

**Wells Elementary School CIP 2014-2015**

**Strategic Objective I: Improving Student Achievement and Success**

Performance Objective	Initiatives	Action Steps	Performance Targets																																																																					
Objective I.1: Student Mastery of the Common Core Georgia Performance Standards (CCGPS)and/ or Georgia Performance Standards :	I.1.a: To align and implement curriculum, instruction, and assessment to the CCGPS and/or GPS	<ol style="list-style-type: none"> <li>1. Ensure veteran and new teachers have access to updated curriculum documents for CCGPS (TM, SJ, NW )</li> <li>2. Use classroom walkthroughs, grade level meetings, and work sessions to ensure teachers are implementing the curriculum with fidelity, as evidenced by a variety of curriculum documents. (TM, SJ, NW, Grade-Level Leads)                             <ul style="list-style-type: none"> <li>*Curriculum Maps, aligned with CCGPS</li> <li>*Standards (with identified “priority” standards)</li> <li>*Unit Frameworks</li> </ul>                             grouping, assessments, performance tasks, student use of technology, and standards-based teacher commentary)                             <ul style="list-style-type: none"> <li>*TRIBES strategies for inclusion and content standards</li> </ul> </li> <li>3. Ensure alignment and focus with all Math Support (Title I and EIP) (TM, SJ, NW)</li> <li>4. Monitor the implementation of Data Teams to ensure comprehensive analysis of all data sources is used to improve instructional effectiveness and student growth. (TM, SJ, NW, Grade-Level Leads)</li> <li>5. Develop and administer periodic common formative assessments to guide instructional practices. (TM, SJ, NW, Grade-Level Leads)</li> <li>6. Participate in formal and informal performance reviews with schools (TM, SJ)</li> <li>7. Participate in the textbook adoption process according to the DOE adoption cycle (NW, teachers)</li> <li>8. Monitor the vertical alignment of all content areas.(IT, Leads)</li> <li>8. Evaluate/Revise school-wide writing plan (IT, Writing Team)</li> <li>10. Monitor the performance on CCRPI indicators. (IT, BST)</li> </ol>																																																																						
			<b>CRCT: All Students                      (Percent of students scoring at Meets or Exceeds;                      Required participation rate ≥ 95%)</b>																																																																					
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<b>Performance Objective</b>	<b>Initiatives</b>	<b>Action Steps</b>	<b>Performance Targets</b>				
		11. Create/ monitor the Professional Learning Plan based on identified needs and CIP (IT, BST) <ul style="list-style-type: none"> <li>● SACS Required Actions</li> <li>● TKES</li> <li>● LKES</li> <li>● PD 360</li> <li>● Instructional Coaches Modeling Plan</li> <li>● Vertical Alignment</li> <li>● Classroom management with one-to-one technology.</li> <li>● Student Learning Objectives (SLO) implementation</li> <li>● Mathematics Instruction</li> <li>● Reading Instruction</li> <li>● PLVs</li> </ul>					
		13. Examine the results of data regarding the professional learning needs and policy requirements to make adjustments to the plans as needed. (IT, BST, Leads)					
			<b>CRCT: All Students – Science</b>				
			<b>(Percent of students scoring at Meets or Exceeds; Required participation rate ≥95% )</b>				
			<b>Grade</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>
			3	78%	66%	90%	93%
			4	85%	81%	90%	92%
			5	76%	75%	90%	92%
			<b>*FY2013 scores are actual</b>				
			<b>CRCT: All Students – Social Studies</b>				
			<b>(Percent of students scoring at Meets or Exceeds; Required participation rate ≥95% )</b>				
			<b>Grade</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>
			3	86%	82%	90%	92%
			4	86%	86%	91%	93%
			5	81%	76%	91%	93%
			<b>*FY2013 scores are actual</b>				
			<b>Writing Assessments</b>				
			<b>(Percent of students scoring at Meets or Exceeds; Required participation rate ≥95% )</b>				
			<b>Year</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>
			3rd Grade	%	%	NA	NA
			<b>Grade 5 Writing Assessment</b>				
			<b>Year</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>
			5th Grade	82%	82%	NA	NA

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<b>Strategic Objective I: Improving Student Achievement and Success</b>							
<b>Performance Objective</b>	<b>Initiatives</b>	<b>Action Steps</b>	<b>Performance Targets</b>				
			<b>Lexile Measures</b>				
			<b>Percentages represent the CCRPI Adjusted Performance on Indicator (%)</b>				
			<b>Indicator</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>
			3rd Percent of Students in grade 3 achieving a Lexile measure ≥ 650	39.8	57.9		
			5th Percent of Students in grade 3 achieving a Lexile measure ≥ 850	54.5	61.5		

