



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

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.</p>	<p>1.a.1 Write and update unit plans for all CCGPS subjects according to the rollout schedule (CG, Dept. Heads, Admin)</p> <ul style="list-style-type: none"> • Implement new CCGPS Courses in Mathematics, Foreign Language, Health, Physical Education, and CTAE • 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) <p>1.a.3 Adopt and purchase texts that align with the CCGPS (CG)</p> <p>1.a.4 Classroom Walk-Through protocol implemented (CG, Admin)</p> <ul style="list-style-type: none"> • Administrative teams conduct a minimum of two walk-throughs per teacher per nine weeks according to an established schedule guideline (Admin/Dept. Heads) <p>1.a.5 Identify and monitor high-risk groups every three weeks to intervene and remediate/tutor:</p> <ul style="list-style-type: none"> • Administratively placed ninth graders • Repeating ninth graders (at Main Campus) • Seniors in 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 Administer pre-assessments to tenth grade students during GHS GT week to identify weaknesses (Counselors and MS)</p>	<p>TARGETS: 100% unit plans for all CCGPS subjects: ELA, Social Studies, Science</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="2" style="text-align: center;">GHS GT: All Students</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">ELA Pass+</td> <td style="text-align: center;">2012: 95% 2013: 96% 2014: 97%</td> </tr> <tr> <td style="text-align: center;">Math Pass+</td> <td style="text-align: center;">2012: 90% 2013: 92% 2014: 93%</td> </tr> <tr> <td style="text-align: center;">Science Pass</td> <td style="text-align: center;">2012: 93% 2013: 94% 2014: 95%</td> </tr> <tr> <td style="text-align: center;">Social Studies Pass</td> <td style="text-align: center;">2012: 92% 2013: 93% 2014: 94%</td> </tr> </tbody> </table>	GHS GT: All Students		ELA Pass+	2012: 95% 2013: 96% 2014: 97%	Math Pass+	2012: 90% 2013: 92% 2014: 93%	Science Pass	2012: 93% 2013: 94% 2014: 95%	Social Studies Pass	2012: 92% 2013: 93% 2014: 94%
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		1.a.8 Analyze quarterly assessment data (CG) <ul style="list-style-type: none"> • Department heads facilitate the analysis with content teachers (Dept. Heads, MS) • Teachers will formulate action plan for utilizing the data to inform and adjust instruction (Teachers) 	
	I.2.b: To close the achievement gap among different school populations (SWD, ED, Minority)	2.b.1 Increase GHSGT scores in Mathematics, English Language Arts, Science, and Social Studies for first-time test takers, where identified. (Counselors, BP) <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 • Continue the Coordinated Career Academic Education (CCAЕ): intervention class for students needing support (CIP I.1.b.7; I.1.b.1) 2.b.2 Devise and implement Response to Intervention (RTI) Plan to include progress monitoring and use for ongoing assessment. (RK) <ul style="list-style-type: none"> • Investigate progress monitoring tools/universal screeners 2.b.3 Articulate data so that it drives instruction (MS) <ul style="list-style-type: none"> • Use of GRASP, Infinite Campus with Tier 2 and 3, along with Data Director 2.b.4 Utilize resources (20-day funds) for student needs and implementation of after-school programs/Saturday School (CG)	TARGETS for GHSGT (1st Time Test Takers): <ul style="list-style-type: none"> • Enhanced Math AA <ul style="list-style-type: none"> ○ FY2012:88% ○ FY2013:89% ○ FY2014:90% ○ Enhanced Math SES ○ FY2012:88% ○ FY2013:89% ○ FY2014:90% • ELA AA <ul style="list-style-type: none"> ○ FY2012:95% ○ FY2013:96% ○ FY2014:97% • ELA SES <ul style="list-style-type: none"> ○ FY2012:95% ○ FY2013:96% ○ FY2014:97%

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		<p>2.b.5 Benchmark exams will be used to isolate and target deficient areas (MS)</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) • Before and after school tutoring program • Investigate other tutoring platforms • Administratively Placed Ninth Graders • Track repeating ninth graders from 2010-11 	<p>TARGETS: All EOCT areas will be % pass rate</p>
<p><u>Objective I.2 Student Success</u></p>	<p>I.2.a: To focus instructional attention on CCGPS and best practices within standards-based classrooms</p>	<p>2.a.1 Continue implementation of walk-throughs and the Jones County BOE prioritized ClassKeys Informal Observation</p> <ul style="list-style-type: none"> • Implement JCBOE ClassKeys elements: <ul style="list-style-type: none"> • SBI 1.3 – Uses appropriate differentiation • SBI 1.5 – Uses accessible technology to enhance Learning • Continue with departmental collaboration meetings each week • Use of Observation 360 • Continued implementation and feedback during observation meetings. 	<ul style="list-style-type: none"> • All teachers are trained and given opportunity to give input for Class Keys elements for observations and evaluation.
	<p>I.2.b. To increase the graduation rate and decrease the drop-out rate</p>	<p>2.b.1 Use of E2020 as a credit recovery program at the Open Campus starting with the 2011-12 school year. (BP, Counselors)</p> <p>2.b.2 Efficiently implement the Pyramid of Intervention(RTI) framework according to county protocol (BP, RK)</p> <p>2.b.3 Monthly middle school to high school transition meeting</p> <p>2.b.4 Provide monthly report on Dropouts/Withdrawals to School Board</p>	<p>10th Graders on Track to Graduate</p> <ul style="list-style-type: none"> • FY2012: 85% • FY2013: 87% • FY2014: 90% <p>11th Graders on Track to Graduate</p> <ul style="list-style-type: none"> • FY2012: 85% • FY2013: 87% • FY2014: 90%

