

Gray Elementary School: FY2014 Continuous Improvement Plan

Demographics and Other Factors

	FY13	FY12	FY11	FY10	FY09	FY08	FY07	FY06	FY05	FY04	FY03
Total Enrollment	576	639	664	1006	1012	1006	1000	1000	960	905	850
Ethnicity/Race											
Asian/Pacific Islander	.01%	.01%	.007%	.008 %	1%	1%	1%	1%	1%	1%	2%
Black/African American	26%	23%	26%	26%	21%	22%	22%	22%	24%	24%	25%
Hispanic	.02%	.02%	.013%	.014%	0%	0%	.003%	.003%	0%	0%	1%
Multiracial	.02%	.03%	.036%	.03%	1%	1%	1%	1%	1%	1%	1%
Native American	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
White/Non-Hispanic	69%	71%	68%	68%	76%	74%	75%	75%	74%	73%	72%
Other Subgroups											
Eligible for Free/Reduced Lunch	.27%	31%	31%	43%	40%	38%	35%	35%	35%	34%	35%
Limited English Proficiency	.02%	.02%	.006%	.006%	0%	0%	0%	0%	0%	0%	0%
Special Education	.15%	.13%	.019%	11%	9%	9%	9%	9%	10%	12%	12%
Migrant	0%	0%	0%	.002%	0%	0%	.001%	.001%	0%	0%	0%

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Strategic Objective I: Improving Student Achievement and Success

Performance Objective	Initiatives	Action Steps	Performance Targets/Actual																																																																																						
Objective I.1: <i>Student Mastery of the Georgia Performance Standards (CCGPS):</i>	I.1.a: To align and implement curriculum, instruction, and assessment to the CCGPS	1. Ensure veteran and new teachers have access to updated curriculum documents for Common Core GPS (KB) ○ Fall 2013	<table border="1"> <thead> <tr> <th colspan="4">Instructional Assessments: All Students</th> </tr> <tr> <th>G</th> <th>Reading</th> <th>ELA</th> <th>Math</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>2012:92/92 2013:NA 2014:95% 2015:95%</td> <td>2012:87/82 2013:NA 2014:95% 2015:95%</td> <td>2012:88/86 2013:NA 2014:95% 2015:95%</td> </tr> <tr> <td>2</td> <td>2012:92/97 2013:NA 2014:95% 2015:95%</td> <td>2012:87/92 2013:NA 2014: 95% 2015:95%</td> <td>2012:89/95 2013:NA 2014:95% 2015:95%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="4">CRCT: All Students</th> </tr> <tr> <th>G</th> <th>Reading</th> <th>ELA</th> <th>Math</th> </tr> </thead> <tbody> <tr> <td>3</td> <td>2012:89/97 2013:91/93 2014:93% 2015:94%</td> <td>2012:92/94 2013:93/90 2014:95% 2015:95%</td> <td>2012:78/90 2013:80/81 2014:83% 2015:85%</td> </tr> <tr> <td>4</td> <td>2012:92/92 2013:93/95 2014:95% 2015:95%</td> <td>2012:93/93 2013:95/98 2014:95% 2015:95%</td> <td>2012:83/85 2013:85/95 2014:88% 2015:91%</td> </tr> <tr> <td>5</td> <td>2012:92/96 2013:94/96 2014:95% 2015:95%</td> <td>2012:97/97 2013:97/95 2014:97% 2015:97%</td> <td>2012:84/86 2013:86/96 2014:90% 2015:92%</td> </tr> </tbody> </table> <table border="1"> <thead> <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> </thead> <tbody> <tr> <td>3</td> <td>81/88</td> <td>84/82</td> <td>87%</td> <td>90%</td> </tr> <tr> <td>4</td> <td>86/83</td> <td>89/84</td> <td>91%</td> <td>93%</td> </tr> <tr> <td>5</td> <td>87/94</td> <td>90/97</td> <td>92%</td> <td>93%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="5">CRCT: All Students – Social Studies</th> </tr> <tr> <th>G</th> <th>*2012</th> <th>*2013</th> <th>2014</th> <th>2015</th> </tr> </thead> <tbody> <tr> <td>3</td> <td>*87</td> <td>*82</td> <td>84</td> <td>86</td> </tr> <tr> <td>4</td> <td>*85</td> <td>*90</td> <td>92</td> <td>94</td> </tr> <tr> <td>5</td> <td>*85</td> <td>*84</td> <td>86</td> <td>88</td> </tr> </tbody> </table> <p>target % / actual % *SS added FY14—no targets for FY12/13 (actual scores only)</p>	Instructional Assessments: All Students				G	Reading	ELA	Math	1	2012:92/92 2013:NA 2014:95% 2015:95%	2012:87/82 2013:NA 2014:95% 2015:95%	2012:88/86 2013:NA 2014:95% 2015:95%	2	2012:92/97 2013:NA 2014:95% 2015:95%	2012:87/92 2013:NA 2014: 95% 2015:95%	2012:89/95 2013:NA 2014:95% 2015:95%	CRCT: All Students				G	Reading	ELA	Math	3	2012:89/97 2013:91/93 2014:93% 2015:94%	2012:92/94 2013:93/90 2014:95% 2015:95%	2012:78/90 2013:80/81 2014:83% 2015:85%	4	2012:92/92 2013:93/95 2014:95% 2015:95%	2012:93/93 2013:95/98 2014:95% 2015:95%	2012:83/85 2013:85/95 2014:88% 2015:91%	5	2012:92/96 2013:94/96 2014:95% 2015:95%	2012:97/97 2013:97/95 2014:97% 2015:97%	2012:84/86 2013:86/96 2014:90% 2015:92%	CRCT: All Students - Science					G	2012	2013	2014	2015	3	81/88	84/82	87%	90%	4	86/83	89/84	91%	93%	5	87/94	90/97	92%	93%	CRCT: All Students – Social Studies					G	*2012	*2013	2014	2015	3	*87	*82	84	86	4	*85	*90	92	94	5	*85	*84	86	88
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		2. Use classroom walkthroughs, grade level meetings, and BST meetings to ensure that teachers are implementing the curriculum with fidelity. (LP, DS, KB, BST) <i>K-5:</i> ○ Curriculum Maps, aligned with CCGPS ○ Standards (with identified “priority” standards) ○ Unit Frameworks ○ Lesson Plans (including differentiated instruction, flexible grouping, assessments, and performance tasks, student use of technology, and standards-based teacher commentary) ○ Ongoing																																																																																							
		3. Monitor Professional Learning Communities to ensure comprehensive analysis of all data sources is used to improve instructional effectiveness and student growth. (LP, DS, KB) ○ Ongoing																																																																																							
		4. Assist in developing and administering periodic common formative assessments to guide instructional practices. (LP, DS, KB) ○ Ongoing																																																																																							
		5. Lead the textbook adoption process according to the DOE adoption cycle (KB) ○ ELA Fall 2013																																																																																							
		6. Monitor the vertical alignment of all K-12 content areas. Establish a timeline and framework to accommodate meeting dates with initial emphasis on transitional grades. (LP, DS, KB) ○ Fall 2013																																																																																							
		7. Facilitate continued support of ACCESS Class Needs (PEC). (LP, DS)																																																																																							
		8. Monitor performance on the CCRPI indicators. (LP, DS) ○ Ongoing																																																																																							
		9. Create a comprehensive Professional Learning Plan based on identified needs, including: SACS required actions, TKES, LKES, PD 360, Common Core 360, Instructional Coaches Modeling Plan, vertical alignment, classroom management with one-to-one technology. (LP, DS, KB) ○ Ongoing																																																																																							

