



**Peach County High School
Continuous Improvement Plan**

Peach County High School Continuous Improvement Plan (2052)
Peach County School District (711)
2013-2018

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Goal 1: All students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.							
Performance Target: To increase percentage of all students meeting or exceeding state performance targets.							
Action/Strategies	Professional Learning	Resources or Materials Needed (Include funding source and cost)	Positions Responsible	Timeline for Implementation	Means of Evaluation	Artifacts	Evidence (Outcomes)
Instructional Facilitators lead training on effective implementation of Common Core Georgia Performance Standards (CCGPS) in math, ELA, and literacy standards	Regular collaboration with teachers to write units, preview tasks, and create assessments	Georgia Department of Education (GADOE) webinars; Georgia Public Broadcasting System (GPBS) videos; GADOE website	Administrators; Instructional Facilitators	2011-13	Lesson plans; classroom observations; walkthroughs	Agendas; sign-in sheets; unit plans	Completed unit plans; increased teacher effectiveness; increased student achievement
Effectively implement CCGPS in math, ELA, and literacy standards	Ongoing job embedded professional learning during common planning and after school; Peer Observations	CCGPS resources and GADOE website	Instructional Facilitators; Administrators; Math Consultant	July 2012 and ongoing	Lesson plans; classroom observations; walkthroughs	Agendas; sign-in sheets, curriculum documents (instructional frameworks, pacing guides, instructional units, formative assessments)	Increased teacher effectiveness; increased student achievement

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Action/Strategies	Professional Learning	Resources or Materials Needed (Include funding source and cost)	Positions Responsible	Timeline for Implementation	Means of Evaluation	Artifacts	Evidence (Outcomes)
Instructional Facilitators will conduct monthly vertical alignment meetings with middle schools	Teachers and facilitators will meet monthly to vertically align curriculum	Curriculum guides 6-12	Instructional facilitators	Fall 2012	Critical Friends process on aligning the curriculum	Agendas, sign-in sheets, project overview form	Increased student achievement
Implement and provide instruction for effective use of research-based programs and strategies: <ul style="list-style-type: none"> • Standards-based classroom (grades K-12) • Project-based learning (PBL) (grades 6-12) • Increased Learning Time (grades K-12) • Common planning for all core content teachers • Differentiated instruction 	Administrators and teachers attend workshops focusing on research-based programs and strategies <ul style="list-style-type: none"> • SIG Summer Conference • Leadership Summit • Rock Eagle Math Workshops Buck Institute conducts PBL training and modeling sessions; DPI and Instructional Facilitators conduct PD on differentiated learning series	Registration and travel (FY13: SIG, - \$25,800) Substitutes (FY13: SIG - \$500) Buck Institute coaching fees (FY13: RT3, SIG - \$53,050)	Administrators, Teachers, Instructional Facilitators, Deputy Principal for C&I; PBL Coach	July 2012 and ongoing	PL evaluation form, agendas, redelivery, walkthroughs, lesson plans	Lesson plans, redelivery agendas, sign-in sheets	Increased teacher effectiveness; increased student achievement

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Action/Strategies	Professional Learning	Resources or Materials Needed (Include funding source and cost)	Positions Responsible	Timeline for Implementation	Means of Evaluation	Artifacts	Evidence (Outcomes)
Conduct monthly technology training sessions to effectively utilize technology to promote student engagement, learning, and increase student achievement	Ongoing professional learning on use of technology as an instructional tool	Computer equipment, software, student response systems, interactive boards, etc. (FY13: SIG - \$1,192,240)	Instructional Technology Specialist	Fall 2012 and ongoing	Agendas, sign-in sheets, purchase orders, teacher project overview forms; Critical Friends process for technology integrated lessons	Walkthroughs, lesson plans, classroom observations	Teacher/student use of technology within the classroom and for projects