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		<p>(Counselors, LK, BP)</p> <p>2.b. 5 Create discipline reports every three weeks to monitor behavior of students who may have fallen into one of the categories from Objective 1.1.a.5.</p> <p>2.b.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.</p>	<p>12th Graders on Track to Graduate</p> <ul style="list-style-type: none"> • FY2012: 85% • FY2013: 87% • FY2014: 90% <p>% of students 9-12 successfully completing credit recovery</p> <p>Credit Recovery</p> <ul style="list-style-type: none"> • FY2012: 90% • FY2013: 92% • FY2014: 94% <p>Graduation Rate</p> <ul style="list-style-type: none"> • FY2012:85% • FY2013:87% • FY2014:90% <p>Economically Disadvantaged (AMO)</p> <ul style="list-style-type: none"> • FY2012:85% • FY2013:87% • FY2014:90%

Performance Objectives	Initiatives	Action Steps	Performance Targets
	I.2.c To provide equity in programs and opportunities	<p>2.c.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.c.2 Encourage diversity among students participating in curricular and extra-curricular activities (BW, KS)</p> <p>2.c.3 Ensure academic eligibility and medical clearance are enforced and upheld for all activities (CG, BV, BL)</p> <p>2.c.4 Maintain 100% high-quality and effective instructional staff (Title II and SE) (CG)</p> <p>2.c.5 Implement with fidelity an advisement program on a school-wide basis (Counselors)</p> <ul style="list-style-type: none"> • Teachers as Advisors Program implemented <p>2.c.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) • Film Festival (RK, JC) • Science Fair (CM) • Interdisciplinary Special Olympics (LB) • Fine Arts (CW) • Clubs (KS) • Literary (CW) • Golden Eagle (Counselors) 	<p>TARGETS:</p> <p>PEC students served in LRE 100%</p> <p>TARGETS:</p> <p>Enrollment of non-traditional students in CTAE courses:</p> <p>FY 2012: 32 FY 2013: 43 FY 2014: 55</p> <p>TARGETS:</p> <p>% of students involved in extracurricular activities</p> <p>FY 2012: 70% FY 2013: 75% FY 2014: 80%</p>

Performance Objectives	Initiatives	Action Steps	Performance Targets
<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) ○ Hold AP information night ○ Plan transition programs for 8th grade students, current 9th grade students, and 10th grade students <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, SS)</p> <p>3.a.4 Monitor and support the <i>Teachers as Advisors Program</i> at 9-12 grades. (CG, Counselors)</p> <ul style="list-style-type: none"> • Monitoring student involvement in opportunities for remediation • Building students-teacher relationships • Career Enrichment • AP study enrichment • Character Education 	<p>TARGETS:</p> <p>100% implementation of community/family activities</p> <p>FY 2012: Yes FY 2013: Yes FY 2014: Yes</p>

Strategic Objective II: Improving Organizational and Operational Effectiveness

Performance Objective	Initiatives	Action Steps	Performance Targets
<p><u>Objective II.1</u> <i>Effective Personnel Processes</i></p>	<p>II.1.a To recruit and retain highly qualified teachers, paraprofessionals, and other support staff.</p>	<p>1.a.1 Ensure all teachers are highly qualified (CG) 1.a.2 Ensure paraprofessionals are highly qualified (CG)</p>	<p>TARGETS: % teachers trained in Class Keys FY 2012: 100% FY 2013: 100% FY 2014: 100%</p> <p>TARGETS: % teachers highly qualified FY 2012: 100% FY 2013: 100% FY 2014: 100%</p> <p>TARGETS: % paraprofessionals highly qualified FY 2012: 100% FY 2013: 100% FY 2014: 100%</p>
<p><u>Objective II.2:</u> <i>Effective Financial Processes</i></p>	<p>II.2.a To ensure smoother, efficient and effective system budget, financial and employee compensation</p>	<p>2.a.1 Train teachers in protocols for: (CG, BW, DH, KS, LR, MS, TW)</p> <ul style="list-style-type: none"> • PExpress • Purchase Orders • Leave Forms • Tutoring time Sheets • Technology Tracker 	<p>TARGETS: % staff trained FY 2012: 100% FY 2013: 100% FY 2014: 100%</p>
<p><u>Objective II.3:</u> <i>Continuous Improvement Processes</i></p>	<p>II.3.a: To provide a process of continuous improvement of all system and school process and performance.</p>	<p>3.a.1 Faculty meetings will follow the format of our CIP/BSC protocol 3.a.2 Administrative meetings are held weekly with administrators. (CG) 3.a.3 Completion of CIP (CG,PIT, DH) 3.a.4 Completion of school BSC (CG,PIT, DH)</p>	<p>TARGETS % of time target met FY 2012: 100% FY 2013: 100% FY 2014: 100%</p>