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	I.1.b To close the achievement gap among different school populations (SWD, ED, Minority)	<p>1. Ensure the implementation of progress monitoring for students with disabilities in math and reading (NW, KA, Teachers)</p> <ul style="list-style-type: none"> <li>• Select/develop a progress monitoring system for Tier 4 students(NW, KA)</li> <li>• Meet monthly with PEC teachers to review progress monitoring data and report to principal (KA)                             <ul style="list-style-type: none"> <li>• Meet monthly with PEC lead teachers to review progress monitoring data and report to principals</li> <li>• Participate in annual PEC data audit (KA, PEC teachers)</li> </ul> </li> </ul> <p>2. Review, revise, and monitor the Response to Intervention (RTI)/504 protocol to ensure fidelity of implementation (IT)</p> <p>*Adhere to county RTI Protocol Handbook (NW, faculty)</p> <p>*Review progress monitoring reports monthly with subpopulations clearly identified for adjusting instructional strategies for Tier 2 and Tier 3 students (RTI Teams)</p> <p>*Continue the use of software (such as GRASP) for the purpose of universal screening and progress monitoring in (Grades 1 -5) reading and mathematics (NW)</p> <p>*Supervise RTI intervention teachers to ensure that set protocols are being addressed as defined (TM, SJ, NW)</p> <p>*Utilize ABE for students entering Tier 2 for behavior.(NW, BM)</p> <p>4. Allocate 20-day funds and direct the development and implementation of after-school programs/Saturday School and other supplemental services (IT)</p> <ul style="list-style-type: none"> <li>• Plans approved and implemented by October 31, 2014</li> </ul> <p>6. Monitor inclusion (co-teaching) at all grade levels (IT)</p> <ul style="list-style-type: none"> <li>• Identify exemplary co-teach teams to aid in training/modeling</li> <li>• walkthroughs in co-taught classrooms</li> </ul> <p>7. Monitor the progress of EL students (SJ, ESOL teachers)</p> <ul style="list-style-type: none"> <li>• Support WIDA Standards instruction to classroom teachers (SJ)</li> </ul>					
			<b>CRCT Subgroups READING</b>				
			<b>(Percent of students scoring at Meets or Exceeds; Required participation rate ≥95% )</b>				
			<b>G</b>	<b>Year</b>	<b>SWD</b>	<b>AA</b>	<b>SES</b>
			3	2013	100%	91%	94%
				2014	100%	91%	97%
				2015	≥95%	93%	≥95%
				2016	≥95%	≥95%	≥95%
			4	2013	67%	91%	92%
				2014	100%	91%	96%
				2015	≥95%	94%	≥95%
				2016	≥95%	≥95%	≥95%
			5	2013	67%	92%	90%
				2014	100%	97%	100%
				2015	≥95%	≥95%	≥95%
				2016	≥95%	≥95%	≥95%
			<b>*FY2013 reflects change to CCGPS tests in Reading, ELA, Math (Source: Data Director)</b>				

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Performance Objective	Initiatives	Action Steps	Performance Targets				
		8. Implement technology in lesson delivery and learning activities (teachers) 9. Maintain data room to monitor student progress (SJ) 10. Investigate and implement software programs to assist with targeted supplemental instruction (NW/AW/MM, Media TRIBE) 11. Develop departmental/grade level SMART goals to address specific needs (Leads/SJ)					
			<b>CRCT Subgroups MATH</b>				
			<b>(Percent of students scoring at Meets or Exceeds; Required participation rate ≥95% )</b>				
			<b>Grade</b>	<b>Year</b>	<b>SWD</b>	<b>AA</b>	<b>SES</b>
			3	2013	67%	74%	74%
				2014	90%	69%	78%
				2015	93%	80%	82%
				2016	≥95%	90%	85%
			4	2013	29%	66%	73%
				2014	63%	77%	77%
				2015	75%	85%	83%
				2016	80%	90%	85%
			5	2013	44%	90%	84%
				2014	67%	97%	98%
				2015	80%	≥95%	≥95%
				2016	83%	≥95%	≥95%
			*FY2013 reflects change to CCGPS tests in Reading, ELA, Math (Source: Data Director)				

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Performance Objective	Initiatives	Action Steps	Performance Targets				
			<b>CRCT Subgroups ELA</b>				
			<b>(Percent of students scoring at Meets or Exceeds;</b>				
			<b>Grade</b>	<b>Year</b>	<b>SWD</b>	<b>AA</b>	<b>SES</b>
			3	2013	100%	87%	86%
				2014	100%	81%	93%
				2015	95%	89%	95%
				2016	95%	93%	95%
			4	2013	60%	92%	87%
				2014	90%	89%	86%
				2015	92%	92%	92%
				2016	95%	94%	94%
			5	2013	33%	90%	80%
				2014	86%	97%	98%
				2015	90%	≥95%	≥95%
				2016	92%	≥95%	≥95%
			*FY2013 reflects change to CCGPS tests in Reading, ELA, Math (Source: Data Director)				
			<b>CRCT Subgroups Science</b>				
			<b>(Percent of students scoring at Meets or Exceeds;</b>				
			<b>Grade</b>	<b>Year</b>	<b>SWD</b>	<b>AA</b>	<b>SES</b>
			3	2013	100%	74%	70%
				2014	59%	60%	67%
				2015	78%	78%	82%
				2016	83%	83%	88%
			4	2013	80%	81%	84%
				2014	77%	74%	78%
				2015	78%	87%	88%
				2016	83%	92%	92%
			5	2013	33%	72%	65%
				2014	39%	70%	76%
				2015	70%	88%	87%
				2016	75%	92%	92%
			<b>Source: Data Director</b>				

