



Richard Woods, Georgia's School Superintendent  
"Educating Georgia's Future"

# Investing in Educational Excellence (IE<sup>2</sup>) System\* Application

## DISTRICT NAME

Jones County School System

## DISTRICT ADDRESS

125 Stewart Avenue  
Gray, GA 31032

Richard Woods  
State School Superintendent

MAY 2015

\*Please note that if HB 502 goes into effect on July 1, 2015, districts that chose the IE<sup>2</sup> flexibility option will henceforth be known as Strategic Waivers School Systems.

# IE<sup>2</sup> SYSTEM APPLICATION COVER SHEET

Please enter the requested information in the gray boxes following each question. Thank you!

Proposed IE2 System Information			
1. Full Name of Proposed IE2 System Jones County School System			
2. Please indicate whether this is a: New Petition X or a Renewal Petition	3. How many schools in total are you proposing to include in your IE2 system? 7		
4. How many of each of the following schools are you proposing to include in your IE2 system? <div style="display: flex; justify-content: space-around; margin-top: 5px;"> <div style="text-align: center;">Primary School(s)    0</div> <div style="text-align: center;">Middle School(s)    2</div> </div> <div style="display: flex; justify-content: space-around; margin-top: 5px;"> <div style="text-align: center;">Elementary School(s) 4</div> <div style="text-align: center;">High school(s)    1</div> </div>			
5. On July 1 of what year do you want your IE2 contract to be effective? 2016			
6. IE2 System Street Address 125 Stewart Avenue	7. City Gray	8. State Georgia	9. Zip 31032
10. Contact Person Charles W. Gibson		11. Title Superintendent	
12. Contact Street Address 125 Stewart Avenue	13. City Gray	14. State Georgia	15. Zip 31032
16. Contact's telephone number 478-986-3032	17. Contact's fax number 478-986-4412	18. Contact's E-mail Address cgibson@jones.k12.ga.us	

# IE<sup>2</sup> SYSTEM APPLICATION

The IE<sup>2</sup> System Application includes 8 questions grouped into two sections. The first section is “The Case”, where you present your school system’s need for an IE<sup>2</sup> contract. The second section focuses on your proposed “Consequences”.

## THE CASE

Please provide extremely concise answers to the following seven questions. Once you have done so, please use your answers to populate a one-page version of *Table 1 - Summary of Challenges Aligned with Initiatives and Necessary Waivers* found at <http://www.gadoe.org/External-Affairs-and-Policy/Policy/Pages/IE2.aspx>

1. What challenges is your school district facing?

The list of challenges faced by Jones County School District are as follows:

Ensuring JCSS can provide a variety of educational programs, learning experiences, instructional approaches, and academic support strategies that are intended to address the distinct learning needs, interests, aspirations, or cultural backgrounds of individual learners and maximize performance as indicated by student achievement measures.

Aligning and prioritizing financial and personnel resources to recruit, develop, and retain highly effective professionals.

Ensuring the financial stability of JCSS despite unstable and unpredictable revenue growth.

2. What is the rank order priority of these challenges (from most to least important)?

Jones County School System challenges in prioritized order:

- Increase student achievement and success and Increase student, staff and stakeholder engagement
- Maintain high quality personnel
- Increase organizational effectiveness

3. Which of these challenges will your school district be able to address by becoming an IE<sup>2</sup> system?

By becoming a Strategic Waiver School System the Jones County School System will address the following, we will increase student achievement and success; increase student, staff and stakeholder engagement; maintain high quality personnel; and increase organizational effectiveness.

(Questions 4-7 are answered with the table below.)

4. What specific actions will your district take to address each of these challenges (listed in #3 above) during its five-year IE<sup>2</sup> term?
5. Provide a clear explanation of how each of these specific actions (listed in #4 above) will address the specific challenge(s).
6. Please list the specific Georgia law or State Board rule that must be waived to allow your district to implement each specific action (listed in #4 above).
  - Please also list the waivers you have used during the past five years (including those granted to the entire state, e.g. class size) and what goals they helped you accomplish during those five years.
  - Per O.C.G.A. 20-2-82(e), the goal for each waiver and variance shall be improvement of student performance.
  - Requested waivers must include at least one of the “Big Four” waivers of state class size, expenditure control, certification, or salary schedule requirements.
7. Indicate the timeline for implementation of each specific action (listed in #4 above).