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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"> Assist instructional coach with methods for tracking at-risk students (KJB, Martin, McMichael, RtI Task Force, KB) Ensure the implementation of progress monitoring for students with disabilities in math and reading (EM, LP, DS, KB, WM) <ul style="list-style-type: none"> Implement the progress monitoring system for Tier 4 students PEC teachers will meet monthly to review progress monitoring data and report to administration any deficits or need for assistance <ul style="list-style-type: none"> Ongoing Conduct annual data audit with PEC teachers (JM) Review and monitor the Response to Intervention/504 (RtI) protocol to ensure fidelity of implementation (WM, Maki, KB, KJB RtI Task Force) <ul style="list-style-type: none"> Review the RtI Protocol Handbook with the faculty (WM) Facilitate regularly scheduled meetings with school task force members (WM) Review progress monitoring reports quarterly with subpopulations clearly identified for adjusting instructional strategies for Tier 2 and Tier 3 students (WM, SMaki, KB) Continue the use of software, such as GRASP, for the purpose of universal screening and progress monitoring for reading and mathematics (WM, Teachers) Conduct RtI needs assessment (WM) Supervise RtI interventions to ensure that set protocols are being addressed as defined (WM, Maki) Allocate 20-day funds and direct the development and implementation of after-school tutoring and other supplemental services (KB) <ul style="list-style-type: none"> Plan approved and implemented by October 31, 2013 <ul style="list-style-type: none"> Approved Monitor the effectiveness of inclusion (co-teaching) at all grade levels (EM, SB, LP, DS) <ul style="list-style-type: none"> Identify exemplary co-teaching teams to aid with training and modeling Conduct walkthroughs in co-taught classrooms Monitor the progress of EL students (KB) <ul style="list-style-type: none"> Regularly scheduled meetings with Task Force <ul style="list-style-type: none"> Monthly Receive on-going training on WIDA Standards instruction to Task Force and classroom teachers 	<table border="1"> <thead> <tr> <th colspan="4">Instructional Assessments: Subgroups Reading</th> </tr> <tr> <th>G</th> <th>SWD</th> <th>AA</th> <th>SES</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>2012:87/57 2013:NA 2014:95% 2015:95%</td> <td>2012:92/74 2013:NA 2014: 95% 2015:95%</td> <td>2012:92/77 2013:NA 2014: 95% 2015:95%</td> </tr> <tr> <td>2</td> <td>2012:87/75 2013:NA 2014:95% 2015:95%</td> <td>2012:92/94 2013:NA 2014:95% 2015:95%</td> <td>2012:92/97 2013:NA 2014:95% 2015:95%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="4">CRCT Subgroups READING</th> </tr> <tr> <th>G</th> <th>SWD</th> <th>AA</th> <th>SES</th> </tr> </thead> <tbody> <tr> <td>3</td> <td>2012:91/91 2013:94/100 2014:95% 2015:95%</td> <td>2012:95/95 2013: 95/81 2014:95% 2015:95%</td> <td>2012: 96/96 2013: 96/90 2014:96% 2015:96%</td> </tr> <tr> <td>4</td> <td>2012:83/67 2013:87/100 2014: 90% 2015:93%</td> <td>2012:86/82 2013:95/94 2014:95% 2015:95%</td> <td>2012:88/83 2013:95/84 2014:95% 2015:95%</td> </tr> <tr> <td>5</td> <td>2012:93/90 2013:95/100 2014:95% 2015:95%</td> <td>2012:95/92 2013:95/89 2014:95% 2015:95%</td> <td>2012:96/91 2013: 96/88 2014:96% 2015:96%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="4">Instructional Assessments: Subgroups Math</th> </tr> <tr> <th>G</th> <th>SWD</th> <th>AA</th> <th>SES</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>2012:87/43 2013:NA 2014:95% 2015:95%</td> <td>2012:87/62 2013:NA 2014:95% 2015:95%</td> <td>2012:87/62 2013:NA 2014:95% 2015:95%</td> </tr> <tr> <td>2</td> <td>2012:87/100 2013:NA 2014:95% 2015:95%</td> <td>2012:98/81 2013:NA 2014:95% 2015:95%</td> <td>2012:87/90 2013:NA 2014:95% 2015:95%</td> </tr> </tbody> </table>	Instructional Assessments: Subgroups Reading				G	SWD	AA	SES	1	2012:87/57 2013:NA 2014:95% 2015:95%	2012:92/74 2013:NA 2014: 95% 2015:95%	2012:92/77 2013:NA 2014: 95% 2015:95%	2	2012:87/75 2013:NA 2014:95% 2015:95%	2012:92/94 2013:NA 2014:95% 2015:95%	2012:92/97 2013:NA 2014:95% 2015:95%	CRCT Subgroups READING				G	SWD	AA	SES	3	2012:91/91 2013:94/100 2014:95% 2015:95%	2012:95/95 2013: 95/81 2014:95% 2015:95%	2012: 96/96 2013: 96/90 2014:96% 2015:96%	4	2012:83/67 2013:87/100 2014: 90% 2015:93%	2012:86/82 2013:95/94 2014:95% 2015:95%	2012:88/83 2013:95/84 2014:95% 2015:95%	5	2012:93/90 2013:95/100 2014:95% 2015:95%	2012:95/92 2013:95/89 2014:95% 2015:95%	2012:96/91 2013: 96/88 2014:96% 2015:96%	Instructional Assessments: Subgroups Math				G	SWD	AA	SES	1	2012:87/43 2013:NA 2014:95% 2015:95%	2012:87/62 2013:NA 2014:95% 2015:95%	2012:87/62 2013:NA 2014:95% 2015:95%	2	2012:87/100 2013:NA 2014:95% 2015:95%	2012:98/81 2013:NA 2014:95% 2015:95%	2012:87/90 2013:NA 2014:95% 2015:95%