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Performance Objective	Initiatives	Action Steps	Performance Targets	
			<b>CRCT Subgroups Social Studies</b>	
			<b>(Percent of students scoring at Meets or Exceeds;</b>	
			<b>Grade</b>	<b>Year</b>
			<b>SWD</b>	<b>AA</b>
			<b>SES</b>	
			3	2013
				2014
				2015
				2016
			4	2013
				2014
				2015
				2016
			5	2013
				2014
				2015
				2016
			*FY2013 reflects baseline data for Social Studies (Source: Data Director)	
			<b>Percent of Students With Disabilities served in general education environments &gt;80% of the school day</b>	
			<b>2012</b>	<b>2013</b>
			<b>2014</b>	<b>2015</b>
			WES	86.4
				82.5
	I.2.a: To focus instructional attention on CCGPS and best practices within standards-based classrooms	<ol style="list-style-type: none"> <li>Support continued use of classroom walkthrough observation utilizing <i>TKE Platform</i> (TM, SJ)</li> <li>Utilize Data Director to analyze student data to guide CIP Planning (TM, SJ, NW , Teachers)</li> <li>Implement differentiated instructional strategies in all classrooms (Teachers)</li> <li>Provide feedback on lesson plans and walkthroughs (TM,SJ,NW)</li> </ol>	<ul style="list-style-type: none"> <li>FY2015/2016/2017: Each teacher will be evaluated using the state-mandated models.</li> <li>FY2015/2016/2017: Each teacher will receive six TKES observations per year</li> <li>FY2015/2016/2017: <b>All</b> school administrators are trained in the use of the evaluation instruments</li> </ul>	

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Strategic Objective I: Improving Student Achievement and Success						
Performance Objective	Initiatives	Action Steps		Performance Targets		
Objective I.2: <i>Student Success through effective instructional programs</i>	I.2.b. To increase the graduation rate and decrease the drop-out rate	5. Teachers share standards-based classroom best practices at meetings (Grade-Level Leads)	*Administrators submit school evaluation plans for FY15 before October 1, 2014. System plans call for all certified teachers to be evaluated using TKES.			
		6. Maximize instructional time through effective and creative scheduling (TM)				
		7. Minimize multiple grade levels for support staff, where possible, to provide more effective grade-level planning (TM)				
		8. Continue to promote Tribes Learning Communities for inclusion and content standards (IT, Teachers)				
		<b>Student Attendance Rate</b>				
			<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>
		Attendance Rate	96.5	96.1		
		*Data From CCRPI				
		1. Participate in Graduation Matters meetings (SJ,NW,BM,MM)				
		2. Increase communication and collaboration between WES and CRMS (transition plans) ( TM, SJ, NW, BM)				
		3. Utilize/Refine 5 <sup>th</sup> Gr. "Target Checklist" for CRMS use (NW/BM/BS)				
		4. Conduct end-of-year joint meeting of WES and CRMS counselors to facilitate 5 <sup>th</sup> grade transition (BM)				
		4. Conduct end-of-year joint meeting of WES and CRMS RtI coordinators to facilitate 5 <sup>th</sup> grade transition (NW)				
		5. Monitor Student Attendance Rate (TM, BM, Teachers)				



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<b>Performance Objective</b>	<b>Initiatives</b>	<b>Action Steps</b>	<b>Performance Targets</b>						
			Core Content Area Course Achievement						
			<b>Indicator</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>		
			Percent of students in grade five passing at least five courses in core content areas (ELA, reading, mathematics, science, social studies) and scoring at Meets or Exceeds on all CRCT	71.6	Error in Data-Not Included in CCRPI Report				
			Data from 2012 CCRPI Report						
			<b>Percent of Students Scoring Exceeds on CRCT</b>						
			<b>Required participation rate ≥95%</b>						
			<b>Grade</b>	<b>Year</b>	<b>Reading</b>	<b>ELA</b>	<b>Math</b>	<b>Science</b>	<b>Social Studies</b>
			3	2013	43%	30%	29%	26%	16%
				2014	41%	18%	33%	27%	25%
				2015	44%	25%	36%	30%	28%
				2016	47%	30%	40%	35%	35%
			4	2013	37%	16%	24%	40%	26%
				2014	44%	28%	37%	47%	26%
				2015	47%	31%	40%	50%	30%
				2016	50%	35%	43%	53%	35%
			5	2013	24%	20%	37%	26%	16%
				2014	27%	24%	22%	35%	19%
				2015	30%	27%	25%	38%	25%
				2016	35%	30%	30%	40%	28%
			Data from Data Director						
<b>Strategic Objective I: Improving Student Achievement and Success</b>									

