

DIVISION OF
SCHOOL & DISTRICT
EFFECTIVENESS
ADVANCING LEADERSHIP | TRANSFORMING SCHOOLS

P&O-1: Vision and Mission

Principal-to-Principal Webinar Series
February 9, 2017

Mr. Vinson Davis

Principal

Monroe Comprehensive High School

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229-431-3316

Mrs. Andrea Cruz

Professional Learning Program Specialist

School and District Effectiveness

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Purpose:

To support educational leaders in their school improvement efforts and to address the expressed needs of principals in Georgia.

Principals from throughout the state will share how they have effectively implemented the best practices related to each topic.

2016-2017 Principal-to-Principal Webinar Dates and Times

August 25, 2016 – 10:00 AM

November 3, 2016 – 10:00 AM

February 9, 2017 – 10:00 AM

May 18, 2017 – 10:00 AM

Please send topic requests to Andrea Cruz at acruz@doe.k12.ga.us.

Georgia School Performance Standard: Planning and Organization 1

- **Shares a common vision and mission that define the school culture and guide the continuous improvement process**
 - A common vision and mission have been collaboratively developed and communicated to all stakeholders.
 - The culture of the school has been deeply defined over time by the vision and mission, which are updated as needed.
 - The daily work and practices of staff consistently demonstrate a sustained commitment to continuous improvement.



Georgia School Performance Standards:

<http://www.gadoe.org/School-Improvement/School-Improvement-Services/Documents/School%20and%20District%20Effectiveness/GA%20School%20Performance%20Standards.pdf>

SDE Professional Learning:

<http://www.gadoe.org/School-Improvement/School-Improvement-Services/Pages/Professional-Learning.aspx>

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Monroe Comprehensive High School

2017 GaDOE Principal-to-Principal Webinar

Monroe Comprehensive High School

Vision – To become a certified Georgia STEM School and be the leader in Science, Technology, Engineering, and Math (STEM) education for high school students in Southwest Georgia.

Mission – To ensure quality teaching and learning in every classroom, every day, for every teacher and every student.

School Motto – Our success is tied to us being Present, Prompt, Prepared, and Productive.

Welcome to Monroe High School Home of the “Golden Tornadoes”

**Our Focus: Being Present, Prompt,
Prepared, Productive and Professional**

Our Nickname: “The Ponderosa”

Our Mascot: “Golden Tornadoes”

Our Colors: Green & Gold



Welcome to Monroe High School Home of the "Golden Tornadoes".

