



Jones County High School: Continuous Improvement Plan Grades 9-12 – 2014-15

Strategic Objective I: Improving Student Achievement & Success

Performance Objectives	Initiatives	Action Steps	Performance Targets
<p><u>Objective I.1:</u> <i>Student Mastery of the Georgia Performance Standards (CCGPS)</i></p>	<p>I.1.a: To align and implement curriculum, instruction, and assessment to the CCGPS. To implement SLO's plan along with the TKES plan.</p>	<p>1.a.1 Write unit plans for CCGPS Advanced Algebra.</p> <ul style="list-style-type: none"> • Implement new CCGPS Courses in Mathematics. • Continue and support implementation in all CCGPS subjects <p>1.a.2 Increase effectiveness of common planning for content teams for curriculum development (CG,MS)</p> <ul style="list-style-type: none"> • Collaboratively develop instructional calendars, unit frameworks, assessments, and lesson plans (MS) • Data Review (Instructional Leads/Course Teachers) • Research ideas for vertical alignment. (Instructional Leads/MS Teachers) <p>1.a.3 Adopt and purchase texts that align with the CCGPS (CG)</p> <p>1.a.4 Implementation of the TKES evaluation system.</p> <ul style="list-style-type: none"> • Follow state guidelines for informal, formal and summative evaluations. • Conduct pre-observation conferences and formal/summative conferences as outline in the TKES plan • FIP/PLV's – plan for and implement for 2014-15. (Inst. Lead Com.) <p>1.a.5 Administer pre/post planning assessments according the guidelines provided by the GDOE.</p> <ul style="list-style-type: none"> • Pre-assessments should be administered during the first 3 weeks of school. • Post-assessments will be administered during the GDOE spring testing window. 	<p style="text-align: center;"><u>TARGETS</u></p> <p>100% unit plans for all CCGPS subjects: ELA and Math for 9th grade.</p> <p>Work on vertical alignment for 2014-15 SY.</p> <p>Follow protocol for TKES implementation.</p> <p>Teachers conduct visits starting in September of 2014.</p>

Performance Objectives	Initiatives	Action Steps	Performance Targets
		<p>1.a.5 Identify and monitor high-risk groups every three weeks to intervene and remediate/tutor: (Admin/Advisors)</p> <ul style="list-style-type: none"> • Administratively placed ninth graders • Repeating ninth graders (at Main Campus) • Seniors at-risk of not graduating • New students at JCHS (9-12) • 4th year Juniors who could graduate in the current year <p>1.a.6 Aligning & update media collection to meet the needs of the Common Core GPS (Wills)</p> <p>1.a.7 Continued focus on reading throughout the curriculum and informational text.</p> <p>1.a.8 Analyze quarterly assessment data (CG)</p> <ul style="list-style-type: none"> • Instructional Leads facilitate the analysis with content teachers (I.L., MS) • Teachers will formulate action plan for utilizing the data to inform and adjust instruction (Teachers) 	<p>Involve teacher mentors to monitor at each progress report.</p>
	<p>I.2.b: To close the achievement gap among different school populations (SWD, ED, Minority)</p>	<p>2.b.1 Increase EOCT scores in Mathematics, English Language Arts, Science, and Social Studies for first-time test takers, where identified. (Course teachers/Instr. Leads)</p> <ul style="list-style-type: none"> • Grade level and content area teachers and administrators to study data to target bubble students • Administration of practice tests provided by state DOE • Develop, Implement, and Monitor the RTI protocol for tutoring at-risk students • Support the RTI task force plan to assure progress monitoring (CIP I.1.b.1; I.3.a.4) • Use of online assessment system for benchmark assessment for all students • Continue inclusion effort to improve PEC student performance 	<p><u>TARGETS - EOCT</u></p> <p>-9th Grade Lit -2014 – 90% (Actual) -2015 – 93% -2016 – 95%</p> <p>-American Lit -2014 – 91% (Actual) -2015 – 93% -2016 – 95%</p> <p>-Math I/GPS Algebra -2014 – 43% (Actual) -2015 – 50% -2016 – 55%</p> <p>-Math II/Anal. Geometry -2014 – 23% (Actual/Baseline) -2015 – 40% -2016 – 50%</p>

