



2020-2023 CIP

Jackson County Board of Education

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*Helping All Students
Achieve and Succeed*

CIP Strategy Map

Jackson County Board of Education

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

Mission

Helping All Students Achieve and Succeed

Beliefs

- All students can learn and achieve.
- Providing a climate to meet intellectual, social-emotional and physical learning needs.
- Developing character and social skills is an integral part of the educational process.
- Effective education requires involvement from students, family, staff and community.

Effective Leadership

Objectives

- Equip principals to analyze and interpret data.
- Increase collaboration among principals.
- Equip principals to evaluate and support quality instruction
- Improve District Communication and Follow-up

Critical Initiatives

- District Supervisors serving as Data Mentors
- Principal Led School Level Data Meetings
- Principal Leadership Academy
- Inter-School Observations by Principals
- Monthly Principal Meetings
- ELEOT Training for all principals
- High Reliability Schools Coaching Academy for Principals

Quality Instruction

Objectives

- Equip Teachers for Remote Instruction
- Support Teachers in Remote Instruction
- Implement Marzano HRS

Critical Initiatives

- Schoology Training for Admins and Lead Staff
- Schoology Turn-around Training for Schools
- Virtual Office Hours for Schoology Assistance
- Teacher How to Index for Schoology
- Instructional Technology Specialist on Site Support
- HRS training for school teams conducted by Marzano with turnaround and on site Marzano visits.
- Math and ELA Curriculum Alignment

Supportive Environment

Objectives

- Support School Personnel
- Enhance the School Advocacy Program
- Provide Mental Health Services for Students
- Increase Utilization of Mental Health Services

Critical Initiatives

- Annual Review of Counseling Program
- Implementation of Program
- New Hire Orientation
- Standardize the Teacher Mentor Program
- Advocacy Team Designation and Training
- Research Based Advocacy Curriculum
- Advocacy Program Implementation
- Character Strong Training for Mental Health Professionals and Advocacy Chairs

Critical Initiatives

- District personnel will increase outreach to schools through additional onsite visits.

Critical Initiatives

- Standard K-12 Formative Assessment implemented district wide.
- Selection and Development of Teacher Leaders for PLCs

Critical Initiatives

- Utilize Alabama AWARE Grant for Mental Health Services Personnel
- Ci3T Model of Student Support Training for District/School Teams
- Provide a Mental Health Services Coordinator

Key Measures

- District Agendas and Sign-in Sheets
- Faculty Meeting Agendas and Sign-in sheets
- School Walk-throughs
- Teacher Surveys
- Summative Assessment Data
- Leadership Academy Agenda and Sign-in
- Written Reflections
- Principal Meeting Agendas and Sign-ins
- ELEOT 2.0 Certifications
- School Sign in Sheets
- Surveys

Key Measures

- District Agendas and Sign-in Sheets
- School Sign in Sheets
- AL Prof Learning Course Rosters
- Virtual Office Log Entries
- Resource Creation
- Schedules
- Marzano Certification
- Summative Assessment Data
- Teacher Reference Materials
- STAR Data

Key Measures

- Guidance and Counseling Plan
- School Walk-throughs
- Schedules
- Counseling Program Evaluations
- District Agendas and Sign-in Sheets
- Schoology Course
- District and school agendas and sign-in sheets
- Invoice
- Advocacy Schedule
- Stakeholder Surveys
- Surveys
- BOE Agenda
- Agendas and sign-in Sheets
- Coordinator Schedule



*Helping All Students
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CIP ANNUAL IMPROVEMENT PLAN

Objective
Equip principals to analyze and interpret data.