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Performance Objective	Initiatives	Action Steps	Performance Targets
	I.2.d. To provide equity in programs and opportunities	<p>1. Continue to support professional learning for inclusion, autism, PBIS, progress monitoring, and due process. (TM, SJ, NW) 2. Explore/Implement a PBIS program.</p> <p>3. Support the implementation of EIP and Title I co-teaching teams. (TM, SJ, NW)</p> <p>4. Provide information for personnel seeking endorsements and/or career growth opportunities, such as ESOL, WIDA, Gifted, or Coaching. (TM, SJ, NW)</p> <p>5. Support opportunities for students to engage in extra/co-curricular activities (Student Events TRIBE, Media TRIBE) including, but not limited to:</p> <ul style="list-style-type: none"> <li>*Quiz Bowl</li> <li>*Clubs</li> <li>*Reading Bowl</li> <li>*YGA</li> <li>*DAR</li> </ul> <p>Monitor participation in FY2014</p> <p>6. Monitor and maintain 100% high-quality and effective</p> <ul style="list-style-type: none"> <li>• Participate in CPI pre-conference in mid-September with Central Office staff to ensure high-quality compliance (TM)</li> <li>• Monitor the assignment of teachers to ensure a balance of experience and effectiveness (TM)</li> <li>• Develop a School-wide professional learning plan (TM, SJ, NW)</li> <li>• Support a Teacher Mentor Program for teachers with 3 or less years of experience and those new to Jones County Schools.(TM, SJ, NW)</li> <li>• Review and revise school-wide student handbook (stakeholders)</li> </ul>	<p><b>100% of New inclusion teams trained in co-teaching strategies (general ed and special ed teachers)</b></p> <ul style="list-style-type: none"> <li>• FY2015:100%</li> <li>• FY2016:100%</li> <li>• FY2017:100%</li> </ul> <p><b>Reduction in discipline infractions through PBIS</b></p> <p><b>100% of Paraprofessionals trained in co-teaching strategies (general ed and special ed settings)</b></p> <ul style="list-style-type: none"> <li>• FY2015: 100%</li> <li>• FY2016: 100%</li> <li>• FY2017:100%</li> </ul> <p><b>% of students engaged in extra/co-curricular activities:</b></p> <ul style="list-style-type: none"> <li>• FY2015:55%</li> <li>• FY2016:60%</li> <li>• FY2017:65%</li> </ul>
<b>Strategic Objective I: Improving Student Achievement and Success</b>			
Performance Objective	Initiatives	Action Steps	Performance Targets

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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>	<ol style="list-style-type: none"> <li>1. Support opportunities for Title I family engagement to build parent capacity and involvement. (TM, SJ, SD)</li> <li>2. Attend fall training session for school council members(TM, council members)</li> <li>3. Continue implementation of the TRIBES Framework (BST)</li> <li>4. Provide TRIBES training for new faculty/staff as needed(BM)</li> <li>5. Develop and implement Title I parent training and information meetings (SD,TM)</li> <li>6. Provide monthly family calendars and bi-monthly parent newsletters (TM, SD)</li>   <li>7. Support student transition between schools and grade levels through collaborative meetings between Counselors and School Level Coordinators.(BM, NW)</li>   <li>8. Continue Ready-Set-Goal Program (BM, Teachers)</li> </ol>	<b>Title I Parent Involvement</b>						
			<ul style="list-style-type: none"> <li>• FY2015/2016/2017: document activities for involving family &amp; community</li> </ul>						
			<b>Career Awareness Initiatives</b>						
			<b>Indicator</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>
			<p>Elementary: Percent of students in grades 1-5 completing the identified number of grade specific career awareness lessons aligned to Georgia's 17 Career Clusters</p>	NA	99.8				
<p>Elementary: Percent of fifth grade students with a complete career portfolio by end of grade 5</p>	NA	NA							
Data from 2012 CCRPI Report									

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		<p>9. Improve delivery of character education using the 11 Principles of character Education Assessment. Investigate requirements for School of Character status and consider applying. (BM)</p> <p>10. Organize re-delivery of information regarding cyber safety to students/faculty/parents. (AW, MM, BM)</p> <p>11. Provide career education for grades 1-5. Develop/implement plans for 5th grade career portfolios. (BM)</p> <p>12. Utilize Title I Family Compacts in conferences with parents and students. (Teachers)</p>	