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Action/Strategies	Professional Learning	Resources or Materials Needed (Include funding source and cost)	Positions Responsible	Timeline for Implementation	Means of Evaluation	Artifacts	Evidence (Outcomes)
<p>Design and Utilize effective and balanced assessment techniques</p>	<p>Teacher participation in GADOE Student Learning Objectives (SLO) Assessment Training</p> <p>Conduct data meetings at monthly</p> <p>Develop benchmarks, common assessments, formative assessments, and mini assessments</p> <p>Effective use a variety of test banks</p>	<p>Training Materials; SLO Assessment Training stipends and resources (FY13: Title IIA PD Capacity Building funds, SIG - \$18,000)</p> <p>Think Gate (FY13: Title VIB - \$7,000)</p>	<p>Principal; School Test Coordinators; Instructional Facilitators; Administrators</p>	<p>June 2012 and ongoing</p>	<p>RT3 Scope of Work</p> <p>Remediation and Enrichment plans</p> <p>Analysis of teacher's use of assessment strategies and use of assessment based on data from Teacher Keys Effectiveness System (TKES) walkthroughs and Formative observations</p>	<p>Training agendas and sign-in sheets</p> <p>Unit plans</p> <p>Assessments developed</p>	<p>Increased student achievement</p> <p>Increased use of assessment strategies and assessment uses in the classrooms</p> <p>Increase in number of students meeting and exceeding performance targets on state assessments</p>

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Continued training for teachers on disaggregating and analyzing assessment data	Ongoing data analysis and data team training Training on data use, analysis of data, and use of assessment programs	State Longitudinal Data System Assessment results Data graphic organizers	School Administrators; School Test Coordinator; Instructional Facilitators	May 2012-ongoing	Completed data reports; school data presentations; observation of school data rooms	Training agendas and sign-in sheets; data rooms; school Data presentations; data usage reports	Increased student achievement Use of Data Rooms Data Presentations Increased student achievement
Continue to monitor implementation of school improvement plan	Ongoing review of plan	School Improvement Plan	Principal; Diamond Team	Fall 2011 and ongoing	Monitoring of plans during Diamond Team Meetings and through Indistar	Agendas; sign-in sheets; School Improvement Plan	Increased student achievement
All teachers determine target goals for students. Benchmarks will be administered beginning, middle, and end of each course to determine student progress toward target goals. Student progress monitoring spreadsheets developed and maintained by all teachers	Collaborative Planning; IT workshop	Student Progress Monitoring Spreadsheet	Teachers; Instructional Technology Specialist; Instructional Facilitators	Fall 2012 and ongoing	Uploaded to shared files and monitored by Deputy Principals	Student Progress Monitoring Spreadsheet; Growth Target Calculator; Teacher Data Spreadsheet	Increased student progress throughout the progress tiers

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Goal 2: All students will graduate from high school, college and career ready.							
Performance Target: To increase the high school graduation rate to meet or exceed state performance targets.							
Action/Strategies	Professional Learning	Resources or Materials Needed (Include funding source and cost)	Positions Responsible	Timeline for Implementation	Means of Evaluation	Artifacts	Evidence (Outcomes)
Provide additional opportunities for students to participate in advanced content coursework at all grade levels <ul style="list-style-type: none"> a. Add AP offerings to Schedule b. Recruitment Fair for AP Courses and Dual Enrollment Options c. PSAT Data utilized to identify Potential AP Students 	Training for system-level personnel on advanced content coursework (i.e. Advanced Placement, gifted program, dual enrollment, Career & Technical Student Organizations, Move on When Ready, Academic Decathlon, gifted cohort certification classes, etc.)	Training materials, Registration and travel (FY13: RT3, Perkins, SIG - \$10,000)	Instructional Facilitators; School Administrators	Fall 2012 and ongoing	Increased number of staff participating in training Increased AP class offerings Exit Survey following recruitment fair List of potential AP students in Excel spreadsheets	Agendas, sign-in sheets, Master Schedule, Photos of recruitment fair, spreadsheets with potential AP students and records of meetings with counselors	Increased graduation rate; increased student achievement, Increased enrollment in AP courses, dual enrollment courses, and Advanced Content Courses
Expand and maintain industry certification status for Career Technical and Agriculture Education (CTAE) programs	Industry Certification workshops and training	Registration and travel; Evaluation Team expenses (FY13: Perkins, local CTAE effort, Industry Certification Grants \$3,500)	GADOE personnel; CTAE Director; CTAE teachers	Summer 2012 and ongoing	Industry Certification status	Workshop agendas, sign-in sheets	Increased student achievement; increased graduation rate