Critical Initiative	Key Measures
District Supervisors serving as Data Mentors	District Agendas and Sign-in Sheets
Start Date: 07/24/2020End Date: 06/30/2023	

Critical Initiative	Key Measures
Principal Led School Level Data Meetings	Faculty Meeting Agendas and Sign-in sheets
Start Date: 09/02/2020End Date: 05/22/2023	School Walk-throughs
	Teacher Surveys
	Summative Assessment Data

Critical Initiative	Key Measures
Principal Leadership Academy	Leadership Academy Agenda and Sign-in
Start Date: 07/24/2020End Date: 07/25/2023	

Objective
Increase collaboration among principals.

Critical Initiative	Key Measures
Inter-School Observations by Principals	Written Reflections
Start Date: 08/07/2020	End Date: 05/22/2023

Critical Initiative	Key Measures
Monthly Principal Meetings	Principal Meeting Agendas and Sign-ins
Start Date: 08/07/2020	End Date: 05/22/2023

Objective

Equip principals to evaluate and support quality instruction

Critical Initiative		Key Measures
ELEOT Training for all principals		ELEOT 2.0 Certifications
Start Date: 10/02/2020	End Date: 06/30/2023	

Critical Initiative		Key Measures
High Reliability Schools Coaching Academy for Principals		School Sign in Sheets
Start Date: 07/01/2021	End Date: 06/30/2023	

Objective
Improve District Communication and Follow-up

Critical Initiative	Key Measures
District personnel will increase outreach to schools through additional onsite visits.	Faculty Meeting Agendas and Sign-in sheets
Start Date: 03/01/2022End Date: 06/30/2023	Surveys

Objective

Equip Teachers for Remote Instruction

Critical Initiative	Key Measures
Schoology Training for Admins and Lead Staff	District Agendas and Sign-in Sheets
Start Date: 07/29/2020	End Date: 07/30/2020

Critical Initiative	Key Measures
Schoology Turn-around Training for Schools	School Sign in Sheets
Start Date: 08/03/2020	End Date: 08/05/2020
	AL Prof Learning Course Rosters

Objective
Support Teachers in Remote Instruction

Critical Initiative	Key Measures
Virtual Office Hours for Schoology Assistance	Virtual Office Log Entries
Start Date: 08/17/2020End Date: 12/18/2020	
Critical Initiative	Key Measures
Teacher How to Index for Schoology	Resource Creation
Start Date: 08/03/2020End Date: 06/30/2021	
Critical Initiative	Key Measures
Instructional Technology Specialist on Site Support	Schedules
Start Date: 08/17/2020End Date: 06/30/2023	

Objective

Implement Marzano HRS

Critical Initiative	Key Measures
HRS training for school teams conducted by Marzano with turnaround and on site Marzano visits.	Marzano Certification
Start Date: 07/01/2021End Date: 06/30/2023	
Critical Initiative	Key Measures
Math and ELA Curriculum Alignment	Summative Assessment Data
Start Date: 01/21/2022End Date: 06/30/2023	Teacher Reference Materials
Critical Initiative	Key Measures
Standard K-12 Formative Assessment implemented district wide.	STAR Data
Start Date: 01/21/2021End Date: 06/30/2023	
Critical Initiative	Key Measures
Selection and Development of Teacher Leaders for PLCs	District Agendas and Sign-in Sheets
Start Date: 07/01/2021End Date: 06/30/2023	

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Jackson County Board of Education

Supportive Environment

Objective
Support School Personnel

Critical Initiative	Key Measures
Annual Review of Counseling Program	Guidance and Counseling Plan
Start Date: 08/10/2020End Date: 06/01/2023	
Critical Initiative	Key Measures
Implementation of Program	School Walk-throughs
Start Date: 08/10/2020End Date: 06/01/2023	Schedules
	Counseling Program Evaluations
Critical Initiative	Key Measures
New Hire Orientation	District Agendas and Sign-in Sheets
Start Date: 07/01/2022End Date: 06/30/2023	
Critical Initiative	Key Measures
Standardize the Teacher Mentor Program	Schoology Course
Start Date: 07/01/2022End Date: 06/30/2023	