**Table 1 - Summary of Challenges Aligned with Initiatives and Necessary Waivers  
Jones County School System**

<b>Challenges in Prioritized Order</b>	<b>Specific Initiative/Action and Explanation</b>	<b>Waiver(s) Requested</b>	<b>Timeline</b>
<p>Increase Student Achievement and Success And Increase Student, Staff and Stakeholder Engagement</p>	<p>The Jones County School System is comprised of 7 schools in Middle Georgia, serving Pre-K through 12th grade students. The system values the unique strengths and specific needs of each of the 7 schools and will leverage flexibility in order to best advance teaching and learning at every school. The Jones County School System will promote increased parent and community involvement in school activities and functions by increased usage of technology to effectively and appropriately communicate with parents and community partners. Provision of the following are examples: class websites or social media; events during the school day at all schools; text messaging alerts between teachers, parents, and students; phone messaging system; digital sign(s) for schools or system; school council; PTA. The use of innovative, personalized learning programs will increase student engagement, thus enhancing instructional experiences and environments and leading to improvements in teaching and learning.</p>	<ul style="list-style-type: none"> <li>• Scheduling for Instruction/Program Enrollment and Appropriation except to the extent it relates to funding (O.C.G.A. § 20-2-160, O.C.G.A. § 20-2-165, O.C.G.A. § 20-2-168, SBOE Rule 160-4-2-.16, SBOE Rule 160-5-1-.01, SBOE Rule 160-5-1-.02)</li> <li>• Educational Programs (O.C.G.A. § 20-2-151, O.C.G.A. § 20-2-151.2, O.C.G.A. § 20-2-152, O.C.G.A. § 20-2-153, O.C.G.A. § 20-2-154, O.C.G.A. § 20-2-154.1, O.C.G.A. § 20-2-155, O.C.G.A. § 20-2-156, SBOE Rule 160-4-2-.17, SBOE Rule 160-4-2-.38, SBOE Rule 160-4-5-.01 (REP), SBOE Rule 160-4-5-.02 )</li> <li>• Organization of Schools; Middle School Programs; Schedule (O.C.G.A. § 20-2-290, SBOE Rule 160-4-2-.05)</li> <li>• Competencies and Core Curriculum, Online Learning (O.C.G.A. § 20-2-140.1, O.C.G.A. § 20-2-142, O.C.G.A. § 20-2-777, SBOE Rule 160-4-2-.01, SBOE Rule 160-4-2-.20)</li> <li>• Promotion and Retention (O.C.G.A. § 20-2-283, O.C.G.A. § 20-2-284, SBOE Rule 160-4-2-.11)</li> <li>• Graduation Requirements for the purpose of substitution of equivalent or higher level requirements which will assist students in acquiring the knowledge and skills necessary to be successful as they continue their education at the postsecondary level and/or enter the workforce (SBOE Rule 160-4-2-.48, O.C.G.A. § 20-2-131 )</li> <li>• Statewide Passing Score (SBOE Rule 160-4-2-.13)</li> <li>• Health and Physical Education Program except as prohibited by O.C.G.A. § 20-2-82(e) (SBOE Rule 160-4-2-.12)</li> <li>• Awarding Units of Credit (O.C.G.A. § 20-2-159.3, SBOE Rule 160-5-1-.15)</li> <li>• Alternative and Traditional Educational Programs (SBOE Rule 160-4-8-.12)</li> <li>• Instructional Extension (SBOE Rule 160-4-2-.14)</li> <li>• School Attendance, Compulsory Attendance as it relates to the attendance protocol (O.C.G.A. § 20-2-690.2)</li> </ul>	<p>2016 - ongoing</p>

Jones County Schools: IE<sup>2</sup> Application

<p>Maintain High Quality Personnel</p>	<p>The Jones County School System regards highly the traditional preparation of school educators and intends to consider the additional value that could be added to classroom instruction and student supports by expanding employment practices to consider professional practitioners in specialty fields such as technology, science and engineering, and child support roles. Additionally, Jones County desires to ensure that all employees are compensated at competitive rates while valuing prior non-teaching responsibilities associated with an employee's teaching or support assignment.</p>	<ul style="list-style-type: none"> <li>• Employment Conditions of Employment as it relates to Duty Free Lunch (O.C.G.A. § 20-2-218)</li> <li>• Personnel Required (SBOE Rule 160-5-1-.22)</li> <li>• Salary Schedule requirements (O.C.G.A. § 20-2-212)</li> <li>• Certification requirements (O.C.G.A. § 20-2-108, O.C.G.A. § 20-2-200, O.C.G.A. § 20-2-201, O.C.G.A. § 20-2-204)</li> </ul>	<p>2016 - ongoing</p>
<p>Increase Organizational Effectiveness</p>	<p>Operational flexibility will provide schools sufficient freedom to be innovative in their design and implementation plans. Each school will have autonomy to pursue one or more of the flexibility options to meet the needs of their students. Individual school requests for flexibility will be reviewed and approved by the district. Schools will incorporate flexibility in their school improvement plan.</p>	<ul style="list-style-type: none"> <li>• Class-size and Reporting requirements (O.C.G.A. § 20-2-182, O.C.G.A. § 20-2-152, O.C.G.A. § 20-2-187, SBOE Rule 160-4-7-.14, SBOE Rule 160-5-1-.08, SBOE Rule 160-5-1-.22)Direct Classroom Expenditures and Expenditure Controls (O.C.G.A. § 20-2-171 and SBOE Rule 160-5-1-.29)</li> <li>• Direct Classroom Expenditures and Expenditure Controls (O.C.G.A. § 20-2-171, SBOE Rule 160-5-1-.29)</li> <li>• QBE Financing except to the extent it relates to funding (O.C.G.A. § 20-2-161)</li> <li>• School Day and Year for Students and Employees (O.C.G.A. § 20-2-151, O.C.G.A. § 20-2-160(a), O.C.G.A. § 20-2-168(c), SBOE Rule 160-5-1-.02)</li> <li>• Categorical Allotment requirements, Article 6 of Chapter 2 of Title 20 (O.C.G.A. § 20-2-167, O.C.G.A. § 20-2-183 to 20-2-186)</li> <li>• Common Minimum Facility Requirements to the extent that square footage requirements are not waived in situations where the health and safety of students is jeopardized and only after consultation with Georgia Department of Education Director of Facilities Services, and to</li> </ul>	<p>2016 - ongoing</p>

Jones County Schools: IE<sup>2</sup> Application

		the extent that the waiver does not affect state capital outlay funding determinations (O.C.G.A. § 20-2-260)	
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## CONSEQUENCES

Sanctions and interventions for nonperforming schools:

The schedule of sanctions and interventions shall be designed to ensure that the local school system sufficiently addresses the achievement deficiencies at all non-performing schools under the local school system's management and control. Such sanctions and interventions shall be at the recommendation of GOSA and shall include the following:

In accordance with O.C.G.A. § 20-2-84.1, Jones County School District will employ the following interventions or sanctions at all non-performing schools under the Jones County School District's local management and control. The sanctions and interventions shall include the following:

- (a) If based upon the review of the 2016-2017 and/or 2017-2018 performance data, a school has not made sufficient progress toward meeting the articulated academic goals, a school improvement plan will be incorporated into the annual school strategic planning process and implemented by August 2018 (based upon review of 2016-2017 data) or August 2019 (based upon review of 2017-2018 data). The school improvement plan will address the specific achievement deficiencies along with a targeted plan to address the deficiencies. The school improvement plan and the targeted plan will be approved and monitored by the district throughout the academic year.
- (b) If based upon the review of 2018-2019 and/or 2019-2020 performance data, a school has not achieved three years of growth in the articulated academic goals, the Jones County School District will apply direct school management support and intensive teacher development support as outlined in the jointly developed school improvement plan between the school leadership and district leadership staff. Implementation of the school improvement plan will occur no later than August 2020 (based upon review of 2018-2019 data) and/or August 2021 (based upon review of 2019-2020 data) and will be monitored by the school system.
- (c) If based upon the GOSA evaluation of the 2020-2021 performance data, a school has not achieved three years of growth in the articulated academic goals, the Jones County School District will apply, in the 2022-2023 school year, the consequences recommended by GOSA and approved by the State Board of Education.



