

John Lewis Invictus Academy Strategic Plan (Douglass Cluster)

District Mission & Vision

With a caring culture of trust and collaboration, every student will graduate college and career ready.

A high-performing school where students love to learn, educators inspire, families engage, and the community trusts the system.

Cluster Mission & Vision

To inspire scholars to love learning and to provide every student with the academic foundation that assures they are college and career ready.

Our vision is provide rigorous instruction and customized support to prepare all students for academic achievement, graduation and successful career options.

School Mission & Vision

To help our students be successful in their academics, social and interpersonal endeavors. We at John Lewis Invictus Academy believe in the power of unity and interdependence on a community and social challenges of life.

To create an environment of love and equity where students are able to thrive in our community. We envision these same students becoming leaders in our communities. Our students will be the catalyst for economics and social change.

Signature Program: STEM

School Priorities

1. Improve students master of core content knowledge (ELA, Math, Science, and Social Studies).
2. Close the student achievement Gap with Regular Education Students and Students with Disabilities.
3. Implementation STEM enriched curriculum to drive interdisciplinary and project based teaching and learning approaches.
4. Prepare all students to have the essential life skills to be self-aware, collaborative, and accepting diversity.

School Strategies

- 1A. Implement Standards-Based practices
- 1B. Build teacher capacity around instructional best practices through collaborative planning and the coaching cycle
- 1C. Provide remediation and acceleration as indicated by data
- 2A. Implement Data Talks to increase math and reading fluency
- 2B. Use flexible learning days to remediate/ accelerate skills based on grade level data to guide instructional practices
- 2C. Implement guided reading and close reading to improve comprehension
- 3A. Provide targeted professional learning opportunities focused on the implementation of standards and STEM
- 3B. Implement integrated, project and problem-based learning Projects
- 3C. Integrate technology throughout the curriculum
- 4A. Implement Social and Emotional Learning (SEL)
- 4B. Implement rigorous and real-world interdisciplinary projects and Units
- 4C. Execute a plan to increase speaking, listening, and viewing skills of all students

Key Performance Measures

- During the 2020-2021, 2021-2022, and 2022-2023 academic year, we will increase the percentage of students scoring proficient and above by 5% in Math and ELA for all subgroups within the Georgia Milestones assessment.
- During the 2020-2021, 2021-2022, and 2022-2023 academic year, we will decrease the suspension rate from 2.24 to 2.14, 2.14 to 2.04, 2.04 to 1.94



Academic Program

School Priorities

School Strategies

Key Performance Measures



Talent Management

5. Prepare and develop knowledgeable staff focused on quality teaching.
6. Build teacher capacity in core content areas (ELA, Math, Science, and Social Studies).
7. Recommend high – quality staff for vacant positions

1. Provide targeted professional learning opportunities focused on the implementation of standards.
2. Implement intentional vertical and horizontal alignment collaboration throughout school and cluster.
3. Provide targeted professional learning regarding standard based instructions opportunities focused on Mathematics and Reading through our partnership.
4. Increase reading, math, and science endorsements and certifications.
5. Leverage professional references of applicants.
6. Look at previous student performance data, if applicable



- During the 2020-2021, 2021-2022, and 2022-2023 academic year, we will increase the percentage of students scoring proficient and above by 5% in Math and ELA for all subgroups within the Georgia Milestones assessment.
- During the 2020-2021, 2021-2022, and 2022-2023 academic year, we will decrease the suspension rate from 2.24 to 2.14, 2.14 to 2.04, 2.04 to 1.94



Systems & Resources

8. Ensure systems and resources are aligned to school priorities.
9. Build system and resources to support STEM implementation.

2. Build and align systems and resources to identify and address root cause to promote social and academic growth
3. Ensure the necessary technology infrastructure and equipment are available.
4. Utilize Care Center at John Lewis Invictus Academy to promote healthy living to increase attendance.
5. Use wrap-around services to assist students and their families with emotional mental and physiological needs.
6. Utilize the parent liaison to build and strengthen school-home relationships
7. Design and implement behavior goals for all students to promote positive interactions with adults and peers.



Culture

10. Create a culture of high expectation for academic scholarship, civic responsibility, and service for students, staff, and families.

1. Common structures and strategies
2. Beliefs and mindsets
3. Scholar expectations
4. Faculty/Staff Expectations
5. Implement a school-wide behavior plan

