

# Dames Ferry Elementary School

## Strategic Objective I: Improving Student Achievement and Success

Performance Objective	Initiatives	Action Steps	Performance Targets																					
Objective I.1: <i>Student Mastery of the Georgia performance Standards</i>	I.1.a: To align and implement curriculum, instruction, and assessment to the CCGPS	<ol style="list-style-type: none"> <li>Monitor the implementation of curriculum notebooks/maps and ensure they are updated as appropriate (Admin, IC, LT, Instructional Staff, PEC, EIP) <u>K-5:</u> <ul style="list-style-type: none"> <li>Curriculum Maps (Admin, IC)</li> <li>Mentor new teachers/staff on the effective use of Curriculum Resource Notebooks (Admin, IC)</li> </ul> </li> <li>Conduct TKES walkthroughs, grade level meetings, IC Class Keys walkthroughs, and PLVs to ensure that the curriculum and school goals are being implemented. (Admin, IC, LT, Instructional Staff, PEC, EIP)                             <ol style="list-style-type: none"> <li>Technology</li> <li>Differentiated Instruction</li> <li>Formative Assessment</li> <li>Data Teams</li> </ol> </li> <li>Monitor and report benchmark assessment data (Admin)                             <ul style="list-style-type: none"> <li>School reports midyear</li> <li>Grade level and support teachers study data and discuss strategies to increase performance while targeting deficits.</li> </ul> </li> <li>Adopt textbooks according to the DOE textbook adoption cycle (Admin, IC, LT)</li> <li>Monitor the vertical alignment of K-5 mathematics (Admin, IC)                             <ul style="list-style-type: none"> <li>Quarterly meetings (September, November, February)</li> </ul> </li> </ol>	<table border="1"> <thead> <tr> <th colspan="3">Instructional Assessments: All Students</th> </tr> <tr> <th>GR</th> <th>Reading/ ELA</th> <th>Math</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>2014: 97% 2015:&gt;97% 2016:&gt;97%</td> <td>2014: 91% 2015:&gt;91% 2016:&gt;91%</td> </tr> <tr> <td>2</td> <td>2014: 95% 2015:&gt;95% 2016:&gt;95%</td> <td>2014: 94% 2015: &gt;94% 2016: &gt;94%</td> </tr> <tr> <td>3</td> <td>2014: 79% 2015: 84% 2016:&gt;84%</td> <td>2014: 83% 2015: 88% 2016:&gt;88%</td> </tr> <tr> <td>4</td> <td>2014: 68% 2015: 73% 2016:&gt;73%</td> <td>2014: 55% 2015: 60% 2016:&gt;60%</td> </tr> <tr> <td>5</td> <td>2014: 93% 2015: 98% 2016:&gt;98%</td> <td>2014: 62% 2015: 67% 2016:&gt;67%</td> </tr> </tbody> </table> <p><b>*Percent reported represents average of current passing percent. Current 2014 reflect Benchmark 1 scores. The baseline and future targets will be determined at the end of the 2014-2015 year.</b></p>	Instructional Assessments: All Students			GR	Reading/ ELA	Math	1	2014: 97% 2015:>97% 2016:>97%	2014: 91% 2015:>91% 2016:>91%	2	2014: 95% 2015:>95% 2016:>95%	2014: 94% 2015: >94% 2016: >94%	3	2014: 79% 2015: 84% 2016:>84%	2014: 83% 2015: 88% 2016:>88%	4	2014: 68% 2015: 73% 2016:>73%	2014: 55% 2015: 60% 2016:>60%	5	2014: 93% 2015: 98% 2016:>98%	2014: 62% 2015: 67% 2016:>67%
	Instructional Assessments: All Students																							
GR	Reading/ ELA	Math																						
1	2014: 97% 2015:>97% 2016:>97%	2014: 91% 2015:>91% 2016:>91%																						
2	2014: 95% 2015:>95% 2016:>95%	2014: 94% 2015: >94% 2016: >94%																						
3	2014: 79% 2015: 84% 2016:>84%	2014: 83% 2015: 88% 2016:>88%																						
4	2014: 68% 2015: 73% 2016:>73%	2014: 55% 2015: 60% 2016:>60%																						
5	2014: 93% 2015: 98% 2016:>98%	2014: 62% 2015: 67% 2016:>67%																						
	I.1.b To close the achievement gap among different school populations	<p>Increase the percentage of students scoring at Level 2 and 3 on the GA MILESTONES ASSESSMENT. (Admin, IC, LT, Instructional Staff, PEC, EIP)</p> <ol style="list-style-type: none"> <li>Grade level and content area teachers and administrators study data to target bubble students (Admin, LT)                             <ul style="list-style-type: none"> <li>Implement routine practice of research/review with all teaching staff in order to ensure "target teaching" strategies are continually updated for all students demonstrating weaknesses in reading/LA and math.</li> </ul> </li> </ol>	<table border="1"> <thead> <tr> <th colspan="4">CRCT: All Students (Achievement of 2013 Targets Based on System CIP)</th> </tr> <tr> <th>GR</th> <th>Reading</th> <th>ELA</th> <th>Math</th> </tr> </thead> <tbody> <tr> <td>3</td> <td>2013: 96.91% 2014: ≥ 95% 2015: ≥ 95% 2016: ≥ 95%</td> <td>2013: 90.91% 2014: 92% 2015: 94% 2016: ≥ 95%</td> <td>2013: 83.00% 2014: ≥ 86% 2015: ≥ 88% 2016: ≥ 90%</td> </tr> </tbody> </table>	CRCT: All Students (Achievement of 2013 Targets Based on System CIP)				GR	Reading	ELA	Math	3	2013: 96.91% 2014: ≥ 95% 2015: ≥ 95% 2016: ≥ 95%	2013: 90.91% 2014: 92% 2015: 94% 2016: ≥ 95%	2013: 83.00% 2014: ≥ 86% 2015: ≥ 88% 2016: ≥ 90%									
CRCT: All Students (Achievement of 2013 Targets Based on System CIP)																								
GR	Reading	ELA	Math																					
3	2013: 96.91% 2014: ≥ 95% 2015: ≥ 95% 2016: ≥ 95%	2013: 90.91% 2014: 92% 2015: 94% 2016: ≥ 95%	2013: 83.00% 2014: ≥ 86% 2015: ≥ 88% 2016: ≥ 90%																					

[Type here]