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<b>Strategic Objective II: Improving Organizational and Operational Effectiveness</b>			
<b>Performance Objective</b>	<b>Initiatives</b>	<b>Action Steps</b>	<b>Performance Targets</b>
Objective II.1: Effective Operational Processes	II.1.a: To provide a safe and efficient School Nutrition program	<ol style="list-style-type: none"> <li>1. Train staff in correct sanitation procedures (BA)</li> <li>2. Improve/Maintain school-wide breakfast participation. (BA)</li> <li>3. Improve Maintain school-wide lunch participation. (BA)</li> <li>4. Provide information to parents and community to increase understanding of program requirements and nutritional needs of students. (BA)</li> <li>5. Nutrition staff are provided training during preplanning on procedures for addressing individual student nutritional needs. (BA)</li> </ol>	<ul style="list-style-type: none"> <li>• FY2015/FY2016/2017: 97% Health Sanitation Scores</li> </ul> <p><b>School-wide lunch participation:</b></p> <ul style="list-style-type: none"> <li>• FY2014: 78%</li> <li>• FY2015: 80%</li> <li>• FY2016: 83%</li> <li>• FY2017: 85%</li> </ul> <p><b>School-wide breakfast participation:</b></p> <ul style="list-style-type: none"> <li>• - FY2014: 56%</li> <li>• FY2015: 60%</li> <li>• FY2016: 63%</li> <li>• FY2017: 65%</li> </ul>
	II.1.b To improve access to and the reliability of hardware, software, and technology networking	<ol style="list-style-type: none"> <li>1. Requisition updated classroom technology to ensure that all students and staff members have regular and ready access to instructional technology (MM/AW/SJ/TM)</li> <li>2. Improve response time to technology concerns (MM/JS)</li> <li>3. Participate in Pilot BYOD for students per county plan. (selected classrooms)</li> </ol>	<p><b>Classroom Computers</b></p> <ul style="list-style-type: none"> <li>• FY2015/2016/2017:100% of regular education classrooms with at least one modern computer for instruction.</li> </ul> <p><b>Work Orders Completed:</b></p> <ul style="list-style-type: none"> <li>• FY/2015/2016/2017:100% within 3 days</li> </ul> <p align="center"><b>Wireless Access</b></p> <ul style="list-style-type: none"> <li>• 2015/2016/t2017:100% of instructional areas with wireless access</li> </ul>

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<b>Strategic Objective II: Improving Organizational and Operational Effectiveness</b>			
<b>Performance Objective</b>	<b>Initiatives</b>	<b>Action Steps</b>	<b>Performance Targets</b>
Objective II.2: <i>Effective Personnel Processes</i>	II.1.c. To improve preventative/ground maintenance, custodial services at the school facilities	<ol style="list-style-type: none"> <li>Continue use of Maintenance Direct to report maintenance/technology needs(all)</li> <li>Involve facility staff in the evaluation process of custodial services (TM/SJ)</li> <li>Maintain a school maintenance plan (TM/KB)</li> <li>Properly store and use cleaning supplies and equipment. (custodians).</li> </ol>	<p align="center"><b>iPads &amp; Accessories</b></p> <ul style="list-style-type: none"> <li>2015/2016/2017: Increase number of ipads available for student use.</li> </ul> <p align="center"><b>Document Cameras</b></p> <ul style="list-style-type: none"> <li>2015/2016/2017: All classrooms outfitted with document cameras</li> </ul> <p align="center"><b>SMART Board Installations</b></p> <ul style="list-style-type: none"> <li>2015/2016/2017: All classrooms outfitted with smartboards/projectors</li> </ul> <p align="center"><b>Minimum Cleanliness Standards Met</b></p> <ul style="list-style-type: none"> <li>2015/2016/2017:100%</li> </ul>
	II.1.e. To improve Operational effectiveness through incorporation of SmartEnergy Schools strategies within the system	<ol style="list-style-type: none"> <li>Review monthly utility usage reports of school (provided by central office)(TM)</li> <li>Inform staff of cost saving measures that can be implemented at the classroom level. to increase the potential for monetary savings (TM)</li> </ol>	<p align="center"><b>Decrease School Energy Usage: FY2015 Baseline FY2016/FY2017 Decrease usage by 10% each year</b></p> <ul style="list-style-type: none"> <li>FY2015/2016/2017:100% of teachers trained in TKES</li> <li>FY2015/2016/2017:100% of teachers are highly qualified</li> <li>FY2015/2016/2017:100% of paraprofessionals are highly qualified</li> </ul>
	II.2.a To recruit and retain highly qualified teachers, paraprofessionals, and other support staff	<ol style="list-style-type: none"> <li>Support TKES implementation (TM, SJ, NW)</li> <li>Submit teacher evaluations within specified timelines (TM,SJ)</li> <li>Monitor school’s equity plan addressing experience and highly-qualified staff (TM, SJ)</li> <li>Continue partnerships with local colleges/universities (TM)</li> <li>Support tracking system to collect exit data from employees (TM)</li> <li>Support process for recruiting/retaining high-performing staff (TM, SJ)</li> </ol>	
<b>Strategic Objective II: Improving Organizational and Operational Effectiveness</b>			