## ASSURANCES FORM AND SIGNATURE SHEET

The law requires your school district to provide assurances that it will do certain things and comply with certain laws. This Assurance Form enumerates all of these requirements and, when you submit this signed Signature Sheet with this Assurance Form as part of your IE<sup>2</sup> System Application Package, you are providing the legal assurance that your IE<sup>2</sup> system understands and will do these things. This form must be signed by a duly authorized representative of the school system.

As the authorized representative of the applicant, I hereby certify that the information submitted in this application for an IE<sup>2</sup> contract for Jones County School System located in Jones County is true to the best of my knowledge and belief; I also certify that if awarded an IE<sup>2</sup> the school system:

1. Shall be nonsectarian in its programs, admissions policies, employment practices, and all other operations;
2. Shall not discriminate against any student or employee on the basis of race, color, ethnic background, national origin, gender, disability or age;
3. Shall be subject to all federal, state, and local rules, regulations, court orders, and statutes relating to civil rights; insurance; the protection of the physical health and safety of school students, employees, and visitors; conflicting interest transactions; and the prevention of unlawful conduct;
4. Shall be subject to the provisions of O.C.G.A § 20-2-1050 requiring a brief period of quiet reflection;
5. Shall ensure that the IE<sup>2</sup> system is subject to the provisions of O.C.G.A. § 50-14-1 et seq. and O.C.G.A. § 50-18-70 et seq.;
6. Shall ensure that all teachers will be certified or highly qualified in compliance with No Child Left Behind;
7. Shall comply with the accountability provisions of O.C.G.A. § 20-14-30 through § 20-14-41 and federal accountability requirements, and participate in statewide assessments;
8. Shall adhere to all provisions of federal law relating to students with disabilities, including the IDEA, Section 504 of the Rehabilitation Act of 1974, and Title II of the Americans with Disabilities Act of 1990, as applicable;
9. Shall provide state and federally mandated services for English Language Learners, as applicable;
10. Shall provide for supplemental educational services as required by federal law and pursuant to SBOE Rule 160-4-5-.03, and for remediation in required cases pursuant to SBOE Rule 160-4-5-.01;
11. Shall notify the state of any intent to contract with a for-profit entity for education management services;
12. Shall be subject to the requirement that it shall not charge tuition or fees to its students except as may be authorized by local boards by O.C.G.A. § 20-2-133;
13. Shall comply with federal due process procedures regarding student discipline and dismissal;

14. Shall be subject to all laws relating to unlawful conduct in or near a public school;
15. Shall have a written grievance procedure to resolve student, parent, and teacher complaints;
16. Shall comply with the provisions of O.C.G.A. § 20 -2-211.1 relating to fingerprinting and criminal background checks;
17. Shall ensure that if transportation is provided for its students, the system shall comply with all applicable state and federal laws;
18. Shall ensure that if the IE<sup>2</sup> system participates in federal school meals programs, then each participating system IE<sup>2</sup> school shall comply with all applicable state and federal laws;
19. Shall prepare a safety plan in accordance with O.C.G.A. § 20-2-1185 and submit and obtain approval from the Georgia Emergency Management Agency;
20. Shall comply with the state facility requirements regarding site codes, facility codes, the submission of architectural plans for any new facility that the system may build or occupy during the IE<sup>2</sup> term and all other facility requirements as established by the Department;
21. Shall be subject to all reporting requirements of O.C.G.A. § 20-2-160, subsection (e) of O.C.G.A. § 20-2-161, O.C.G.A. § 20-2-320, and O.C.G.A. § 20-2-740;
22. Shall be subject to an annual financial audit conducted by the state auditor or, if specified in the IE<sup>2</sup> contract , by an independent certified public accountant licensed in this state;
23. Shall acknowledge that all criteria used to calculate QBE funding may not be waived;
24. Shall follow any and all other federal, state, and local laws and regulations that pertain to the applicant or the operation of the IE<sup>2</sup> system; and
25. Shall ensure that all new principals and other school leaders, central office staff, superintendents, and Board of Education members receive a detailed orientation session on their IE<sup>2</sup> system commitments as part of their “on-boarding” process.

This IE<sup>2</sup> System Application, Assurance Form, and attached Exhibits were approved by the Jones County Board of Education on the 21<sup>st</sup> day of March, 2016

Chuck W. Stoy  
Superintendent

3-21-16  
Date

Hunger Bailey  
Chair, Local Board of Education

3-21-16  
Date

If an IE<sup>2</sup> contract is granted, all Petitioners assure that the proposed IE<sup>2</sup> system programs, services, and activities will operate in accordance with the terms of the IE<sup>2</sup> contract and all applicable federal, state, and local laws, rules, and regulations.

Chuck W. Stoy  
Superintendent

3-21-16  
Date

Hunger Bailey  
Chair, Local Board of Education

3-21-16  
Date

# EXHIBITS

## Exhibit 1: Local Board Resolution

125 Stewart Avenue  
Gray, GA 31032  
(478) 986-3032 phone  
(478) 986-4412 fax  
www.jones.k12.ga.us



William C. Mathews, Superintendent  
Ginger Bailey, Chairman  
Mark W. Andrews  
Ken Hamilton  
Dr. Nancy Greene Nash  
Alfred L. Pitts


**A RESOLUTION OF THE JONES COUNTY BOARD OF  
EDUCATION, GEORGIA, AUTHORIZING THE LETTER OF INTENT  
FOR INVESTING IN EDUCATIONAL EXCELLENCE MODEL WITH  
THE GEORGIA BOARD OF EDUCATION**

WHEREAS, the State of Georgia in Article 4, O.C.G.A 20-2-84 has mandated that each local system must notify the Georgia Department of Education of its intention of operating as an Investing in Educational Excellence (IE2) School System. A Charter School System, or a Status Quo School System no later than June 30, 2015. Now, therefore be it

RESOLVED, that the Jones County School System shall submit a Letter of Intent to the State Board of Education for the purpose of developing the Investing in Education Excellence (IE2) Contract and shall schedule and hold a public meeting for the purpose of listening to the public input regarding said contract.