Performance Objective	Initiatives	Action Steps	Performance Targets																							
	(SWD, ED, Minority)	<ul style="list-style-type: none"> <li>Establish a targeted instruction review day for staff to be held at the conclusion of the 1<sup>st</sup> Semester. Benchmark test results and classroom data will be reviewed. Target instruction strategies will be mapped for the 2<sup>nd</sup> Semester. (Admin, LT)</li> </ul> <ol style="list-style-type: none"> <li>SST/RTI Task Force to meet monthly regarding protocols and monitoring of procedures (Maddox, Carr)</li> <li>Rtl protocol established/monitored for at-risk students, Tiers 2, 3, 4 <ul style="list-style-type: none"> <li>Continue to utilize a central figure to oversee the Rtl documentation/implementation process. This person will report directly to the IC and administration of DFE. This person will monitor the strategies implemented through Rtl via the Rtl teams/EIP program on Rtl Days to ensure that a variety of resources, strategies, and interventions are being utilized within the classroom. (Maddox)</li> <li>Rtl Information meeting days per grade level which include EIP, all grade level teachers, PEC support personnel and designated administrative support personnel designed to focus on individual student progress and needed target teaching strategies based on data review and portfolio documentation. (Maddox, Admin, Carr)</li> </ul> </li> <li>Implementation of Differentiation strategies through planning, instruction, and assessment. (Admin, Carr, LT, Instructional Staff) <ul style="list-style-type: none"> <li>Provide training to admin/faculty/staff members with strategies of the Learning Focused Schools and Assessment for Learning which address diverse teaching strategies and models for learning. (Admin, IC)</li> </ul> </li> <li>Implementation of technology in lesson delivery and learning activities in the classroom using an implementation rubric (Admin)</li> <li>Use of benchmark assessments for all students (Admin, IC, LT, Instructional Staff, PEC, EIP)</li> <li>Analysis of benchmark data using Data Director (Admin, Carr, Maddox, LT, Instructional Staff, PEC, EIP)</li> <li>Continue the use of software (GRASP) for the purpose of universal screening and progress monitoring for reading and mathematics</li> <li>District level team to meet with principals to review benchmark data and check CIP progress quarterly (Admin)</li> <li>Maintain data room to monitor student progress (Admin, Maddox, Carr, EIP, PEC) <ul style="list-style-type: none"> <li>Teachers will utilize the Intervention Wall to visually monitor their assigned grade level students who are moving through the Pyramid of Interventions. These students will be targeted for discussion during grade level Rtl days so that suitable target teaching goals/strategies can be put in place.</li> </ul> </li> <li>Investigate and implement software programs to assist with targeted supplemental instruction (Chaney)</li> <li>Decrease the overrepresentation of minority students in the MiID program (Admin, PEC) <ol style="list-style-type: none"> <li>Implement EI (Early Intervention) literacy initiatives in grades K-2</li> <li>Implement post-assessments and benchmarks for EI-identified students</li> <li>SLPs to provide language inclusion services in grades K-2 under the EI program</li> </ol> </li> </ol>	4	2013: 95.88% 2014: ≥ 95% 2015: ≥ 95% 2016: ≥ 95%	2013: 93.81% 2014: ≥ 95% 2015: ≥ 95% 2016: ≥ 95%	2013: 89.69% 2014: ≥ 90% 2015: ≥ 92% 2016: ≥ 95%																				
			5	2013: 100% 2014: ≥ 95% 2015: ≥ 95% 2016: ≥ 95%	2013: 99.01% 2014: ≥ 95% 2015: ≥ 95% 2016: ≥ 95%	2013: 97.92% 2014: ≥ 95% 2015: ≥ 95% 2016: ≥ 95%																				
			<table border="1"> <thead> <tr> <th colspan="3">CRCT :All Students (Achievement of 2013Targets Based on System CIP)</th> </tr> <tr> <th>GR</th> <th>Science</th> <th>Social Studies</th> </tr> </thead> <tbody> <tr> <td data-bbox="1331 669 1409 824">3</td> <td data-bbox="1409 669 1612 824">2013: 86.67% 2014: ≥ 88% 2015: ≥ 90% 2016: ≥ 93%</td> <td data-bbox="1612 669 2032 824">2013: 84.76% 2014: ≥ 88% 2015: ≥ 90% 2016: ≥ 93%</td> </tr> <tr> <td data-bbox="1331 824 1409 945">4</td> <td data-bbox="1409 824 1612 945">2013: 86.00% 2014: ≥ 88% 2015: ≥ 92% 2016: ≥ 94%</td> <td data-bbox="1612 824 2032 945">2013: 89% 2014: ≥ 92% 2015: ≥ 94% 2016: ≥ 95%</td> </tr> <tr> <td data-bbox="1331 945 1409 1068">5</td> <td data-bbox="1409 945 1612 1068">2013: 90.20% 2014: ≥ 92% 2015: ≥ 94% 2016: ≥ 95%</td> <td data-bbox="1612 945 2032 1068">2013: 92.16% 2014: ≥ 94% 2015: ≥ 95% 2016: ≥ 95%</td> </tr> </tbody> </table>				CRCT :All Students (Achievement of 2013Targets Based on System CIP)			GR	Science	Social Studies	3	2013: 86.67% 2014: ≥ 88% 2015: ≥ 90% 2016: ≥ 93%	2013: 84.76% 2014: ≥ 88% 2015: ≥ 90% 2016: ≥ 93%	4	2013: 86.00% 2014: ≥ 88% 2015: ≥ 92% 2016: ≥ 94%	2013: 89% 2014: ≥ 92% 2015: ≥ 94% 2016: ≥ 95%	5	2013: 90.20% 2014: ≥ 92% 2015: ≥ 94% 2016: ≥ 95%	2013: 92.16% 2014: ≥ 94% 2015: ≥ 95% 2016: ≥ 95%					
CRCT :All Students (Achievement of 2013Targets Based on System CIP)																										
GR	Science	Social Studies																								
3	2013: 86.67% 2014: ≥ 88% 2015: ≥ 90% 2016: ≥ 93%	2013: 84.76% 2014: ≥ 88% 2015: ≥ 90% 2016: ≥ 93%																								
4	2013: 86.00% 2014: ≥ 88% 2015: ≥ 92% 2016: ≥ 94%	2013: 89% 2014: ≥ 92% 2015: ≥ 94% 2016: ≥ 95%																								
5	2013: 90.20% 2014: ≥ 92% 2015: ≥ 94% 2016: ≥ 95%	2013: 92.16% 2014: ≥ 94% 2015: ≥ 95% 2016: ≥ 95%																								
			<table border="1"> <thead> <tr> <th colspan="4">CRCT Subgroups READING (Achievement of 2013Targets Based on System CIP)</th> </tr> <tr> <th>G</th> <th>SWD</th> <th>AA</th> <th>SES</th> </tr> </thead> <tbody> <tr> <td data-bbox="1331 1117 1409 1247">3</td> <td data-bbox="1409 1117 1612 1247">2013: 100% 2014: ≥95% 2015: ≥95% 2016: ≥95%</td> <td data-bbox="1612 1117 1816 1247">2013: 89.47% 2014: 91% 2015: 93% 2016: ≥95%</td> <td data-bbox="1816 1117 2032 1247">2013: 95.45% 2014: ≥95% 2015: ≥95% 2016: ≥95%</td> </tr> <tr> <td data-bbox="1331 1247 1409 1344">4</td> <td data-bbox="1409 1247 1612 1344">2013: 88.89% 2014: 90% 2015: 92% 2016: ≥95%</td> <td data-bbox="1612 1247 1816 1344">2013: 92.86% 2014: 94% 2015: ≥95% 2016: ≥95%</td> <td data-bbox="1816 1247 2032 1344">2013: 92.59% 2014: 94% 2015: ≥95% 2016: ≥95%</td> </tr> <tr> <td data-bbox="1331 1344 1409 1446">5</td> <td data-bbox="1409 1344 1612 1446">2013: 100% 2014: ≥95% 2015: ≥95% 2016: ≥95%</td> <td data-bbox="1612 1344 1816 1446">2013: 100% 2014: ≥95% 2015: ≥95% 2016: ≥95%</td> <td data-bbox="1816 1344 2032 1446">2013: 100% 2014: ≥95% 2015: ≥95% 2016: ≥95%</td> </tr> </tbody> </table>				CRCT Subgroups READING (Achievement of 2013Targets Based on System CIP)				G	SWD	AA	SES	3	2013: 100% 2014: ≥95% 2015: ≥95% 2016: ≥95%	2013: 89.47% 2014: 91% 2015: 93% 2016: ≥95%	2013: 95.45% 2014: ≥95% 2015: ≥95% 2016: ≥95%	4	2013: 88.89% 2014: 90% 2015: 92% 2016: ≥95%	2013: 92.86% 2014: 94% 2015: ≥95% 2016: ≥95%	2013: 92.59% 2014: 94% 2015: ≥95% 2016: ≥95%	5	2013: 100% 2014: ≥95% 2015: ≥95% 2016: ≥95%	2013: 100% 2014: ≥95% 2015: ≥95% 2016: ≥95%	2013: 100% 2014: ≥95% 2015: ≥95% 2016: ≥95%
CRCT Subgroups READING (Achievement of 2013Targets Based on System CIP)																										
G	SWD	AA	SES																							
3	2013: 100% 2014: ≥95% 2015: ≥95% 2016: ≥95%	2013: 89.47% 2014: 91% 2015: 93% 2016: ≥95%	2013: 95.45% 2014: ≥95% 2015: ≥95% 2016: ≥95%																							
4	2013: 88.89% 2014: 90% 2015: 92% 2016: ≥95%	2013: 92.86% 2014: 94% 2015: ≥95% 2016: ≥95%	2013: 92.59% 2014: 94% 2015: ≥95% 2016: ≥95%																							
5	2013: 100% 2014: ≥95% 2015: ≥95% 2016: ≥95%	2013: 100% 2014: ≥95% 2015: ≥95% 2016: ≥95%	2013: 100% 2014: ≥95% 2015: ≥95% 2016: ≥95%																							