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Performance Objective	Initiatives	Action Steps	Performance Targets
<p>Objective II.3: <i>Effective Financial Processes</i></p> <p>Objective II.4: <i>Continuous Improvement Processes</i></p>	<p>II.2.b To provide a safe and efficient transportation program for the staff and students of Jones County</p> <p>II.3.a To ensure smooth, efficient, and effective system budget, financial, and employee compensation</p> <p>II.4.a: To provide a process of continuous improvement of all system and school processes and performance</p>	<ol style="list-style-type: none"> <li>1. Support the transportation dept. plan (SJ/JJ)</li> <li>2. Provide Safety Training for students (SJ/BM/JJ, Safety TRIBE)</li> <li>3. Monitor bus discipline referrals (SJ/JJ)</li> <li>4. Continue implementation of the Bus Safety Program (SJ/JJ)</li> </ol> <ol style="list-style-type: none"> <li>1. Participate in yearly audits of school financial accounts (TM, LS)</li> <li>2. Continue Medicaid billing and ACE claiming (NA)</li> <li>3. Provide detailed budget reports as requested (LS/TM)</li> <li>4. Develop fundraising plan to address the school's needs (TRIBES/PTO/Admin)</li> </ol> <ol style="list-style-type: none"> <li>1. Completion of school CIP / BSC August 1, 2014 (TM, SJ, BST)</li> <li>2. School CIP posted on Website –August 1, 2014 (AW)</li> <li>4. Provide updated school AdvancED Executive Summaries for ASSIST (TM)</li> <li>5. Conduct regular BST meetings (TM, SJ)               <ul style="list-style-type: none"> <li>· Embedded professional learning activities for BST members (CCGPS, TKES, Modeling, DI, technology, Data Teams, PLVs, etc.) (TM,SJ,NW)</li> <li>• Post monthly agendas and minutes to common repository (BST Chair, BST Co-Chair)</li> </ul> </li> <li>6. Participate in performance reviews (TM, SJ)               <ul style="list-style-type: none"> <li>• Participate in GAPSS Review-Sept. 2014</li> </ul> </li> <li>7. Monitor the CCRPI/BSC at the school level (IT, BST)</li> </ol>	<p><b>TARGETS:</b></p> <ul style="list-style-type: none"> <li>• FY2015/FY2016/2017: Reduction in number of bus referrals.</li> </ul> <ul style="list-style-type: none"> <li>• FY2014:All designated therapists will submit 60% Medicaid ACE billing</li> <li>• FY2015:All designated therapists will submit 65% Medicaid ACE billing</li> <li>• FY2016:All designated therapists will submit 70% Medicaid ACE billing</li> </ul> <p><b>GAPSS Analysis</b></p> <ul style="list-style-type: none"> <li>• FY2015: Internal/External Elementary School Program Review</li> </ul>

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<b>Strategic Objective II: Improving Organizational and Operational Effectiveness</b>			
<b>Performance Objective</b>	<b>Initiatives</b>	<b>Action Steps</b>	<b>Performance Targets</b>
<p>Objective III.1: <i>Effective Continuous staff learning and growth through targeted Professional Learning</i></p>	<p>III.1.a To improve the effectiveness of Standards-Based Teaching and Learning throughout the system</p>	<p>6. Provide updated SACS/CASI information/reports (IT)</p> <ul style="list-style-type: none"> <li>• Monitor progress on Required Actions (IT)</li> <li>• Provide updated school AdvancED Executive Summaries for ASSIST™</li> </ul> <p>8. Support a Leadership Development Program to identify and train future school leaders. (IT)</p> <p>9. Participate in Summer Leadership Training to provide guidance for school improvement initiatives (TM, SJ, NW)</p> <p>10. Participate in monthly Central Change Team (CCT)/principal meetings (TM)</p> <p>11. Review Title I documents throughout the school year, update annually, and align with school/system CIP (TM/SD/BST)</p> <p>1. Support the analysis of classroom observation data and its use in guiding adjustments to instruction and identified professional learning using TKES walkthrough form (IT)</p> <p>2. Support and monitor the use of PD360 as a professional development tool (aligned with TKES and School Improvement) (TM, JS, NW)</p> <p>3. Continue to support professional learning communities at grade levels (IT)</p> <p>4. Participate in professional development to better understand and implement CCGPS.</p> <p>5. Participate in professional learning visits (PLVs) and use results to inform instructional planning/changes (Teachers)</p> <p>4. Participate in professional learning visits (PLVs) for principals and use results to promote school improvement initiatives. (TM)</p>	<p>· FY2015/2016: provide analysis of classroom -observations on a monthly basis</p> <p>· FY2015/2016/2017: 100% of teachers will participate in PLVs.</p> <p>· FY2015/2016/2017: Conduct PLVs at three schools</p>



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**Strategic Objective III: Professional Learning and Growth**

