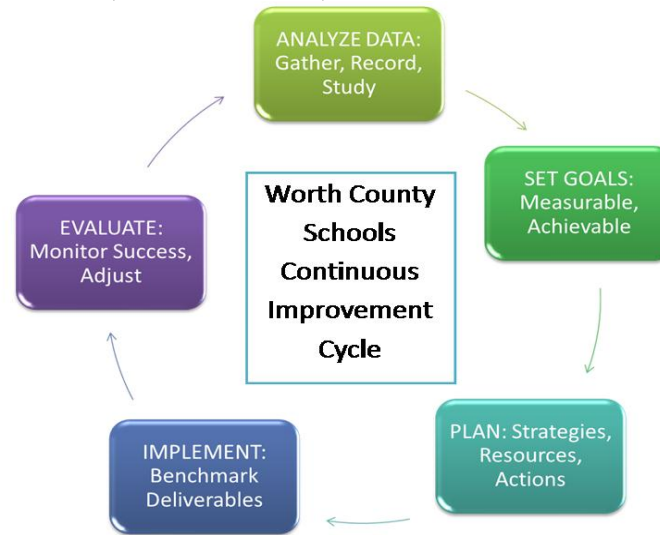


# Worth County School District Continuous Improvement/Professional Learning Plan 2015-2017



### Purpose

To ensure a quality education for all students leading to graduation and productive citizenship.

### Direction

- \*Our direction for the Worth County School District is for our graduation rate to reach 80% or above, and for students to meet or exceed established accountability measures.
- \*We will achieve this direction by providing high expectations, a relevant and rigorous curriculum, data driven standards-based instructional practices, appropriate interventions, and celebrations of success as we move forward.
- \*As a result of our success we will attract and retain high quality teachers, provide a foundation for community economic growth, and prepare graduates for post-secondary success.

**GOAL 1: The Worth County School District will improve student achievement to meet or exceed state performance levels by the implementation of rigorous and relevant curriculum and standards-based instruction.**

PERFORMANCE OBJECTIVE	PERSON(S) RESPONSIBLE	TIMELINE	RESOURCES	MONITORING/EVALUATING
Provide professional learning for teachers and school leaders that strengthen their knowledge and understanding of content and instructional practices in a standards-based classroom.	Curriculum Director, School Improvement Coordinators, Principals	2015-2017	Release time to attend workshops (RESA, GLRS), substitute funds, registration, and travel; common planning time; school improvement meetings; staff meetings; grade level meetings.	Increase in the % of students meeting and/or exceeding expectations on the Georgia Milestones Assessments.
Professional learning and unit revision focusing on strengthening the reading block at the elementary level and incorporating vocabulary instruction and reading strategies across the curriculum for all grades.	Curriculum Director, School Improvement Coordinators, Principals	2015-2017	GaDOE webinars, RESA. Release time to attend training, substitute funds, travel fees, stipends; common planning time; grade level meetings.	Increase in the % of students meeting and/or exceeding expectations on the Georgia Milestones Assessments. Increase in lexiles on SRI and increase in growth on DIBELS Next.
Continued use of the Teacher and Leader Keys Effectiveness Systems.	Human Resources Director, Curriculum Director, Student Support Services Coordinator GaDOE staff, SI Coordinators, Principals, Assistant Principals	2015-2017	GaDOE; training materials	School and System Focus Walks
Increase student use of technology in all classrooms through the following: training on use of iPads, ELMOs, Chrome books, Promethean Boards, Mimio Teach technology and document cameras; training and implementation of online assessment and exploring avenues for Bring Your Own Technology (BYOT).	Curriculum Director, Technology Director, Instructional Technology Coordinator, School Improvement Coordinators	2015-2017	Student devices; iPads; Promethean Boards, Mimio Teaching technology; Release time to attend training; Online Assessment System.	School and System Focus Walks; Unit Planning, Instructional technology PL reports

