

Wells Elementary School: FY2013 Continuous Improvement Plan

Strategic Objective I: Improving Student Achievement and Success

Performance Objective	Initiatives	Action Steps	Performance Targets																																																																																																																																			
<p>Objective I.1: <i>Student Mastery of the Georgia Performance Standards (GPS/CCGPS)</i></p>	<p>I.1.a: To align and implement curriculum, instruction, and assessment to the GPS/CCGPS</p>	<ol style="list-style-type: none"> Ensure veteran and new teachers have updated curriculum notebooks/maps for all CCGPS (NW, Leads) Use classroom walkthroughs, department meetings, grade level/content meetings, and work sessions to ensure that teachers are implementing the curriculum with fidelity. (TM, SJ, NW, Leads) <ul style="list-style-type: none"> Curriculum Maps, aligned with CCGPS Standards (with identified "priority" standards) Unit Frameworks Lesson Plans (including differentiated instruction, assessments, and performance tasks, technology) Administer Instructional Assessments (Teachers) Monitor and report Instructional Assessment (TM, SJ, NW) Participate in the math textbook adoption process according to the DOE adoption cycle (TM, SJ, NW, Teachers) Monitor the vertical and horizontal alignment of all contents areas (IT,Leads) Review, revise, and implement alignment of K-5 Language Arts by revising a school-wide Writing Plan (NW, Leads) 	<table border="1"> <thead> <tr> <th colspan="5">Instructional Assessments: All Students</th> </tr> <tr> <th>G</th> <th>Reading</th> <th>ELA</th> <th colspan="2">Math</th> </tr> </thead> <tbody> <tr> <td rowspan="3">1</td> <td>2012:92%</td> <td>2012:87%</td> <td colspan="2">2012:88%</td> </tr> <tr> <td>2013:95%</td> <td>2013:94%</td> <td colspan="2">2013:92%</td> </tr> <tr> <td>2014:≥95%</td> <td>2014:95%</td> <td colspan="2">2014:95%</td> </tr> <tr> <td rowspan="3">2</td> <td>2012:92%</td> <td>2012:87%</td> <td colspan="2">2012:89%</td> </tr> <tr> <td>2013:95%</td> <td>2013:94%</td> <td colspan="2">2013:95%</td> </tr> <tr> <td>2014:≥95%</td> <td>2014: 95%</td> <td colspan="2">2014:≥95%</td> </tr> <tr> <td colspan="5">*Science baseline scores established Spring FY12</td> </tr> <tr> <th colspan="5">CRCT: All Students</th> </tr> <tr> <th>G</th> <th>Reading</th> <th>ELA</th> <th colspan="2">Math</th> </tr> <tr> <td rowspan="4">3</td> <td>2012:91%</td> <td>2012: 91%</td> <td colspan="2">2012:79%</td> </tr> <tr> <td>2013:93%</td> <td>2013:93%</td> <td colspan="2">2013:82%</td> </tr> <tr> <td>2014:95%</td> <td>2014:95%</td> <td colspan="2">2014:85%</td> </tr> <tr> <td>2015: ≥95%</td> <td>2015: ≥95%</td> <td colspan="2">2015:88%</td> </tr> <tr> <td rowspan="4">4</td> <td>2012:92%</td> <td>2012: 93%</td> <td colspan="2">2012: 84%</td> </tr> <tr> <td>2013:93%</td> <td>2013:95%</td> <td colspan="2">2013:87%</td> </tr> <tr> <td>2014:95%</td> <td>2014:≥95%</td> <td colspan="2">2014:90%</td> </tr> <tr> <td>2015: ≥95%</td> <td>2015: ≥95%</td> <td colspan="2">2015:92%</td> </tr> <tr> <td rowspan="4">5</td> <td>2012:94%</td> <td>2012:96%</td> <td colspan="2">2012:85%</td> </tr> <tr> <td>2013:95%</td> <td>2013:96%</td> <td colspan="2">2013:88%</td> </tr> <tr> <td>2014:≥95%</td> <td>2014:≥96%</td> <td colspan="2">2014:90%</td> </tr> <tr> <td>2015: ≥95%</td> <td>2015: ≥96%</td> <td colspan="2">2015:92%</td> </tr> <tr> <th colspan="5">CRCT: All Students - Science</th> </tr> <tr> <th>G</th> <th>2012</th> <th>2013</th> <th>2014</th> <th>2015</th> </tr> <tr> <td>3</td> <td>81%</td> <td>84%</td> <td>87%</td> <td>90%</td> </tr> <tr> <td>4</td> <td>86%</td> <td>89%</td> <td>91%</td> <td>93%</td> </tr> <tr> <td>5</td> <td>87%</td> <td>90%</td> <td>92%</td> <td>93%</td> </tr> </tbody> </table>					Instructional Assessments: All Students					G	Reading	ELA	Math		1	2012:92%	2012:87%	2012:88%		2013:95%	2013:94%	2013:92%		2014:≥95%	2014:95%	2014:95%		2	2012:92%	2012:87%	2012:89%		2013:95%	2013:94%	2013:95%		2014:≥95%	2014: 95%	2014:≥95%		*Science baseline scores established Spring FY12					CRCT: All Students					G	Reading	ELA	Math		3	2012:91%	2012: 91%	2012:79%		2013:93%	2013:93%	2013:82%		2014:95%	2014:95%	2014:85%		2015: ≥95%	2015: ≥95%	2015:88%		4	2012:92%	2012: 93%	2012: 84%		2013:93%	2013:95%	2013:87%		2014:95%	2014:≥95%	2014:90%		2015: ≥95%	2015: ≥95%	2015:92%		5	2012:94%	2012:96%	2012:85%		2013:95%	2013:96%	2013:88%		2014:≥95%	2014:≥96%	2014:90%		2015: ≥95%	2015: ≥96%	2015:92%		CRCT: All Students - Science					G	2012	2013	2014	2015	3	81%	84%	87%	90%	4	86%	89%	91%	93%	5	87%	90%	92%	93%