Adopted by the Jones County Board of Education on  
This FOURTEENTH day of APRIL, 2015.

  
\_\_\_\_\_  
Chairperson, Jones County Board

  
\_\_\_\_\_  
Superintendent, Jones Co. Schools

*"Success for All"  
through academic Achievement, responsible Behavior, and ethical Character!*

**Exhibit 2: Notice to Principals**

BST February Date

**Foskey, Charlotte**  
 To:  Principals;  Assistant Principals;  Instructional Coaches;  ...

From: Foskey, Charlotte  
 Sent: Mon 2/1/2016 6:08 PM  
 To:  Principals;  Assistant Principals;  Instructional Coaches;

Action Items

Good Evening,

Please send me the date of your school's February BST meeting. Also, add "Strategic Waiver School System (SWSS) Discussion" to the agenda for that meeting. We would like to present a bit about SWSS with your BST members and discuss opportunities for sharing innovative ideas that may be pertinent to our SWSS application.

Thank you.

Monday

**Gibson, Charles**  
 To:  Principals;  ...

Fri 2/5/2016 5:05 PM

Reminder of our 7 am meeting at Gray Station. We will discuss Strategic Waivers and the application process.

Sent from my iPhone

Survey

**Gibson, Charles**  
 To:  Principals;  ...

Fri 2/5/2016 1:15 PM

If possible can you'll send the survey SWSS survey link out via text or remind 101. Just another avenue other than website. Thanks.

Sent from my iPhone

SWSS Survey

**Gibson, Charles**  
 To:  Principals;  ...

Mon 2/1/2016 6:08 PM

SWSS Survey Printable 2...  
 14 KB

Download Save to OneDrive - JCSS

Action Items

Attached is the printable survey form with the online survey URL at the top. Please have your staff complete the survey. The information will be beneficial in moving forward as we look for creative ways to improve student achievement.

The community members have met and their input has been tremendous. Please set some time at your BST meetings for discussion of SWSS. This survey is a good first step in building a framework. Our next steps will be looking at the waivers and flexibilities available to meet our systems needs.

The site should be posted on all school/district websites for parents, etc.

Remember tonight at 5 pm with Ted Stone Award and the work session will follow at 6 pm.

Chuck Gibson, Superintendent  
 Jones County Schools  
 125 Stewart Avenue ~ Gray, GA 31032  
 478-986-3032 ~ fax 478-986-5304  
[cgibson@jones.k12.ga.us](mailto:cgibson@jones.k12.ga.us)

The custodians were the new to be recognized. Gray Station Middle School principal Wes Cavendar introduced lead custodian Linda Ross, Clifton Ridge Middle School principal Chip Lundy introduced Garcia Smith, and Stewart introduced William Lattimore.

Director of Facilities Carol Miller said she enjoys working with the custodians because they all work together.

"They are just as important to our schools as teachers and administrators," she said.

Gibson talked about a new effort to help inform and educate the public about the Strategic Waiver School System known as IE2. He explained that the applications to the state would be in stages.

He added that he has charged each principal to select a person from their school to serve on a committee to assist with the publicizing effort.

The superintendent said he selected two at large individuals for the committee, and he announced Cecil Patterson and Debbie Lurie-Smith had agreed to serve.

Gibson said the committee would have an organizational meeting next week.

"Our first task is to understand IE2."

*1/13/16*

**Parents and Teachers Learning Together**

Monday, Feb. 8, 6:00 - 6:30 p.m., at Clifton Ridge Middle School. Please make plans to support our Success for All Mission in a Q&A session with both teachers and parents regarding our school district moving toward a SWSS/IE2 Strategic Waivers School System (Investing in Educational Excellence). Parents and teachers of Wells Elementary, Dames Ferry Elementary and Clifton Ridge Middle School are encouraged to attend. Additional sessions and activities will be available after the meeting.

*2/10/16*

**Board members seek input on how to improve system**

**DEBBIE LURIE-SMITH**  
 debbie@jcnews.com

*2/17/16*

The Board of Education's work session started with a conversation about Jones County's upcoming conversion to a Strategic Waiver School System.

In his superintendent's report, Chuck Gibson said Jones County is currently working on its contract application, which is part of the process.

According to the Georgia Board of Education website, a SWSS system, formerly known as IE2, is a local school district that operates under the terms of a partnership contract between the state and local boards of education. The system receives flexibility in the form of waivers of certain state laws, rules and guidelines in exchange for greater accountability for increased student performance.

The partnership contracts are intended to provide local school districts with the flexibility they need to increase student achievement.

Gibson said the plan is to ask for flexibility from state law. As part of the process, the SWSS Committee is putting out a survey that contains only two questions.