- d. Track and monitor data for an at-risk EI group of students in K-5
- e. Monitor the effectiveness of the early intervention initiatives by the EI Coordinator.
- f. Continue SLP consultative services to Headstart
- 13. Use 20-day funds for implementation of after-school or Saturday School
- 14. Educate parents of grade level expectations through parent orientation nights.
- 15. Regularly communicate student progress with parents through means of signed papers, deficiency reports, email and phone communications, or parent-teacher conferences no less than bi-weekly. (Admin, LT, Instructional Staff)
- 16. Communicate student progress with parents through means of commentaries designed to detail not only academic growth, but social/emotional advancements as well.
- 17. Provide conferencing opportunities (2 in house per year for on-target students; 3 in house per year for students not meeting Expectations) for parents. Conferences will include all staff members engaged with the child's academic progress.
- 18. Inform parents of upcoming classroom events, standards being addressed and important information through grade level newsletters.
- 19. Post for public review/discussion student data on GA MILESTONES ASSESSMENT, GA Writing Exams, G-KAP, ITBS, CIP, BSC, and Benchmarks from 2004/2005 through present.
- 20. Students will demonstrate an average score of 85% on AR comprehension exams grades 1-5
- 21. BST to meet monthly to review school CIP and BSC targets

Performance Objective	Initiatives	Action Steps	Performance Targets			
			(Achievement of Targets Based on System CIP)	Reading	ELA	Math
			G	2011: ≥ 94% 2012: ≥ 96% 2013: ≥ 98% 2014: 100%	2011: ≥ 94% 2012: ≥ 96% 2013: ≥ 98% 2014: 100%	2011: ≥ 94% 2012: ≥ 96% 2013: ≥ 98% 2014: 100%
			3	2011: ≥ 94% 2012: ≥ 96% 2013: ≥ 98% 2014: 100%	2011: ≥ 94% 2012: ≥ 96% 2013: ≥ 98% 2014: 100%	2011: ≥ 94% 2012: ≥ 96% 2013: ≥ 98% 2014: 100%
			2013:94%	2011: ≥ 94% 2012: ≥ 96% 2013: ≥ 98% 2014: 100%	2011: ≥ 94% 2012: ≥ 96% 2013: ≥ 98% 2014: 100%	2011: ≥ 94% 2012: ≥ 96% 2013: ≥ 98% 2014: 100%
<b>GA MILESTONES ASSESSMENT Subgroups English Lang Arts (Achievement of 2013 Targets Based on System CIP)</b>						
			<b>GR</b>	<b>SWD</b>	<b>AA</b>	<b>SES</b>
			3	2013: 83.33% 2014: 85% 2015: 90% 2016: ≥95%	2013: 80.00% 2014: 85% 2015: 90% 2016: ≥95%	2013: 90.91% 2014: ≥95% 2015: ≥95% 2016: ≥95%
			4	2013: 88.89% 2014: 90% 2015: ≥95% 2016: ≥95%	2013: 85.71 2014: 90% 2015: ≥95% 2016: ≥95%	2013: 88.89% 2014: 90% 2015: ≥95% 2016: ≥95%
			5	2013:100% 2014: ≥95% 2015: ≥95% 2016: ≥95%	2013:100% 2014: ≥95% 2015: ≥95% 2016: ≥95%	2013:97.14% 2014: ≥95% 2015: ≥95% 2016: ≥95%

Performance Objective	Initiatives	Action Steps	Performance Targets
			<p>Teachers will schedule and attend bi-weekly grade level "Data sessions" to analyze student data and assess instructional effectiveness:</p> <ul style="list-style-type: none"> <li>• During preplanning</li> <li>• On RtI Information Days</li> <li>• After benchmarks each nine weeks</li> <li>• Prior to deficiency reports being issued</li> <li>• At the conclusion of the 1<sup>st</sup> semester</li> </ul> <p>All grade level teachers will meet with the administrative team monthly to discuss data, assess instructional effectiveness, highlight success, and address any concerns</p> <p>All RTI meetings will be held in the data room to analyze student data and assess progress of tiered students.</p> <p>100% of Tier II / III students will be identified with interventions in place</p> <p>Investigation and implementation of First in Math</p> <ul style="list-style-type: none"> <li>• 80% of identified students will demonstrate grade level growth</li> <li>• 80 % of identified students will demonstrate growth on the GA MILESTONES ASSESSMENT</li> </ul>

Performance Objective	Initiatives	Action Steps	Performance Targets
			<p>Teachers continuously monitor tiered students--periodically to effectively target student needs:</p> <ul style="list-style-type: none"> <li>• During preplanning</li> <li>• On Rtl Information Days</li> <li>• After benchmarks each nine weeks</li>   <li>• At the conclusion of the 1<sup>st</sup> semester</li> </ul> <p>Teachers utilizing Animated Literacy will administer the program assessments, as scheduled, and report data to Mrs. Carr who will compile the information for students needing more targeted instruction.</p>

<b>CRCT Subgroups Math</b> (Achievement of 2013 Targets Based on System CIP)			
GR	SWD	AA	SES
3	2013: 50% 2014: 55% 2015: 60% 2016: 65%	2013: 73.68% 2014: 82% 2015: 87% 2016: 92%	2013: 69.57% 2014: 75% 2015: 80% 2016: 85%
4	2013: 88.89% 2014: 90% 2015: 92% 2016: ≥95%	2013: 85.71% 2014: 87% 2015: 90% 2016: 92%	2013: 88.89% 2014: 90% 2015: 92% 2016: ≥95%
5	2013: 71.43% 2014: 75 % 2015: 80% 2016: 85%	2013: 100% 2014: ≥95% 2015: ≥95% 2016: ≥95%	2013: 96.88% 2014: ≥95% 2015: ≥95% 2016: ≥95%

<b>CRCT Subgroups Science</b> (Achievement of 2013 Targets Based on System CIP)			
GR	SWD	AA	SES
3	2013: 63.64% 2014: 65% 2015: 70% 2016: 75%	2013: 75.00% 2014: 80% 2015: 85% 2016: 90%	2013: 80.00% 2014: 85% 2015: 90% 2016: ≥95%
4	2013: 58.33% 2014: 65% 2015: 70% 2016: 75%	2013: 73.33% 2014: 75% 2015: 80% 2016: 85%	2013: 72.41% 2014: 75% 2015: 80% 2016: 85%
5	2013: 84.62% 2014: 85% 2015: 90% 2016: ≥95%	2013: 91.67% 2014: 93% 2015: ≥95% 2016: ≥95%	2013: 88.57% 2014: 90% 2015: ≥95% 2016: ≥95%

<b>CRCT Subgroups Social Studies</b> (Achievement of 2013 Targets Based on System CIP)			
GR	SWD	AA	SES
3	2013: 45.45% 2014: 50% 2015: 55% 2016: 60%	2013: 85.00% 2014: 87% 2015: 90% 2016: ≥95%	2013: 68.00 % 2014: 70% 2015: 75% 2016: 80%
4	2013: 58.33% 2014: 60% 2015: 65% 2016: 70%	2013: 73.33% 2014: 75% 2015: 80% 2016: 85%	2013: 79.31% 2014: 80% 2015: 85% 2016: 90%
5	2013: 84.62% 2014: 85% 2015: 90% 2016: ≥95%	2013: 100% 2014: ≥95% 2015: ≥95% 2016: ≥95%	2013: 88.57% 2014: 90% 2015: ≥95% 2016: ≥95%