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		<p>○ Ongoing</p> <p>7. Monitor the performance on the CCRPI indicators for all sub-populations. (LP, DS, KB)</p> <p>○ Ongoing</p> <p>7. Continue implementation and training of Orton Gillingham and Sonday Learning training and apply the learned strategies (PEC, EIP, TI)</p> <p>○ October 2013</p> <ul style="list-style-type: none"> Participate in a daily segment for Intervention/Enrichment (STAR) school wide (All) <p>○ Ongoing</p> <p>9. Develop Action Plans for students who were retained, administratively placed and/or who did not meet on the CRCT or the CRCT-M for the 2012-2013 school year. The plans will help to ensure the success of the students for the 2013-2014 school term. (WM, KB, all)</p> <p>○ Completed and in place 11-01-13</p>	<table border="1" data-bbox="1459 272 1942 649"> <thead> <tr> <th colspan="4">CRCT Subgroups MATH</th> </tr> <tr> <th>G</th> <th>SWD</th> <th>AA</th> <th>SES</th> </tr> </thead> <tbody> <tr> <td>3</td> <td>2012:87/64 2013:94/69 2014:95% 2015:95%</td> <td>2012:87/76 2013:94/70 2014:95% 2015:95%</td> <td>2012:87/86 2013:94/79 2014:95% 2015:95%</td> </tr> <tr> <td>4</td> <td>2012:57/75 2013:70/100 2014:75% 2015:80%</td> <td>2012:79/77 2013:83/82 2014:88% 2015:90%</td> <td>2012:76/68 2013:80/88 2014:83% 2015:88%</td> </tr> <tr> <td>5</td> <td>2012:71/60 2013:75/75 2014:80% 2015:83%</td> <td>2012:92/75 2013:94/100 2014:95% 2015:95%</td> <td>2012:92/85 2013:94/96 2014:95% 2015:95%</td> </tr> </tbody> </table> <table border="1" data-bbox="1459 711 1942 977"> <thead> <tr> <th colspan="4">Instructional Assessments: Subgroups ELA</th> </tr> <tr> <th>G</th> <th>SWD</th> <th>AA</th> <th>SES</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>2012:87/29 2013:NA 2014:95% 2015:95%</td> <td>2012:87/54 2013:NA 2014:95% 2015:95%</td> <td>2012:89/53 2013:NA 2014:95% 2015:95%</td> </tr> <tr> <td>2</td> <td>2012:87/75 2013:NA 2014:95% 2015:95%</td> <td>2012:94/82 2013:NA 2014:95% 2015:95%</td> <td>2012:94/90 2013:NA 2014:95% 2015:95%</td> </tr> </tbody> </table> <table border="1" data-bbox="1459 1052 1942 1425"> <thead> <tr> <th colspan="4">CRCT Subgroups ELA</th> </tr> <tr> <th>G</th> <th>SWD</th> <th>AA</th> <th>SES</th> </tr> </thead> <tbody> <tr> <td>3</td> <td>2012:95/71 2013: 95/89 2014:95% 2015:95%</td> <td>2012:94/81 2013:95/75 2014:95% 2015:95%</td> <td>2012:94/89 2013:95/83 2014:95% 2015:95%</td> </tr> <tr> <td>4</td> <td>2012:85/83 2013:94/100 2014:95% 2015:95%</td> <td>2012:93/86 2013:95/94 2014:95% 2015:95%</td> <td>2012:90/82 2013:92/92 2014:95% 2015:95%</td> </tr> <tr> <td>5</td> <td>2012:82/90 2013:87/100 2014:92% 2015:95%</td> <td>2012:96/88 2013: 96/95 2014:96% 2015:96%</td> <td>2012:94/94 2013: 95/88 2014:95% 2015:95%</td> </tr> </tbody> </table>	CRCT Subgroups MATH				G	SWD	AA	SES	3	2012:87/64 2013:94/69 2014:95% 2015:95%	2012:87/76 2013:94/70 2014:95% 2015:95%	2012:87/86 2013:94/79 2014:95% 2015:95%	4	2012:57/75 2013:70/100 2014:75% 2015:80%	2012:79/77 2013:83/82 2014:88% 2015:90%	2012:76/68 2013:80/88 2014:83% 2015:88%	5	2012:71/60 2013:75/75 2014:80% 2015:83%	2012:92/75 2013:94/100 2014:95% 2015:95%	2012:92/85 2013:94/96 2014:95% 2015:95%	Instructional Assessments: Subgroups ELA				G	SWD	AA	SES	1	2012:87/29 2013:NA 2014:95% 2015:95%	2012:87/54 2013:NA 2014:95% 2015:95%	2012:89/53 2013:NA 2014:95% 2015:95%	2	2012:87/75 2013:NA 2014:95% 2015:95%	2012:94/82 2013:NA 2014:95% 2015:95%	2012:94/90 2013:NA 2014:95% 2015:95%	CRCT Subgroups ELA				G	SWD	AA	SES	3	2012:95/71 2013: 95/89 2014:95% 2015:95%	2012:94/81 2013:95/75 2014:95% 2015:95%	2012:94/89 2013:95/83 2014:95% 2015:95%	4	2012:85/83 2013:94/100 2014:95% 2015:95%	2012:93/86 2013:95/94 2014:95% 2015:95%	2012:90/82 2013:92/92 2014:95% 2015:95%	5	2012:82/90 2013:87/100 2014:92% 2015:95%	2012:96/88 2013: 96/95 2014:96% 2015:96%	2012:94/94 2013: 95/88 2014:95% 2015:95%
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Performance Objective	Initiatives	Action Steps	Performance Targets/Actual												
<p>Objective I.2: <i>Student Success through effective instructional programs</i></p>	<p>I.2.a: To focus instructional attention on CCGPS and best practices within standards-based classrooms</p>	<ol style="list-style-type: none"> Develop Teacher Keys Evaluation System Plans for all certified faculty except counselor, instructional coach, SLP, media specialist, and administration. Support the implementation of the TKES by: <ul style="list-style-type: none"> Provide training to all certified teachers on the TKES (LP, DS) Support the instructional coach in the consistent use of the appropriate walk-through instrument (LP, DS) <ul style="list-style-type: none"> Ongoing Conduct discussions at BST meetings regarding instructional practices and walkthrough data. (LP) <ul style="list-style-type: none"> Ongoing Begin training and implementation of Professional Learning Visits among the faculty (SM, CJ, DL, JW, KB) <ul