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		<p>2.b.2 To increase student achievement as defined by the College and Career Ready Performance Index in the following areas listed below:</p> <p><u>-Content Mastery</u></p> <ul style="list-style-type: none"> • Percent of students scoring at Meets/Exceeds on 9th Grade EOCT. • Percent of students scoring at Meets/Exceeds on the American Literature EOCT. • Percent of students scoring at Meets/Exceeds on the Math I/GPS Algebra EOCT. • Percent of students scoring at Meets/Exceeds on Math II EOCT • Percent of students scoring at Meets/Exceeds on the Physical Science EOCT. • Percent of students scoring at Meets/Exceeds on the Biology EOCT. • Percent of students scoring at Meets/Exceeds on the Economics 	<p>-Physical Science -2014 – 92% (Actual) -2015 – 93% -2016 – 95%</p> <p>-Biology -2014 – 81% (Actual) -2015 – 83% -2016 – 85%</p> <p>-US History -2014 – 59% (Actual) -2015 – 75% -2016 – 80%</p> <p>-Economics -2014 – 85% (Actual) -2015 – 88% -2016 – 90%</p> <p style="text-align: center;"><u>Writing Test</u></p> <p>-2014 – % -2015 - ≥ 95% -2016 - ≥ 95%</p> <p style="text-align: center;"><u>TARGETS – CCRPI</u></p> <p>-Participation rate for these Indicators has to be greater or Equal to 95%.</p>

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		<p>EOCT.</p> <p><u>-Post High School Readiness (TBD)</u></p> <ul style="list-style-type: none"> • Percent of students completing a CTAE focus, or an advanced focus, or a fine arts focus, or a world language focus in their course of study. • Percent of CTAE Pathway Completers earning a national industry recognized credential, or passing score on GaDOE recognized end of pathway assessment. • Percent of graduates entering TCSG/USG not requiring remediation or learning support courses; or scoring at least 22 out of 36 on composite ACT; or scoring at least 1550 out of 2400 on the combined SAT; or scoring 3 or higher on two or more AP exams. • Percent of graduates earning high school credit(s) for accelerated enrollment via ACCEL, Dual HOPE Grant, Move On When Ready, Early College, Gateway to College, Advanced Placement courses. • Percent of graduates earning 2 or more high school credits in the same world language. • Percent of graduates successfully completing 1 or more Advanced Placement courses. • Percent of students scoring at Mets/Exceeds on the GHSWT. • Percent of students achieving a Lexile measure greater than or equal to 1275 on the American Literature EOCT. • Percent of EOCT assessments scoring at the Exceeds level • Student Attendance Rate (%) <p><u>-Graduation Rate</u></p> <ul style="list-style-type: none"> • 5-year Extended Cohort Graduation Rate (5) <p>2.b.3 Continue to utilize Response to Intervention (RTI) Plan to include progress monitoring and use for ongoing assessment. (RK)</p> <ul style="list-style-type: none"> • Integrate progress monitoring tools/universal screeners <p>2.b.4 Articulate data so that it drives instruction(MS)</p>	<p>-Work with Media Center to obtain resources for SAT/ACT.</p> <p>-Media Center has added SAT prep into USA Test Prep subscription.</p>

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		<ul style="list-style-type: none"> • Use of GRASP, Infinite Campus with Tier 2 and 3, along with Data Director <p>2.b.5 Utilize resources (20-day funds) for student needs and implementation of after-school programs/Saturday School (CG)</p> <p>2.b.6 Implement programs that will remediate student deficiencies and assist with credit recovery (CB, BP, MS)</p> <ul style="list-style-type: none"> • Remedial assistance will be offered to students in the areas of Science, Math, Social Studies, and ELA during and after school <ul style="list-style-type: none"> • Credit Recovery • Academic Enrichment • Math Support added second semester for struggling Math students (CIP I.1.b.6) • Schedule Math Support for administratively placed 9th graders. • Before and after school tutoring program • Investigate other tutoring platforms • Administratively Placed Ninth Graders • Track current repeating ninth graders. • Identify 9th grade students for Read 180. 	
Objective I.2 <i>Student Success</i>	I.2.a To increase the graduation rate and decrease the drop-out rate	<p>1.a.1 Continue use of E2020 as a credit recovery program at the Open Campus. (Grad Coach/Title I Coordinator)</p> <p>1.a.2 Efficiently implement the Pyramid of Intervention(RTI) framework according to county protocol (RK/Counselors/AP's)</p> <p>1.a.3 Monthly middle school to high school transition meeting. (Grad Coaches)</p> <p>1.a.4 Provide monthly report on Dropouts/Withdrawals to School Board (Counselors, LK, BP)</p> <p>1.a.5 Create discipline reports every three weeks to monitor behavior of</p>	<p>10th Graders on Track to Graduate</p> <ul style="list-style-type: none"> • FY2014: 90% • FY2015: 91% • FY2016: 93% • FY2017: 95% <p>11th Graders on Track to Graduate</p> <ul style="list-style-type: none"> • FY2014: 90% • FY2015: 91% • FY2016: 95% • FY2017: 96% <p>12th Graders on Track to Graduate</p> <ul style="list-style-type: none"> • FY2014: 91% • FY2015: 93% • FY2016: 95% • FY2017: 98% <p>Credit Recovery (9-12 Students)</p> <ul style="list-style-type: none"> • FY2014: 94%

