important decision. 66% of teachers feel that the school leaders do not feel that teacher satisfaction is important. The teachers and staff do not have a place in the school where they can gather as a community and engage.

Our Needs/How We Want to Engage the Community to Help Meet Our Needs

- Provide the school with more mental health support. Partner with mental health resources and refer our students when needed.
- Fully implement restorative practice throughout the entire school. Ensure that all teachers, faculty and staff are trained on restorative practice and have a place in their room for students who need a break.
- Have a token economy system to reward good behavior.
- Provide students with engagement opportunities such as, reading buddies, after school programs, clubs and etc. that will make them want to attend school.
- Continue utilizing our school counselor and social worker to support our students in need.
- Show more staff appreciation, happy teachers ensure happy students. Incentives and gifts for teachers.
• Update and create a space for teachers and staff to engage outside of their classrooms (update teacher lounge and work rooms).

SOCIAL SERVICES & ADULT DEVELOPMENT

What is Happening at Our School

In the 2018-2019 school year, Alex Green most absences can be attributed to illness. Parents do not often have access to quality healthcare. Other issues that led to absences include transportation. If a student misses the bus or lives too far to walk and a bus is not provided these families must arrange their own transportation. The school is located in 37189, but many students come from 37207 and 37218 area. The community that surrounds the school is not and does not represent the community that the families reside. Many families live in hotels and motels off Trinity lane to where it is a pickup route for the school buses.

38% of the school failed their vision test and 10% of the school is underweight. Breakfast and lunch is free for all students at Alex Green Elementary; 97% participate in breakfast and 95% participate in lunch. 71.96% of AGES consist of economically disadvantaged students. Many students do not feel a sense of community in their neighborhoods. Many students lack the basic necessities such as adequate food, clothing and etc. Many students at the school are also dealing with trauma that in turn affects their day to day school and home life. Ensuring that the students at Alex Green Elementary have their most basic needs met ensures that they are able to attend school and fully focus on their education instead of the need that is currently being unmet outside of school.

Our Needs/How We Want to Engage the Community to Help Meet Our Needs

• Continue receiving support from health partnerships (vision, wellness checks, etc) and partner with trauma informed mental health services.

• Revamp the clothing closet and having thing such as hygiene products and household items for students and families.

• Have take-home meals for the students in need.

• Create a space for parents at the school where they can get resources, engage and etc. Having parents attend the school more will allow for them to have a better rapport with the school.

• To provide parents with social service needs such as schooling, workshops, jobs, training and etc.

• To provide the teachers with PD workshops on managing classroom behaviors, stress, self-care and etc.

• An attractive strategy that makes students come to Alex Green Elementary and keep families in the schools within the Whites Creek cluster.

• A school shirt for all of the students and staff.