style="list-style-type: none"> PLV training and implementation is in progress as of 10-28-13 Utilize Data Director to analyze student data to guide the Teacher Assessment on Performance Standards (TAPS) as a part of the TKES (LP, DS, KB, All) <ul style="list-style-type: none"> Used DD to analyze Benchmark I scores Fall of 2013 <ul style="list-style-type: none"> Provide technical support to teachers. (KB) 	<ul style="list-style-type: none"> FT2014/2015/2016: Each teacher will receive four walk-throughs and 2 formative assessments a year. FY2014/2015/2016: All school administrators, instructional coaches, and teachers are trained in the use of the appropriate evaluation instruments <p><i>*Administrators should submit their evaluation plans for FY14 before October 1, 2013. System plans call for all certified teachers to be evaluated using the appropriate instruments.</i></p>												
	<p>I.2.b. To increase the graduation rate and decrease the drop-out rate</p>	<ol style="list-style-type: none"> Continue monthly Graduation Matters Meetings (DS, KB, KJB, CS, WM) <ul style="list-style-type: none"> Ongoing monthly 													
	<p>I.2.c. To provide equity in programs and opportunities</p>	<ol style="list-style-type: none"> Continue to provide professional learning to support staff: inclusion, autism, PBIS, Sign Language, progress monitoring, and due process. (LP, AC, JM, DS, KB) <ul style="list-style-type: none"> PBIS, Autism, Sign Language – all in progress as of 10-28-13 Support the continuation of EIP and Title I co-teaching teams. (LP) Provide information for personnel seeking endorsements and/or career growth opportunities, such as ESOL, WIDA, Gifted, or Coaching. (LP, DS, KB) Support opportunities for all students to engage in extra/co-curricular 	<p>100% of New inclusion teams trained in co-teaching strategies (general ed and special ed teachers)</p> <ul style="list-style-type: none"> FY2012/2013/2014/2015/2016: 100% <p>100% of Paraprofessionals trained in co-teaching strategies (general ed and special ed settings)</p> <ul style="list-style-type: none"> FY2012/2013/2014/2015/2016: 100% <p># of students who participated in said events</p> <table border="1"> <thead> <tr> <th>Club/Event</th> <th>2012 639 students</th> <th>2013 576 students</th> <th>2014 students</th> <th>2015 students</th> <th>2016 students</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Club/Event	2012 639 students	2013 576 students	2014 students	2015 students	2016 students						
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Performance Objective	Initiatives	Action Steps	Performance Targets/Actual					
		activities (including, but not limited to): <ul style="list-style-type: none"> a. Chorus (MT) b. Jazzy Pups (AW, MN) c. Beta Ready (LA) d. Student Council (MC, AU) e. Academic Quiz Bowl (WM, JM) f. Math Club (teacher per grade level) g. Reading Bowl (CS) h. Spin Masters YoYo Club (PB, AWooten) <ul style="list-style-type: none"> i. Drama Club (JP, LP) i. Safety Patrol (JM) j. Fire Marshals (KJ) k. Guardian Angels (MH) l. Project Unify () m. Young Athletes (AW, KH, MN) n. Photography (MH) 	A	41/6%	35/6%			
			B	12/2%	22/4%	-		
			C	37/6%	40/6%			
			D	14/2%	15/3%			
			E	26/4%	45/7%			
			F	11/2%	73/8%			
			G	13/2%	6/1%			
			H	89/14%	43/7%			
			I	25/3%	28/4%			
			J	18/3%	16/3%			
			K	8/1%	9/2%			
			L	30/4%	40/7%			
			M	NA	NA			
			N	NA	14/3%			
			O	NA	NA			
		Trips	Trip	2012 Actual	2013 Actual	2014 Actual	2015 Actual	2016 Actual
		a. Chorus Competitions/Performances (MT)	A	0-choral festival 2-Honor Choir	0-choral festival 9-Honor Choir			
		b. Jazzy Pups (AW, MN)	B	12/2%	22/4%			
		c. Beta Club Convention (LA)	C	37/6%	NA			
		d. Step up and Lead Conference (AU, MC)	D	0	14/3%			
		e. Academic Quiz Bowl Competitions/Tournaments (WM)	E	26/4%	6/1%			
		f. Reading Bowl Competition (CS)	F	13/2%	25/4%			
		g. Spin Masters YoYo Club (PB, AWooten)	G	75/14%	17/3%			
		h. Grand Kids - Fifth Grade County-Wide Trips (JP)	H	639/100	576/100%			
		i. Grade-level CCGPS Oriented Field Trips (LTs)	I	26/4%	29/5%			
		j. 5th Grade Trip (DS)	J	28/4%	39/7%			
		k. Talented and Gifted Environmental Education Trip (WM)						
		<ul style="list-style-type: none"> • Monitor participation in FY2014 (LP, DS) 						
		6. Monitor and maintain 100% high-quality and effective instructional staff (LP)						
		<ul style="list-style-type: none"> o Monitor the assignment of teachers to ensure a balance of experience and effectiveness (LP) o Participate in the RESA New Teacher Induction/Mentor Program through Middle Georgia State University (DS) <ul style="list-style-type: none"> o Fall trainings attended o Continue to support the TAP program (LP, CJ, HJ) <ul style="list-style-type: none"> o HJ – Fall meeting held 						
		7. Provide student handbooks to all students. (LP)						
		<ul style="list-style-type: none"> o 9-06-13 or day of enrollment 						