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Action/Strategies	Professional Learning	Resources or Materials Needed (Include funding source and cost)	Positions Responsible	Timeline for Implementation	Means of Evaluation	Artifacts	Evidence (Outcomes)
Expand student leadership opportunities	Share research-based strategies and programs to build student leadership capabilities critical friends and collaborative planning sessions	Website links; books; periodicals; articles	School counselors; graduation coach	Fall 2012 and ongoing	Implementation of student leadership programs	Workshop agendas, meeting sign-in sheets	Increased student achievement; increased graduation rate; decrease in number of disciplinary referrals
Develop and expand student leadership programs	Graduation coach, and counselors will provide samples and opportunities for student leadership opportunities at school level	Website links; books; periodicals; articles	School counselors; graduation coach; school administrators	Fall 2012 and ongoing	Implementation of student leadership programs	Workshop agendas, meeting sign-in sheets	Increased student achievement; increased graduation rate; decrease in number of disciplinary referrals

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Action/Strategies	Professional Learning	Resources or Materials Needed (Include funding source and cost)	Positions Responsible	Timeline for Implementation	Means of Evaluation	Artifacts	Evidence (Outcomes)
Develop and implement a drop-out prevention plan	Research effective dropout prevention strategies	Website links; books; periodicals; articles	School counselors; graduation coach	September 2012 and ongoing	High school completion rate	Drop-out Prevention Plan Student records Dropout reports College and Career Readiness Performance Index Reports (CCRPI)	Increased graduation rate
Implement Response To Intervention (RTI) with fidelity	Train teachers on effective use of RTI strategies and development of RTI plan	RTI manuals; GADOE webinars; travel and registration	RTI Team; School Administrators; Teachers	September 2012 and ongoing	RTI files; number of students referred for testing; review of school RTI plan	Agendas; sign-in sheets; school RTI plans	Increased student achievement; increased graduation rate
Assist with the implementation of effective career guidance for all students	Counselors' workshops; CTAE conferences and workshops	Travel and registration (FY13: Perkins, CTAE local effort \$2,000)	Graduation Coach, Counselors, teachers, administrators	September 2012 and ongoing	College and Career Readiness Performance Index (CCRPI)	Professional Learning Planning forms	Increased student achievement; increased graduation rate
Increase family and community involvement at all schools	Train teachers on implementation of parent workshop action plan	Training materials; travel and registration (FY13: Title IA - \$3,000)	School Parent Coordinator; school administrators; teachers	Fall 2012 and ongoing	Parent workshop action plan	Agendas; sign-in sheets; parent workshop action plan; professional learning planning forms	Increased parental and community involvement; increased student achievement; increased graduation rate
Goal 3: All PCHS students will be taught by highly qualified teachers.							

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Performance Target: Continue to ensure that 100% of Peach County High School teachers are highly qualified.							
Action/Strategies	Professional Learning	Resources or Materials Needed (Include funding source and cost)	Positions Responsible	Timeline for Implementation	Means of Evaluation	Artifacts	Evidence (Outcomes)
Maintain current certification on all certified personnel	School administrators attend training on requirements for full certification	HR training materials	Principal	Fall 2012 and ongoing	List of certified personnel meeting certification requirements	Agendas; sign-in sheets; certified personnel list; CPI Report.	100% HIQ teachers and administrators Increased student achievement
Implement and maintain a high quality teacher induction program	Monthly induction meetings for new teachers internal training programs; book studies	Training materials (\$500 School Principal's Account)	Deputy Principal for C&I	Fall 2012 and ongoing	Teacher evaluations	Teacher Induction Plan; agendas, sign-in sheets	100% HIQ teachers; increased student achievement