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		<p>students who may have fallen into one of the categories from Objective 1.1.a.5. (Admin)</p> <p>1.a.6 Create attendance reports every three weeks to monitor behavior of students who may have fallen into one of the categories from Objective 1.1.a.5. 9 (Grad Coaches/Counselors)</p>	<ul style="list-style-type: none"> • FY2015: 96% • FY2016: 98% • FY2017: 100% <p>Graduation Rate</p> <ul style="list-style-type: none"> • FY2014: • FY2015: 85% • FY2016: 86% • FY2017: 87% <p>Economically Disadvantaged (AMO)</p> <ul style="list-style-type: none"> • FY2014:87% • FY2015:88% • FY2016:89% • FY2017: 90%

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	<p>2.1.b To provide equity in programs and opportunities</p>	<p>2.b.1 Continue to support, monitor, and implement inclusion (co-teaching) at all grade levels with specific focus on completing the 9-12 inclusion (LRE) initiative (PEC)</p> <p>2.b.2 Encourage diversity among students participating in curricular and extra-curricular activities. Emphasizing inclusion of PEC students in extra-curricular activities. (AD's, Counselors)</p> <p>2.b.3 Ensure academic eligibility and medical clearance are enforced and upheld for all activities (CG, BV, BL)</p> <p>2.b.4 Maintain 100% high-quality and effective instructional staff (Title II and SE) (CG)</p> <p>2.b.6 Support opportunities for all students to engage in curricular and extracurricular activities (including, but not limited to):</p> <ul style="list-style-type: none"> • Athletics (CG) • Interdisciplinary Special Olympics (LB) • Fine Arts (TB) • Clubs (KS) • Literary (TB) • Golden Eagle (Counselors) • CTSO's (Advisors/Rackley) 	<p style="text-align: center;"><u>TARGETS</u></p> <p>-PEC students served in LRE 100%</p> <p>-Monitor at monthly coaches meetings.</p> <p style="text-align: center;"><u>TARGETS</u></p> <p>Enrollment of non-traditional students in CTAE courses:</p> <p>FY 2014: 55%</p> <p>FY 2015: 65%</p> <p>FY 2016: 70%</p> <p>FY 2017: 72%</p> <p style="text-align: center;"><u>TARGETS</u></p> <p>% of students involved in extracurricular activities</p> <p>FY 2014: 75%</p> <p>FY 2015: 77%</p> <p>FY 2016: 80%</p> <p>FY 2017: 82%</p>

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<p>Objective I.3: <i>Effective Student Support Services</i></p>	<p>I.3.a: To maximize student support through quality Guidance, Family Education, and other student support programs</p>	<p>3.a.1 Develop a comprehensive Guidance Plan for K-12 (Counselors)</p> <ul style="list-style-type: none"> • To develop a course selection guide for advisement for grades 9 to 12. <ul style="list-style-type: none"> ○ Organize Career/College Fair (Counselors) ○ Organize Financial Aid Night (Counselors) ○ AP Day at High School (CG/Counselors) ○ Plan transition programs for 8th grade students, current 9th grade students, and 10th grade students (Grad Coaches) ○ Registration Days (Admin/Counselors) ○ Parent Visitation Days (Admin/Counselors) <p>3.a.2 Continue services of graduation coach (SW)</p> <ul style="list-style-type: none"> • Graduation coach attend monthly coaches' meetings • Targeting at-risk students • Credit recovery • Communication with parents and teachers • Ensure teacher training for RTI • Communicate with Open Campus and AA students <p>3.a.3 Maintain communication with school council and meet quarterly.(CG, RK)</p> <p>3.a.4 Adopt-a-Student Program – all teachers will adopt a student to monitor and create positive student/teacher relationships. (SW)</p>	<p style="text-align: center;"><u>TARGETS</u></p> <p>100% implementation of community/family activities</p> <p>FY 2014: Yes FY 2015: Yes FY 2016: Yes</p> <p>-All Teachers to Adopt a Student.</p>