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	<p>I.1.b To close the achievement gap among different school populations (SWD, ED, Minority)</p>	<ol style="list-style-type: none"> Ensure the implementation of progress monitoring for students with disabilities in math and reading (KC, Teachers) <ul style="list-style-type: none"> Select/develop a progress monitoring system for Tier 4 students(N.W, K. C.) Meet monthly with PEC lead teachers to review progress monitoring data and report to principals (KC) Annual data audit (KC, PEC Teachers) 	<table border="1"> <thead> <tr> <th colspan="5">Instructional Assessments: Subgroups Reading</th> </tr> <tr> <th>G</th> <th>SWD</th> <th>AA</th> <th colspan="2">SES</th> </tr> </thead> <tbody> <tr> <td rowspan="3">1</td> <td>2012:87%</td> <td>2012:92%</td> <td colspan="2">2012:92%</td> </tr> <tr> <td>2013:94%</td> <td>2013:95%</td> <td colspan="2">2013:95%</td> </tr> <tr> <td>2014:95%</td> <td>2014: ≥95%</td> <td colspan="2">2014: ≥95%</td> </tr> <tr> <td rowspan="3">2</td> <td>2012:87%</td> <td>2012:92%</td> <td colspan="2">2012:92%</td> </tr> <tr> <td>2013:94%</td> <td>2013:95%</td> <td colspan="2">2013:95%</td> </tr> <tr> <td>2014:95%</td> <td>2014: ≥95%</td> <td colspan="2">2014: ≥95%</td> </tr> </tbody> </table>					Instructional Assessments: Subgroups Reading					G	SWD	AA	SES		1	2012:87%	2012:92%	2012:92%		2013:94%	2013:95%	2013:95%		2014:95%	2014: ≥95%	2014: ≥95%		2	2012:87%	2012:92%	2012:92%		2013:94%	2013:95%	2013:95%		2014:95%	2014: ≥95%	2014: ≥95%																																																																																												
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2. Review, revise, and monitor the Response to Intervention (RTI) protocol to ensure fidelity of implementation (TM, SJ, NW)
 - Adhere to county RTI Protocol Handbook (NW, faculty)
 - Review progress monitoring reports monthly with subpopulations clearly identified for adjusting instructional strategies for Tier 2 and Tier 3 students (RTI Team)
 - Continue the use of software (GRASP) for the purpose of universal screening and progress monitoring in (Grades 1 -5) reading and mathematics (NW)
 - Supervise RTI intervention teachers to ensure that set protocols are being addressed as defined (TM, SJ, NW)
 - Utilize ABE for students entering Tier 2 for behavior.(NW, BM)
3. Allocate 20-day funds and direct the development and implementation of after-school programs/Saturday School, After School Tutoring, and other supplemental services (IT) (Plans approved and implemented by October 31, 2012)
4. Increase the effectiveness of inclusion (co-teaching) at all grade levels
 - Identify exemplary co-teaching teams to aid with training (TM, SJ, NW)
 - Support new technology initiatives in co-taught classrooms(TM, SJ, NW ,MM,AW, Media TRIBE)
 - Conduct walkthroughs in co-taught classrooms(TM, SJ, NW)
5. Utilize methods for tracking at-risk students in Tier 1/EIP (TM/SJ/NW, Teachers)
6. Conduct and review yearly RTI needs assessment (TM, SJ, NW)
7. Provide opportunities for training for teachers obtaining ESOL endorsement/training (TM, SJ, NW)
8. Provide professional learning for staff on WIDA standards (SJ)
9. Implement technology in lesson delivery and learning activities (teachers)
10. Maintain data room to monitor student progress (SJ)
11. Investigate and implement software programs to assist with targeted supplemental instruction (NW/AW/MM, Media TRIBE)
12. Develop departmental/grade level SMART goals to address specific needs (Leads/SJ)

