ACIP

North Sand Mountain High School

Jackson County Board of Education

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Executive Summary

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Introduction

Every school has its own story to tell. The context in which teaching and learning takes place influences the processes and procedures by which the school makes decisions around curriculum, instruction, and assessment. The context also impacts the way a school stays faithful to its vision. Many factors contribute to the overall narrative such as an identification of stakeholders, a description of stakeholder engagement, the trends and issues affecting the school, and the kinds of programs and services that a school implements to support student learning.

The purpose of the Executive Summary (ES) is to provide a school with an opportunity to describe in narrative form the strengths and challenges it encounters. By doing so, the public and members of the school community will have a more complete picture of how the school perceives itself and the process of self-reflection for continuous improvement. This summary is structured for the school to reflect on how it provides teaching and learning on a day to day basis.

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Description of the School

Describe the school's size, community/communities, location, and changes it has experienced in the last three years. Include demographic information about the students, staff, and community at large. What unique features and challenges are associated with the community/communities the school serves?

North Sand Mountain School is a K-12 institution with an annual enrollment of approximately 700 students. The school staff is comprised of 45 faculty members (including 2 administrators, 1.5 counselors, and 1 media specialist) and 20 support staff members.
The student body is predominantly Caucasian (71.74%) with an American Indian population making up 26.76% of the student body. The remaining 1.5% is comprised of Black, Pacific Islander, and non-specified students. The North Sand Mountain staff is comprised of 32 female and 13 male members.
North Sand Mountain School is located in the northeastern most part of Jackson County in the rural farming community of Higdon, AL. It is a Title I school that is the nucleus of the small community and is the high school of choice for most students transferring from the middle schools at Bryant and Flat Rock.

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School's Purpose

Provide the school's purpose statement and ancillary content such as mission, vision, values, and/or beliefs. Describe how the school embodies its purpose through its program offerings and expectations for students.

North Sand Mountain is a K-12 school in rural northeast Alabama. The structure, environment, and instruction follows a well-defined course beginning with kindergarten and culminating with young adults receiving a diploma who are college and/or career ready. This is accomplished through consistency, relevance, and rigor that generates a strong connection between grade levels. Students from all economical and educational backgrounds are a part of a learning process that engages a desire to learn and grow as they journey through their education. We hope to engage learners in real-world experiences and foster educational needs necessary to learn and be successful in all areas of life. In addition, we teach lifelong skills and values -- responsibility, accountability, independence, collaboration, and honesty -- that guide our students toward reaching their full potential, while enriching their lives and molding them into productive members of society in pursuance of a bright and promising future. The ultimate goal is for students to meet state and local educational standards in order to become not only college and career ready, but also productive members of their respective communities.

NORTH SAND MOUNTAIN SCHOOL VISION

The North Sand Mountain partnership of staff, parents, and community empowers students to develop their unique potential, pursue excellence, and become contributing, responsible members of society.

NORTH SAND MOUNTAIN SCHOOL MISSION

Preparing Our Students for Their Futures.

NORTH SAND MOUNTAIN SCHOOL BELIEFS

1. All students have the ability to learn and deserve the opportunity to receive a quality education.
2. Teachers, administrators, parents, and the community share the responsibility for providing a safe and positive environment at home and school in order for students to reach their full potential.
3. Teachers should maintain a positive and professional attitude toward student development.
4. The commitment to continuous improvement is imperative for our students to become confident, self-directed, lifelong learners.
5. Instructional leaders need to be aware of their curriculum criteria and use differentiated instruction to ensure that optimum learning takes place.

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Notable Achievements and Areas of Improvement

Describe the school's notable achievements and areas of improvement in the last three years. Additionally, describe areas for improvement that the school is striving to achieve in the next three years.

Public perception of North Sand Mountain School has improved significantly in recent years as a result of increased achievement in academics and athletics. High school graduates have received scholarships at an increased rate. Academic programs and extracurricular activities have been added as student interest and participation has increased. An AP Computer Science course has been added for students in grades 10-12. We currently have a Pre-K program at the school and offer an after school program for students in grades K-6. The Marching Band provides students with an avenue to present their musical talents. This year, North Sand Mountain will be implementing music appreciation classes. School facilities have been upgraded along with increased technology accessibility. Students in grades 5 and 6 will be offered Green Power Goblin cars. The North Sand Mountain robotics team competes in the BEST Robotics Competition each year. Also, North Sand Mountain School has an attendance rate higher than 95%. The school received national recognition in 2017 and 2018 as it was a bronze-level recipient of US News' and World Reports Nation's Best High Schools. Students can receive industry certification in NCCER, Green Industry Web, ServSafe, Beef Quality Assurance, Turf Grass Management, CPR add-on credential, and Microsoft Academy through our vocational programs. Students at North Sand Mountain graduate College and Career Ready.

Areas in need of improvement over the next three years include the acquisition of fine arts and foreign language programs.