--	--	--	--

Performance Objective	Initiatives	Action Steps	Performance Targets
<p>Objective I.2: <i>Student Success through effective instructional programs</i></p>	<p>I.2.A: To focus instructional attention on CCGPS and best practices within standards-based classrooms</p>	<p>1. Maintain utilization of classroom walkthrough <i>Teacher Keys</i> observation instrument (Admin)</p> <ul style="list-style-type: none"> <li>• Administrators &amp; instructional coaches participate in the training of the consistent use of the instrument: (Admin, Carr) <ul style="list-style-type: none"> <li>○ Learning goals aligned with CCGPS and communicated by the instructor</li> <li>○ Content specific vocabulary is developed in context</li> <li>○ Instruction is differentiated to meet student readiness levels, learning profiles, and interests</li> <li>○ Instruction and tasks reinforce students' understanding of the purpose for what they are learning and its connection to the world beyond the classroom</li> <li>○ The classroom instructor implements grouping strategies</li> <li>○ The use of technology is integrated effectively into instruction</li> <li>○ Students effectively use technology during the class period</li> <li>○ Formative assessments are utilized during instruction to provide immediate evidence of student learning and to provide specific feedback to students</li> <li>○ Written commentary is aligned to the CCGPS standard(s) and elements or QCC content standards</li> </ul> </li> </ul> <p>2. Implement differentiated instructional strategies in all classrooms (Admin, Carr)</p> <ul style="list-style-type: none"> <li>• Provide opportunities for differentiated instruction for all students which appreciates their diversity and which engages them to explore higher-order thinking skills by means of ; <ol style="list-style-type: none"> <li>a) Collaboration</li> <li>b) Differentiated lessons for reading based on students' needs</li> <li>c) Target teaching</li> <li>d) After-school tutoring</li> <li>e) EIP "off-roll" assistance</li> <li>f) Team teaching opportunities</li> <li>g) Math manipulatives for in-class use</li> <li>h) Hands-on science units (3-5)</li> <li>i) Software and OAS designed for GA MILESTONES ASSESSMENT preparation</li> <li>j) Graphic organizers</li> <li>k) On-line curriculum maps/lesson plans posted for parents</li> <li>l) Alternative assessments</li> <li>m) Cooperative learning opportunities</li> </ol> </li> </ul>	<p>Teachers will receive a minimum of 2 walk-throughs per semester (admin or IC walk through)</p> <p>Teachers will implement a minimum of 1 differentiated lesson per week.</p> <p>Teachers will implement and document flexible grouping strategies based on data- 1 per week</p> <p>All teachers will construct formative assessments during grade level meetings.</p> <ul style="list-style-type: none"> <li>• Strategies will be researched based</li> <li>• Strategies will be listed in lesson plans</li> <li>• Teachers will use the data derived from Formative assessment strategies to revise instruction</li> </ul> <p>Teachers will document a minimum of 5 strategies involving differentiated instructional strategies</p> <ul style="list-style-type: none"> <li>• Strategies will be discussed and documented during grade level meetings</li> </ul> <p>100% of the teachers will publish a weekly newsletter and continue to update web pages.</p>



Performance Objective	Initiatives	Action Steps	Performance Targets
		<p>n) Implementation of CCGPS units across all grade levels</p> <p>o) Assessment For Learning strategies K-5</p> <p>p) Learning Focused Strategies K-5</p> <p>q) Animated Literacy (K, 1 &amp; 2)</p> <p>r) Counseling guidance with test taking strategies</p> <p>s) Provide all first year teachers a mentor/support person</p> <p>t) Routinely review Blooms' Taxonomy during Rtl days to engage teachers in becoming more skilled in questioning techniques and presentation methods</p> <p>u) Addition of an Intervention and Acceleration time for targeted instruction</p> <p>3. Use Data Director to analyze student data to adjust instruction (Admin, Carr)</p> <ul style="list-style-type: none"> <li>• Use the county-designed data analysis framework to support "Data Day" during preplanning to identify patterns, trends, and gaps</li> <li>• Establish grade level common formative assessments (in Reading and Math) that can be analyzed to further adjust instructional practices</li> </ul> <p>6. Maximize instructional time through effective and creative planning (Admin, Carr, LT)</p> <ul style="list-style-type: none"> <li>• Establish full class inclusion reading instruction in all classrooms utilizing Learning Focused and standards based instruction. Each classroom will utilize leveled groups—independent, fluent, emergent—to ensure that students' specific needs are targeted in grade K-5.</li> <li>• Maintain the master schedule to accommodate the daily grade level common planning period so that teachers are able to collaborate and establish common targets.</li> <li>• Provide each grade level a daily common planning period through the use of instructional paraprofessionals within a 'fine arts' program schedule.</li> <li>• Establish an Intervention/Acceleration (IA) period in grades 1-5 to address individual student targeted areas of need as based upon benchmark results and classroom performance. Additional instructional support provided by EIP/PEC/ and Fine Arts staff. Student groups remain fluid as individual needs are determined weekly.</li> <li>• Utilize a 90 minute math instructional block which includes a 30 minute activating period, a 30 minute engaging period, and a 30 minute extending period.</li> </ul>	<p>All grade levels will construct common assessments utilizing data director</p> <ul style="list-style-type: none"> <li>• Data from assessments will be discussed during grade level meetings</li> <li>• Plans of remediation, differentiation and acceleration will be discussed</li> </ul> <p>Training will be provided through Carol Hartley focusing on reading groups</p> <ul style="list-style-type: none"> <li>• Differentiated strategies utilized</li> <li>• Flexible grouping strategies utilized</li> <li>• Teacher Keys objectives based on sup-groups and DI / Learning focused strategies</li> </ul> <p>All grade levels will implement a IA period each day</p> <ul style="list-style-type: none"> <li>• Grade levels may opt for DEAR time</li> <li>• Conversations during grade level meetings about the collection of data</li> </ul> <p>A team of teachers will be trained and implement various labs / strategies based on science workshops</p> <p>Teachers will collaboratively create one common Reading and one common Math assessments (per month) that will be given and data recorded in Data Director for analysis</p> <p>Teachers will review common assessment data each month and make needed adjustments to the work station instruction as the data indicates.</p> <p>Teachers will meet with their grade level one day each week for weekly planning. Teachers will include specifics for the Intervention/Acceleration plans in their lesson plans. They should specify the CCGPS Standards that will be addressed in each group and which children are included within each group.</p>

Performance Objective	Initiatives	Action Steps	Performance Targets
		<ul style="list-style-type: none"> <li>• Continue math journaling in grades 1-5; focus on subject matter vocabulary and conceptual understanding.</li> <li>• Promote active involvement of students in the learning process by including more opportunities for them to explore application of higher-order thinking skills (use Blooms' Guide to Questioning in GA GA MILESTONES ASSESSMENT study guide).</li> <li>• Promote active involvement of students in the learning process by engaging with more hands-on learning opportunities (science units/kits, math manipulatives through Harcourt series, Animated Literacy in grades K,1,&amp; 2)</li>   <li>• <b>KINDERGARTEN:</b> Through the use of the Curriculum Resources, Animated Literacy lessons, Target Teaching Strategies, manipulatives /hands-on resources and supportive basal resources kindergarten students will; <ul style="list-style-type: none"> <li>a) recognize all letters of the alphabet</li> <li>b) recognize 100% of consonant sounds and 100% short vowels sounds</li> <li>c) draw a picture and write a describing sentence using phonetically spelled words per GKIDS criteria</li> <li>d) master the first 64 Dolch sight words</li> <li>e) count objects up to 30</li> <li>f) recognize/write numerals through 20 to label sets</li> </ul> </li>   <li>• <b>FIRST GRADE:</b> Through the use of the Curriculum Resources, Animated Literacy lessons, Target Teaching Strategies, manipulatives/hands-on resources and supportive basal resources all first grade students will; <ul style="list-style-type: none"> <li>a) 92% of all first grade students will meet or exceed on the Reading/ English Language Arts instructional assessment.</li> <li>b) 88% of all first grade students will meet or exceed on the Math instructional assessment</li> <li>c) 80% of all first grade students will demonstrate a score of 100% on the recognition of the first 300 high frequency words</li> <li>d) produce quarterly writing samples with correct subject/verb agreement as noted on the curriculum maps</li> <li>e) Master 100% of addition and subtraction facts to 20</li> </ul> </li> </ul>	<p>Teachers will have at least one math journal entry per student each week unless a child is receiving support services during math journaling time.</p> <p>Kindergarten teachers will assess their students individually and document student progress at least two times each nine weeks on:</p> <ul style="list-style-type: none"> <li>• Alphabet recognition</li> <li>• Consonant sounds</li> <li>• Vowel sounds</li> <li>• 75 % of the students will master the first 64 Dolch sight words</li> <li>• Counting to 30 (orally)</li> <li>• Recognizing and writing numerals through 20</li> </ul> <p>First Grade teachers will assess their students individually and document student progress each nine weeks on the first 300 high frequency word list.</p> <p>First Grade teachers will administer fact tests at the end of each nine weeks and document student progress on mastering addition and subtraction facts.</p>