CRCT Subgroups READING			
G	SWD	AA	SES
3	2012:91% 2013:94% 2014:95%	2012:≥95% 2013: ≥95% 2014:≥95%	2012: ≥96% 2013: ≥96% 2014:≥96%
4	2012:87% 2013:94% 2014: ≥94%	2012:93% 2013:95% 2014:≥95%	2012:93% 2013:95% 2014:≥95%
5	2012:93% 2013:95% 2014:≥95%	2012:95% 2013:≥95% 2014:≥95%	2012:≥96% 2013: ≥96% 2014:≥96%

Instructional Assessments: Subgroups Math			
G	SWD	AA	SES
1	2012:87% 2013:94% 2014:95%	2012:87% 2013:94% 2014:95%	2012:87% 2013:94% 2014:95%
2	2012:87% 2013:94% 2014:95%	2012:87% 2013:94% 2014:95%	2012:87% 2013:94% 2014:95%

CRCT Subgroups MATH			
G	SWD	AA	SES
3	2012:87% 2013:94% 2014:95%	2012:87% 2013:94% 2014:95%	2012:87% 2013:94% 2014:95%
4	2012:87% 2013:94% 2014:95%	2012:87% 2013:94% 2014:95%	2012:87% 2013:94% 2014:95%
5	2012:87% 2013:94% 2014:95%	2012:87% 2013:94% 2014:95%	2012:90% 2013:94% 2014:95%

Instructional Assessments; Subgroups ELA			
G	SWD	AA	SES
1	2012:87% 2013:94% 2014:95%	2012:87% 2013:94% 2014:95%	2012:89% 2013:94% 2014:95%
2	2012:87% 2013:94% 2014:95%	2012:94% 2013:95% 2014:≥95%	2012:94% 2013:95% 2014:≥95%

CRCT Subgroups ELA			
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5	2012:87% 2013:94% 2014:≥95%	2012:≥96% 2013:≥96% 2014:≥96%	2012:≥96% 2013:≥96% 2014:≥96%

CRCT Subgroups Science			
G	SWD	AA	SES
3	2012:83% 2013:88% 2014:92%	2012:88% 2013:92% 2014:94%	2012:88% 2013:92% 2014:94%
4	2012:70% 2013:78% 2014:83%	2012:88% 2013:92% 2014:94%	2012:88% 2013:92% 2014:94%
5	2012:70% 2013:78% 2014:83%	2012:70% 2013:78% 2014:83%	2012:75% 2013:78% 2014:83%

