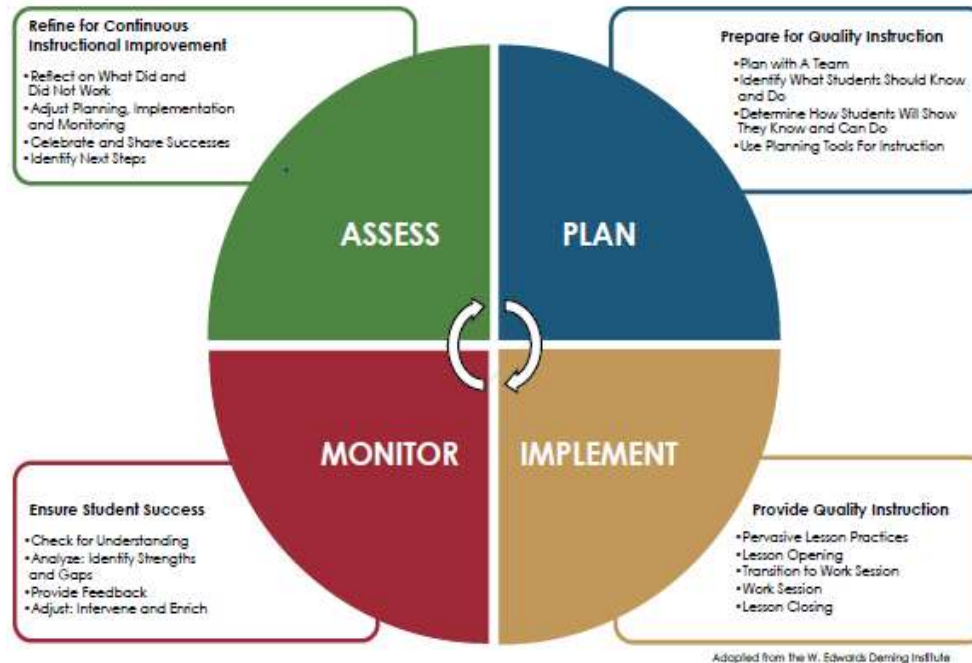


WORTH COUNTY SCHOOL DISTRICT CONTINUOUS IMPROVEMENT & PROFESSIONAL LEARNING PLAN 2017-2020



PURPOSE

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

DIRECTION

- *Our direction for the WCSD is to meet or exceed established accountability measures and increase the graduation rate to 80% or higher.*
- *We will exhibit high expectations, provide relevant and rigor instructional practices, make data driven decisions, use evidence based interventions and celebrate our success.*
- *We will attract and retain high quality teachers, prepare graduates for post-secondary endeavors in order to provide a foundation for the economic development of the community*

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	2017-2020	Release time to attend workshops (RESA, GLRS), substitute funds, registration, and travel; common planning time; school improvement meetings; staff meetings; grade level meetings and content area meetings	Increase in the % of students meeting and/or exceeding expectations on the Georgia Milestones Assessments. % Proficiency on TKES/Evaluations Participation in grade level and content area PLC's
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	2017-2020	GA DOE 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. Collaborative planning meeting minutes Increase SGPs in ELA as measured by the GMAS
Continued use of the Teacher and Leader Keys Effectiveness Systems. Interrater Reliability training for all school administrators	Human Resources Director, Curriculum Director, Student Support Services Coordinator GaDOE staff, SI Coordinators, Principals, Assistant Principals	2017-2020	GA DOE; training materials	School and System Focus Walks Professional Learning Plans and Goals TKES Performance Reporting data
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	2017-2020	Student devices; iPads; Promethean Boards, Mimio Teaching technology; Release time to attend training; Online Assessment System Chromebooks	School and System Focus Walks; Unit Planning, Instructional technology PL reports TKES Performance Reports

Training and use of the Teacher Resource Link via Statewide Longitudinal Data System (SLDS).	Curriculum Director, Instructional Technology Coordinator, School Improvement Coordinators	2017-2020	GA DOE	<ul style="list-style-type: none"> • Unit plans. Training via Instructional Technology Coordinator. • Building and System SLDS Usage Reports
Participate in Building a Culture of Writing webinar series provided by the GADOE.	Curriculum Director, School Improvement Coordinators, Principals	2017-2020	GA DOE 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	2017-2020	In house data team meetings	<p>Increase in the % of students meeting and or exceeding expectations on the Georgia Milestones Assessments.</p> <ul style="list-style-type: none"> • Professional Learning Plans and Goals
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	2017-2020	Universal Screeners (AIMS Web, Reading Inventory, DIBELS Next, Math Inventory); benchmark assessments, common assessments; data teams; Go Far.	<p>Increase in the % of students meeting and/or exceeding expectations on the Georgia Milestones Assessments. Increase growth in universal screeners.</p> <ul style="list-style-type: none"> • Achievement Gap Reduction (CCRPI Data) • Increased SGPs in ELA/Math (CCRPI Data)
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	2017-2020	Infinite Campus; GA DOE Instructional Technology; Balanced Scorecard Consultant; Data Team Meetings, Leadership Team Meetings; Data Team Training.	Data Rooms (system /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	2017-2020	Math Inventory, formative assessments	Increase in the % of students meeting and/or exceeding expectations on the Georgia Milestones Assessments. Common Formative Assessments Achievement Gap Reduction (CCRPI) Math Vertical Alignment Meetings(School/System)
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	2017-2020	GA DOE trainings, in-house professional learning, RESA training GA Youth Science Technology Centers	GSE training agendas and sign in sheets, school level professional learning plans. GMAS Content Reporting