Performance Objective	Initiatives	Action Steps	Performance Targets
		<ul style="list-style-type: none"> <li>• <b>SECOND GRADE:</b> Through the use of the Curriculum Resources, Animated Literacy lessons, Target Teaching Strategies, manipulatives/hands-on resources and supportive basal resources all second grade students will;               <ol style="list-style-type: none"> <li>a) 92% of all second grade students will meet or exceed on the Reading/ English Language Arts instructional assessment.</li> <li>b) 89% of all second grade students will meet or exceed on the Math instructional assessment</li> <li>c) 80% will demonstrate a score of 100% on the recognition of the first 600 Fry high frequency words.</li> <li>d) produce three writing samples as noted on the curriculum maps</li> <li>e) Fluently add and subtract within 20. 80% will pass with 80% of 100 facts in 5 minutes.</li> </ol> </li>   <li>• <b>THIRD GRADE:</b> Through the use of Curriculum Resources, Target Teaching Strategies, manipulatives/hands-on resources, Rocket Math, and supportive basal resources all third grade students will;               <ol style="list-style-type: none"> <li>a) 80% of third grade students will meet or exceed in reading on the GA MILESTONES ASSESSMENT</li> <li>b) 80% of third grade students will meet or exceed in ELA on the GA MILESTONES ASSESSMENT</li> <li>c) 80% of third grade students will meet or exceed in Math on the GA MILESTONES ASSESSMENT</li> <li>d) 80% of third grade students will meet or exceed in Science on the GA MILESTONES ASSESSMENT</li> <li>e) produce quarterly writing samples graded with a rubric as noted on the curriculum maps</li> <li>f) master 100% of the 100 multiplication facts</li> <li>g) Students will show a year's growth on the STAR test.</li> </ol> </li>   <li>• <b>FOURTH GRADE:</b> Through the use of the Curriculum Resource Notebooks, Target Teaching Strategies, manipulatives/hands-on resources and supportive basal resources all fourth grade students will;               <ol style="list-style-type: none"> <li>a. Produce quarterly writing samples as noted on the curriculum maps</li> <li>b. Fluently multiply and divide within 100</li> <li>c. 80% of fourth grade students will meet or exceed in reading on the GA MILESTONES ASSESSMENT</li> </ol> </li> </ul>	<p>Second Grade teachers will assess their students individually and document student progress at least two times each nine weeks on the pre-primer, primer, first and second grade</p> <p>Second Grade teachers will administer addition and subtraction facts tests at the end of each nine weeks and document student progress on mastering their facts.</p> <p>Third Grade teachers will administer multiplication facts tests at the end of each nine weeks and document student progress on mastering their multiplication facts.</p> <p>Fourth Grade teachers will administer timed facts tests in each math process (addition, subtraction, multiplication, and division) and document student progress on mastering their facts.</p>

Performance Objective	Initiatives	Action Steps	Performance Targets
		<p>d. 80% of fourth grade students will meet or exceed in ELA on the GA MILESTONES ASSESSMENT</p> <p>e. 80% of fourth grade students will meet or exceed in Math on the GA MILESTONES ASSESSMENT</p> <p>f. 80% of fourth grade students will meet or exceed in Science on the GA MILESTONES ASSESSMENT</p> <p>g. Students will show a year's growth on the STAR test.</p> <ul style="list-style-type: none"> <li>• <b>FIFTH GRADE:</b> Through the use of the Curriculum Resource Notebooks, Target Teaching Strategies, manipulatives/hands-on resources and supportive basal resources all fifth grade students will <ul style="list-style-type: none"> <li>a) 80% of fifth grade students will meet or exceed in reading on the GA MILESTONES ASSESSMENT</li> <li>b) 80% of fifth grade students will meet or exceed in ELA on the GA MILESTONES ASSESSMENT</li> <li>c) 80% of fifth grade students will meet or exceed in Math on the GA MILESTONES ASSESSMENT</li> <li>d) 80% of fifth grade students will meet or exceed in Science on the GA MILESTONES ASSESSMENT</li> <li>e) Fluently multiply and divide within 100.</li> <li>f) Produce quarterly writing samples as noted on the curriculum maps</li> </ul> </li> <li>• <b>PEC:</b> Through the use of the Curriculum Resource Notebooks, the Sondag program, Target Teaching Strategies, manipulatives/hands-on resources and supportive basal resources PEC students will; <ul style="list-style-type: none"> <li>a) write a minimum of five sentences on a given topic in grades 3-5</li> <li>b) write a complete sentence about a given topic in grades 1-2</li> <li>c) read the entire Fry Sigh Word list in order to strengthen fluency/comprehension in grades 3-5</li> <li>d) complete 25 written addition/subtraction facts in 15 minutes with 75% accuracy in grades 1-2</li> <li>e) score a minimum of 90% on 100 written addition/subtraction facts in 15 minutes in grades 3-5</li> </ul> </li> </ul>	<p>Fifth Grade teachers will maintain an Excel spreadsheet on which they record each student's benchmark scores in reading, language, and math. At the end of the year, they will average the scores.</p> <p>Fifth Grade teachers will administer timed facts tests in each math process (addition, subtraction, multiplication, and division) and document student progress on mastering their facts.</p> <p>Fifth Grade teachers will have students produce quarterly writing samples and conference with students to discuss methods of improving their writing. They will maintain documentation of these conferences.</p> <p>PEC teachers (K) will maintain documentation of student progress: <ul style="list-style-type: none"> <li>• Writing their name appropriately</li> <li>• Recognizing all upper and lowercase letters</li> <li>• Matching corresponding sounds to all consonants and short vowels</li> </ul> </p> <p>PEC teachers (grades 1-2) will maintain documentation of student progress: <ul style="list-style-type: none"> <li>• Writing a complete sentence about a topic</li> <li>• Completing addition and subtraction facts</li> <li>• Identifying Fry sight words</li> </ul> </p>

Performance Objective	Initiatives	Action Steps	Performance Targets
		<p>f) recognize all uppercase and lower case letters (kindergarten)</p> <p>g) match corresponding sounds to all consonants and short vowels (kindergarten)</p> <p>h) recognize numbers 0-10 (80% of kindergarten)</p> <p>i) write their first name with appropriate sizing and spacing (70% of kindergarten)</p> <p>j) complete addition/subtraction facts 1-10 with 70% accuracy (80% of first grade)</p> <p>k) produce a quarterly writing sample which meets the standards set by grade level CCGPS objectives (grammatically correct)</p> <p><b>• Gifted Program: Through the use of differentiated Instructional practices, gifted students will:</b></p> <p>a) demonstrate a minimum score of 80% on the combined scores of the reading benchmark post exams</p> <p>b) demonstrate a minimum score of 80% on the combined scores of the math benchmark post exams</p> <p>c) 85% of all gifted students in grades 1-5 will maintain a reading comprehension average of at least 82% in the Accelerated Reader Program.</p> <p>d) 65% of gifted students in grade 5 will score in Level 3 of the Georgia Writing Test</p> <p><b>• Art and Music Program:</b></p> <p>a) Incorporate grade level curriculum maps into art and music programs to enhance academic foundations through a variety of sensory opportunities</p> <p>b) Incorporate RtI and Learning Focused strategies within the art program</p> <p>c) The DFE Chorus will publicly perform a minimum of 3 times during the school year</p>	<p>PEC teachers (grades 3-5) will maintain documentation of student progress:</p> <ul style="list-style-type: none"> <li>• Writing a complete paragraph about a topic</li> <li>• Completing addition and subtraction facts</li> <li>• Reading the entire Fry sight words list</li> </ul>