Objective I.2: <i>Student Success through effective instructional programs</i>	I.2.a: To focus instructional attention on CCGPS and best practices within standards-based classrooms	<ol style="list-style-type: none"> 1. Support the implementation of classroom walkthrough observation instrument utilizing Observation 360 (TM, SJ, NW) 2. Conduct discussions at CCT meetings regarding evaluation of lesson plans and walkthroughs (TM, SJ) 3. Utilize Data Director to analyze student data to guide CIP Planning (TM, SJ, NW , Teachers) 4. Implement differentiated instructional strategies in all classrooms (Teachers) 5. Provide feedback on lesson plans and walkthroughs (TM,SJ,NW) 6. Teachers share standards-based classroom best practices at meetings (Grade-Level Leads) 7. Maximize instructional time through effective and creative scheduling (TM) 8. Minimize multiple grade levels for support staff, where possible, to provide more effective grade-level planning (TM) 9. Organize a user-friendly school-wide science lab (Learning Environment TRIBE) 	<ul style="list-style-type: none"> • FY2013/2014/2015: Classroom Walkthroughs (3-6) will be conducted in every classroom to assist with evidence gathering • FY2013/2014/2015: Each teacher will receive a minimum of two informal ClassKeys or GTOI observations per year • FT2013/2014/2015: Each teacher will receive one formal ClassKeys or GTOI observation per year • FY2013/2014/2015: All school administrators, instructional coaches, and teachers leaders are trained in the use of the evaluation instruments <p>PreK PQA Audit of Meets/Exceeds</p> <ul style="list-style-type: none"> • FY2013: 100% • FY2014: 100% • FY2015: 100% <p>Increase # of county winners in YGA competition</p> <ul style="list-style-type: none"> • FY2013: >2 per gr. Level • FY2014: >2 per gr. Level • FY2015: >2 per gr. Level
	I.2.b. To increase the graduation rate and decrease the drop-out rate	<ol style="list-style-type: none"> 1. Participate in Graduation Matters meetings (SJ,NW,BM,MM) 2. Increase communication and collaboration among the feeder schools (transition plans) (TM, SJ, NW, BM) 3. Implement 5th Gr. "Target Checklist" for MS use (NW/BM/BS) 4. Conduct end-of-year joint meeting of WES and CRMS counselors to facilitate 5th grade transition (BM) 	
	I.2.c. To provide equity in programs and opportunities	<ol style="list-style-type: none"> 1. Continue to provide professional learning and staff for inclusion (co-teaching) at all grade levels (TM, NW) 2. Participate in opportunities for training for teachers (i.e. ESOL, Gifted Endorsement, Math Endorsement, and Science Endorsement) 3. Support opportunities for students to engage in extra/co-curricular activities (Student Events TRIBE, Media TRIBE) including, but not limited to: <ul style="list-style-type: none"> • Film Festival • Science Fair • Clubs • Helen Ruffin Reading Bowl • Monitor participation in FY2013 4. Monitor and maintain 100% high-quality and effective instructional staff 	<p>Inclusion teams trained in co-teaching strategies (general ed, special ed teachers, and paraprofessionals)</p> <ul style="list-style-type: none"> • FY2013:100% • FY2014: 100% • FY2015:100% <p>% of students engaged in extra/co-curricular activities:</p> <ul style="list-style-type: none"> • FY2013:50% • FY2014:55% • FY2015:60%

		<ul style="list-style-type: none"> • Participate in CPI pre-conference in mid-September with Central Office staff to ensure high-quality compliance (TM) • Monitor the assignment of teachers to ensure a balance of experience and effectiveness (TM) • Develop a School-wide professional learning plan (TM, SJ, NW) • Review and revise school-wide student handbook (stakeholders) 	
Objective I.3: <i>Effective Student Support Services</i>	I.3.a. To maximize student support through quality guidance, family education, and other student support programs	<ol style="list-style-type: none"> 1. Support opportunities for family and community involvement in gifted education services. (Examples: fall/spring curriculum meetings, Gifted Open House, Parent University, etc.) 2. Attend fall training session for school council members(TM, council members) 3. Continue implementation of the TRIBES Framework (BST) 4. Provide TRIBES training for new faculty/staff (BM) 5. Develop and implement Title I parent training and information meetings (SD, TM) 6. Provide monthly family calendars and bi-monthly parent newsletters (TM, SD) 7. Continue Ready-Set-Goal Program (BM, Teachers) 	<p>Gifted Parent Involvement</p> <ul style="list-style-type: none"> • FY2013: each school documents three activities for involving family & community in gifted education services <p>Teachers trained in foundations of RTI</p> <ul style="list-style-type: none"> • FY2013: 100% • FY2014: 100% • FY2015: 100% <p>Increase in Family Involvement Participation</p> <ul style="list-style-type: none"> • FY2013: >4000 • FY2014: >4200 • FY2015: >4400 <p>Comprehensive Guidance Program – RAMP ASCA Recognition</p> <ul style="list-style-type: none"> • FY2013: Yes • FY2014: Yes • FY2015: Yes <p>TRIBES Classrooms Established</p> <ul style="list-style-type: none"> • FY2013: 100% • FY2014: 100% • FY2015: 100%