<b>Performance Objective</b>	<b>Initiatives</b>	<b>Action Steps</b>	<b>Performance Targets</b>
	<p>III.1.b Support increased academic achievement of students with disabilities</p> <p>III.1.c To provide technology training to all staff</p>	<ol style="list-style-type: none"> <li>1. Support the training of teachers and paraprofessionals in meeting the needs of students with disabilities (TM, SJ, NW, KA)</li> <li>2. Support the use of assistive technology as appropriate (IT)</li> <li>3. Continue to support inclusion (co-teaching) at all grade levels</li> </ol> <ol style="list-style-type: none"> <li>1. Monitor effective use of instructional and administrative               <ul style="list-style-type: none"> <li>· Teacher /Grade Level Web pages</li> <li>· PDExpress</li> <li>· PD360</li> <li>· Math-related instruction (Aleks, IXL, Math Media, STAR Math, ABC Mouse, Lexia)</li> <li>· STAR Reading</li> <li>· Web 2.0 tools</li> <li>· SMART Products</li> <li>· Student Response Systems</li> <li>· Study Island</li> <li>· Data Director</li> <li>· SEMSTracker</li> <li>· McAleer</li> <li>· Infinite Campus                   <ul style="list-style-type: none"> <li>• Infinite Campus Gradebook (CP)</li> </ul> </li> <li>· ISTE standards</li> <li>· Brain Pop</li> </ul> </li> </ol>	<ul style="list-style-type: none"> <li>· FY2015/2016/2017: Co-teaching coaching provided for new co-teaching teams</li> </ul> <p><b>TARGETS: Instructional Technology</b></p> <ul style="list-style-type: none"> <li>· FY2014/2015/2016:Support Instructional Technology Course goals defined in technology CIP</li> </ul> <p><b>TARGETS: Instructional Technology</b></p> <ul style="list-style-type: none"> <li>· FY2015/2016/2017: 100% of appropriate staff trained on Instructional Technology</li> <li>· FY2014/2015/2016:100% of instructional technology courses shall reflect and infuse the ISTE NETS-S and NET-T standards</li> <li>· FY2015/2016/2017:technology walk-throughs (K-5) shall be performed monthly</li> </ul>

**Strategic Objective III: Professional Learning and Growth**

**Wells Elementary School CIP 2014-2015**

Performance Objective		Action Steps	Performance Targets
		<ul style="list-style-type: none"> <li>· Lexia</li> <li>· School Desk</li> <li>· Reading A-Z</li>   <li>· SLDS (CP)</li>   <li>· GRASP</li> </ul> <ol style="list-style-type: none"> <li>2. Participate in monthly SIS clerk meetings (AB)</li> <li>3. Maintain Software Support Team ( MM, Media Tribe)</li> <li>4. Train and monitor implementation of K-5 school technology standards (AW)</li> <li>5. Provide PD360/PDExpress training for teachers/paraprofessionals (NW)</li> <li>6. Provide iPad care/use training for teachers/paraprofessionals (MM)</li> <li>7. Monitor teacher use of SLDS and provide training, as needed (TM,SJ)</li> </ol>	<ul style="list-style-type: none"> <li>· FY2015/2016/2017: 100% of teachers will utilize the Statewide Longitudinal Data System (SLDS)</li> </ul> <p><b>TARGETS: Student Information/Data</b></p> <ul style="list-style-type: none"> <li>· FY2014/2015/2016: Monthly Data Clerk Meetings/Administrative Updates /On Time State Data Collections Sign off</li> </ul>

**Wells Elementary School CIP 2014-2015**

**Strategic Objective III: Professional Learning and Growth**

Performance Objective	Initiatives	Action Steps	Performance Targets
Objective III.2: <i>Effective Assessment of Professional Learning</i>	III.1.d To ensure efficient and effective support services by training non-certified staff	<ol style="list-style-type: none"> <li>1. Participate in monthly Local School Accountant (LSA) training (LS)</li> <li>2. Participate in monthly data clerk training (AB)</li> <li>3. Support the continued use of a comprehensive custodial training program (TM, SJ, MT)</li> <li>4. Support an ongoing training plan for office support staff (TM)                             <ul style="list-style-type: none"> <li>· Office norms (roles and responsibilities)</li> <li>· Build skill set for effective oral and written communication</li> <li>· Cross training</li> <li>· Continuous improvement learning community</li> </ul> </li> <li>5. Participate in county-wide meetings/training for school nurses.(MD)</li> </ol>	100% FERPA training participation for all employees
	III.1.e To provide training to support CCGPS	<ol style="list-style-type: none"> <li>1. Participate in CCGPS training opportunities</li> <li>2. Re-deliver to CCGPS training to schools (TM, SJ, NW)</li> <li>3. Maintain Title I Resource Room (NW, Title I Staff, Learning Environment TRIBE)</li> </ol>	100% Instructional Coaches trained on CCGPS 100% Instructors trained on CCGPS
	III.2.a To align Professional Learning to System Improvement Goals and Policy requirements	<ol style="list-style-type: none"> <li>1. Examine the results of the data regarding professional learning needs and policy requirements to make adjustments to plans as needed. (IT)</li> </ol>	<b>Professional Learning Alignment to CIP</b> <ul style="list-style-type: none"> <li>· FY2014:100%</li> <li>· FY2015:100%</li> <li>· FY2016:100%</li> </ul>