**Exhibit 3: List of All Jones County Schools**

The following Schools are included in the Strategic Waivers School System (SWSS/IE<sup>2</sup>) contract:

- Dames Ferry Elementary School
- Gray Elementary School
- Mattie Wells Elementary School (Focus School)
- Turner Woods Elementary School
- Clifton Ridge Middle School
- Gray Station Middle School
- Jones County High School

**Exhibit 4: School Plans**


**School Data Component - Elementary**

<b>Name of School:</b>	<b>Dames Ferry Elementary School</b>
<b>Street Address:</b>	<b>545 Georgia Highway 18W</b>
<b>City, State Zip Code:</b>	<b>Gray, Georgia 31032</b>
<b>GA DOE School Facility Code:</b>	<b>0199</b>
<b>Designated School Contact Person:</b>	
<b>Name</b>	<b>Clint Burston</b>
<b>Title</b>	<b>Principal</b>
<b>Telephone Number</b>	<b>(478) 986-2023</b>
<b>Fax Number</b>	<b>(478) 986-2027</b>
<b>Email Address</b>	<b>cburston@jones.k12.ga.us</b>
<b>Grades Served By School:</b>	<b>K - 5</b>

**School Demographic Trend Data by Subgroup - Elementary**

<b>Dames Ferry Elementary School</b>	<b>School Year</b>				
	<b>2009-10</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>
<b>Student Enrollment</b>	<b>894</b>	<b>730</b>	<b>695</b>	<b>645</b>	<b>642</b>
<b>American Indian</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Asian /Pacific Islander</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>6</b>	<b>6</b>
<b>Pacific Islander (reported beginning 2012-2013)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Black</b>	<b>139</b>	<b>127</b>	<b>112</b>	<b>96</b>	<b>107</b>
<b>Hispanic</b>	<b>12</b>	<b>6</b>	<b>10</b>	<b>10</b>	<b>12</b>
<b>Multi-Ethnic</b>	<b>21</b>	<b>21</b>	<b>25</b>	<b>19</b>	<b>21</b>
<b>White</b>	<b>716</b>	<b>570</b>	<b>544</b>	<b>514</b>	<b>496</b>
<b>ESOL: Percent Enrolled</b>	<b>.85</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>SPED: Percent Enrolled</b>	<b>7.6</b>	<b>7.9</b>	<b>8.9</b>	<b>6.9</b>	<b>7.2</b>

<b>F/R Lunch: Percent Eligible</b>	<b>34</b>	<b>35</b>	<b>43</b>	<b>43</b>	<b>42</b>
<b>Average Student Attendance</b>	<b>95.57</b>	<b>96.52</b>	<b>96.77</b>	<b>96.12</b>	<b>96.28</b>



Dames Ferry Elementary School	CCRPI Score	Sum of Achievement, Progress, Achievement Gap, and Challenge Points				
		Achievement Points	Progress Points	Achievement Gap Points	Challenge Points	
					ED/EL/SWD Performance Points	Exceeding the Bar Points
CCRPI 2012	86.3	50.8	18.4	11	5.1	1
					6.1	
CCRPI 2013	73	43.7	16.8	8	4	5
					4.5	
CCRPI 2014	78.8	51	15.5	8	3.3	1
					4.3	

**School Data Component - Elementary**

**Name of School:** Gray Elementary School

**Street Address:** 365 Georgia Highway 18E

**City, State Zip Code:** Gray, Georgia 31032

**GA DOE School Facility Code:** 1550

**Designated School Contact Person:**

**Name** Leslie Poythress

**Title** Principal

**Telephone Number** (478) 986-6295

**Fax Number** (478) 986-3911

Email Address


lpoythress@jones.k12.ga.us

Grades Served By School:

K - 5

**School Demographic Trend Data by Subgroup - Elementary**

Gray Elementary School	School Year				
	2009-10	2010-11	2011-12	2012-13	2013-14
Student Enrollment	1087	670	650	639	643
American Indian	1	0	0	0	0
Asian /Pacific Islander	5	3	3	6	5
Pacific Islander (reported beginning 2012-2013)				0	0
Black	212	173	164	175	184
Hispanic	6	13	15	15	15
Multi-Ethnic	29	22	16	15	22
White	833	458	452	428	418
ESOL: Percent Enrolled	0	0	0	.98	0
SPED: Percent Enrolled	7.5	8.9	7.7	6.3	6.4
F/R Lunch: Percent Eligible	38	42	37	46	44
Average Student Attendance	95.94	96.51	97.05	96.53	96.82

 <b>College and Career Ready Performance Index (CCRPI)</b> Richard Woods Georgia's School Superintendent						
Gray Elementary School	CCRPI Score	Sum of Achievement, Progress, Achievement Gap, and Challenge Points				
		Achievement Points	Progress Points	Achievement Gap Points	Challenge Points	
					ED/EL/SWD Performance Points	Exceeding the Bar Points
CCRPI 2012	78.1	49.7	15.7	7	4.7	1
					5.7	
CCRPI 2013	80.5	50.9	18.7	7	2.9	1
					3.9	
CCRPI 2014	82.5	51.5	17.6	9	2.9	1.5
					4.4	




### School Data Component - Elementary

<b>Name of School:</b>	<b>Mattie Wells Elementary School</b>
<b>Street Address:</b>	<b>101 Mattie Wells Drive</b>
<b>City, State Zip Code:</b>	<b>Macon, Georgia 31217</b>
<b>GA DOE School Facility Code:</b>	<b>0102</b>
<b>Designated School Contact Person:</b>	
<b>Name</b>	<b>Teresa McCuen</b>
<b>Title</b>	<b>Principal</b>
<b>Telephone Number</b>	<b>(478) 742-5959</b>
<b>Fax Number</b>	<b>(478) 742-5930</b>
<b>Email Address</b>	<b>tmccuen@jones.k12.ga.us</b>
<b>Grades Served By School:</b>	<b>K - 5</b>