Performance Objective	Initiatives	Action Steps	Performance Targets
		<p>d) Students' art work will be publicly displayed at least once per semester.</p> <ul style="list-style-type: none"> <li>• <b>Technology/Computer Lab:</b> <ol style="list-style-type: none"> <li>a) Engage students with a variety of stimulating software which complements CCGPS standards and enhances/enriches opportunities for practice</li> <li>b) Introduce students to the basic functions and use of hardware; input/output devices, storage devices, and common software use</li> <li>c) Provide examples of practical application of common daily use of technology</li> <li>d) Provide instruction through the Word/Excel program grades 3-5</li> </ol> </li> <li>• <b>Media Center:</b> <ol style="list-style-type: none"> <li>a) Showcase the AR and reading programs and provide incentives for motivation; AR days, Pizza Book-It, Reading Bowl, &amp; Moonlight Madness</li> <li>b) Support faculty with the use of United Streaming, Movie Maker, digital camera use, and scanners</li> </ol> </li> </ul>	<p>100% of the student population will be introduced to basic computing based on ISTE platform</p> <p>80% of all students will meet the current grade level's AR goal</p>
	I.2.b. To increase the graduation rate and decrease the drop-out rate	<ol style="list-style-type: none"> <li>1. Implement a "Class of..." Campaign in Grades K-5</li> <li>2. Increase communication and collaboration among the feeder schools (Transition Plans)</li> <li>3. Provide Guidance Counselor support (Downey) <ul style="list-style-type: none"> <li>• Provide class support by leading discussions for test-taking skills, study skills</li> <li>• Provide classroom guidance targeted to improve scores on subsequent testing for 1-5 students who score below 70% on reading benchmark exams.</li> <li>• Counselor will initiate group support for Level 1 students in grades 3-5 through bi-weekly meetings</li> <li>• Counselor will initiate a adult mentor program for Level 1 students and for those with targeted needs</li> </ul> </li> </ol>	<p>100% Retained students in grades 3-5 through bi-monthly meetings</p> <p>100% of identified "at-risk" students will participate in a mentor program</p>
	I.2.c. To provide equity in programs and opportunities	<ol style="list-style-type: none"> <li>1. Utilize instructional coaches at all levels to assist with the improvement of instruction (Admin, Carr)</li> <li>2. Utilize the Inclusion Model at all grade levels (Admin, PEC)</li> <li>3. Provide opportunities for all students to engage in curricular and extracurricular activities (Admin)</li> <li>4. Maintain 100% high-quality and effective instructional staff (Title II and SE)</li> </ol>	<p>IC will conduct walk-throughs with conferences, focusing on a grade level at a time. 2 grade levels per month</p>

Performance Objective	Initiatives	Action Steps	Performance Targets
	Objective I.3: <i>Effective Student Support Services</i>	5. Provide student handbooks to all students 6. Determine improved methods for inclusion 7. Use assistive technology to enhance student performance in co-taught classrooms 8. Support teachers attaining ESOL endorsement 9. Support teachers attaining Gifted certification 10. Carefully monitor all referrals for PEC Testing <ul style="list-style-type: none"> <li>a. All referrals for PEC testing will be reviewed by the PEC Lead Teacher</li> <li>b. The PEC Lead Teacher will review all referrals for African American students from SST.</li> </ul> 1. Support opportunities for family and community involvement in gifted education services. (Examples: fall/spring curriculum meetings, Gifted Open House, Parent University, etc.) (JM) 2. Conduct fall training session for parents on grade level curriculum 3. Coordinate RTI, SST, and 504 services. (NN, JM, SC) <ul style="list-style-type: none"> <li>• Support student transition between schools and grade levels through collaborative meetings between Counselors and School Level Coordinators.</li> </ul>	Develop and send a team of teachers to ESOL training  Solicit teachers for gifted certification  Monitor and adjust tiered students as needed based on data

Performance Objective	Initiatives	Action Steps	Performance Targets
Objective II.1: <i>Effective Operational Processes</i>	II.1.a: To provide a safe and efficient School Nutrition program	1. Continue a local school wellness policy that is in compliance with Federal guidelines as well as consistent with the current dietary guidelines for Americans as recommended by the Center for Disease Control 2. Improve and sustain school average health inspection ratings 3. Offer students vended refreshments which comply with new Federal Guidelines for health and wellness <ul style="list-style-type: none"> <li>• Ice cream; remove all cream products which do not comply with new guidelines; sell 'Italian Ice', low fat ice cream, yogurt, etc. (Snack machines were removed during the 05/06 school term) [Admin]</li> </ul>	

Performance Objective	Initiatives	Action Steps	Performance Targets
	<p>II.1.b To improve access to and the reliability of hardware, software, and technology networking.</p>	<ol style="list-style-type: none"> <li>1. Purchase or requisition updated classroom technology based on the system technology plan, to ensure that all students and staff members have regular and ready access to instructional technology</li> <li>2. Improve response time</li> <li>3. Place only equipment which supports our Technology Plan within the classroom/administrative environments <ul style="list-style-type: none"> <li>• Place responsibility for purchasing technology in the hands of the media specialist</li> <li>• Place responsibility of maintaining all technological aspects of the school program in the hands of the school media specialist and the technician assigned to our site</li> <li>• Continue to wire classrooms and install ceiling mounted projectors for instructional purposes</li> <li>• Continue to install SMARTBoards in classrooms for instructional purposes</li> </ul> </li> </ol> <p>[Media, Admin]</p>	<p><b>Wireless Access</b></p> <ul style="list-style-type: none"> <li>• FY2014: 100% of instructional areas with wireless access</li> </ul>
	<p>II.1.c. To improve preventative/ground maintenance, custodial services at the school facilities.</p> <p>II.1.d. To improve Operational effectiveness</p>	<ol style="list-style-type: none"> <li>1. Maintain a school maintenance plan <ul style="list-style-type: none"> <li>• Empty trash cans on playground daily and clean up trash which has fell out and under the trash bag.</li> <li>• Make sure trash bags in trashcans on the playground are securely in the cans.</li> <li>• Promote the importance of campus beautification among student body.</li> </ul> </li> <li>2. Order materials from the central warehouse rather than individual service vendors to control cost</li> <li>3. Schedule custodial staff to maximize impact on overall school environment (split days/staggered reporting times)</li> <li>4. Communicate with maintenance department a prioritized list of areas in need of painting and repair</li> <li>5. Communicate with maintenance department a prioritized list of items in need of upgrade</li> <li>6. Enroll custodians in all training sessions provided by the county</li> </ol>	<p>Cleanliness Scores will improve during walk-throughs Use of software program for maintenance direct will improve 100%</p> <p><b>Minimum Cleanliness Standards Met</b></p> <ul style="list-style-type: none"> <li>• FY2012:100%</li> <li>• FY2013:100%</li> <li>• FY2014:100%</li> </ul>



