



Optional Schools Strategic Plan

Cummings Elementary School 2022-23

Enriched Academics

PILLAR I: DIVERSITY

Diversity is a cornerstone to offering students a global educational experience. Schools, through recruitment and lotteries, strive to have student populations that are reflective of the community. Culturally competent educational environments model empathy and respect, and work collaboratively with a variety of individuals.

Standard 1: Student Recruitment and Selection

Indicator	SMART Goal	Anticipated Results	Action Steps	Timeline	Person(s) Responsible	Resources Required	Monitoring Strategy
All district and school-based efforts for student selection including marketing, recruitment, entrance and assignment, and transportation policies are designed to ensure equal access for all students and reduce minority group isolation.	<ul style="list-style-type: none"> Implement STEM program for K-8 students Recruit more KK students for optional program Maintain retention of 5th graders for MS optional program Promote optional program via technology 	<ul style="list-style-type: none"> Increase the number of lessons taught for STEM Increase the number of KK students for optional testing Retain 5th grade students for MS optional program Keep parents and community connected to optional 	<ul style="list-style-type: none"> K-4 generate a finished product every semester & 5-8 every quarter Increase and expand marketing and recruitment strategies to include the surrounding feeder schools and neighborhood businesses (send flyers, brochures) Optional Check-in's on student's progress every report card period Have a pep rally for all K-8 students to highlight different STEM projects 	October 2022 – June 2023	Optional School Coordinator Admin Team Teachers Family Engagement Specialist School Counselor	Anticipated cost: \$500	<ul style="list-style-type: none"> Enrollment numbers Progress reports and report cards Use survey results from parents to plan/adjust recruitment actions and school events Update school website weekly



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		program through technology	<ul style="list-style-type: none"> Participate in Optional Open House and District School Choice Fair (Display COS paraphernalia, brochures) Have a 5th / 6th grade Day 				

Standard 2: Diversity and Equity							
Indicator	SMART Goal	Anticipated Results	Action Steps	Timeline	Person(s) Responsible	Resources Required	Monitoring Strategy
District and school-based policies and activities to attract and retain students support racial, ethnic and socio-economic integration. All classrooms reflect the demographic diversity in the district and community, and educators demonstrate a commitment to teaching in a diverse setting.	Increase exposure of diverse culture in Cummings Optional Program by hosting a minimum of 3 events	Increased enrollment & diversity in optional program	<ul style="list-style-type: none"> Promote multi-cultural activities in classroom Celebrate different ethnic groups and their contributions to the city of Memphis 	Ongoing	Optional School Coordinator Admin Team Teachers School Counselor	Anticipated Cost: \$0	Review survey results from parents and community
			<ul style="list-style-type: none"> Participate in Memphis and May 	April – May 2023	Optional School Coordinator	Anticipated cost: \$0	Ensure that COS sets up booth for



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			International Festival		Teachers		representation of STEM projects
					Admin Team		
			<ul style="list-style-type: none"> Celebrate Christmas Around the World 			Anticipated cost: \$0	Program and sign in sheet

PILLAR 2: INNOVATIVE CURRICULUM AND PROFESSIONAL DEVELOPMENT

Innovative Curriculum and Professional Development is developed to ensure theme-based, relevant instruction is provided to students. Effective teaching strategies, based on best practices, are implemented through the inclusion of the school's theme. Curriculum is based on high-quality, rigorous standards that prepare students for post-secondary success.

Standard 3: Theme and Curriculum Development

Indicator	SMART Goal	Anticipated Results	Action Steps	Timeline	Person(s) Responsible	Resources Required	Monitoring Strategy
The school's optional/magnet theme is integrated into all subjects, monitored, differentiated, articulated between grades, and is innovative, relevant, and ensures student preparation beyond high school.	<ul style="list-style-type: none"> Integrate the theme in computer science for grades 5-8 by establishing a STEM course integrating the use of Coding and Robotics classes by May 2023. 	<ul style="list-style-type: none"> Student projects will address STEM standards 	Plan and execute: <ul style="list-style-type: none"> "STEM" Career Day School-Wide Science Fair Building Box 	September 2022 - May 2023	Optional School Coordinator Honors Teachers Admin Team STEM Teacher	STEM resources Anticipated Cost: \$ 2000	<ul style="list-style-type: none"> Project Rubrics Program and sign in Administer and monitor Kuder Career Interest Assessment



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	<ul style="list-style-type: none"> 6-8 will implement Stemscoopes STEM curriculum for TN students Allow students to explore different careers that involve STEM 	<ul style="list-style-type: none"> At least 10% of our 8th grade students will express an interest in attending high schools with a STEM focus 	<ul style="list-style-type: none"> Clean Memphis Projects 				
			Celebrate Black History Month (focus on minorities and their contributions to math)	February 2023	Optional School Coordinator	Anticipated Cost: \$0	Calendar of speakers
			Participate in city-wide contests such as e-day, Clean Memphis, and Canstruction	January – June 2023	Honors Teachers	West TN STEM Hub	
			U of M STEM Ambassadors partner to assist in STEM classes	August 2022 – June 2023	Admin Team STEM Teacher U of M STEM Ambassadors		
			Begin K-2 rollout for discovery ED STEM coursework	Quarterly			
			Clean Memphis assists with science labs	Weekly			
			Integrate activities from the Code Crew and Code.org cross-curricula and make connections to future career goals	November 2022-May 2023		Anticipated Cost: \$0	Kuder Interest Inventory Assessment