Strategic Objective II: Improving Organizational and Operational Effectiveness

Performance Objective	Initiatives	Action Steps	Performance Targets
<p>Objective II.1: <i>Effective Operational Processes</i></p>	<p>II.1.a: To provide a safe and efficient School Nutrition program</p>	<ol style="list-style-type: none"> 1. Train staff in correct sanitation procedures (BA) 2. Maintain exemplary school health inspection ratings (BA) 3. Improve customer service and quality of meals (BA) 4. Improve breakfast participation. (BA) 5. Improve lunch participation. (BA) 	<p>Increase lunch participation:</p> <ul style="list-style-type: none"> • FY2013:73% • FY2014:74% • FY2015:75% <p>Increase breakfast participation:</p> <ul style="list-style-type: none"> • FY2013:36% • FY2014:37% • FY2015:38%
	<p>II.1.b To improve access to and the reliability of hardware, software, and technology networking.</p>	<ol style="list-style-type: none"> 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) 2. Improve response time to technology concerns (MM/JS) 	<p>TARGETS: Technology</p> <p>Regular Ed. Classrooms (K-5th) – 2 modern computers, 1 laser printer</p> <ul style="list-style-type: none"> • FY2013: 100% • FY2014: 100% • FY2015: 100% <p>Regular Ed. Classrooms (K-5th) with Smartboards</p> <ul style="list-style-type: none"> • FY2013: 100% • FY2014: 100% • FY2015: 100% <p>Ipads available for students</p> <ul style="list-style-type: none"> • FY2013: 30 • FY2014: 40 • FY2015: 50 <p>Student response systems available for classrooms</p> <ul style="list-style-type: none"> • FY2013: 8 • FY2014: 9 • FY2015: 10 <p>Wireless Access</p> <p>FY2013:100% of instructional areas with wireless access FY2014:100% of instructional areas with wireless access FY2015: 100% of instructional areas with wireless access</p>
	<p>II.1.c. To improve preventative/ground maintenance, custodial services at the school facilities.</p>	<ol style="list-style-type: none"> 1. Involve facility staff in the evaluation process of custodial services (TM/SJ) 2. Maintain a school maintenance plan (TM/KB) 	<p>Minimum Cleanliness Standards Met</p> <ul style="list-style-type: none"> • FY2013:100% • FY2014:100% • FY2015:100% <p>Minimum Certification Requirements Met</p> <ul style="list-style-type: none"> • FY2013:100% • FY2014:100% • FY2015:100%
	<p>II.1.d. To plan for and construct schools, classrooms, and facilities</p>	<ol style="list-style-type: none"> 1. Maintain existing playgrounds to meet needs of all aged students 2. Maintain a school facilities plan. (TM, CM) 	<p>Playground/Outside Learning Areas' Enhancements</p> <ul style="list-style-type: none"> • FY2013: Yes • FY2014: Yes • FY2015: Yes <p>Facilities Plan Maintained</p> <ul style="list-style-type: none"> • FY2013: Yes • FY2014: Yes

Performance Objective	Initiatives	Action Steps	Performance Targets
			<ul style="list-style-type: none"> FY2015: Yes
<p>Objective II.2: <i>Effective Personnel Processes</i></p>	<p>II.2.a To recruit and retain highly qualified teachers, paraprofessionals, and other support staff.</p>	<ol style="list-style-type: none"> Support ClassKeys implementation(IT) Support ClassKeys professional learning communities (TM, SJ, NW) Submit teacher evaluations within specified timelines (TM,SJ) <ul style="list-style-type: none"> Review evaluations with superintendent Monitor documentation of teacher non-renewal process (TM, SJ) <ul style="list-style-type: none"> Provide deadlines, email updates, follow-up meetings, professional learning, etc. Support a process for recruiting and retaining high-performing staff (TM, SJ) Monitor the school’s equity plan addressing experience and highly-qualified staff (TM, SJ) Continues the partnerships with local colleges and universities (TM) 	<ul style="list-style-type: none"> FY2013and there after:100% of teachers trained in Class Keys FY2013/FY2014/FY2015:100% of teachers are highly qualified FY2013/FY2014/FY2015:100% of paraprofessionals are highly qualified <p>PreK Staff Trained in PreK Audit Standards</p> <ul style="list-style-type: none"> FY2013: 100% FY2014: 100% FY2015: 100% <p>Staff Retention Rate</p> <ul style="list-style-type: none"> FY2013: 95% FY2014: 95% FY2015: 95% <p>Staff Diversity Rating</p> <ul style="list-style-type: none"> FY2013: 15% FY2014: >15% FY2015: >15%
	<p>II.2.b To provide a safe and efficient transportation program for the staff and students of Jones County.</p>	<ol style="list-style-type: none"> Support the transportation dept. plan (SJ/JJ) Provide Safety Training for students (SJ/BM/JJ, Safety TRIBE) Monitor bus discipline referrals (SJ/JJ) Continue implementation of the Bus Safety Program (SJ/JJ) 	<p>TARGETS:</p> <p>Bus Safety Training for Students</p> <ul style="list-style-type: none"> FY2013: Yes FY2014: Yes FY2015: Yes <p>Reduction in Bus Referrals</p> <ul style="list-style-type: none"> FY2013: 10 or fewer per bus each month FY2014: 9 or fewer per bus each month FY2015: 8 or fewer per bus each month
<p>Objective II.3: <i>Effective Financial Processes</i></p>	<p>II.3.a To ensure smoother, efficient, and effective system budget, financial, and employee compensation.</p>	<ol style="list-style-type: none"> Conduct yearly audits of school financial accounts (TM, JH, LS) Continue Medicaid billing and ACE claiming (NA) Provide detailed budget reports as requested (LS/TM) Develop fundraising plan to address the school’s needs (TRIBES/PTO/Admin) 	<p>Citation-Free on Annual Audit</p> <ul style="list-style-type: none"> FY2013: Yes FY2014: Yes FY2015: Yes <p>Establish and Implement Fundraising Plan</p> <ul style="list-style-type: none"> FY2013: Yes FY2014: Yes FY2015: Yes <p>FY2013:All designated therapists will submit 60% Medicaid ACE billing</p>