2020-2023 CIP

Jackson County Board of Education

Supportive Environment

Objective

Enhance the School Advocacy Program

Critical Initiative	Key Measures
Advocacy Team Designation and Training	District and school agendas and sign-in sheets
Start Date: 08/10/2020End Date: 10/01/2023	
Critical Initiative	Key Measures
Research Based Advocacy Curriculum	Invoice
Start Date: 08/10/2020End Date: 06/01/2023	Advocacy Schedule
Critical Initiative	Key Measures
Advocacy Program Implementation	Advocacy Schedule
Start Date: 08/10/2020End Date: 06/01/2023	Stakeholder Surveys
Critical Initiative	Key Measures
Character Strong Training for Mental Health Professionals and Advocacy Chairs	Surveys
Start Date: 07/01/2022End Date: 06/30/2023	

Objective

Provide Mental Health Services for Students

Critical Initiative	Key Measures
Utilize Alabama AWARE Grant for Mental Health Services Personnel	BOE Agenda
Start Date: 08/10/2020End Date: 06/01/2023	
Critical Initiative	Key Measures
Ci3T Model of Student Support Training for District/School Teams	Agendas and sign-in Sheets
Start Date: 08/10/2020End Date: 06/01/2023	

Objective

Increase Utilization of Mental Health Services

Critical Initiative		Key Measures
Provide a Mental Health Services Coordinator		BOE Agenda
Start Date: 11/01/2020	End Date: 06/30/2023	Coordinator Schedule



*Helping All Students
Achieve and Succeed*

CIP Annual Implementation Plan

Effective Leadership	
Critical Initiative	
District Supervisors serving as Data Mentors	District Supervisors serve as Data mentors for principals. Curriculum Director and Testing Coordinator lead data discussions at principal meetings.
Objective: Equip principals to analyze and interpret data.	

Activity

Small group data analysis at principal meetings

Person responsible: District Supervisors		Launch Date: 10/01/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Agendas and Sign-in Sheets	Benchmark: Supervisors will assist principals in analyzing data at least 3 times per year.	Date: 06/30/2023

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Effective Leadership		
Critical Initiative		On Track
Principal Led School Level Data Meetings		Principals take the lead in data meetings at the school level.
Objective: Equip principals to analyze and interpret data.		

Activity

Principals will conduct school level data meetings

Person responsible: School Principals, Assistant Principals		Launch Date: 10/01/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Agendas and Sign-in sheets	Benchmark: Principals will lead data meetings at least 4 times per year.	Date: 06/30/2023

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Effective Leadership		
Critical Initiative		On Track
Principal Leadership Academy		Due to Covid 19, Principal Leadership Academy was not held 2020. The Leadership Academy was held June 14-16, 2021.
Objective:	Equip principals to analyze and interpret data.	

Activity

Principal Attendance of Leadership Academy

Person responsible: Superintendent, District Supervisors		Launch Date: 10/01/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Agendas, Sign-in Sheets	Benchmark: 80% of administrators will attend the Annual District Leadership Academy	Date: 06/30/2023

Effective Leadership	
Critical Initiative	
Lagging	
Inter-School Observations by Principals	Most principals have completed, however, newly hired principals for 2020-2021, have not due to Covid restrictions. They will have completed by 12-2021
Objective: Increase collaboration among principals.	

Activity

Inter-School Visits

Person responsible:		Launch Date: 10/01/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Written Reflection	Benchmark: 100% of Principals will visit another school to observe at least twice per year.	Date: 05/26/2023

Effective Leadership		
Critical Initiative		On Track
Monthly Principal Meetings		Principals attend monthly principal meetings. Principal meetings with supervisors are scheduled first Wednesday of each month.
Objective: Increase collaboration among principals.		