### School Demographic Trend Data by Subgroup - Elementary

Mattie Wells Elementary School	School Year				
	2009-10	2010-11	2011-12	2012-13	2013-14
<b>Student Enrollment</b>	<b>460/337</b>	<b>725</b>	<b>726</b>	<b>736</b>	<b>752</b>
<b>American Indian</b>	<b>1/0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>
<b>Asian /Pacific Islander</b>	<b>1/0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>Pacific Islander (reported beginning 2012-2013)</b>				<b>0</b>	<b>0</b>
<b>Black</b>	<b>163/157</b>	<b>286</b>	<b>275</b>	<b>277</b>	<b>292</b>
<b>Hispanic</b>	<b>4/6</b>	<b>3</b>	<b>7</b>	<b>7</b>	<b>7</b>
<b>Multi-Ethnic</b>	<b>8/8</b>	<b>16</b>	<b>22</b>	<b>27</b>	<b>25</b>
<b>White</b>	<b>283/166</b>	<b>418</b>	<b>421</b>	<b>423</b>	<b>426</b>
<b>ESOL: Percent Enrolled</b>	<b>0</b>	<b>1.16</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>SPED: Percent Enrolled</b>	<b>8.0/6.8</b>	<b>8.4</b>	<b>7.5</b>	<b>7.1</b>	<b>6.6</b>
<b>F/R Lunch: Percent Eligible</b>	<b>65</b>	<b>63</b>	<b>66</b>	<b>73</b>	<b>76</b>
<b>Average Student Attendance</b>	<b>95.45/96.15</b>	<b>95.12</b>	<b>95.79</b>	<b>95.36</b>	<b>96.04</b>

 <b>College and Career Ready Performance Index (CCRPI)</b> Richard Woods Georgia's School Superintendent						
Mattie Wells Elementary School	CCRPI Score	Sum of Achievement, Progress, Achievement Gap, and Challenge Points				
		Achievement Points	Progress Points	Achievement Gap Points	Challenge Points	
					ED/EL/SWD Performance Points	Exceeding the Bar Points
CCRPI 2012	61.6	43	16.7	0	1.4	.5
					1.9	
CCRPI 2013	62.2	38.9	15	7	1.7	0
					1.7	
CCRPI 2014	70.6	45.3	16	7	.8	1.5
					2.3	

### School Data Component - Elementary

**Name of School:** Turner Woods Elementary School

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**Street Address:** 144 Willie L. Fluellen Drive

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**City, State Zip Code:** Gray, Georgia 31032

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**GA DOE School Facility Code:** 0144

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**Designated School Contact Person:**

**Name** Lance Rackley

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**Title** Principal

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**Telephone Number** (478) 986-2222

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**Fax Number** (478) 986-2264

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**Email Address** lrackley@jones.k12.ga.us


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**Grades Served By School:** K - 5

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### School Demographic Trend Data by Subgroup - Elementary

Turner Woods Elementary School	School Year				
	2009-10	2010-11	2011-12	2012-13	2013-14
Student Enrollment	N/A	632	649	673	656
American Indian		1	1	0	0
Asian /Pacific Islander		1	1	0	0
Pacific Islander (reported beginning 2012-2013)				0	0
Black		82	95	94	84
Hispanic		9	8	7	10
Multi-Ethnic		12	13	8	13
White		527	531	564	549
ESOL: Percent Enrolled	N/A	0	0	0	1.27
SPED: Percent Enrolled	N/A	9.0	9.4	9.2	8.3
F/R Lunch: Percent Eligible	N/A	40	40	45	42
Average Student Attendance	N/A	99.99	97.09	99.94	96.40

 <b>College and Career Ready Performance Index (CCRPI)</b> Richard Woods Georgia's School Superintendent						
Turner Woods Elementary School	CCRPI Score	Sum of Achievement, Progress, Achievement Gap, and Challenge Points				
		Achievement Points	Progress Points	Achievement Gap Points	Challenge Points	
					ED/EL/SWD Performance Points	Exceeding the Bar Points
CCRPI 2012	79.5	49.5	18.8	6	4.2	1
					5.2	
CCRPI 2013	81	44.2	18.4	14	3.9	.5
					4.4	
CCRPI 2014	75.5	49.3	15.5	7	2.2	1.5
					3.7	


### School Data Component - Middle

<b>Name of School:</b>	<b>Clifton Ridge Middle School</b>
<b>Street Address:</b>	<b>169 Dusty Lane</b>
<b>City, State Zip Code:</b>	<b>Macon, Georgia 31211</b>
<b>GA DOE School Facility Code:</b>	<b>0101</b>
<b>Designated School Contact Person:</b>	
<b>Name</b>	<b>Charles Lundy</b>
<b>Title</b>	<b>Principal</b>
<b>Telephone Number</b>	<b>(478) 743-5182</b>
<b>Fax Number</b>	<b>(478) 743-8282</b>
<b>Email Address</b>	<b>clundy@jones.k12.ga.us</b>
<b>Grades Served By School:</b>	<b>6-8</b>

### School Demographic Trend Data by Subgroup - Middle

Clifton Ridge Middle School	School Year				
	2009-10	2010-11	2011-12	2012-13	2013-14
<b>Student Enrollment</b>	<b>479</b>	<b>476</b>	<b>483</b>	<b>550</b>	<b>570</b>
<b>American Indian</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>Asian /Pacific Islander</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Pacific Islander (reported beginning 2012-2013)</b>				<b>1</b>	<b>1</b>
<b>Black</b>	<b>208</b>	<b>214</b>	<b>209</b>	<b>214</b>	<b>211</b>
<b>Hispanic</b>	<b>3</b>	<b>4</b>	<b>6</b>	<b>4</b>	<b>6</b>
<b>Multi-Ethnic</b>	<b>9</b>	<b>9</b>	<b>6</b>	<b>15</b>	<b>17</b>
<b>White</b>	<b>258</b>	<b>248</b>	<b>256</b>	<b>316</b>	<b>334</b>
<b>ESOL: Percent Enrolled</b>	<b>0</b>	<b>0</b>	<b>1.49</b>	<b>1.06</b>	<b>1.08</b>
<b>SPED: Percent Enrolled</b>	<b>6.8</b>	<b>7.2</b>	<b>7.2</b>	<b>5.8</b>	<b>6.1</b>
<b>F/R Lunch: Percent Eligible</b>	<b>56</b>	<b>61</b>	<b>64</b>	<b>63</b>	<b>60</b>