Performance Objective	Initiatives	Action Steps	Performance Targets/Actual
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"> Support opportunities for Title I family engagement to build parent capacity. (LP, RM) <ul style="list-style-type: none"> Volunteer trainings, Title I Annual Meetings Encourage attendance of fall training session for school council (LP) <ul style="list-style-type: none"> 10-03-13 Training Coordinate RtI, SST, and 504 services. (WM) <ul style="list-style-type: none"> Support student transition between grade levels through collaborative meetings with teachers. 	<p>Gifted Parent Involvement</p> <ul style="list-style-type: none"> FY2012: three documented activities for involving family & community in gifted education services FY2013: four documented activities for involving family & community in gifted education services FY14/15/16: documented activities for involving family & community <p>Teachers trained in foundations of RtI</p> <ul style="list-style-type: none"> FY2012/2013/2014/2015/2016: 100%

Strategic Objective II: Improving Organizational and Operational Effectiveness

Performance Objective	Initiatives	Action Steps	Performance Targets/Actual
Objective II.1: <i>Effective Operational Processes</i>	II.1.a: To provide a safe and efficient School Nutrition program	<ol style="list-style-type: none"> Train staff in correct sanitation procedures (JDaniel) Improve customer service and quality of meals (JDaniel) Improve school-wide breakfast participation (JDaniel) Improve school-wide lunch participation (JDaniel) Provide information to parents and community to increase understanding of program requirements and nutritional needs of students. (JDaniel) <ul style="list-style-type: none"> 1-5: Ongoing 	<p>Health sanitation scores</p> <ul style="list-style-type: none"> FY2012: 98 FY2013: 98 FY2014/2015/2016: 97% <p>School-wide lunch participation:</p> <ul style="list-style-type: none"> FY2012: 69% / 64.6% (target/actual) FY2013: 70% / 58% FY2014: 71% FY2015: 73 FY2016: <p>School-wide breakfast participation:</p> <ul style="list-style-type: none"> FY2012: 45% / 42.9% (target/actual) FY2013: 47% / 41% FY2014: 49% FY2015: 51 FY2016:

	<p>II.1.b To improve access to and the reliability of hardware, software, and technology networking</p>	<ol style="list-style-type: none"> Purchase updated classroom technology as budget allows. (LP) Improve the completion time of technology work orders. (CS) Monitor the need to add network drops and wireless access where needed as the need exists and the budget allows. (CS) Schedule, manage, and assist the contractor with the installation of instructional technology in classrooms as the budget allows. (LP, CS, AB) <ul style="list-style-type: none"> 1-4: Ongoing Assist/train the faculty and staff on the new webhosting through School Desk and the new email provider. (CS) <ul style="list-style-type: none"> Fall of 2013 	<p>Classroom Computers</p> <ul style="list-style-type: none"> FY2012/2013/2014/2015/2016:100% of regular ed classrooms with at least one modern computer for instruction. <p>Work Orders Completed:</p> <ul style="list-style-type: none"> FY2012:100% within 3.25 days FY2013/2014/2015/2016:100% within 3 days <p>Wireless Access</p> <ul style="list-style-type: none"> FY2012/2013/2014/2015/2016:100% of instructional areas with wireless access <p>SMART Board Installations</p> <ul style="list-style-type: none"> FY2012: 38 (+3T1, 3support, 1 PEC) FY2013: 41 FY2014/2015/2016: 100%
	<p>II.1.c. To improve preventative/ground maintenance, custodial services at the school facilities</p>	<ol style="list-style-type: none"> Continue use of Maintenance Direct to schedule and track system maintenance (JDumas) Implementation of Spartan Custodial Certification Program (LP, JDumas, CM) Implementation of Compuclean Custodial Software, phase 2 release (LP, JDumas, CM) Involve facility staff in the evaluation process of custodial services (LP) <ul style="list-style-type: none"> 10-28-13: positive inspection Update AHERA management plans (LP, JDumas) Work with lead custodian on leadership skills, inventory management, and time management (LP) Participate in facility cleanliness inspections a minimum of twice a year. (All) <ul style="list-style-type: none"> 10-28-13: positive inspection 1 – 7: Ongoing 	<p>Minimum Cleanliness Standards Met</p> <ul style="list-style-type: none"> FY2012/2013/2014/2015/2016:100% <p>Minimum Certification Requirements Met</p> <ul style="list-style-type: none"> FY2012/2013/2014/2015/2016:100% <p>All facilities will have current asbestos inspection and management plans. Asbestos inspections and management plans will be sent to Georgia DOE as required in a timely manner.</p>
	<p>II.1.d. To plan for and construct schools, classrooms, and facilities</p>	<ol style="list-style-type: none"> Participate in a detailed Facilities Study (LP,DS, JDumas) Maintenance of a five year plan (LP, DS, JDumas) Assist as needed with the replacement facility for Gray Elementary School. (LP, DS, JDumas) <ul style="list-style-type: none"> 1, 2, 3: Ongoing 	<p>FY2012:</p> <ul style="list-style-type: none"> Priorities within the State Local Facilities Plan will be evaluated with a dated detailed timeline to ensure the flow of the five year plan <p>FY2013:</p> <ul style="list-style-type: none"> Forms and paperwork process begins for the updating of the current five year plan to prepare to be sent to Georgia DOE <p>FY2014:</p> <ul style="list-style-type: none"> Begin planning and building process for new GES facility <p>FY2015:</p> <ul style="list-style-type: none"> Completion of new GES facility