Activity

Hold Monthly Principal Meetings

Person responsible: Superintendent, District Supervisors		Launch Date: 08/03/2020
Required Resource(s):		
Financial Resource:		Source of Funding:
Other Resource:		
Activity Measure(s)		Benchmark(s)
Agendas, Sign-in Sheets		Benchmark: Conduct at least 8 principal meetings annually allowing for collaboration.
		Date: 06/30/2023

Effective Leadership		
	Critical Initiative	
	On Track	
	ELEOT Training for all principals	All principals are Eleot certified. Uploaded documentation of certification.
Objective: Equip principals to evaluate and support quality instruction		

Activity

Principal Completion of Online Training

Person responsible: District Supervisors		Launch Date: 07/01/2020
Required Resource(s):		
Financial Resource:		Source of Funding:
Other Resource:		
Activity Measure(s)		Benchmark(s)
Principal Certification in ELEOT		Benchmark: 100% of School Admins trained on latest version of ELEOT
		Date: 06/30/2023

Effective Leadership		
	Critical Initiative	
	High Reliability Schools Coaching Academy for Principals	
	Objective: Equip principals to evaluate and support quality instruction	First session completed June 7-8. Additional training dates: September 8-9 and November 3-4, 2021.

Activity

On site training for principals by Marzano trainer

Person responsible: Curriculum Coordinator		Launch Date: 07/01/2021
Required Resource(s):		
Financial Resource:		Source of Funding:
Other Resource:		
Activity Measure(s)		Benchmark(s)
Marzano HRS Level 1 School Certification		Benchmark: 100% of Schools Marzano HRS Level 1 Certified
		Date: 06/30/2023

Effective Leadership	
Critical Initiative	On Track
District personnel will increase outreach to schools through additional onsite visits.	District personnel will continue to visit schools throughout the school year.
Objective: Improve District Communication and Follow-up	

Activity

District personnel will increase school visits

Person responsible: Federal Programs Supervisor, Superintendent		Launch Date: 04/01/2022
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Sign-in sheets	Benchmark: Increased on site visits	Date: 06/30/2023

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Quality Instruction	
Critical Initiative	On Track
Schoology Training for Admins and Lead Staff	Lead personnel were trained in Schoology.
Objective: Equip Teachers for Remote Instruction	

Activity

Conduct Schoology Training for Lead Personnel

Person responsible: Data and Accountability Coordinator, ITS		Launch Date: 07/29/2020
Required Resource(s):		
Financial Resource: \$4650.00		Source of Funding: Title V
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Sign-in sheets, AL Prof. Learning Roster	Benchmark: 100% of Select Lead School Personnel Trained	Date: 07/30/2020

Quality Instruction	
Critical Initiative	On Track
Schoology Turn-around Training for Schools	Lead personnel conducts turn-around training for their schools.
Objective: Equip Teachers for Remote Instruction	

Activity

Lead Staff Conducts School Turn-around Training

Person responsible: School Administrators, Tech Coaches, Lead Teachers		Launch Date: 08/03/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Sign-in Sheets, Attendance/Completion documentation in Alabama Professional Learning	Benchmark: 100% of Teachers will receive training in how to use Schoology	Date: 08/07/2020

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Quality Instruction	
Critical Initiative	On Track
Virtual Office Hours for Schoology Assistance	Virtual office hours of the Technology Specialist is uploaded.
Objective: Support Teachers in Remote Instruction	

Activity

Provide real-time, virtual assistance to teachers

Person responsible: Data and Acc. Coord., Inst. Tech Specialists		Launch Date: 08/17/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Activity log will be kept to document teacher requests for help and resolution of issues.	Benchmark: Creation of ongoing GoogleMeet and Activity Log	Date: 12/18/2020

Quality Instruction	
Critical Initiative	On Track
Teacher How to Index for Schoology	Teacher How-to index is uploaded.
Objective: Support Teachers in Remote Instruction	

Activity

Creation of Schoology How-to Index for Teachers

Person responsible: Instructional Technology Specialists		Launch Date: 08/17/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Completion and availability of a dynamic, hyper-linked document with multiple resources for teachers using schoology.	Benchmark: Up to date Document with Schoology Resource Links for Teachers	Date: 06/30/2023