Strategic Objective II: Improving Organizational and Operational Effectiveness

Performance Objective	Initiatives	Action Steps	Performance Targets
<u>Objective II.1</u> <i>Effective Personnel Processes</i>	II.1.a To recruit and retain highly qualified teachers, paraprofessionals, and other support staff.	1.a.1 Ensure all teachers are highly qualified (CG) 1.a.2 Ensure paraprofessionals are highly qualified (CG) 1.a.3 Align veteran and new teachers in a Mentor/Mentee Induction program. (CG, NS)	<u>TARGETS</u> % teachers highly qualified FY 2014: 100% FY 2015: 100% FY 2016: 100% <u>TARGETS</u> % paraprofessionals highly qualified FY 2014: 100% FY 2015: 100% FY 2016: 100%
<u>Objective II.2:</u> <i>Effective Financial Processes</i>	II.2.a To ensure smoother, efficient and effective system budget, financial and employee compensation	2.a.1 Train teachers in protocols for: (CG, BW, DH, KS, LR, MS, TW) <ul style="list-style-type: none"> • PDExpress • Purchase Orders • Leave Forms • Tutoring time Sheets 	<u>TARGETS</u> % staff trained FY 2014: 100% FY 2015: 100% FY 2016: 100%
<u>Objective II.3:</u> <i>Continuous Improvement Processes</i>	II.3.a: To provide a process of continuous improvement of all system and school process and performance.	3.a.1 Faculty meetings will follow the format of our Instructional Leadership Team (ILT) protocol. 3.a.2 Administrative meetings are held weekly with administrators. (CG) 3.a.3 Completion of CIP (CG,ILT, DH) 3.a.4 Completion of school BSC (CG,ILT, DH) 3.a.5 Conduct monthly Instructional Leadership Team meetings. (ILT)	<u>TARGETS</u> % of time target met FY 2014: 100% FY 2015: 100% FY 2016: 100%

Strategic Objective III: Professional Learning and Growth

Performance Objective	Initiatives	Action Steps	Performance Targets
<p><u>Objective III.1:</u> <i>To provide continuous staff learning and growth through targeted professional learning opportunities.</i></p>	<p>III.1.a: Implement Standards-Based Classroom Training district wide.</p>	<p>1.a.1 Introduce/Implement new teacher evaluation system. Teacher Keys Evaluation. (CG, Admin)</p> <p>1.a.2 Common planning periods to allow collaborative planning for teachers to insure equivalent instruction of the curriculum (CIP III.1.a.3; II.2.a.1; III.1.e.2)</p>	<p><u>TARGETS</u> FY 2014: 100% FY 2015: 100% FY 2016: 100%</p>
	<p>III.1.b Support increased academic achievement of students with disabilities</p>	<p>1.b.1 Support and continue inclusion (co-teaching) with certified personnel (CG)</p> <p>1.b.3 Train all administrators to be LEA's at annual evaluation IEP meetings.</p>	<p><u>TARGETS</u> FY 2014: 100% FY 2015: 100% FY 2016: 100%</p>
	<p>III.1.c Provide technology training to all staff</p>	<p>1.c.1 Participate in instructional technology training as provided by high school personnel. Make teachers aware when training is available. (All Teachers)</p> <p>1.c.2 Assure use and training of student information system by appropriate personnel (LK, AW, Counselors)</p> <ul style="list-style-type: none"> • Attendance • Grades • FTE • Student Records <p>1.c.3 Effectively use software packages purchased by district. (All Teachers)</p> <ul style="list-style-type: none"> • Infinite Campus • E2020 Software in Achievement Academy • Data Director 	<p><u>TARGETS</u> FY 2014: 100% FY 2015: 100% FY 2016: 100%</p> <p>FY 2014: 100% FY 2015: 100% FY 2016: 100%</p> <p>FY 2014: 100% FY 2015: 100% FY 2016: 100%</p>