	II.1.e. To improve Operational effectiveness through incorporation of SmartEnergy Schools strategies within the system	<ol style="list-style-type: none"> 1. Provide to staff monthly utility usage reports when provided by Central Office (LP) 2. Train/inform staff of cost saving measures that can be done on daily, monthly, quarterly and annual time frames to increase the potential for both usage and monetary savings (LP) 	
Objective II.2: <i>Effective Personnel Processes</i>	II.2.a To recruit and retain highly qualified teachers, paraprofessionals, and other support staff	<ol style="list-style-type: none"> 1. Begin the implementation of TKES (All) 2. Collect teacher evaluations within specified timelines (LP, DS) <ul style="list-style-type: none"> • Review evaluations with teachers 3. Recruit qualified teachers and paraprofessionals using the county adopted application process (LP, DS) <ul style="list-style-type: none"> ○ 1, 2, 3: Ongoing 	<p>TKES Training</p> <ul style="list-style-type: none"> • FY2012/2013/2014/2015/2016: 100% of teachers trained in Class Keys <p>Highly Qualified Certified Staff</p> <ul style="list-style-type: none"> • FY2012/2013/2014/2015/2016: 100% of teachers are highly qualified <p>Highly Qualified Paraprofessional Staff</p> <ul style="list-style-type: none"> • FY2012/2013/2014/2015/2016: 100% of paraprofessionals are highly qualified
	II.2.b To provide a safe and efficient transportation program for the staff and students of Jones County	<ol style="list-style-type: none"> 1. Support the transportation department by providing disciplinary support as needed (LP, DS) <ul style="list-style-type: none"> ○ Ongoing 2. Provide bus safety programs to the children to support safe transportation habits (ALL) <ul style="list-style-type: none"> ○ Completed in October 	<p>TARGETS:</p> <ul style="list-style-type: none"> • FY2014:100% of incidents addressed • FY2014:100% of students receive bus safety instruction • FY2014:100% of students are accident/incident free on bus
Objective II.3: <i>Effective Financial Processes</i>	II.3.a To ensure smooth, efficient, and effective system budget, financial, and employee compensation	<ol style="list-style-type: none"> 1. Provide detailed budget report and analysis for all activity accounts and grants every 60 days to CO (LP, VP) 2. Participate in yearly audit of school financial accounts (VP, LP) 3. Continue Medicaid billing and ACE claiming (BB) <ul style="list-style-type: none"> ○ 1,2, 3: Ongoing 	<ul style="list-style-type: none"> • FY2012:All designated therapists will submit 60% Medicaid ACE billing/ 87% billed (target/actual) • FY2013:All designated therapists will submit 65% / billed Medicaid ACE billing • FY2014:All designated therapists will submit 70% Medicaid ACE billing • FY2015:All designated therapists will submit 75% Medicaid ACE billing • FY2016:All designated therapists will submit 80% Medicaid ACE billing
Objective II.4: <i>Continuous Improvement Processes</i>	II.4.a: To provide a process of continuous improvement of all system and school processes and performance	<ol style="list-style-type: none"> 1. Completion of working draft of school CIP – September 15, 2013 (LP, DS) <ul style="list-style-type: none"> ○ Completed 2. Completion of school CCRPI/BSC – October 4, 2013 (LP, DS) 3. School CIP plan will be posted on School Website – September 15, 2013 (LP, DS) <ul style="list-style-type: none"> ○ Completed 4. Participate in monthly Principal’s meetings (LP) <ul style="list-style-type: none"> • Embedded professional learning activities for principals (TKES, CCGPS, Modeling, Peer Observations, DI, technology, etc...) 	<p>School updated CIP</p> <ul style="list-style-type: none"> • FY2012: Yes • FY2013: Yes • FY2014: Yes • FY2015: Yes • FY2016: Yes

		<ul style="list-style-type: none"> ○ Meetings held monthly 5. Conduct school BST meetings monthly (LP, DS) <ul style="list-style-type: none"> ○ Meetings held monthly ● Create common depository for monthly agendas and minutes using PD360 (KB) <ul style="list-style-type: none"> ○ Created and used weekly 6. Conduct formal and informal performance reviews with BOE (LP, DS) 8. Provide updated SACS/CASI information/reports (LP, DS) <ul style="list-style-type: none"> ● Monitor progress on required actions ● Update School Summaries – September 12, 2013 <ul style="list-style-type: none"> ○ Completed 9. Monitor the progress of addressing GAPSS and SACS findings (LP, DS) 10. Support school level grant writing teams (LP, DS) <ul style="list-style-type: none"> ● Grants aligned with school needs as stated in the CIP (MT, MK, AW, MN, KH) <ul style="list-style-type: none"> ○ Grant team met in September 	<p>GAPSS Analysis</p> <ul style="list-style-type: none"> ● FY2012:Elementary School Program (3) ● FY2013:Middle School Program (2) and (1) Elementary ● FY2014: Internal Elementary School Program Review ● FY2015: Internal Middle/High School Program Review ● FY2016: External Elementary Program Review ● FY2017: External Middle/High School Program Review ● FY2018: SACS Reaccreditation
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Strategic Objective III: Professional Learning and Growth