Performance Objective	Initiatives	Action Steps	Performance Targets
	through incorporation of SmartEnergy Schools strategies within the system		
	II.1.e. To plan for and construct schools, classrooms, and facilities	<ol style="list-style-type: none"> <li>1. Provide maintenance adequate information regarding student population growth for the purpose of providing additional classroom space in the form of portable classrooms</li> <li>2. Refurbish playgrounds based on school's needs</li> </ol>	Implement monthly playground checks for safety. Repair equipment as needed
Objective II.2: <i>Effective Personnel Processes</i>	II.2.a To recruit and retain highly qualified teachers, paraprofessionals, and other support staff.	<ol style="list-style-type: none"> <li>1. Submit personnel evaluations on time (comments for non-renewals)</li> <li>2. Monitor the school's equity plan addressing experience and highly-qualified staff at the school level</li> <li>3. Analyze PDEExpress data to determine possible needs in critical field areas due to retirements</li> <li>4. Poll current faculty in January as to their intentions to return, desire to transfer, and / or wish to change grade level assignments.</li> <li>5. Analyze data to determine estimated grade level student population for upcoming school year</li> <li>6. Provide all new hires with a mentor and/or support person</li> <li>7. Provide funding for substitute teachers to cover classes for the mentors to have release time to meet with their mentees</li> <li>8. Conduct 'Walk-Throughs' with administrative team to provide coaching for continued growth/support</li> <li>9. Provide opportunities for the Instructional Coach to work in a one on one situation with new hires [Admin, BST, LTs]</li> </ol>	
	II.2.b To provide a safe and efficient transportation program for the	<ol style="list-style-type: none"> <li>1. Support the transportation dept. plan</li> <li>2. Provide Safety Training for students</li> <li>3. Monitor bus discipline referrals</li> <li>4. Include the bus regulation / rules in the Student Handbook</li> <li>5. Include bus behavior within the RTI Behavior Pyramid intervention strategies</li> </ol>	<p>20% of students will participate in the bus safety contest.</p> <p>Chronic disciplinary problems will be assigned to ABE and placed on the pyramid.</p>

Performance Objective	Initiatives	Action Steps	Performance Targets
	staff and students of Jones County.	6. Board / Unload buses as quickly as possible to aid the drivers in their attempt to meet deadlines and to ensure student comfort	
Objective II.3: <i>Effective Financial Processes</i>	II.3.a To ensure smooth, efficient, and effective system budget, financial, and employee compensation.	<ol style="list-style-type: none"> <li>1. Provide budget reports as requested</li> <li>2. Conduct yearly audits of school financial accounts</li> </ol>	
Objective II.4: <i>Continuous Improvement Processes</i>	II.4.a: To provide a process of continuous improvement of all system and school processes and performance.	<ol style="list-style-type: none"> <li>1. School BSTs to review CIPs/BSCs that align with district plan</li> <li>2. Implement all school CIP initiatives to achieve AYP status for all schools               <ol style="list-style-type: none"> <li>a. Review district vision/mission/beliefs in all schools</li> <li>b. Post revised vision/mission/beliefs as needed</li> </ol> </li> <li>4. BSTs to meet monthly to review school CIP and BSC targets.</li> <li>5. Attend monthly CCT meetings to discuss BST strategies and benchmarks</li> <li>6. Provide for articulation and alignment between and among all levels within the school</li> <li>7. Participate in annual Board of Ed. Work Session for the purpose of reporting CIP and BSC progress</li> <li>8. Attend required meetings: Principals, APs, Instructional Coaches, Media Specialists, Gifted Instructors</li> <li>9. Participate in required meetings with BOE (BSTs and principals) for the purpose of reporting CIP and BSC progress</li> <li>10. Maintain SACS/CASI annual reports</li> </ol>	<p>100% of the faculty will be surveyed for the purposes of revising the school's mission / vision</p> <p>100% of the CCT meetings will be attended by a DFE faculty's leadership team</p> <p>100% of the admin meetings will be attended</p>

Performance Objective	Initiatives	Action Steps	Performance Targets
Objective III.1: <i>To provide continuous staff learning and growth through targeted professional learning opportunities.</i>	III.1.a Implement Standards Based Classroom Training district wide.	<ol style="list-style-type: none"> <li>1. Continue classroom walkthrough observation instrument, Teacher Keys Effectiveness System               <ul style="list-style-type: none"> <li>○ Learning goals aligned with CCGPS and communicated by the instructor</li> <li>○ Content specific vocabulary is developed in context</li> <li>○ Instruction is differentiated to meet student readiness levels, learning profiles, and interests</li> <li>○ Instruction and tasks reinforce students' understanding of the purpose for what they are learning and its connection to the world beyond the classroom</li> <li>○ The classroom instructor implements grouping strategies</li> </ul> </li> </ol>	<p><b>Walkthroughs</b></p> <ul style="list-style-type: none"> <li>● 100% of the teachers will be observed on a monthly basis</li> </ul>

Performance Objective	Initiatives	Action Steps	Performance Targets
		<ul style="list-style-type: none"> <li>○ The use of technology is integrated effectively into instruction</li> <li>○ Students effectively use technology during the class period</li> <li>○ Formative assessments are utilized during instruction to provide immediate evidence of student learning and to provide specific feedback to students</li> <li>○ Written commentary is aligned to the CCGPS standard(s)</li> <li>○ Data Team training and implementation</li> </ul> <p>2. Provide professional learning to all staff members related to effective teaching practices and research-based educational trends:</p> <ul style="list-style-type: none"> <li>a. CCGPS Training</li> <li>b. Differentiated Instruction</li> <li>c. Assessment for Learning</li> <li>d. Curriculum Integration</li> <li>e. Common Formative Assessments</li> <li>f. Data Teams</li> <li>g. Professional Learning Communities</li> <li>h. PD360</li> </ul>	<p><b>Professional Learning</b></p> <ul style="list-style-type: none"> <li>● 100% of the faculty will be registered on PD360</li> </ul>
	<p>III.1.b Support increased academic achievement of students with disabilities</p>	<ol style="list-style-type: none"> <li>1. Continue to support inclusion (co-teaching) at all grade levels <ul style="list-style-type: none"> <li>● Identify exemplary co-teaching teams to aid with training</li> <li>● Support new technology initiatives in co-taught classrooms (ARRA)</li> </ul> </li> <li>2. Support the training of non-core content teachers and paraprofessionals on meeting the needs of students with disabilities <ul style="list-style-type: none"> <li>● Conduct needs assessment to determine training</li> </ul> </li> <li>3. Support the training of GAA process</li> <li>4. Train and support the use of assistive technology as appropriate</li> <li>5. Provide training/courses in Inclusion and Collaborative Teaching Models</li> <li>6. Provide teachers training on Behavior Intervention Plans to better enable them to make distinctions between low academics and problematic behaviors [RTI, PEC, Admin]</li> <li>7. Continue implementation and monitoring of ASPIRE</li> </ol>	<p>GAA Trained: 100% ASPIRE trained: 100%</p>

Performance Objective	Initiatives	Action Steps	Performance Targets
	III.1.c Provide instructional technology training to all staff	Train and monitor effective use of instructional and administrative technology, including but not limited to: <ol style="list-style-type: none"> <li>1. Participate in instructional technology training               <ul style="list-style-type: none"> <li>• Teacher Web pages</li> <li>• Fine Arts (electronic media)</li> </ul> </li> <li>2. Participate in training of student information system               <ul style="list-style-type: none"> <li>• Attendance</li> <li>• FTE</li> <li>• Student Records</li> </ul> </li> <li>3. Participate in SIS clerk meetings</li> <li>4. Participate in training of effective use of software, including but not limited to:               <ul style="list-style-type: none"> <li>• GRASP</li> <li>• Data Director</li> <li>• SEMSTracker</li> <li>• McAleer</li> <li>• Accelerated Math</li> <li>• Moodle</li> <li>• PD360/Observation 360</li> <li>• SLDS</li> <li>• PDExpress</li> </ul> </li> <li>5. Participate in training of the effective use of Infinite Campus Grade Book               <ul style="list-style-type: none"> <li>• Teachers (Grade 4-5)</li> </ul> </li> <li>6. Participate in training of the implementation of elementary technology standards</li> <li>7. Train and monitor effective use of classroom technology               <ul style="list-style-type: none"> <li>• SMARTBoards</li> <li>• Computer applications</li> <li>• Student response systems</li> <li>• Assistive Technology</li> </ul> </li> </ol>	<b>Student Information System</b> <ul style="list-style-type: none"> <li>• SIS clerk will attend all meetings</li> <li>• FTE will be completed by deadline</li> </ul> <b>Software</b> <ul style="list-style-type: none"> <li>• <b>Appropriate staff trained in SLDS</b></li> </ul> <b>Student Response Systems</b> <ul style="list-style-type: none"> <li>• <b>One person per grade will participate in the training for the student response system</b></li> </ul>
	III.1.d Support continuous improvement training	<ol style="list-style-type: none"> <li>1. Participate in administrator book study – No More Molasses Classes</li> <li>2. Appropriate personnel will attend Graduation Matters meetings.</li> <li>3. Continue a comprehensive professional learning plan to include:               <ol style="list-style-type: none"> <li>a. ASPIRE training for PEC</li> <li>b. GIFTED certification</li> <li>c. Learning-Focused Schools</li> <li>d. RTI/SST Training</li> <li>e. ELL Training</li> <li>f. Professional Learning Communities</li> </ol> </li> </ol>	