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Jackson County Board of Education

Quality Instruction	
Critical Initiative	On Track
Instructional Technology Specialist on Site Support	Documentation of Technology Specialist on-site support is uploaded
Objective: Support Teachers in Remote Instruction	

Activity

Instructional Technology Specialists School Visits

Person responsible: Curriculum Supervisor, ITSs		Launch Date: 08/17/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Instructional Technology Specialists will schedule on site visits with principals to provide remote learning technology assistance to teachers.	Benchmark: 100% of Schools will Utilize Services of Instructional Technology Specialists	Date: 06/30/2023

Quality Instruction	
Critical Initiative	On Track
HRS training for school teams conducted by Marzano with turnaround and on site Marzano visits.	HRS training will be conducted during the at some point during the 2022-2023 school year.
Objective: Implement Marzano HRS	

Activity

Onsite Marzano training for teams and turnaround

Person responsible: Curriculum Coordinator		Launch Date: 07/01/2022
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Marzano HRS Level 1 School Certification	Benchmark: 100% of Schools Marzano HRS Level 1 School Certified	Date: 06/30/2023

Quality Instruction	
Critical Initiative	On Track
Math and ELA Curriculum Alignment	Marzano HRS will be used to implement math and ELA Alignment.
Objective: Implement Marzano HRS	

Activity

Curriculum alignment by district/school personnel

Person responsible: Curriculum Coordinator		Launch Date: 07/01/2021
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Development of Teacher Resources	Benchmark: Alignment resources available to all Math and ELA Teachers	Date: 06/30/2023

2020-2023 CIP

Jackson County Board of Education

Quality Instruction	
Critical Initiative	On Track
Standard K-12 Formative Assessment implemented district wide.	Formative assessments are being used K-12.
Objective: Implement Marzano HRS	

Activity

Periodically Assess K-12 Students Using STAR

Person responsible: Curriculum Coordinator		Launch Date: 07/01/2021
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
STAR Data	Benchmark: 100% of Students assessed with STAR	Date: 06/30/2021

Quality Instruction	
Critical Initiative	On Track
Selection and Development of Teacher Leaders for PLCs	Teacher selection for all PLCs will be conducted.
Objective: Implement Marzano HRS	

Activity

Selection and Training Teacher Leaders

Person responsible: Curriculum Coordinator		Launch Date: 07/01/2022
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Completion of training	Benchmark: 100% of PLCs led by Teacher Leaders	Date: 06/30/2023

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Jackson County Board of Education

Supportive Environment	
Critical Initiative	On Track
Annual Review of Counseling Program	School counselors conduct an annual review of their program. Documentation is maintained with the Student Services Director.
Objective: Support School Personnel	

Activity

Counselors will submit schedules

Person responsible: Director of Student Services, Principals		Launch Date: 08/10/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Guidance Plan and Schedules	Benchmark: 100% of Counselors will submit Guidance Plan and Schedules	Date: 06/01/2023

2020-2023 CIP

Jackson County Board of Education

Supportive Environment	
Critical Initiative	On Track
Implementation of Program	Counselors submit their schedule to the principal and the Director of Student Services. Documentation is found on the shared Google drive.
Objective: Support School Personnel	

Activity

Counselors implement Guidance Plan

Person responsible: Counselors, Principals, Student Services Director		Launch Date: 08/10/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Counseling Schedules, school walkthroughs	Benchmark: 100% of Counselors will Implement the Guidance Plan	Date: 06/01/2023

2020-2023 CIP

Jackson County Board of Education

Supportive Environment	
Critical Initiative	On Track
New Hire Orientation	The new hire orientation will be conducted in August 2022.
Objective: Support School Personnel	