Training and use of the Teacher Resource Link via Statewide Longitudinal Data System (SLDS).	Curriculum Director, Instructional Technology Coordinator, School Improvement Coordinators	2015-2017	GaDOE	Unit plans. Training via Instructional Technology Coordinator.
Participate in Building a Culture of Writing webinar series provided by the GaDOE.	Curriculum Director, School Improvement Coordinators, Principals	2016-2017	GaDOE webinar series Building a Culture of Writing	Increase in the % of students meeting and/or exceeding expectations on the Georgia Milestones Assessments.
Through effective data team meetings in all content areas and grade levels, decrease the achievement gap between and among subgroups.	Curriculum Director, Principals, School Improvement Coordinators	2015-2017	In house data team meetings	Increase in the % of students meeting and or exceeding expectations on the Georgia Milestones Assessments.
Administer universal screeners, progress monitoring tools, and benchmark assessments to provide appropriate interventions and monitor student growth.	Curriculum Director, Curriculum Assistant/RTI Coordinator, School level RTI Coordinators, Principals	2015-2017	Universal Screeners (AIMS Web, Reading Inventory, DIBELS Next, Math Inventory); benchmark assessments, common assessments; data teams; GoFar.	Increase in the % of students meeting and/or exceeding expectations on the Georgia Milestones Assessments. Increase growth in universal screeners.
Analyze data as an integral part of the school improvement process through the following: HMH Data Team training for new teachers; analysis of all benchmark and standardized test data by content areas, domains, and subgroups to guide instruction.	Curriculum Director, Principals, School Improvement Coordinators	2015-2017	PowerSchool; GaDOE Instructional Technology; Balanced Scorecard Consultant; Data Team Meetings, Leadership Team Meetings; Data Director; Data Team Training.	Data Rooms at system and school level; School-wide School Improvement Plans; Professional Learning Plan; Data Team Meetings; Data reports from universal screeners and common unit assessments.

Build mathematics concepts/applications, computation skills, and fluency through the implementation of the Mathematics Inventory and mathematics formative assessments.	Curriculum Director, School Improvement Coordinators, Teachers	2016-2017	Math Inventory, formative assessments	Increase in the % of students meeting and/or exceeding expectations on the Georgia Milestones Assessments.
Provide professional learning for the new science and social studies Georgia Standards of Excellence that will be implemented in the 2017-2018 school year.	Curriculum Director, School Improvement Coordinators	2016-2017	GaDOE trainings, in-house professional learning, RESA training	GSE training agendas and sign in sheets, school level professional learning plans.

**Goal 2: The Worth County School District will increase the graduation rate.**

PERFORMANCE OBJECTIVE	PERSON(S) RESPONSIBLE	TIMELINE	RESOURCES	MONITORING/EVALUATING
Open the Worth County Achievement Center to meet the needs of all learners grades 6-12.	Superintendent	Fall 2016	Teachers, Apex curriculum	Increase the graduation rate.
Offer high school credit at WCMS.	Curriculum Director, WCHS Principal, WCMS Principal	2015-2017	High school teachers	Track number of credits students earn.
Develop, maintain, and monitor Individual Growth Plans (IGP) for all students beginning in 8th grade.	WCMS Principal, WCHS Principal, WCMS counselors, WCHS counselors, WCHS CTAE Director	2015-2017	IGP template; GaDOE; Bridge Bill	CCRPI through GaDOE; completion of plans.

Provide school level programs to motivate students to graduate and become productive citizens.	All Principals	2015-2017	Guest speakers; Commit to Graduate program; Career Fairs/Day; Work Based Learning Program; School to school transitional programs (Smooth Moves, Aloha Day)	Increase in the graduation rate.
Continue to offer 8th period and night school at WCHS, along with Study Skills courses, for students to recover units to meet graduation requirements.	WCMS Principal, WCHS Principal, WCMS counselors, WCHS counselors, WCHS CTAE Director	2015-2017	GaDOE resources	School schedule.
Provide Intervention Days for remediation.	WCMS, WCHS Principals	2015-2017	Teachers, 20 Day Instructional Funds	Increase in the % of students meeting and or exceeding expectations on Georgia Milestones Assessments.

**Goal 3: The Worth County School District will increase and strengthen stakeholder engagement.**

PERFORMANCE OBJECTIVE	PERSON(S) RESPONSIBLE	TIMELINE	RESOURCES	MONITORING/EVALUATING
Develop community partnerships with government agencies, local service providers, businesses, non-profits, and other community resources to create a stronger network of community engagement and support through the PIE program.	Superintendent, Student Support Services Coordinator, Principals, Parent Engagement Coordinators	2015-2017	Local businesses, community members, government agencies, civic organizations, parents	Recognition programs, meeting agendas