Performance Objective	Initiatives	Action Steps	Performance Targets
Objective III.1: <i>Effective Continuous staff learning and growth through targeted</i>	III.1.a To improve the effectiveness of Standards-Based Teaching and Learning throughout the system	2. Support the analysis of classroom walkthrough observation data and its use in guiding adjustments to instruction and identified professional learning (using TKES formative and walk-through data) (LP, DS) <ul style="list-style-type: none"> ○ Walkthroughs – round 2 during October/November ● Monitor summaries of observations (percentages) and report at Principal meetings 	<ul style="list-style-type: none"> ● FY2013/2014/2015/2016: Will provide analysis of classroom walk-throughs on a monthly basis and disseminate to instructional staff

Performance Objective	Initiatives	Action Steps	Performance Targets
Professional Learning		<ul style="list-style-type: none"> ○ Ensure that analysis of observation data regarding standards-based teaching and learning is cascaded to instructional staff 3. Support and monitor the use of PD360 and Common Core 360 as a professional development tool (aligned with TKES and school improvement) (LP, DS, KB) <ul style="list-style-type: none"> ○ Grade level training during October 2013 4. Implement Professional Learning Visits (PLVs) to support best practices and academic achievement (SM, JW, CJ, KB, DL) <ul style="list-style-type: none"> ○ PLV training and implementation is in progress as of 10-28-13 5. Continue to support professional learning communities at all grade levels (LP, DS, KB) <ul style="list-style-type: none"> ○ Teams meet as required • Data Teams (horizontal) will meet a minimum of twice each month to analyze individual, grade level, and school wide data to guide instruction within the classrooms as well as instruction during flexible grouping (Intervention/Enrichment) • Vertical Teams will meet monthly to address best practices for instruction and programs such as discipline, media, public relations, and safety. • All faculty and staff will participate in a differentiated book study (all) 	
	III.1.b Support increased academic achievement of students with disabilities	<ol style="list-style-type: none"> 1. Support the training of non-core content teachers and paraprofessionals in meeting the needs of students with disabilities (LP, DS, EM) <ul style="list-style-type: none"> • Assess training needs <ul style="list-style-type: none"> ○ Autism training 10-24 & 10-25-13 (KS, EM, MK) 2. Support the training of GAA process (DS, LP) <ul style="list-style-type: none"> • Provide mandatory training for all GAA involved teachers <ul style="list-style-type: none"> ○ AS, LB on 10-10-13 • Monitor school GAAs in December 2013 and March 2014 3. Support the alignment of curriculum for PEC ACCESS courses (as prescribed by GAA) (LP, DS, EM) 4. Train and support the use of assistive technology as appropriate (LP, DS, AT) <ul style="list-style-type: none"> • iPads will be utilized through grade level activities such as center based learning with the classrooms as well as targeted instruction through PEC, EIP, and Title services. 5. Train and support CRCT-M qualifications/selection process (LP, 	<p>GAA Trained</p> <ul style="list-style-type: none"> • FY2012/2013/2014/2015/2016: 100% <p>Percent of Scorables for GAA</p> <ul style="list-style-type: none"> • FY2012: 100% • FY2013: 100% • FY2014/2015/2016: Eliminate non-scorables for GAA

Performance Objective	Initiatives	Action Steps	Performance Targets
		DS, EM)	
	III.1.c To provide technology training to all staff	<p>1. Train and monitor effective use of instructional and administrative technology, including but not limited to: (LP, DS, CS)</p> <ul style="list-style-type: none"> • Teacher Web pages (LP, DS, CS) * • Observation 360 (LP, DS) * • Common Core 360 (LP, DS, KB) * • PDEExpress (LP, DS, KB, Leads) * • PD360 (KB, Leads) * • Math-related instruction (Star Math) (CS) * • STAR Reading (CS) * • Accelerated Reader (CS) * • Student-produced video/film (CS) • Web 2.0 tools (CS) • SMART Products (CS, KB) * • Student Response Systems (MH) • Data Director (KB) * • SEMSTracker (LP, DS, PEC teachers) * • McAleer (VP, LP, DS) * • Infinite Campus (TS, LP, DS) * <ul style="list-style-type: none"> ▪ 4th and 5th Gradebook ▪ SLDS (KB, LP) • Safari Montage (CS) • School Desk (CS) * • ABE (KB) * • TLE Electronic Platform (LP, DS) * <p>*Training provided as needed on software – those starred have been provided as of 10-28-13</p> <p>2. Establish Software Support Team (LP, CS)</p>	<p>TARGETS: Instructional Technology</p> <ul style="list-style-type: none"> • FY2013/2014/2015/2016:Instructional Technology Course goals defined in technology CIP <p>TARGETS: Student Information/Data</p> <ul style="list-style-type: none"> • 2013/2014/2015/2016: Monthly Data Clerk Meetings / Administrative Updates / On Time State Data Collections Sign off • FY2013/2014: FY2013 - 50% of Elementary School engaged in electronic grade reporting. FY2014 – 100% elementary grade reporting online <p>TARGETS: Instructional Technology</p> <ul style="list-style-type: none"> • FY2013/2014/2015/2016: 100% of appropriate staff trained on SchoolCenter, PDEExpress, Accelerated Math/STAR Math • FY2013/2014/2015/2016:100% of instructional technology courses shall reflect and infuse the ISTE NETS-S and NES-T standards • FY2013/2014/2015/2016:technology walk-throughs (K-12) shall be performed monthly
	III.1.d To support continuous improvement training	<p>1. Participate in June and July Leadership Trainings for administrative teams (LP, DS, KB)</p> <p>2. Continue attending regular Graduation Matters Meetings and break-out sessions (DS, KB, CS, KJB, WM)</p>	<p>Attendance at Graduation Matters meetings/principal’s meetings</p> <ul style="list-style-type: none"> • FY2013/2014/2015/2016:100%