Supportive Environment	
Critical Initiative	On Track
Standardize the Teacher Mentor Program	The development of a standardized teacher mentor program will be completed.
Objective: Support School Personnel	

Activity

Develop a standard curriculum for new teachers

Person responsible: Curriculum Coordinator		Launch Date: 07/01/2022
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Use of Schoology based Teacher Mentor Curriculum with New Teachers	Benchmark: 100% of New Teachers will be trained with Teacher Mentor Curriculum	Date: 06/30/2023

Supportive Environment	
Critical Initiative	On Track
Advocacy Team Designation and Training	School Connect leaders serve on the district team. The district team is responsible for turn-around training for schools.
Objective: Enhance the School Advocacy Program	

Activity

Training of School Advocacy Teams

Person responsible: Advocacy Coordinator		Launch Date: 08/10/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Training dates, agendas and sign-in sheets	Benchmark: 100% School Participation	Date: 06/01/2023

Supportive Environment	
Critical Initiative	On Track
Research Based Advocacy Curriculum	CharacterStrong Advisory and Leadership curriculums are used by the advocacy program (Connect)
Objective: Enhance the School Advocacy Program	

Evidence-Based Practice Citation

CharacterStrong is a research-based k-12 Advocacy Curriculum

Activity

Purchase of CharacterStrong Program

Person responsible: Advocacy Coordinator		Launch Date: 08/10/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Purchase invoice	Benchmark: 100% School Participation	Date: 06/01/2023

2020-2023 CIP

Jackson County Board of Education

Supportive Environment	
Critical Initiative	
On Track	
Advocacy Program Implementation	Students k-12 build positive adult relationships through program implementation. Adjustments made dependent upon analysis.
Objective: Enhance the School Advocacy Program	

Activity

Advocacy Program in all Schools

Person responsible: Advocacy Coordinator, principals, school chairs		Launch Date: 08/10/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)		Benchmark(s)
Advocacy Schedule, Stakeholder Surveys		Benchmark: 100% School Participation
		Date: 06/01/2023

Supportive Environment	
Critical Initiative	On Track
Character Strong Training for Mental Health Professionals and Advocacy Chairs	Advocacy chairs and mental health professionals will attend Character Strong Training.
Objective: Enhance the School Advocacy Program	

Activity

Provide off site Character Strong Training

Person responsible: School Improvement Specialist		Launch Date: 06/30/2023
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Training Attendance	Benchmark: 100% of Mental Health Professionals and Advocacy Chairs Trained	Date: 06/30/2022

Supportive Environment	
Critical Initiative	On Track
Utilize Alabama AWARE Grant for Mental Health Services Personnel	Mental Health Specialist and School Social worker are hired through the Project Aware grant.
Objective: Provide Mental Health Services for Students	

Activity

Employment

Person responsible: Director of Student Services		Launch Date: 08/10/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
BOE Agendas to reflect hiring of Mental Health Specialist and Social Worker	Benchmark: 100% of schools will have access to services	Date: 06/01/2023

Supportive Environment	
Critical Initiative	On Track
Ci3T Model of Student Support Training for District/School Teams	Personnel has been hired, with grant funds, to meet the social and emotional needs of the students based on the Ci3T model.
Objective: Provide Mental Health Services for Students	

Activity

Training for School Teams

Person responsible: Student Services Coordinator		Launch Date: 08/10/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Training Agendas, Sign-in Sheets	Benchmark: 100% School Participation	Date: 06/01/2023

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Jackson County Board of Education

Supportive Environment	
Critical Initiative	On Track
Provide a Mental Health Services Coordinator	Mental Health Services Coordinator was hired in December, 2020.
Objective: Increase Utilization of Mental Health Services	

Activity

Employment

Person responsible: Student Services Coordinator		Launch Date: 08/10/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
BOE Agenda to Reflect Hiring	Benchmark: 100% of Schools will Receive Services	Date: 08/10/2020



*Helping All Students
Achieve and Succeed*

CIP Theory of Action

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

District Supervisors serving as Data Mentors

Key Measures

District Agendas and Sign-in Sheets

Intended Outcome(s)

Supervisors will assist principals with analyzing data for their school.