Performance Objective	Initiatives	Action Steps	Performance Targets
			FY2014: All designated therapists will submit 65% Medicaid ACE billing FY2015: All designated therapists will submit 70% Medicaid ACE billing
Objective II.4: Continuous Improvement Processes	II.4.a: To provide a process of continuous improvement of all system and school processes and performance.	<ol style="list-style-type: none"> 1. Completion of CIP 2. Completion of BSC 3. Participate in Summer Leadership Training to provide guidance for school improvement initiatives (TM, SJ, NW) 4. Participate in monthly Central Change Team (CCT)/principal meetings (TM/SJ) 5. Conduct school BST meetings monthly (monthly agendas and minutes) (TM) 6. Participate in performance review (conducted by Exec. Cmte.) 7. Implement Balanced Score Card (BSC) 8. Provide updated SACS/CASI information/reports (TM, SJ, Standards chairs) 9. Update Title I Plans annually and align with school/system CIP (TM/SD) 10. Support grant writing team <ul style="list-style-type: none"> • Provide training and support for grade-level teams (Ways & Means TRIBE) • Align school needs with CIP 	Updated CIPs and BSCs <ul style="list-style-type: none"> • FY2013: Monthly Review • FY2014: Monthly Review • FY2015: Monthly Review Align CIP/BSC to system CIP/BSC <ul style="list-style-type: none"> • FY2013: Yes • FY2014: Yes • FY2015: Yes Increase in number of Grants received <ul style="list-style-type: none"> • FY2013: Yes • FY2014: Yes • FY2015: Yes

Strategic Objective III: Professional Learning and Growth

Performance Objective	Initiatives	Action Steps	Performance Targets
<p>Objective III.1: <i>To provide continuous staff learning and growth through targeted professional learning opportunities.</i></p>	<p>III.1.a Improve the effectiveness of Standards-Based Teaching and Learning throughout the system</p>	<ol style="list-style-type: none"> 1. Support the analysis of classroom walkthrough observation data and its use in guiding adjustments to instruction and identified professional learning (using ClassKeys Informal Observation, Observation 360^o. or other observation instrument) <ul style="list-style-type: none"> • Ensure that analysis of observation data regarding standards-based teaching and learning is cascaded to instructional staff (TM, SJ, NW) 2. Support and monitor the use of PD360 as a professional development tool (aligned with ClassKeys and School Improvement) (TM, SJ, NW) 3. Continue to support professional learning communities at all schools and grade levels <ul style="list-style-type: none"> • PLC topics should reflect CCGPS and results of formative/summative assessments and observation data and how they are used to adjust instruction • CCGPS • School Culture/TRIBES • Class Keys/CWT Data • Equity Issues • Technology • Co-Teaching Models • Vocabulary Development • Hands-On Math • Mindset Training 4. Participate in professional development to better understand and implement CCGPS. 	<ul style="list-style-type: none"> • FY2013:100% of schools will provide analysis of classroom walk-throughs on a monthly basis and disseminate to instructional staff • FY2013-TRIBES Refresher course provided for all faculty
	<p>III.1.b Support increased academic achievement of students with disabilities</p>	<ol style="list-style-type: none"> 1. Continue to support inclusion (co-teaching) at all grade levels <ul style="list-style-type: none"> • Identify exemplary co-teaching teams to aid with training (TM, SJ, NW) • Support new technology initiatives, including assistive technology, in co-taught classrooms 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"> • Assess training needs and provide appropriate staff development • Provide training on autism 	