MCHS Enrollment – 1002

Grade 9 – 315

Grade 10 – 245

Grade 11 – 229

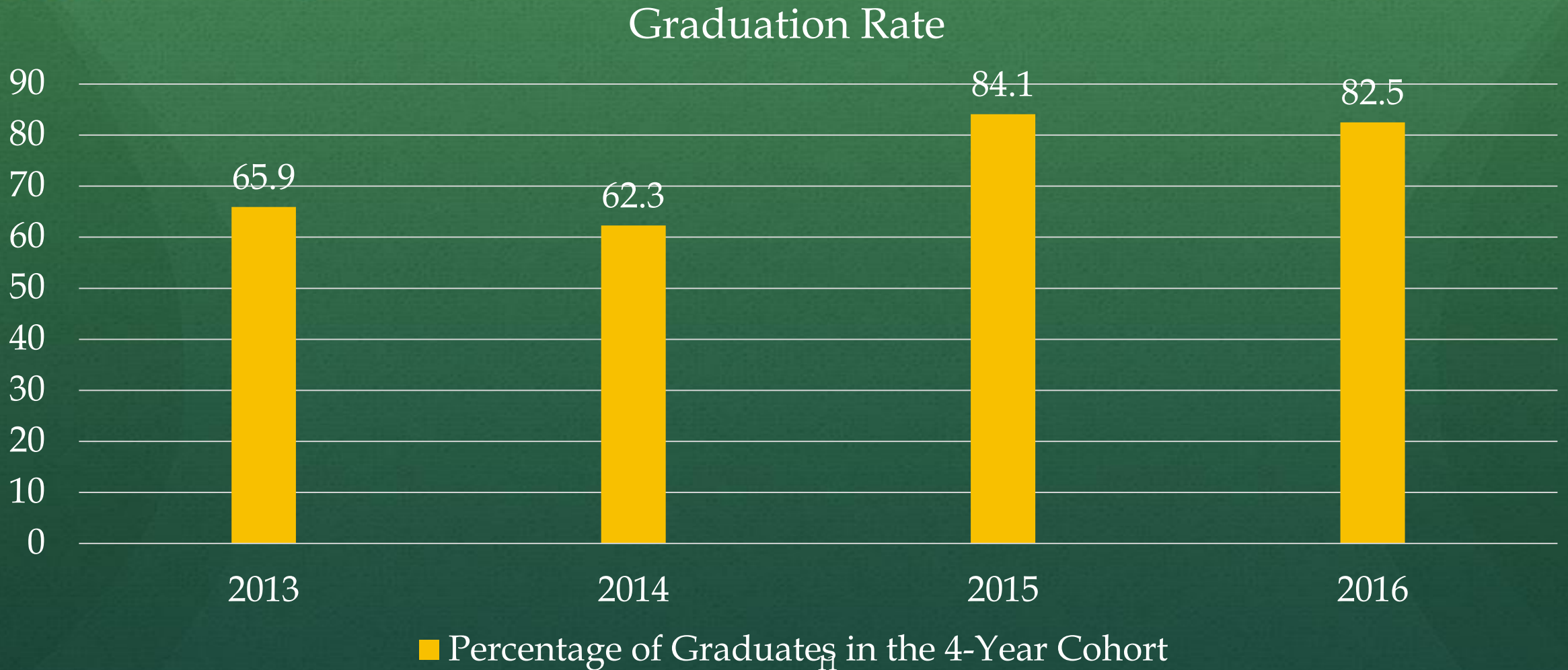
Grade 12 – 213

- **98% African American**
- **100% Free Lunch (District)**



2013 – 2016

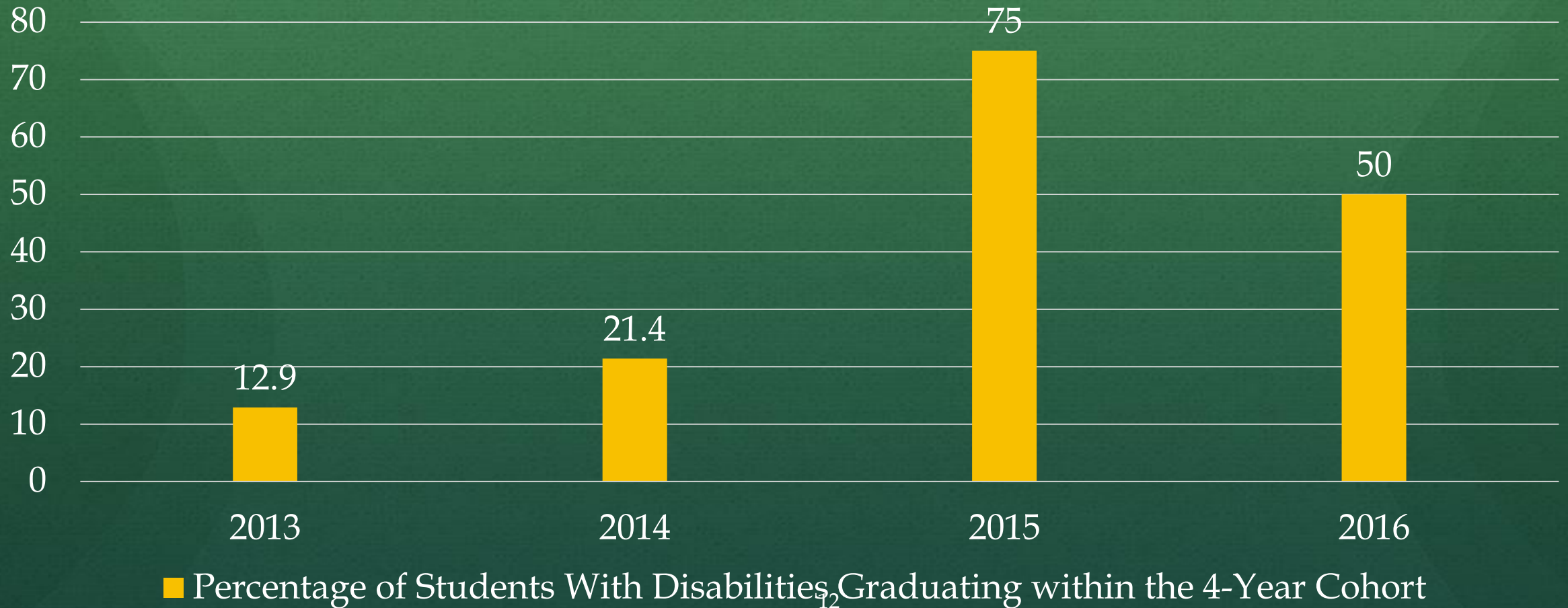
Graduation Rate Trend



2013 – 2016

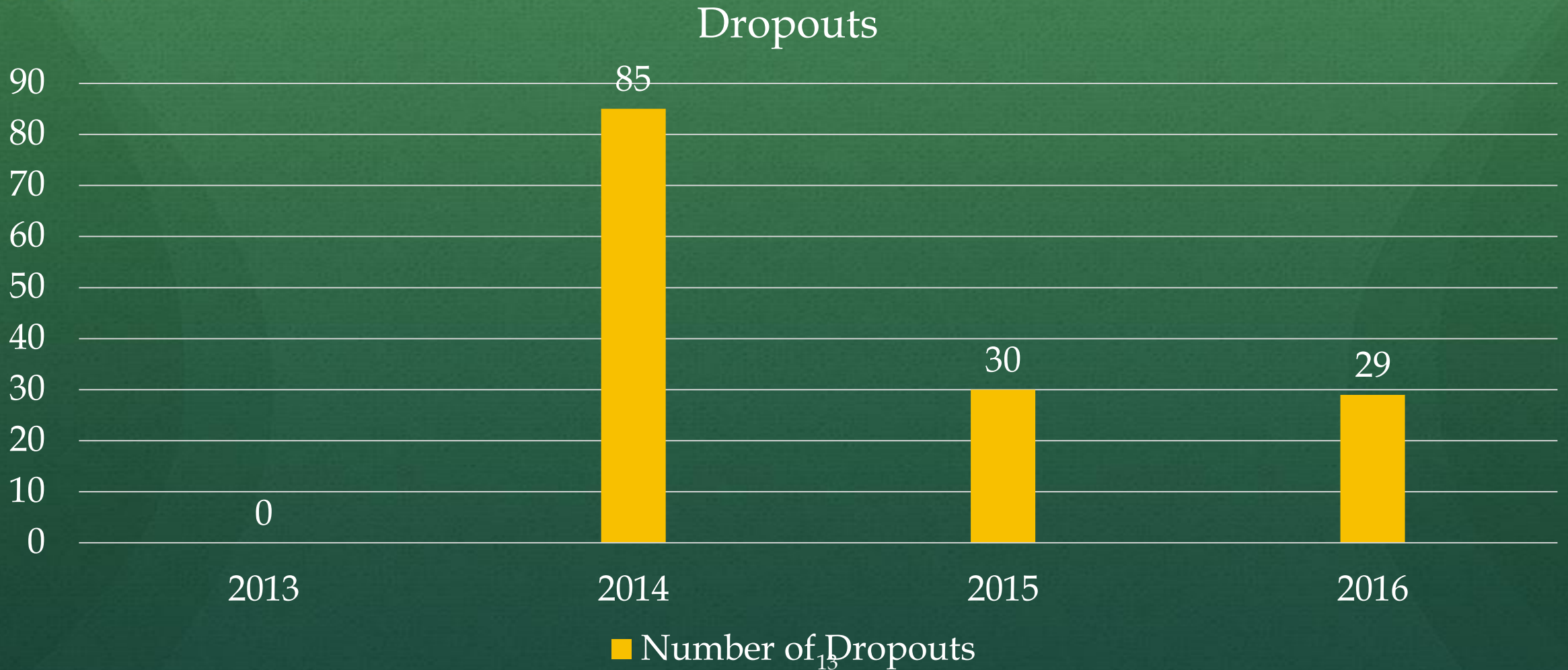
SWD Graduation Rate Trend

Students With Disabilities Graduation Rate



2013 - 2016

Dropout Rate Trend



CCRPI INDICATORS, SAT & ACT SCORES

	2012	2013	2014	2015	2016
% Lexiles \geq 1275	11%	15%	12.6%	24.69%	29.1%
% Typical/High Growth	52%	49%	64%	56.65%	59.1%
Achievement Points	39.7	31.4	30.8	24.6	26
Achievement Gap Points	7.5	10	8.7	4.2	5.8
Progress Points	13	12.3	15.9	30.1	31.4
SAT Combined Score	1174	1160	1205	1126	1135
ACT Composite Score	16.3	15.2	16.2	17.1	15.4

EOCT / MILESTONES

	2012 (EOCT)	2013 (EOCT)	2014 (EOCT)	2015 (Milestones)	2016 (Milestones)
9 th Grade Literature	71.6%	68.9%	75.1%	38.9%	28.4%
American Literature	75.3%	80.9%	79.9%	27.3%	29.7%
Algebra	Math I 43.2%	15.6%	13.7%	31.2%	38.2%
Geometry	Math 1 31%	32.3%	11%	24.5%	30.7%
Physical Science	52.7%	42.3%	60.4%	20%	24.1%
Biology	43.5%	41.2%	53%	19.1%	30.9%
US History	30.5%	33.9%	31.7%	19.6%	32.6%
Economics	47.7%	49.8%	59.9%	23.9%	24.6%