Performance Objective	Initiatives	Action Steps	Performance Targets
		3.a.5 Conduct monthly Performance Improvement Team meetings (PIT)	

Strategic Objective III: Professional Learning and Growth

Performance Objective	Initiatives	Action Steps	Performance Targets
<u>Objective III.1:</u> <i>To provide continuous staff learning and growth through targeted professional learning opportunities.</i>	III.1.a: Implement Standards-Based Classroom Training district wide.	1.a.1 Continue the classroom walkthrough process using Georgia ClassKeys model.(CG) 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) 1.a.3 Support high school administrative planning and implementation of two additional Standards Based lessons per semester. (Admin)	TARGETS FY 2012: 100% FY 2013: 100% FY 2014: 100%
	III.1.b Support increased academic achievement of students with disabilities	1.b.1 Support and continue inclusion (co-teaching) with certified personnel (CG) 1.b.2 Continue paraprofessional study group with emphasis on meeting needs of students with disabilities (BW) 1.b.3 Ensure the CBVT curriculum is aligned to support students success on the GHSGT. (JC and PEC Teachers)	TARGETS FY 2012: 100% FY 2013: 100% FY 2014: 100%
	III.1.c Provide technology training to all staff	1.c.1 Participate in instructional technology training as provided by central office personnel (All Teachers) 1.c.2 Assure use and training of student information system by appropriate personnel (LK, AW, Counselors) <ul style="list-style-type: none"> • Attendance • Grades • FTE • Student Records 	TARGETS FY 2012: 100% FY 2013: 100% FY 2014: 100%

		<p>1.c.3 Effectively use software packages available (All Teachers)</p> <ul style="list-style-type: none"> • Infinite Campus • E2020 Software in Achievement Academy • Data Director • PD360 • School web-site • SEMS Tracker for PEC Students • Participate in Smart Responder Training • Continued professional development with the use of SmartBoards. 	<p>FY 2012: 100% FY 2013: 100% FY 2014: 100%</p> <p>FY 2012: 100% FY 2013: 100% FY 2014: 100%</p>
	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 personal to National Dropout Convention in Chicago in October.</p>	<p>TARGETS FY 2012: 100%</p>
	III.1.e Support individual school professional development	<p>1.e.1 Conduct needs assessment for professional learning with use of Observation 360 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>TARGETS FY 2012: 100% FY 2013: 100% FY 2014: 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>TARGETS FY 2012: 100% FY 2013: 100% FY 2014: 100%</p>
	III.2.a To align Professional	2.a.1 Complete survey to assess faculty perception of professional learning	<p>TARGETS FY 2012: 100%</p>

	Learning to System Improvement Goals and Policy requirements		FY 2013: 100% FY 2014: 100%
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Strategic Objective IV: Improving School Climate and Stakeholders' Satisfaction

Performance Objective	Initiatives	Action Steps	Performance Targets
<u>Objective IV.1:</u> <i>Schools will be safe and enriching</i>	IV.1.a: To develop systematic approaches to providing a safe learning environment for all constituents.	1.a.1 Each school review and update school safety plans (KS) <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 • Conduct canine drug searches as needed for safety purposes (CG) • Utilize school resource officer (RW/BH) • Train Two Administrators as instructors in Mindset Training • Make sure all PEC staff trained in Mindset Training 	TARGETS Canine Drug Searches per Year FY 2012: 2 FY 2013: 2 FY 2014: 2
<u>Objective IV.2:</u> <i>Students, staff, parents and community will be satisfied and involved with</i>	IV.2.a: To improve personnel perception of support and communication	2.a.1 Administer staff and student survey <ul style="list-style-type: none"> • Participation of staff and students to collect data regarding stakeholder satisfaction (baseline year) 2.a.2 Continue use of OneCall system non-emergency messaging (CG)	TARGETS Participation in Staff Survey FY 2012: 75% FY 2013: 80% FY 2014: 85%

<p><i>direction of schools and system.</i></p>	<p>within 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 school attendance in grades K-12</p> <p>IV.2.d: To increase Community/Business partnerships and volunteer hours</p>	<p>2.b.1 Establish staff and student focus groups</p> <ul style="list-style-type: none"> • Meet regularly with focus groups during advisement to collect data regarding achievement, behavior, character, rigor, relevance, and relationships within the school culture. (All Advisors) <p>2.c.1 Increase 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 (LR, Counselors) • Inform parents of student absences via phone call and/or email (BW) • Provide incentives for perfect attendance (CG) • 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>TARGETS Student Focus Group FY 2012: Once a Month FY 2013: Once a Month FY 2014: Once a Month</p> <p>TARGETS % Absent \leq 15 days FY 2012: 89% FY 2013: 91% FY 2014: 93%</p> <p>TARGETS Number Participating in Work Base Learning FY 2012: 70 FY 2013: 73 FY 2014: 78</p>
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