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Action/Strategies	Professional Learning	Resources or Materials Needed (Include funding source and cost)	Positions Responsible	Timeline for Implementation	Means of Evaluation	Artifacts	Evidence (Outcomes)
Provide continuous job-embedded differentiated professional learning for teachers and leaders	School-based professional learning (through grade-level planning, common planning, Critical Friends); conferences and workshops Annual co-teaching training for all personnel involved in push-in model	Training materials; school-based Professional Learning)	School administrator; instructional facilitators Special Education Facilitator	Fall 2012 and ongoing	Principal and teacher evaluations, classroom observations, walkthroughs	Agendas, sign-in sheets, lesson plans; walkthrough feedback sheets	Increased student achievement
Provide endorsement opportunities for teachers (i.e.: gifted endorsement, ESOL endorsement; AP Certification)	Gifted endorsement classes; AP Summer Institute and Regional Workshops	Training materials; course registration; travel (RT3, SIG - \$7,000)	MGRESA, College Board; personnel; teachers; administrators	Fall 2011 and ongoing	Teacher evaluations, classroom observations, walkthroughs	Agendas, sign-in sheets; lesson plans	Increased student achievement

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Action/Strategies	Professional Learning	Resources or Materials Needed (Include funding source and cost)	Positions Responsible	Timeline for Implementation	Means of Evaluation	Artifacts	Evidence (Outcomes)
Effectively implement a rigorous, transparent, and fair evaluation system for teachers and school administrators utilizing multiple quantitative data points (Teacher Keys Effectiveness System and Leader Keys Effectiveness System)	Attend required GADOE conferences and workshops; provide school level training and ongoing support	TKES Training materials	School administrators	Fall 2012 and ongoing	Teacher and administrator evaluations	Agenda, sign-in sheets; evaluations	Increased teacher proficiency; Increased student achievement
All school level administrators will become credentialed in the Teacher Keys Effectiveness System	Attend system professional learning	TKES training materials	Administrators	Fall 2012	Improve teacher performance	Agenda, Sign in sheets and evaluations	Increased student achievement.

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Goal 4: Operations will enhance learning environments that are healthy, safe, orderly, and conducive to learning.							
Performance Target: To reduce student discipline referrals and the number of student/adult accidents annually.							
Action/Strategies	Professional Learning	Resources or Materials Needed (Include funding source and cost)	Positions Responsible	Timeline for Implementation	Means of Evaluation	Artifacts	Evidence (Outcomes)
Review and refine school wide discipline plans and provide monthly data analysis to the System leadership team and to Diamond Team	Administrators will attend training on data analysis on discipline data	Discipline plan and school reports	Principal and Assistant Principal	Spring 2012 - ongoing	Monthly discipline reports	Discipline reports completed data analysis reports and agendas	Reduction in number of discipline referrals and reduction in discipline hearings
Schools will maintain Georgia Accrediting Commission (GAC) certificate by implementing requirements of GAC	Administrators will attend training on requirements of the GAC	GAC manuals	Principal and Assistant Principal	Fall 2011 - ongoing	GAC checklist	GAC certificate for the school	GAC certificate for the school
Implement and follow the Georgia Emergency Management Agency (GEMA) guidelines	Administrators will attend training on the GEMA guidelines	GEMA guidelines	Principal and Assistant Principal	Summer 2012- annually	Each school's completed response plan	Each school's completed crisis response plan, agendas, sign-in sheets	GEMA certificate school level
Monitor building for cleanliness to ensure healthy environment using best practices and safe methods	School level custodians will attend annual training on Cleaning Industry Management Standards (CIMS)	Weekly building monitoring checklist Training schedule	Principal and Assistant Principal Lead custodian	Summer 2012- ongoing	Observations checklists Periodic inspections	Satisfactory completion of the CIMS checklist	Decrease in number of student/adult accidents

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Provide bus safety training to all students in accordance with GADOE guidelines.	Bus drivers provide students with safety rules and bus procedures	NA	Transportation Department	NA	Number of bus referrals	Bus discipline referrals; copies of bus safety rules	Decrease in number of bus referrals