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

PERFORMANCE OBJECTIVE	PERSON(S) RESPONSIBLE	TIMELINE	RESOURCES	MONITORING/EVALUATING
Utilize Worth County Achievement Center and the credit recovery program to meet the needs of all students in grades 9-12.	Curriculum Director, WCHS Principal,	2017-2020	Teachers, Apex curriculum	Increase the graduation rate.
Offer high school credit at WCMS Dual Enrollment of WCHS students	Curriculum Director, WCHS Principal, WCMS Principal MS/HS Counselors	2017-2020	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	2017-2020	IGP template; GA DOE; Bridge Bill	CCRPI through GA DOE; completion of plans.

Provide school level programs to motivate students to graduate and become productive citizens.	All Principals	2017-2020	Guest speakers; Commit to Graduate program; Career Fairs/Day; Work Based Learning Program; School to school transitional programs	Increase in the graduation rate.
Utilize flexible scheduling to meet the needs of students-recovery credits/acceleration/remedial	Curriculum Director Principals Counselors	2017-2020	GA DOE resources	School schedule.
Daily Intervention period Quarterly RTI screening of tier 2 and 3 students	All Schools	2017-2020	Reading Inventory and Math Inventory.	Increase in the % of students meeting and or exceeding expectations on Georgia Milestones Assessments. Reduction in Achievement Gap Increased SGPs Quarterly RTI Data

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	2017-2020	Local businesses, community members, government agencies, civic organizations, parents	Recognition programs, meeting agendas Flyers Newspaper Articles District Webpage and social media pages

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	2017-2020	Schoolwide School Improvement Plans, community members, parents, teachers, students, business leaders	Meeting agendas, meeting minutes, sign-in rosters Superintendent Cabinet Meetings District Leadership Meetings Superintendent Teacher Chats
Provide family engagement activities to strengthen the home/school relationship.	Principals, Federal Programs Director, Parent Involvement Coordinator, Instructional Technology Coordinator	2017-2020	School/Parent Compacts, Schoolwide School Improvement Plans, Georgia Standards of Excellence and, Computer lab, GA DOE website, System website	School based activities such as Family Fun Night, Reading Under the Stars, and Computer training for parents.
Establish communication links to build parent partners in supporting learning and achievement.	Public Relations, Principals, Technology Director, Parent Coordinators	2017-2020	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	2017-2020	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	2017-2020	GA DOE 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	2017-2020	National Restaurant Association's ServSafe courses, Environmental Health Services Inspectors input/suggestions, The Institute of Child Nutrition resources, GA DOE 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	2017-2020	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.	2017-2020	Wireless bandwidth Access points	Monitor classrooms with BYOT. Survey data-Students/Teachers
Support continuous growth of student and teacher technology usage through physical resources and training.	Technology Director, Instructional Technology Coordinator	2017-2020	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	2017-2020	Requisitions, accounting software, Schoolwide School Improvement Plans, District Continuous Improvement Plan	Accounting software, voucher packet

<p>Review and revise the budgeting process.</p>	<p>Finance Director, Other district Directors, Principals, Superintendent, school bookkeepers, School Improvement Specialists, Department Heads, Assistant Principals</p>	<p>2017-2020</p>	<p>Budgeting template, reports from accounting software from prior years, Schoolwide School Improvement Plans, Technology Plans, CNA, District Continuous Improvement Plan, Facility Plan,</p>	<p>Review by bookkeepers, Finance Director and Superintendent, final approval by Board of Education</p>
<p>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.</p>	<p>Transportation Director</p>	<p>2017-2020</p>	<p>Work orders, shop equipment, mechanics, drivers, students, and school staff. Federal/State/Local policies and guidelines.</p>	<p>Survey results, bus driver interviews, data collection, observation of routes</p>
<p>Create and implement a process to annually review and revise the district's Purpose, Direction and Beliefs.</p> <ul style="list-style-type: none"> • CNA Webinars and professional development with GADOE • Revise CNA plan as needed 	<p>District Leadership Team</p>	<p>2017-2020</p>	<p>District Leadership Team meetings, community meetings, Board meetings</p>	<p>Meeting agendas and minutes, formal/written process, sign-in sheets</p>