Involve stakeholders in the continuous improvement process through school council meetings, Parent Teacher Organization meetings, community meetings, Annual Stakeholder meeting, parent conferences, Student Support meetings, school improvement meetings, and staff meetings.	Superintendent, Principals. Special Education Director, Federal Programs Director, Curriculum Director	2015-2017	Schoolwide School Improvement Plans, community members, parents, teachers, students, business leaders	Meeting agendas, meeting minutes, sign-in rosters
Provide family engagement activities to strengthen the home/school relationship.	Principals, Federal Programs Director, Parent Involvement Coordinator, Instructional Technology Coordinator	2015-2017	School/Parent Compacts, Schoolwide School Improvement Plans, Georgia Standards of Excellence and GPS, Computer lab, GaDOE website, System website	School based activities such as Family Fun Night, Reading Under the Stars, Computer training for parents.
Establish communication links to build parent partners in supporting learning and achievement.	Public Relations, Principals, Technology Director, Parent Coordinators	2015-2017	Social media, system web page, One Call Now, newsletters, Remind app, Teacher websites, e-mail	Usage reports, survey results

**Goal 4: The Worth County School District will improve organizational effectiveness and efficiency.**

PERFORMANCE OBJECTIVE	PERSON(S) RESPONSIBLE	TIMELINE	RESOURCES	MONITORING/EVALUATING
Recruit and retain highly qualified and innovative staff.	Superintendent, Human Resources Director, Principals	2015-2017	Teach Georgia website, Worth Schools local job site, local newspaper, technical schools, colleges	Review certifications and PSC records, review resumes and application for experience, check references, monitor certification annually, development of Professional Learning Plans when appropriate, teacher evaluations, classroom observations

Increase average daily participation for breakfast and lunch in all schools.	School Nutrition Director, School Nutrition Managers	2015-2017	GaDOE School Nutrition Program and USDA resources, school menus, social media, system webpage	GaDOE School Nutrition monthly reports, student surveys, participation in Provision2/Community Eligibility Program (CEP)
Increase/maintain overall district school nutrition sanitation scores at 100%.	School Nutrition Director, School Nutrition Managers, School Nutrition Assistants	2015-2017	National Restaurant Association's ServSafe courses, Environmental Health Services Inspectors input/suggestions, The Institute of Child Nutrition resources, GaDOE Food Safety Specialist	Bi-Annual inspections by EHS, site visits from School Nutrition Director, sanitation training for staff, annual in-service, ServSafe certification courses for managers and assistant managers
Improve/maintain system facilities by ensuring operation at peak efficiency; create a safe environment for students, teachers, and staff by keeping facilities and their components structurally sound and in good repair.	Facilities Director, Assistant Facilities Director, maintenance personnel	2015-2017	Energy program, work orders, maintenance equipment	Work order completion, walk throughs by Facilities Director and principals, state and local inspections
Increase the number of Bring Your Own Technology classrooms.	Technology Director, Instructional Technology Coordinator.	2015-2017	Wireless bandwidth	Monitor classrooms with BYOT.
Support continuous growth of student and teacher technology usage through physical resources and training.	Technology Director, Instructional Technology Coordinator	2015-2017	Desktop computers, laptop computers, mobile devices, internet connectivity, access to interactive curriculum, instructional technology staff	Classroom walk throughs, feedback from technology staff, teachers and administrators
Continue authorizations by appropriate personnel to ensure expenditures are aligned to system and school improvement efforts.	Finance Director, Other district Directors, Principals, Superintendent	2015-2017	Requisitions, accounting software, Schoolwide School Improvement Plans, District Continuous Improvement Plan	Accounting software, voucher packet

Review and revise the budgeting process.	Finance Director, Other district Directors, Principals, Superintendent, school bookkeepers, School Improvement Specialists, Department Heads, Assistant Principals	2015-2017	Budgeting template, reports from accounting software from prior years, Schoolwide School Improvement Plans, Technology Plans, CLIP, District Continuous Improvement Plan, Facility Plan, Professional learning with Dr. Bill Cason	Review by bookkeepers, Finance Director and Superintendent, final approval by Board of Education
Improve safety and maintain district bus fleet by improving the quality of repair services. Survey and evaluate bus routes to ensure maximum efficiency and safety for the district.	Transportation Director	2016-2017	Work orders, shop equipment, mechanics, drivers, students, and school staff. Ferederal/State/Local policies and guidelines.	Survey results, bus driver interviews, data collection, observation of routes
Create and implement a process to annually review and revise the district's Purpose, Direction and Beliefs.	District Leadership Team	July 2016	Open House Meetings, Title I meetings, District Leadership Team meetings, community meetings, Board meetings	Meeting agendas and minutes, formal/written process, sign-in sheets