**Wells Elementary School CIP 2014-2015**

**Strategic Objective IV: School Climate and Stakeholder Satisfaction**

Performance Objective	Initiatives	Action Steps	Performance Targets
Objective IV.1: Schools will be safe and enriching	IV.1.a To develop systematic approaches to providing a safe <b>and enriching</b> learning environment for all constituents	<ol style="list-style-type: none"> <li>1. Review system safety plan (TM.SJ, Safety Team)                             <ul style="list-style-type: none"> <li>· Distribute copies of the safety plan</li> <li>· Revise/edit protocol of contact from school level to Central Office</li> <li>· Participate in monthly emergency drills</li> <li>· Participate in mock system disaster drill</li> <li>· Participate in system table top scenario (TM, SJ, School Safety Team)</li> <li>· Involve all key persons in reviewing safety plans (transportation, facilities, receptionists, nutrition, etc.)</li> <li>· Assess school’s CPR and Mindset certification needs (TM, MD, KA)</li> </ul> </li> <li>2. Provide required trainings to staff:                             <ul style="list-style-type: none"> <li>· Health-Based Training</li> <li>· Bullying</li> <li>· Seclusion/Restraint</li> <li>· Mandatory Reporting</li> <li>· Blood Borne Pathogens</li> <li>· Diabetic Management</li> <li>· EpiPen Use and Anaphylaxis</li> <li>· Code of Ethics</li> <li>· Fraud Waste and Abuse</li> <li>· Federal Program Complaint Procedures</li> <li>· Bus Safety and Evacuation</li> <li>· Acceptable [Internet] Use Agreement (AUA)</li> <li>· CPR, AED</li> <li>· Cyberbullying</li> </ul> </li> <li>3. Submit evidence to central office of an innovative practice accompanied by data supporting improved student achievement. (IT)</li> </ol>	<ul style="list-style-type: none"> <li>· FY2015:35% of staff CPR Certified</li> <li>· FY2016: 45% of staff CPR Certified</li> <li>· FY2017: 50% of staff CPR Certified</li> <li>· FY2014, 2015, 2016: 100% GAINS Reporting</li> <li>· FY2015: Attend Safety Course Sessions w/GEMA</li> <li>· FY2014, 2015, 2016: 100% NIMS Compliant</li> <li>· FY2014, 2015, 2016: Safe Schools Interagency Teams Maintained</li> <li>· FY2014, 2015, 2016: innovative practice submitted</li> </ul>

**Strategic Objective IV: School Climate and Stakeholder Satisfaction**

**Wells Elementary School CIP 2014-2015**

Performance Objective	Initiatives	Action Steps	Performance Targets
<p>Objective IV.2: Students, staff, parents, and community will be satisfied and involved with the direction of the schools and system</p>	<p>IV.2.a To improve system personnel perception of Central Office support and communication with the schools</p> <p>IV.2.b To increase staff, parent, student, and community perceptions of school quality</p> <p>IV.2.c To increase regular and consistent school attendance in grades K-12</p>	<p>4. Submit evidence to central office of interventions or practices designed to facilitate a personalized climate in the school. (IT, BM)</p> <ul style="list-style-type: none"> <li>• Support school implementation of Positive Behavior Interventions and Supports (PBIS)</li> </ul> <p>1. Distribute minutes from BST meetings to all faculty/staff (SJ)</p> <p>2. Report assessment results to school stakeholders (TM, SJ, NW)</p> <p>3. Maintain current school webpage (AW)</p> <p>1. Examine results of stakeholder satisfaction survey (IT, SD, BST)</p> <p>2. Conduct regular stakeholder meetings for Title I, Title II, Special Education, and Gifted (SD, KA, AB)</p> <p>3. Provide opportunities for communication with various media outlets (IT, Media Tribe)</p> <p>4. Employ various means of communication tools to keep families abreast of school news (i.e. newsletters, flyers, one-call-now, texts, school sign, phone calls, mass media) (IT, Media Tribe)</p> <p>1. Implementation of the Jones County Attendance Plan and protocols (IT, BM, Teachers)</p> <p>2. Ensure the accuracy of school attendance and other school records (AB, Teachers)</p> <p>3. Provide overview of attendance requirements/procedures at parent orientation meetings (TM, Teachers)</p>	<p>· FY2014, 2015, 2016: personalized climate interventions data submitted</p> <p>· FY2014, 2015, 2016: minutes emailed to faculty</p>

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<b>Strategic Objective IV: School Climate and Stakeholder Satisfaction</b>			
<b>Performance Objective</b>	<b>Initiatives</b>	<b>Action Steps</b>	<b>Performance Targets</b>
	IV.2.d To increase community/business partnerships and volunteer hours	<ol style="list-style-type: none"> <li>1. Continue inclusion of business/community members on School Council</li> <li>2. Provide volunteer training and opportunities for volunteering (SD)</li> <li>3. Include community/business members in the development and revision of Title I and CIP documents</li> <li>4. Recognize business/community partners for contributions to our school.</li> </ol>	
<p><b>Color Coding:</b></p> <p><b>Green =</b> Met or Exceeded Target</p> <p><b>Yellow =</b> Did not meet Target, but did not decrease from the previous year -OR- Did not meet target, but maintained score of 90% or higher</p> <p><b>Red =</b> Did not meet Target, and actual score decreased from the previous year</p> <p><b>Gray =</b> Baseline score/No previous score</p> <p><b>FY13 Scores are Actual</b></p>			