Objective

Equip principals to analyze and interpret data.

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

Jackson County Board of Education

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

Principal Led School Level Data Meetings

Key Measures

- Faculty Meeting Agendas and Sign-in sheets
- School Walk-throughs
- Teacher Surveys
- Summative Assessment Data

Intended Outcome(s)

- Principals will lead teachers in analysis of classroom data.

Objective

Equip principals to analyze and interpret data.

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

Jackson County Board of Education

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

Principal Leadership Academy

Key Measures

- Leadership Academy Agenda and Sign-in

Intended Outcome(s)

- Principals will receive training on the effective use of data.

Objective

Equip principals to analyze and interpret data.

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

Jackson County Board of Education

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

Inter-School Observations by Principals

Key Measures

- Written Reflections

Intended Outcome(s)


- Principals gaining perspectives / ideas from other principals.

Objective

Increase collaboration among principals.

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

	Mission	Helping All Students Achieve and Succeed	
		Resource(s)	Total Financial Resources:
		Source of Funding:	
		Other	
		<div><u>Critical Initiative</u> Monthly Principal Meetings</div>	
		Key Measures	
		Intended Outcome(s)	
		Objective	
Vision		Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.	

Jackson County Board of Education

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

ELEOT Training for all principals

Key Measures

- ELEOT 2.0 Certifications

Intended Outcome(s)

- All principals ELEOT 2.0 Certified

Objective

Equip principals to evaluate and support quality instruction

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

Jackson County Board of Education

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

High Reliability Schools Coaching Academy for Principals

Key Measures

- School Sign in Sheets

Intended Outcome(s)

- Equip principals to lead school HRS teams

Objective

Equip principals to evaluate and support quality instruction

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

Jackson County Board of Education

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

District personnel will increase outreach to schools through additional onsite visits.

Key Measures

- Faculty Meeting Agendas and Sign-in sheets
- Surveys

Intended Outcome(s)

- Increased Presence of District Personnel in Schools

Objective

Improve District Communication and Follow-up

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.



Mission Helping All Students Achieve and Succeed

Resource(s) **Total Financial Resources:** \$4650.00

Source of Funding: Title V

Other

Critical Initiative

Schoology Training for Admins and Lead Staff

Key Measures
• District Agendas and Sign-in Sheets

Intended Outcome(s)
• Lead school personnel equipped to train and support their home schools in using Schoology.

Objective
Equip Teachers for Remote Instruction

Vision Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

Jackson County Board of Education

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

Schoolology Turn-around Training for Schools

Key Measures

- School Sign in Sheets
- AL Prof Learning Course Rosters

Intended Outcome(s)

- School Level Schoolology training conducted by lead staff.

Objective

Equip Teachers for Remote Instruction

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

Jackson County Board of Education

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

Virtual Office Hours for Schoology Assistance

Key Measures

- Virtual Office Log Entries

Intended Outcome(s)

- Teachers will be provided with real time support via Google Meet

Objective

Support Teachers in Remote Instruction

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

Jackson County Board of Education

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

Teacher How to Index for Schoology

Key Measures

- Resource Creation

Intended Outcome(s)

- Teachers will be provided with a dynamic hyperlinked document that includes up to date resources.

Objective

Support Teachers in Remote Instruction

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

Jackson County Board of Education

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

Instructional Technology Specialist on Site Support

Key Measures

- Schedules

Intended Outcome(s)

- ITSs will be assigned schools and will schedule onsite visits as requested.

Objective

Support Teachers in Remote Instruction

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

Jackson County Board of Education

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

HRS training for school teams conducted by Marzano with turnaround and on site Marzano visits.