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Standard 4: Professional Development

Indicator	SMART Goal	Anticipated Results	Action Steps	Timeline	Person(s) Responsible	Resources Required	Monitoring Strategy
<p>The school has a plan that aligns professional development to its theme, supports all students including English language learners, and those with disabilities, and includes job-embedded training. Collaboration is a structured part of regular planning.</p>	<ul style="list-style-type: none"> A teacher on each grade level will attend the monthly 'Module Study for Eureka Math' provided by the district to learn to expand math integration K-8. District Content Cadres will be completed by all teachers. 	<p>School score will increase in Numeracy with TNReady from Level 3 to Level 5</p> <p>Teachers will learn from student work, implement consistent protocols and instructional practices for mathematics</p>	<p>ALL Teachers participate in the 'Module Study' sessions at the Teaching and Learning Academy for Eureka Math.</p>	<p>August 2022 - May 2023</p>	<p>Optional School Coordinator</p> <p>Admin Team</p> <p>Teachers</p>	<p>Eureka Math Material/Digital Suite</p> <p>iReady Program</p> <p>Teacher Toolbox</p> <p>STEM resources</p> <p>Canvas</p> <p>Anticipated Cost: \$ 1000</p>	<ul style="list-style-type: none"> TN Ready scores by grade level iReady Scores Looking at student work protocol
			<p>Conduct a session on increasing the rigor for honors students with district honors advisor.</p>	<p>Once per Semester</p>	<p>Honors Advisor</p> <p>Optional School Coordinator</p> <p>Admin Team</p> <p>Teachers</p>	<p>Curriculum Map</p> <p>Anticipated Cost: \$</p>	<p>Review and submit Honors Compliance Documents</p>



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PILLAR 3: ACADEMIC EXCELLENCE

Academic Excellence is demonstrated through a commitment to multi-dimensional instruction focused on learner needs. Multiple assessment strategies are employed to monitor student learning, progress, and success. High expectations are clearly articulated and personalized supports are in place to address the interests and aspirations of all students.

Standard 5: Instructional Fidelity

Indicator	SMART Goal	Anticipated Results	Action Steps	Timeline	Person(s) Responsible	Resources Required	Monitoring Strategy
Teaching and learning focuses on theme-aligned instruction and research-based design. It includes student collaboration and problem solving with tiered levels of intervention and formative assessments relevant to instruction that improves student achievement.	Teachers participate in weekly STEM collaboratives (7) to strengthen their understanding and gain researched-based strategies/approach for mathematics and STEM integration.	Increased collaboration and achievement	Teachers will participate in walkthroughs and conversations to hone the lessons with Eureka Math and STEM integration.	August 2022 - May 2023	Teachers Admin Team ILT Team Math Advisor	Anticipated Cost: \$0	Eureka Math Materials with STEM curriculum integration (CCTE) TEM Rubric
			Teachers will receive coaching sessions, feedback on Collaborative planning documents and	ongoing	Teachers Admin Team ILT Team Math Advisor		<ul style="list-style-type: none"> • TNReady Scores • District CFA scores (Mastery Connect) • iReady Scores



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			their teaching practices with the Instructional Practices/TEM Rubric to guide student achievement				<ul style="list-style-type: none"> • Bi-Weekly Common Assessments
	Increase the number of students participating in the academic organizations in the school by 20% by May 2023	Students will sign up to participate in organizations that will enhance their academic progress and improve their readiness for college and careers.	Offer organizations with an academic focus: Chi Alpha Mu, Beta Club, National Elementary/Jr. High Honor Society, Student Council, Debate Team, Knowledge Bowl Team, Patriotic Club, Robotics/STEM Club	August 2022 to May 2023	Club Sponsors Admin Team West TN STEM Hub CCTE STEM Teacher	Anticipated Cost: \$ 250 Posters, Flyers, Brochures	<ul style="list-style-type: none"> • Number of inquiries for the clubs • Club/organization Sign in sheets • Survey responses from parents and community
Standard 6: Student Achievement							
Indicator	SMART Goal	Anticipated Results	Action Steps	Timeline	Person(s) Responsible	Resources Required	Monitoring Strategy



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There is evidence of academic improvement and narrowing the achievement gap for all subgroups, and the school continually collects, analyzes, and uses data to improve graduation rates and indicators of college and career readiness.	At least 75% of Optional Students will score met or exceeded on benchmark testing	Increased academic achievement with 75% or more students scoring met or exceeded on benchmark assessment		Fall 2022 Winter 2022 Spring 2023	Teachers Admin Team	Anticipated Cost: \$0	Use of data from benchmark assessments
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PILLAR 4: HIGH QUALITY INSTRUCTIONAL SYSTEMS

High Quality Instructional Systems are rooted in well-prepared, well-educated professional educators. Teachers and administrators who are student-centered, collaborative, and inquisitive prepare learners to be world ready, workforce ready, and higher education ready.