Performance Objective	Initiatives	Action Steps	Performance Targets
		<ul style="list-style-type: none"> • Provide training on interactive reading programs 3. Support the use of assistive technology as appropriate	
	III.1.c Provide technology training to all staff	1. Monitor effective use of instructional and administrative technology, which may include, but is not limited to: <ul style="list-style-type: none"> • Teacher Web pages • Film production • PExpress • PD360 • Math-related instruction (Accelerated Math, STAR Math, • STAR Reading • Student-produced video/film • SMART Products • Student Response Systems • Data Director • McAleer • Infinite Campus • Reading A-Z • Brain Pop • Lexia • Study Island • iPads • Document Cameras 2. Participate in monthly SIS clerk meetings (AB) 3. Train and monitor implementation of K-5 school technology standards (AW) 4. Provide PD360 and PExpress training for teachers/paraprofessionals (NW)	TARGETS: Student Information/Data <ul style="list-style-type: none"> • FY2013/2014/2015:Monthly Data Clerk Meetings / Administrative Updates / On Time State Data Collections Sign off • FY2013/2014/FY2015 - 100% of 4th and 5th grade classes engaged in electronic grade reporting- TARGETS: Instructional Technology <ul style="list-style-type: none"> • FY2013/FY2014/FY2015:100% of Faculty and Staff trained on PExpress and PD360 • FY2013/FY2014/FY2015:technology walk-throughs shall be performed monthly
	III.1.d Support continuous improvement training	1. Continue to participate in CCT meetings (SJ,TM) 2. Continue to participate in Graduation Matters meetings and breakout sessions. (SJ, NW, MD, BM)	Attendance at CCT/principal meetings <ul style="list-style-type: none"> • FY2013:100% • FY2014:100% • FY2015:100% Attendance at Graduation Matters meetings <ul style="list-style-type: none"> • FY2013:100% • FY2014:100% • FY2015:100%

Performance Objective	Initiatives	Action Steps	Performance Targets
	III.1.e Support individual school professional development	<ol style="list-style-type: none"> 1. Develop a comprehensive professional learning plan and align available resources to identified professional learning needs (BST) <ul style="list-style-type: none"> • Leadership Coaching/Development • CLASS Keys • Standards-Based Instruction • RTI • ESOL Training • PD Express • Data Director • McAleer • Science Fair • Film Festival • Tribes Learning Communities • Title I Plan • Code of Ethics • Data Analysis • PreK Requirements • Infinite Campus • Bullying • CCGPS • Technology Training (SmartBoards, SRS, iPads) 2. Implement CLASS Keys Professional Growth Plan with all teachers(IT) 3. Monitor implementation of school professional learning plans (TM) <ul style="list-style-type: none"> • Approve <i>Course Proposals</i> for schools • Approve <i>Out-of-District Activity Proposals</i> for school staff 	Professional Learning Needs <ul style="list-style-type: none"> • FY2013/FY2014/FY2015:100% of schools have professional learning plans that are aligned to school CIP % of Staff Meeting PLU requirements <ul style="list-style-type: none"> • FY2013: 100% • FY2014: 100% • FY2015: 100% • % of Teachers Creating Professional Growth Plan <ul style="list-style-type: none"> • FY2013: 100% • FY2014: 100% • FY2015: 100% % of Instructional Staff Trained in TRIBES <ul style="list-style-type: none"> • FY2013: 100% • FY2014: 100% • FY2015: 100% Collaborative Planning Time (at least 2 sessions weekly) provided: <ul style="list-style-type: none"> • FY2013: Yes • FY2014: Yes • FY2015: Yes
	III.1.f Ensure efficient and effective support services by training non-certified staff	<ol style="list-style-type: none"> 1. Participate in the monthly Local School Accountant (LSA) training (LS) 2. Participate in the monthly data clerk training (AB) 3. Support a comprehensive custodial training program (MT) 4. Participate in county-wide comprehensive training for office support staff as offered. (AB, LS) 5. Participate in county-wide meetings/training for school nurses.(MD) 	TARGETS: 100% FERPA training participation for all employees 100% Attendance at district nurse meetings
	III.g Provide training to support CCGPS	<ol style="list-style-type: none"> 1. Participate in CCGPS training opportunities 2. Maintain math resource room(AE, LA, Learning Environment TRIBE) 	100% instructional coaches trained in CCGPS 100% teachers trained in CCGPS