Key Measures

- Marzano Certification

Intended Outcome(s)

- Marzano Level 1 Certification at all schools

Objective

Implement Marzano HRS

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

2020-2023 CIP

Jackson County Board of Education

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

Math and ELA Curriculum Alignment

- Key Measures
- Summative Assessment Data
 - Teacher Reference Materials
- Intended Outcome(s)
- Aligned Math and ELA curriculums for teacher use.
 - Improved scores on state assessments

Objective

Implement Marzano HRS

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

Jackson County Board of Education

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

Standard K-12 Formative Assessment implemented district wide.

Key Measures

- STAR Data

Intended Outcome(s)

- All students periodically assessed in math, reading, and science using STAR

Objective

Implement Marzano HRS

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

Jackson County Board of Education

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

Selection and Development of Teacher Leaders for PLCs

Key Measures

- District Agendas and Sign-in Sheets

Intended Outcome(s)

- Development of teacher leaders to lead district PLC meetings.

Objective

Implement Marzano HRS

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

Jackson County Board of Education

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

Annual Review of Counseling Program

Key Measures

- Guidance and Counseling Plan

Intended Outcome(s)

- Guidance and Counseling Plan aligned with the ALSDE guidelines

Objective

Support School Personnel

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

Jackson County Board of Education

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

Implementation of Program

Key Measures

School Walk-throughs

Schedules

Counseling Program Evaluations

Intended Outcome(s)

Provision of Guidance and Counseling Services

Objective

Support School Personnel

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

Jackson County Board of Education

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

New Hire Orientation

Key Measures

- District Agendas and Sign-in Sheets

Intended Outcome(s)

- Assist new hires with workplace transition

Objective

Support School Personnel

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

Jackson County Board of Education

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

Standardize the Teacher Mentor Program

Key Measures

- Schoology Course

Intended Outcome(s)

- Formalized process for mentoring new teachers

Objective

Support School Personnel

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

Jackson County Board of Education

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

Advocacy Team Designation and Training

Key Measures

- District and school agendas and sign-in sheets

Intended Outcome(s)

- District and School teams identified and trained

Objective

Enhance the School Advocacy Program

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

Jackson County Board of Education

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

Research Based Advocacy Curriculum

Key Measures

- Invoice
- Advocacy Schedule

Intended Outcome(s)

- K-12 character development and relationship building curriculum used as basis for advocacy program.

Objective

Enhance the School Advocacy Program

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

Jackson County Board of Education

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

Advocacy Program Implementation

Key Measures

- Advocacy Schedule
- Stakeholder Surveys

Intended Outcome(s)

- A Caring and Supportive Climate for all Students

Objective

Enhance the School Advocacy Program

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

Jackson County Board of Education

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

Character Strong Training for Mental Health Professionals and Advocacy Chairs

Key Measures

- Surveys

Intended Outcome(s)

- Improved implementation of school advocacy program.

Objective

Enhance the School Advocacy Program

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

Jackson County Board of Education

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

Utilize Alabama AWARE Grant for Mental Health Services Personnel

Key Measures

- BOE Agenda

Intended Outcome(s)

- Employment of Mental Health Professionals and Social Worker

Objective

Provide Mental Health Services for Students

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

Jackson County Board of Education

Mission

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

Ci3T Model of Student Support Training for District/School Teams

Key Measures

- Agendas and sign-in Sheets

Intended Outcome(s)

- School Teams Trained in implementation of the Ci3T model

Objective

Provide Mental Health Services for Students

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.

Helping All Students Achieve and Succeed

Resource(s)

Total Financial Resources:

Source of Funding:

Other

Critical Initiative

Provide a Mental Health Services Coordinator

Key Measures

- BOE Agenda
- Coordinator Schedule

Intended Outcome(s)

- Streamlined Mental Health Services to Effectively Meet Student Needs

Objective

Increase Utilization of Mental Health Services

Vision

Provide a safe, caring environment in which all students have the opportunity to reach their fullest potential.