		<ul style="list-style-type: none"> • PD360 • School web-site • Piloting BYOD with selected teachers this year. • Participate in Smart Responder Training • Continued professional development with the use of SmartBoards. 	
	III.1.d Support continuous improvement training	<p>1.d.1 Participate in monthly Graduation Matters meetings to include: principal, assistant principal, counselors, graduation coach, instructional coach, LSA, data clerk, and media specialists' meetings/training (BP,MS,KS, DH)</p> <p>1.d.2 Use of GEARS Grant to participate and send key leaders and administrators and other personnel to National Dropout Convention in each fall. (BP/Grad Coaches)</p>	<p style="text-align: center;"><u>TARGETS</u></p> <p>FY 2014: 100% FY 2015: 100%</p>
	III.1.e Support individual school professional development	<p>1.e.1 Conduct needs assessment for professional learning with use of TKES platform data and implementation of PD360 video series.</p> <p>1.e.2 Adhere to protocol in regards to course proposals and activity proposals for professional learning</p> <p>1.e.3 Encourage and support advanced degree efforts by teachers</p>	<p style="text-align: center;"><u>TARGETS</u></p> <p>FY 2014: 100% FY 2015: 100% FY 2016: 100%</p>
	III.1.f Ensure efficient and effective support services by training non-certified staff	<p>1.f.1 Participate in Local School Accountant training program (AM)</p> <p>1.f.2 Participate in Student Information System clerk training (LK)</p> <p>1.f.3 Participate in comprehensive custodial training program (WL)</p> <p>1.f.4 Participate in comprehensive secretarial training program (SP, JT, AW)</p> <p>1.f.5 Participate in comprehensive para-pro training. (RK)</p>	<p style="text-align: center;"><u>TARGETS</u></p> <p>FY 2014: 100% FY 2015: 100% FY 2016: 100%</p>
	III.2.a To improve and measure staff perception of Professional Learning and support	<p>2.a.1 Complete survey to assess faculty perception of professional learning</p>	<p style="text-align: center;"><u>TARGETS</u></p> <p>FY 2014: 100% FY 2015: 100% FY 2016: 100%</p>

Strategic Objective IV: Improving School Climate and Stakeholders' Satisfaction

Performance Objective	Initiatives	Action Steps	Performance Targets
<p><u>Objective IV.1:</u> <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>	<p>1.a.1 Each school review and update school safety plans (KS)</p> <ul style="list-style-type: none"> • All new staff trained on safety plan (KS) • Review and update system safety plan (KS) • Ensure that all staff have access to emergency flip chart and safety plan (KS) • Expand use of emergency calling system for schools and system to non-emergency messaging (CG) • Implement school safety codes (red, yellow, green, orange, gray) (KS) • Review and update school phone chain and school crisis plan (CG) • Conduct monthly fire drills (Admin) • Conduct canine drug searches as needed for safety purposes (CG) • Utilize school resource officer (RW/BH) • Make sure all PEC staff trained in Mindset Training • Need Universal Precaution Classes for instructors/para-pros. 	<p><u>TARGETS</u> Canine Drug Searches per Year FY 2014: 2 FY 2015: 4 FY 2016: 4</p> <p>Make sure to follow-up.</p>
<p><u>Objective IV.2:</u> <i>Students, staff, parents and community will be satisfied and involved with direction of schools and system.</i></p>	<p>IV.2.a: To improve personnel perception of support and communication within the schools.</p> <p>IV.2.b: To increase Staff, parent, student and community perceptions of</p>	<p>2.a.1 Administer staff and student survey</p> <ul style="list-style-type: none"> • Participation of staff and students to collect data regarding stakeholder satisfaction (baseline year) <p>2.a.2 Continue use of OneCall system non-emergency messaging (CG)</p> <p>2.c.1 Decrease the number of students missing 15 or less days of school</p> <ul style="list-style-type: none"> • Attendance contract with students (state law requiring attendance) with parent and student signatures (DH, Counselors) • Inform parents of student absences via phone call and/or email (BW) • Provide incentives for perfect attendance (CG) 	<p><u>TARGETS</u> Participation in Staff Survey FY 2014: 80% FY 2015: 100% FY 2016: 100%</p> <p><u>TARGETS</u> % Absent \leq 15 days FY 2014: 89% FY 2015: 91% FY 2016: 93%</p>

	<p>school quality</p> <p>IV.2.c To increase school attendance in grades K-12</p> <p>IV.2.d: To increase Community/Business partnerships and volunteer hours</p>	<ul style="list-style-type: none"> • Conduct proactive attendance hearings prior to excessive absences (LR, Counselors) • Mail letters to parents of students in danger of exceeding benchmark absences (LR, Counselors) <p>2.d.1 Expand the formal Business-school partnership program (TW)</p> <p>2.d.2 Participate in School Councils with training sessions on significant issues (CG)</p> <ul style="list-style-type: none"> • Vision, mission, and beliefs • Council regulations • Meet quarterly 	<p style="text-align: center;"><u>TARGETS</u></p> <p>Number Participating in Work Base Learning</p> <p>FY 2014: 70</p> <p>FY 2015: 73</p> <p>FY 2016: 78</p>
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