Performance Objective	Initiatives	Action Steps	Performance Targets
		<ul style="list-style-type: none"> <li>g. Leadership Development</li> <li>h. SMART Training</li> <li>i. Mindset Training</li> <li>j. Data Teams</li> <li>k. SLDS</li> <li>l. Infinite Campus Grade Book</li> <li>m. ABE</li> </ul>	
	III.1.e Support individual school professional development	<ol style="list-style-type: none"> <li>1. Provide guidance for professional learning with alignment of CIPs and county and school budgets</li> <li>2. Analyze yearly needs assessment for professional learning</li> <li>3. Provide for collaborative planning time within and across grade levels</li> </ol>	<p>100% of the faculty will be involved in professional learning</p> <p>Teachers will have a minimum of 1 planning day for professional development and resources</p>
	III.1.f Ensure efficient and effective support services by training non-certified staff	<ol style="list-style-type: none"> <li>1. Attend the Local School Accountant (LSA) training</li> <li>2. Attend the Student Information System clerk training</li> <li>3. Participate in a comprehensive custodial training program</li> <li>4. Participate in a comprehensive secretarial training program</li> </ol>	
	III.1.g Provide training to support CCGPS	<ol style="list-style-type: none"> <li>1. Attend training and support for Common Core GPS</li> <li>2. Attend training and support for Exemplars</li> <li>3. Model standards-based best practices in instruction</li> </ol>	100% of the certificated teachers will participate in the CC webinars
	III.2.a To align Professional Learning to School Improvement Goals and Policy Requirements support.	<ol style="list-style-type: none"> <li>1. Measure staff perception of professional learning program</li> <li>2. Align professional learning improvement initiatives based on walk-throughs</li> <li>3. <b>Utilize PD360</b></li> </ol>	<p>100% of the faculty will register on PD360</p> <p>All grade levels will submit topics for the IC to construct courses</p>

**Strategic Objective IV: Stakeholder Engagement and Satisfaction**

Performance Objective	Initiatives	Action Steps	Performance Targets
<p>Objective IV.1: <i>Schools will be safe and enriching</i></p>	<p>IV.1.a To develop systematic approaches to providing a safe learning environment for all constituents.</p>	<ol style="list-style-type: none"> <li>1. Review system and school safety plans                             <ul style="list-style-type: none"> <li>• Assess the school’s CPR certified staff needs and provide training based on needs</li> <li>• All new faculty / staff and returning faculty / staff trained on safety play</li> <li>• Ensure that all staff have access to emergency flip chart and safety plan</li> <li>• Update “mobile office” for use during a school emergency and / or evacuation</li> <li>• Collect email addresses / cell phone numbers from parents to be used for notification purposes by teachers and office personnel</li> <li>• Provide all employees with a working walkie-talkie</li> <li>• Require that all students and faculty/staff members wear ID tags</li> <li>• Provide staff/faculty with exterior door keys to ensure that all outside doorways may remained locked during the school day</li> <li>• Ensure that all classrooms are equipped with a working intercom system and call back system</li> <li>• Allow teachers and students to keep cell phones in their classrooms with the understanding that use will be limited to emergency only.</li> <li>• Any teacher/staff member who has contact with children with life-threatening conditions will be trained to provide aid (epi-pens, inhalers, insulin, seizures, Diabetes etc.)</li> </ul> </li> <li>2. Review discipline protocols for K-5</li> <li>3. Review bullying protocol</li> </ol>	<p><b>CPR Certification</b></p> <ul style="list-style-type: none"> <li>• FY2013:50% of staff at each school CPR Certified</li> <li>• FY2014:75% of staff at each school CPR Certified</li> <li>• FY2015:85% of staff at each school CPR Certified</li> </ul> <p>Safety Trainings with Prosser / GEMA</p> <ul style="list-style-type: none"> <li>• FY2013:100 % meetings attended by school safety representative</li> <li>• FY2013:100% GAINS Reporting</li> <li>• FY2013: Minimum of 9 fire drills scheduled</li> </ul> <p>FY2013:Safe Schools Interagency Teams Maintained</p>

Performance Objective	Initiatives	Action Steps	Performance Targets
		<ul style="list-style-type: none"> <li>• Counselor will utilize character education to address the issue of bullying with the students.</li> </ul> 4. Expand the use of crisis communication system	
Objective IV.2: <i>Students, staff, parents, and community will be satisfied and involved with the direction of the schools and system.</i>	IV.2.a To improve system personnel perception of Central Office support and communication with the schools.	1. Examine results of system/school employee survey conducted in May 2. Continue dissemination of Central Office Communication to staff members 3. Report instructional assessment results to school stakeholders	<b>Stakeholder Perception of School Quality / Communication</b> <ul style="list-style-type: none"> <li>• FY2013: 90% satisfactory</li> <li>• FY 2014: 90% satisfactory</li> </ul>
	IV.2.b To increase staff, parent, student, and community perceptions of school quality.	1. Provide representatives to Stakeholder Advisory Council 2. Report BSC data to stakeholders through use of the following: * weekly newsletters, emails, call out, mass texting, newspaper submissions, websites	
	IV.2.c To increase school attendance in grades K-12	1. Implement the Jones County Attendance Plan and protocols 2. Provide required attendance reports 3. Communicate attendance policy protocol to all stakeholders 4. Counselor will monitor attendance and will develop school-wide incentives to motivate increased attendance 5. Counselor will monitor students who demonstrate excessive days absent/tardy and will conduct quarterly AST (Attendance Support Team) meetings as required 6. Counselor will work in conjunction with local agencies to provide support and encouragement to meet attendance requirements (DFCS, OEI, etc.) 7. Put in place more opportunities for student engagement at school through the establishment of clubs and activities designed to generate student interest; <ul style="list-style-type: none"> <li>a. Dragons in Action Civic Group (all students)</li> <li>b. DFE Cheerleaders (grades 4-5)</li> <li>c. 4H (fifth grade)</li> <li>d. DFE Dragon Gardeners (K-5)</li> <li>e. DFE Drama Team</li> <li>f. Student Council [Counselor, RTI team]</li> <li>g. Student Focus Groups</li> <li>h. Reading Bowl</li> <li>i. Quiz Bowl</li> </ul>	100% of parents (students who missed 15 or more days in the previous year) will be notified within the first 15 days of school

Performance Objective	Initiatives	Action Steps	Performance Targets
		j. Lyrical Dragons	
	IV.2.d To increase community/business partnerships and volunteer hours.	<ol style="list-style-type: none"> <li>1. Participate in a formal Business Partners in Education Program <ul style="list-style-type: none"> <li>• Participate in steering committee, timeline, and calendar</li> <li>• Maintain alliances with GC&amp;SU, Mercer, MSU, and Tift College at Mercer</li> <li>• Maintain current business partnerships</li> </ul> </li> <li>2. Develop plans to formally recognize business partners (event)</li> <li>3. Participate in School Councils training sessions on significant issues</li> </ol>	