Standard 7: Leadership

Indicator	SMART Goal	Anticipated Results	Action Steps	Timeline	Person(s) Responsible	Resources Required	Monitoring Strategy
Optional/Magnet school leadership recognizes exceptional instruction, staff is coached to ensure that the theme is implemented with fidelity, and decisions are made collaboratively. Teachers are recruited, selected, and retained, and strategic partnerships are cultivated to meet the unique needs of the Optional/Magnet program.	To retain 85% of the staff members for the 2022 – 2023 school year to build capacity within the school	The Instructional Leadership Team will develop criteria to recognize ‘Eagle Teacher’ for staff members and ensure building capacity and leadership opportunities.	A rubric will be developed to recognize an ‘Eagle Teacher.’ One teacher will be selected a month and their information will be placed on a bulletin	September 2022 - May 2023	Admin Team ILT Team Teachers	Anticipated Cost: \$300 Prizes Certificates	<ul style="list-style-type: none"> Criteria Sheet for Irreplaceable Teacher Surveys Created by Admin in SurveyMonkey Spotlight bulletin board of teacher recognition and bio



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			board with a picture in the main hallway.				
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PILLAR 5: FAMILY AND COMMUNITY PARTNERSHIPS

Family and Community Partnerships are mutually beneficial, offer a system of support, shared ownership, and a caring spirit, and are designed to enhance a theme-integrated educational environment. Partnerships with parents are essential for a rich educational experience for students. Community partnerships include a diverse array of stakeholders including business, health and human services, and policy makers to support the education of all students.

Standard 9: Community Engagement and Partnerships

Indicator	SMART Goal	Anticipated Results	Action Steps	Timeline	Person(s) Responsible	Resources Required	Monitoring Strategy
Schools have an established process to welcome and involve businesses and organizations in decisions about theme implementation. The district supports and facilitates career-related and curriculum-focused partnerships that enhance optional/magnet themes and benefit students.	Cummings will host a minimum of 2 community events per semester to include community members, local businesses, district and city officials, local organization leaders.	The administration team and teachers will invite various community partners to our school to provide resources and rich experiences for our students. Increased community support	Code Crew provides instruction and materials for coding	Daily-September 2022 – May 2023	Code Crew- Ms. Jay	STEM computers	Student survey responses
			Girls Inc. provides tutoring weekly	Weekly – September 2022 – May 2023			
			Career Fairs Snack Chats	Once per semester	STEM Teacher Admin Team	Computers Snacks	Promote through website
			STEM Club engages in cool activities open to students in community	Weekly – September 2022 – May 2023	STEM Teacher	West TN STEM Hub CCTE	Sign In sheets
			Skill Struck hosted a school-wide webinar on creating Web Applications	November 2022	STEM Teacher Science Teachers	Promethean boards computers	Virtual sign in roster
			Optional School flyers and newsletters will be distributed to various	August 2022 - May 2023	Optional School Coordinator	Flyers	Newsletters emailed to



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			organizations (churches, community centers, day cares, etc.) to invite the community to our school.		Admin Team School Counselor Teachers	Optional Marketing materials Anticipated Cost: \$300	the community Sign in Sheets
Standard 10: Family Engagement and Communication							
Indicator	SMART Goal	Anticipated Results	Action Steps	Timeline	Person(s) Responsible	Resources Required	Monitoring Strategy
The school has an active family and parent group that is involved in school operations and student learning is showcased regularly. There are policies and practices for communication and there is a demonstrated commitment to engage families.	Increase family and community member involvement in programs, tutoring, and volunteering by 10% for our school by May 2023 Increase the number of parents that give feedback on the effectiveness of the school by May 2023	The PTSA will collaborate with the staff to ensure that we are moving in the direction of our school's vision and theme (culture).	PTSA will meet to have a voice in the decision-making process for our school, discuss the schools' needs, brainstorm ways to market our school, and reach out to specific community leaders to address concerns.	September 2022 - May 2023	PTSA Members Admin Team Teachers STEM Student Ambassadors Community Members	Anticipated cost: \$500 Eureka Math Materials STEM Resources Refreshments Marketing Materials Funds for thank you and community support events (breakfast,	Parent Surveys (once per semester) Sign In Sheets PTSA Agenda



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						thank you notes, cards, gifts)	
			Parents will engage in a STEM Parent Night (K-2, 3-5, and 6-8) (meeting and hands on activities)	Once per Semester – December 2022/April 2023	Admin Team Teachers	Anticipated Cost: \$0	
			STEM Optional School Newsletter	Quarterly	STEM Teacher	Anticipated Cost: \$0	Reviews from post to website