Discipline Data

		2013 - 2014	2014 - 2015	2015 - 2016
Discipline Referrals		819	416	379
ISS	Total Days Served	1704	233	323
OSS	Total Days Served	2198	1942	1390

Points of Pride/Strengths

- Faculty
- Leadership Team
- Student Body
- Strong Alumni Support (Mentoring, Steve Harvey Neighborhood Award “Best High School”, Financial Contributions, etc.)
- Community Support

Challenges and Opportunities for Improvement

- Increasing the percentage of students who meet reach the required Lexile measure on American Literature EOC.
- Increasing the percentage of classrooms who reach students every day with the Rigor/Relevance required by the Georgia Standards of Excellence (“...quality teaching and learning....”).
- Increasing the percentage of students who miss fewer than 5 days of school.

Planning and Organization

Planning and Organization Standard 1: Shares a common vision and mission that define the school culture and guide the continuous improvement process.

<p>Level 4 Exemplary</p>	<p>Level 3 Operational</p>	<p>Level 2 Emerging</p>	<p>Level 1 Not Evident</p>
<p>A common vision and mission have been collaboratively developed and communicated to nearly all stakeholders.</p> <p>The culture of the school has been deeply defined over time by the vision and mission, which are updated as needed.</p> <p>The daily work and practices of staff consistently demonstrate a sustained commitment to continuous improvement.</p>	<p>A common vision and mission have been developed through a collaborative process and communicated to most stakeholders.</p> <p>The vision and mission define the culture of the school and guide the continuous improvement process.</p>	<p>A common vision and mission have been developed by some staff members but have not been effectively communicated so that they guide the continuous improvement process.</p>	<p>A common vision and mission have not been developed or updated or have been developed by a few staff members.</p>

“A stake in the ground.....”

- Where do you see your school 5 years from now? 10 years from now?
- How will you get there?
- What barriers can you foresee?
- What resources will you need?
- How will you share this vision, and with whom?

Be transparent in the creation and casting of your vision.

- Have a strong support group. You will need mentors and supporters you can share ideas with when things get challenging.
- Keep it simple.
- Be able to share your vision quickly.
- Bring others to the table when you begin to write the vision and mission for your learning community. Resist the urge to do it alone.
- Include room for you to add partners in the work (alumni, parents, students, etc.).
- Ensure your vision and mission have creating a stronger academic community at the core.

Engage.....Engage.....Engage

- Engage with faculty and staff .
- Engage with student “Focus Groups.”
- Engage with parents.
- Engage with community groups.
- Engage with district personnel.

Engage with Faculty and Staff

- You are a walking, talking Vision & Mission statement.
- Talk often about where you want to see the school and how the actions/strategies/interventions will help in the process of getting there. The majority of our staff has 1-5 years of experience.
- We are not where we want to be! Find creative ways to meet with your staff about the vision and how we overcome barriers to get closer to the vision (“Monday Mindset”, high visibility, constant conversations, challenge the “thinkers” in the building who has investments in the status quo, etc.).
- New Teacher “Conversations”
- Peer Observations/Peer Walks/ “Inter-rater Reliability”

Engage with Student Groups

- Be visible.
- Schedule Student Forums.
- Create a Student Leadership Team. If you are in a secondary school, ensure there is representation from each grade level (elementary could do 3rd, 4th, and 5th). Meet once per quarter to discuss school improvement initiatives, needs, etc. Although the feedback will be from a student's point of view, the insight they share will be profound.

Engage with Parents, Community Groups, and District Personnel

- Be visible and accessible.
- Schedule opportunities for parents to give feedback - Parent “walk-throughs” (Georgia Family Friendly Partnership).
- Honors’ Breakfast, Grandparents’ Day, etc.
- Connect with the faith community in your area.
- Share your vision and mission with those outside of the school who want to see the school improve and make progress (Alumni Financial Support to assist students in taking the SAT/ACT, mentoring, school supplies, etc.).

Engage with Parents, Community Groups, and District Personnel (cont.)

- Community Day
- Add members of central office to your leadership team.
- Schedule and capitalize on opportunities to share the school's needs with district personnel who are in a position to allocate resources (extend the school day, Saturday School, Reading Support/Math Support, etc.).

Key Reminders

- Have a strong support group. You will need mentors and supporters you can share ideas with when things get challenging.
- Keep it simple.
- Be able to share your vision quickly.
- Bring others to the table when you begin write the vision and mission for your learning community. Resist the urge to do it alone.
- Include room for you to add partners in the work (alumni, parents, students, etc.).
- Ensure your vision and mission have creating a stronger academic community at the core.

2013 – 2016 CCRPI Trend

College and Career Ready Performance Index