Average Student Attendance	95.38	95.49	96.09	95.16	95.39
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 <b>College and Career Ready Performance Index (CCRPI)</b> Richard Woods Georgia's School Superintendent						
Clifton Ridge Middle School	CCRPI Score	Sum of Achievement, Progress, Achievement Gap, and Challenge Points				
		Achievement Points	Progress Points	Achievement Gap Points	Challenge Points	
				ED/EL/SWD Performance Points	Exceeding the Bar Points	
CCRPI 2012	77.3	48.2	16.1	7	6	0
				6		
CCRPI 2013	72.2	47.7	16.9	5	2.1	.5
				2.6		
CCRPI 2014	76.9	48.5	16.1	8	3.3	1
				4.3		

### School Data Component - Middle

Name of School: Gray Station Middle School

Street Address: 324 Georgia Highway 18E

City, State Zip Code: Gray, Georgia 31032

GA DOE School Facility Code: 0106

**Designated School Contact Person:**

Name Wes Cavender

Title Principal

Telephone Number (478) 986-2090


Fax Number (478) 986-2099

Email Address [wcavender@jones.k12.ga.us](mailto:wcavender@jones.k12.ga.us)

Grades Served By School: 6-8

**School Demographic Trend Data by Subgroup - Middle**

Gray Station Middle School	School Year				
	2009-10	2010-11	2011-12	2012-13	2013-14
Student Enrollment	804	822	814	724	691
American Indian	1	1	1	1	1
Asian /Pacific Islander	4	4	2	3	3
Pacific Islander (reported beginning 2012-2013)				0	0
Black	175	173	167	145	138
Hispanic	5	7	12	12	12
Multi-Ethnic	7	6	11	16	14
White	612	631	619	547	523
ESOL: Percent Enrolled	0	0	0	0	0
SPED: Percent Enrolled	7.9	8.7	7.3	7.3	7.2
F/R Lunch: Percent Eligible	36	40	39	44	42
Average Student Attendance	94.96	95.47	95.59	99.97	94.62



 <b>College and Career Ready Performance Index (CCRPI)</b> Richard Woods Georgia's School Superintendent						
Gray Station Middle School	CCRPI Score	Sum of Achievement, Progress, Achievement Gap, and Challenge Points				
		Achievement Points	Progress Points	Achievement Gap Points	Challenge Points	
ED/EL/SWD Performance Points	Exceeding the Bar Points					
CCRPI 2012	69.5	40.8	16.1	9	3.1	.5
					3.6	
CCRPI 2013	94.1	55.2	19.5	15	4.4	0
					4.4	
CCRPI 2014	86.7	55.2	17.5	9	4	1
					1	

### School Data Component - High

<b>Name of School:</b>	<b>Jones County High School</b>
<b>Street Address:</b>	<b>339 Railroad Street</b>
<b>City, State Zip Code:</b>	<b>Gray, Georgia 31032</b>
<b>GA DOE School Facility Code:</b>	<b>0192</b>
<b>Designated School Contact Person:</b>	
<b>Name</b>	<b>Mary Francis Stewart</b>
<b>Title</b>	<b>Principal</b>
<b>Telephone Number</b>	<b>(478) 986-5444</b>
<b>Fax Number</b>	<b>(478) 986-1589</b>
<b>Email Address</b>	<b>mstewart@jones.k12.ga.us</b>
<b>Grades Served By School:</b>	<b>9-12</b>

### School Demographic Trend Data by Subgroup - High

Jones County High School	School Year				
	2009-10	2010-11	2011-12	2012-13	2013-14
<b>Student Enrollment</b>	<b>1508</b>	<b>1529</b>	<b>1467</b>	<b>1484</b>	<b>1517</b>
<b>American Indian</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>
<b>Asian /Pacific Islander</b>	<b>10</b>	<b>7</b>	<b>6</b>	<b>5</b>	<b>5</b>
<b>Pacific Islander (reported beginning 2012-2013)</b>				<b>0</b>	<b>1</b>
<b>Black</b>	<b>465</b>	<b>462</b>	<b>444</b>	<b>438</b>	<b>451</b>
<b>Hispanic</b>	<b>9</b>	<b>11</b>	<b>10</b>	<b>11</b>	<b>16</b>
<b>Multi-Ethnic</b>	<b>10</b>	<b>20</b>	<b>19</b>	<b>20</b>	<b>17</b>
<b>White</b>	<b>1013</b>	<b>1029</b>	<b>987</b>	<b>1009</b>	<b>1026</b>
<b>ESOL: Percent Enrolled</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>SPED: Percent Enrolled</b>	<b>7.3</b>	<b>6.8</b>	<b>7.6</b>	<b>8.1</b>	<b>7.9</b>
<b>F/R Lunch: Percent Eligible</b>	<b>38</b>	<b>41</b>	<b>41</b>	<b>41</b>	<b>42</b>
<b>Average Student Attendance</b>	<b>94.81</b>	<b>94.03</b>	<b>94.54</b>	<b>94.59</b>	<b>94.62</b>

 <b>College and Career Ready Performance Index (CCRPI)</b> Richard Woods <i>Georgia's School Superintendent</i> 						
Jones County High School	CCRPI Score	Sum of Achievement, Progress, Achievement Gap, and Challenge Points				
		Achievement Points	Progress Points	Achievement Gap Points	Challenge Points	
					ED/EL/SWD Performance Points	Exceeding the Bar Points
CCRPI 2012	68	41	15.2	10	1.8	0
					1.8	
CCRPI 2013	73.5	42.3	16.5	11.3	2.9	.5
					3.4	
CCRPI 2014	68.8	42.3	16.0	8.7	1.3	.5
					1.8	



### **Exhibit 5: System Description**

The Jones County School System (JCSS) is located in Gray, Georgia; a small commuter's suburb community with a population of 28,669 and a land area of 393.93 square miles. Jones County is positioned in the Central Region of Georgia and is commonly referred to as the "Heart of Georgia." The county is approximately 14 miles from Macon, 20 miles from Milledgeville, and 87 miles from Atlanta, Georgia. The school system is the largest employer in the county, with the majority of the residents employed in surrounding counties.

The community of Gray is very supportive of the many events sponsored by JCSS. The system is fortunate to have the support of the students' parents and the community members. The community enjoys a rich heritage and is proud of the success of the school system, as well as the community. The district and the community have formed many partnerships and positive relationships over the past years.