Performance Objective	Initiatives	Action Steps	Performance Targets
		3. Maintain reading resource room (MS, AE, Learning Environment TRIBE)	
	III.2.a To align Professional Learning to System Improvement Goals and Policy requirements.	<ol style="list-style-type: none"> 1. Examine the results of the annual survey regarding professional learning needs and make adjustments to plans (TM, SJ, NW) 2. Participate in Class Keys self-assessment and reflection and develop individualized & group PGPs based on results 	<ul style="list-style-type: none"> • Professional Learning Alignment to CIP • FY2013:100% • FY2014:100% • FY2015:100%

Strategic Objective IV: School Climate and Stakeholder 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"> 1. Review system safety plan (SJ/Safety Team) <ul style="list-style-type: none"> • Distribute copies of the system safety plan • Utilize protocol of contact from school level to Central Office • Participate in a mock system disaster drill • Participate in a system table top scenario (School Safety Teams and Administration) • Involve all key central departments in reviewing safety plans (transportation, facilities, receptionists, nutrition, etc.) • Assess school’s CPR certified staff needs • Offer training in CPR • Provide training to staff on needs of Diabetic students • Provide training to staff on Epipen use and anaphylaxis 2. Design procedures at the school level to ensure implementation of local policy on de-escalation/seclusion/restraint (TM, KC) 3. Design procedures at the school level to ensure implementation of local policy on bullying (BM) 	<ul style="list-style-type: none"> • Safety/Facilities TRIBE meets monthly • FY2013: Yes • FY2014: Yes • FY2015: Yes <ul style="list-style-type: none"> • FY2013:100% GAINS Reporting <p>TARGETS:</p> <p>% of Staff CPR Certified</p> <ul style="list-style-type: none"> • FY2013: 15% • FY2014: 20% • FY2015: 25% <p>Safety Plan Reviewed/Revised</p> <ul style="list-style-type: none"> • FY2013: Yes • FY2014: Yes • FY2015: Yes <p>Safety Plan Training</p> <ul style="list-style-type: none"> • FY2013: Yes • FY2014: Yes • FY2015: Yes <p>Monthly Drills Conducted/Documented</p> <ul style="list-style-type: none"> • FY2013: Yes • FY2014: Yes • FY2015: Yes <p>Child Abuse/Neglect Training</p> <ul style="list-style-type: none"> • FY2013: Yes • FY2014: Yes • FY2015: Yes <p>Code of Ethics Training</p> <ul style="list-style-type: none"> • FY2013: Yes • FY2014: Yes • FY2015: Yes
<p>Objective IV.2: <i>Students, staff, parents, and community will be satisfied and involved with the direction of the schools and system.</i></p>	<p>IV.2.a To improve system personnel perception of Central Office support and communication with the schools.</p>	<ol style="list-style-type: none"> 1. Distribute minutes from BST meetings to all faculty/staff (SJ) 2. Report instructional assessment results to school stakeholders (TM, SJ, NW) 3. Update CIP link on school’s webpage (TM, AW) 	
	<p>IV.2.b To increase staff, parent, student, and community perceptions of school quality.</p>	<ol style="list-style-type: none"> 1. Examine results of stakeholder satisfaction survey conducted in May 2012 2. Conduct regular stakeholder meetings for Title I (TM, SD) 3. Provide regular opportunities for communication to various media outlets 	<p>Stakeholder Perception of School Quality</p> <ul style="list-style-type: none"> • FY2013: 90% • FY2014: 95% • FY2015: 95%
	<p>IV.2.c To increase school attendance in grades K-12</p>	<ol style="list-style-type: none"> 1. Implement the Jones County Attendance Plan and protocols 2. Ensure the accuracy of school attendance and other school records 3. Provide overview of attendance requirements/procedures at parent 	<p>TARGETS:</p> <p>% of Students with 15 or fewer absences</p>

		<p>orientation meetings (TM)</p> <p>4. Continue procedures for teachers to enter and track attendance in Infinite Campus</p>	<ul style="list-style-type: none"> • FY2013: 95% • FY2014: 96% • FY2015: 97% <p>% of Staff with 3 or fewer absences</p> <ul style="list-style-type: none"> • FY2013: <31% • FY2014: <35% • FY2015: <40%
	IV.2.d To increase community/business partnerships and volunteer hours.	<p>1. Continue inclusion of business/community members on School Council</p> <p>2. Provide volunteer training and opportunities for volunteering (SD)</p> <p>3. Include community/business members in the development and revision of Title I and CIP documents</p> <ul style="list-style-type: none"> • Recognize business/community partners for contributions to our school. 	<p>TARGETS:</p> <p># Community Business Partners hours</p> <ul style="list-style-type: none"> • FY2013: >2000 • FY2014: >2500 • FY2015: >3000