Performance Objective	Initiatives	Action Steps	Performance Targets
	III.1.e To support individual school professional learning	<ol style="list-style-type: none"> 1. Provide guidance for alignment of available resources to identified professional learning needs (LP, DS) 2. Monitor implementation of individual professional learning plans on PD Express (LP) <ul style="list-style-type: none"> • Approve <i>Course Proposals</i> for grade levels/groups (LP) <ul style="list-style-type: none"> • Approve <i>Out-of-District Activity Proposals</i> for school staff (LP) 3. Analyze the frequency of teacher absences from attending professional learning activities (LP) 	Professional Learning Needs <ul style="list-style-type: none"> • FY2013/2014/2015/2016:100% of faculty/staff have professional learning plans that are aligned to school CIP
	III.1.f To ensure efficient and effective support services by training non-certified staff	<ol style="list-style-type: none"> 1. Continue the monthly Local School Accountant (LSA) training using McAleer (VP) <ul style="list-style-type: none"> ○ Monthly training 2. Continue the monthly data clerk training on Infinite Campus (TS) <ul style="list-style-type: none"> ○ Monthly training 3. Support the continued use of a comprehensive custodial training program (LP, Dumas) 4. Support a comprehensive plan for office support staff (LP, VP, TS) <ul style="list-style-type: none"> • Office norms (roles and responsibilities) • Build skill set for effective oral and written communication • Cross training • Continuous improvement learning community 	100% FERPA training participation for all faculty/staff
	III.1.g To provide training to support CCGPS	<ol style="list-style-type: none"> 1. Support DOE provided K-12 CCGPS training (KB, LP, DS) 2. Support training for instructional coach in CCGPS and support re-delivery to faculty/staff (LP, DS, KB) 3. Support use and training of Common Core 360 (LP, DS, KB) <ul style="list-style-type: none"> ○ 1,2,3: Fall of 2013 	Instructional Coach trained 100% instructors trained
<i>Objective III.2: Effective Assessment of Professional Learning</i>	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 data regarding professional learning needs and policy requirements to make adjustments to plans as needed. (LP, DS, KB) 2. Increase the use of PD 360 as a professional learning tool (LP, DS, KB) <ul style="list-style-type: none"> ○ Fall of 2013 	Professional Learning Alignment to CIP <ul style="list-style-type: none"> • FY2012/2013/2014/2015/2016:100%

Strategic Objective IV: School Climate and Stakeholder Satisfaction

Performance Objective	Initiatives	Action Steps	Performance Targets/Actual
<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. Implement the JCSS school safety plan (LP, DS, KJB, KS) <ul style="list-style-type: none"> • Distribute copies of the safety plan to faculty/staff <ul style="list-style-type: none"> ○ Pre-planning • Revise/edit protocol of contact from school level to Central Office <ul style="list-style-type: none"> ○ Pre-planning • Conduct a mock school disaster drill <ul style="list-style-type: none"> ○ 09-26-13 : Evacuation Drill • Conduct a school table top scenario (School Safety Team) • Involve all key school departments in reviewing safety plans (transportation, facilities, receptionists, nutrition, etc.) <ul style="list-style-type: none"> ○ Pre-planning • Assess school’s staff needs for specialized training (e.g. diabetes, CPR, etc.) <ul style="list-style-type: none"> ○ Pre-planning 2. Provide required trainings to staff : health-based training, Bullying, Seclusion/Restraint, mandatory reporting, blood borne pathogens, Diabetic management, Epipen use, Code of Ethics, fraud waste and abuse, federal program complaint procedures, bus safety and evacuation, AUA, Cyberbullying (PS, CS, LP, KBry) <ul style="list-style-type: none"> ○ Pre-planning, 10-07-13 Faculty Meeting, Bus Evacs and Training week of 10-21 through 10-25-13 	<p>CPR Certification</p> <ul style="list-style-type: none"> • FY2012:50% of staff • FY2013:75/77% of staff • FY2014:80% of staff • FY2015:82% • FY2016: <p>Mindset Certification/De-escalation</p> <ul style="list-style-type: none"> • FY2012:50% of staff • FY2013:75% of staff • FY2014:80% of staff • FY2015:82% • FY2016: <p>Safety Course Certifications</p> <ul style="list-style-type: none"> • FY2012:20 Safety Course Sessions w/ GEMA • FY2013/2014:25 Safety Course Sessions w/GEMA • FY2015: Integrate additional organizational involvement in training sessions • FY2016: Expand additional organizational involvement in training sessions • FY2012/2013/2014/2015/2016:100% NIMS Compliant • FY2012/2013/2014/2015/2016:100% GAINS Reporting • FY2012/2013/2014/2015/2016:Safe Schools Interagency Teams Maintained

<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>	<p>1. Provide visitation opportunities for central office staff (LP, DS)</p> <ul style="list-style-type: none"> • School Events • BST Meetings • Walkthroughs, etc. 	
	<p>IV.2.b To increase staff, parent, student, and community perceptions of school quality</p>	<p>1. Examine results of stakeholder satisfaction survey (LP, DS) 2. Conduct regular stakeholder meetings for Title I, EIP, and Special Education (LP, DS, SB, RM, EM teachers) 3. Conduct focus group meetings as needed to solicit input on selected topics and subjects (LP, DS, RM) 4. Provide opportunities for communication with various media outlets (RM, all)</p>	<p>Stakeholder Perception of School Quality Participation</p> <ul style="list-style-type: none"> • FY2012: 8% • FY2013: 35 % • FY2014:50% • FY2015:55% • FY2016:60% <p>FY2012: Title IIA Survey- 71 out of 639 FY2013: _____ out of 596 students</p>
	<p>IV.2.c To increase regular and consistent school attendance in grades K-12</p>	<p>1. Monitor the implementation of the Jones County Attendance Plan and protocols (LP, DS, KJB, TS, teachers)</p> <ul style="list-style-type: none"> ○ Completed monthly <p>2. Ensure the accuracy of school attendance and other school records (LP, DS, Bryant, TS, teachers)</p> <ul style="list-style-type: none"> ○ Completed monthly 	
	<p>IV.2.d To increase community/business partnerships and volunteer hours</p>	<p>1. Create a formal Business Partners in Education Program (LP, RM)</p> <ul style="list-style-type: none"> • Establish steering committee, timeline, and calendar ○ 11-01-13 Committee established and plans started • Develop plans to formally recognize business partners (event) 	<p>TARGETS:</p> <ul style="list-style-type: none"> • FY2014:develop partnership guidelines