JCSS personnel are assigned to the Central Office, Nutrition, Transportation, and Maintenance Departments, a Pre-K campus, 4 elementary schools, 2 middle schools, 1 high school, and 1 alternative program. Of its 789 employees, the district has nearly 447 certified teachers and administrators. The teacher population includes 1 teacher with National Board Certification and 6 teachers designated as Georgia Master Teachers. More than 49 percent of teachers and administrators have master's degrees, 19 percent have specialist's degrees, and 3 percent have doctorate degrees. All teachers and paraprofessionals have maintained Highly Qualified status since the FY2011 school term.

The district serves 5,500 Pre-K-12 students. Demographic statistics include an ethnic breakdown of 68.9% White, 26.04% Black, 1.8% Hispanic, 4% Asian, and 2.69% Other; 11.73% students are enrolled in Special Education Programs, locally referred to as the Program for Exceptional Children (PEC); 6.84% in Gifted Education Programs; 9.11% in the Early Intervention Program (EIP); .27% in the English Learners (EL) Program; and 51% qualify for free/reduced meals.

JCSS has experienced several transitions during the past 6 years. Mr. Charles Gibson serves as the third Superintendent since the 2009-2010 school terms. The district has worked to meet many financial challenges resulting from the lack of incoming revenue. Even with the austerity cuts, a lack of a significant local tax base, and the numerous state and federal budget cuts, JCSS has managed to reduce the number of furlough days from eight in FY2012 to zero in FY2015. The district has not requested an increase to the millage rate of 16.0 since FY2011. As a result of community support, the district has been able to utilize funds generated by the Special Option Sales Tax (SPLOST) to build Gray Elementary School, add technology updates, and make facility improvements in other schools.

JCSS follows a system Strategic Improvement Plan (SIP). This plan outlines the objectives, initiatives, action steps, and performance targets that are to guide the instructional and operational decisions for the district. Each school develops a SIP that incorporates the initiatives of the district and the school. The district SIP is reviewed and revised regularly at Administrative Leadership Trainings and at monthly district Central Change Team (CCT) meetings. CCT meetings include stakeholder representation from each school, as well as district and school administration. The schools continue the improvement planning process through the use of their Better Seeking Teams and school Leadership Teams.

JCSS believes strongly in its purpose statement: “Success for All through academic Achievement, responsible Behavior, and ethical Character.” This is demonstrated by the numerous instructional opportunities, strategies, trainings, implementation of district-wide Positive Behavior Intervention Support (PBIS), and support provided to students. Schools utilize the Response to Intervention (RtI) process, Student Support Teams (SST) and PBIS to identify areas of need, initiating instructional strategies and behavioral interventions to address the targeted needs. The Program for Exceptional Children (PEC) is established in all schools to provide support for those students with diagnosed cognitive, behavioral, and physical exceptionalities. The state-mandated Early Intervention Program (EIP) and Remedial Education Program (REP) provide additional staff and materials in all schools. Title I services are available to families and students in all schools. The Open Campus facility provides credit

recovery courses for high school students. Jones County currently has 75 students participating in dual enrollment; 36 with Middle Georgia State College, 35 with Central Georgia Technical College and 4 with Georgia Military College. EL students are supported through RtI.

JCSS has a legacy of providing quality instruction to all students. The district is committed to hiring highly qualified teachers and paraprofessionals and offering continuous professional development to all staff. Some recent professional learning topics have included PBIS, Standards-Based Instruction, Formative Instructional Practices, Learning Focused Schools, Effective Co-Teaching Strategies, Vertical Alignment, Math Instructional Strategies, Differentiated Instruction, STEAM, Close Reading, Instructional Technology, Data Teams, Mental Health Awareness, Effective Instructional Coaching, School & Student Safety, and College and Career Readiness.

JCSS understands that to achieve the goal of “Success for ALL” stakeholders must communicate often, evaluate effectiveness of current strategies, and revise existing plans. Through this process the system will achieve continued school improvement for the success of all students.

**Exhibit 6: Fiscal History Description**

Jones County has a population of approximately 28,787 people. It is the 61<sup>st</sup> most populated county in the state of Georgia out of 159 counties. In 2014, the median household income of Jones County residents was \$54,512. However, 15.5% of Jones County residents live in poverty. The Jones County School System is a Low Wealth District. In 2013, the district was ranked 149<sup>th</sup> out of 180 districts. As of December 31, 2015, Jones County had an unemployment rate of 4.8%. 51% of student population qualify for free/reduced meals. In FY16, the Jones County School district had an austerity reduction of \$1,613,081 which equates to approximately 2.3 mills. One mill of local property tax amounts to approximately \$667,700, and the current millage rate 17.788 generates approximately \$11,600,000.

The annual budget of \$47,328,436 for Fiscal Year 2016 is comprised of \$30,307,058 in State Funds (64%), \$2,630,286 in Federal Funds (6%), and \$14,391,092 in Local Funds (30%).

The General Fund Balance for the past six years is presented below:

<b>FISCAL YEAR</b>	<b>GENERAL FUND BALANCE</b>	<b>AUDITED/UNAUDITED</b>
FY 15	\$5,386,076	Unaudited
FY 14	\$6,929,765	Audited
FY 13	\$8,461,256	Audited
FY 12	\$8,197,349	Audited
FY 11	\$6,943,735	Audited
FY 10	\$2,435,667	Audited

**Exhibit 7: Most Recent Annual Audit**

<http://www.jones.k12.ga.us/LinkClick.aspx?fileticket=hlHsOrtBZFk%3d&tabid=20454&mid=111132>

**Exhibit 8: Most Recent Accreditation Report**

<http://www.jones.k12.ga.us/LinkClick.aspx?fileticket=YsVD68FG4sg%3d&tabid=20454&mid=111132>

**Exhibit 9: Most Recent Strategic Plan**

<http://www.jones.k12.ga.us/Portals/Jones/District/docs/BOE/Strategy%20Improvement%20Plan%203.22.16.pdf>