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Additional Information

Provide any additional information you would like to share with the public and community that were not prompted in the previous sections.

Challenges at North Sand Mountain School
- Title I school / socioeconomic concerns
- Students from single parent homes
- Grandparents raising grandchildren
- Transiency
- Inability to contact parent(s)
- Limited financial support locally

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Improvement Plan Stakeholder Involvement

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Introduction

The responses should be brief, descriptive, and appropriate for the specific section. It is recommended that the responses are written offline and then transferred into the sections below.

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Improvement Planning Process

Improvement Planning Process

Describe the process used to engage a variety of stakeholders in the development of the institution's improvement plan. Include information on how stakeholders were selected and informed of their roles, and how meetings were scheduled to accommodate them.

During the first month school is in session, North Sand Mountain School holds its annual meeting for all parents of participating children. This year's meeting was held on August 7, 2018. Parents are notified of the meeting through the following methods: letters sent home by students, SchoolCast, Notify Me, and by posting on the school's scrolling marquee. To assist in providing the opportunity for all parents to attend the meeting, it is held later in the evening to ensure those parents that work have adequate time to attend. Topics which are discussed in this meeting are: Continuous Improvement Plan, School-Parent Compacts, Parent Surveys, and the Introduction of the North Sand Mountain School Staff.

North Sand Mountain now has the "NotifyMe" service that sends a text message to parents that have signed up informing them of important upcoming school events.

Class Dojo is being used by many Elementary and Middle School teachers.

North Sand Mountain also utilizes Facebook and Twitter to inform the parents and community of upcoming school events.

Members of the Leadership Team are recruited to fill specific needs such as grade level assignment and specialty areas such as media and technology resources. Membership is on a voluntary basis and assignments are rotated periodically. The PTO President is typically involved in the improvement plan process due to their proximity to school programs and function. The goal of establishing the Leadership Team is to involve all stakeholder groups in the establishment and implementation of the school-wide plan by seeking and incorporating their input into the planning process.

Describe the representations from stakeholder groups that participated in the development of the improvement plan and their responsibilities in this process.

The North Sand Mountain School Leadership Team is comprised of a representative group of faculty members whose primary duties are to assemble and evaluate data from various sources relative to their respective grade levels and to make recommendations for goal orientation. The team is also represented by special services and support staff members who provide pertinent information from their respective areas. The North Sand Mountain community and student body is also represented with the primary goal of providing input from the perception of those stakeholder groups. The Principal serves the supervisory function of the Leadership Team and provides guidance to the team and the Assistant Principal serves as chairman of the Leadership Team.

Team members include:

Dusty Roden, Principal, Supervisor
Chasta Breland, Assistant Principal,

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Danielle Maples, Guidance Counselor
Betty McIntire, Elementary Teacher, ACIP Chairman
Brian Smith, Middle School Teacher, Technology Coordinator
Cole Hicks, Technology Instructor
Tristica Adams, High School Data Review
Jessica Bearden, Elementary Teacher, K-8 Data Review
Ashley Burgess, Elementary Teacher, Elementary Data
Dana Keller, Vocational Teacher
Savannah Kirby, Special Education teacher, Special Services Data
Johnny Spurgin, Support Staff, Physical Plant, Facilities
Donna Culpepper, Media Specialist
Valerie Smith, High School Teacher, High School Data
Erica Cooper, PTO, Parent Representative
Jordan Moon, Student Representative
Stone Yates, Student Representative

Explain how the final improvement plan was communicated to all stakeholders, and the method and frequency in which stakeholders receive information on its progress.

The improvement plan is made available to stakeholders through several modes of communication. The plan is posted on the school's website, a hard copy is available for viewing in the school's main office and library. The plan is also available for viewing at the school district's central office and on the school district website.
www.nsmbison.com
www.jacksonk12.org

The A-CIP will be updated as needed.

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Student Performance Diagnostic

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Introduction

The Student Performance Diagnostic provides an institution with a process to report summative student assessments. This diagnostic is significant to the accreditation and continuous improvement process as it serves as a resource for schools to view content area assessment results required by the state, district, or other entities, determine the quality and reliability of the given assessments, and show the alignment of the assessments to the school's curriculum. The performance level computed at the completion of the diagnostic is used by the external review team as a comprehensive report to understand fully the institution's assessment program; the diagnostic should be used in the same manner by the institution as it engages in improvement planning.

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Student Performance Data

Label	Assurance	Response	Comment	Attachment
1.	Did you complete the Student Performance Data document offline and upload below?	Yes	Documents are uploaded	2018 Scantron Data by Grade ACT Report 2018 Scantron Data-District Comparison

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Evaluative Criteria and Rubrics

Overall Rating: 3.5

	Statement or Question	Response	Rating
1.	Assessment Quality	The array of assessment devices used by the institution to determine students' performances is sufficiently aligned so that valid inferences can be reached regarding students' status with respect to the entire set of curricular aims regarded as high-priority, “must accomplish,” instructional targets. The documentation provided in support of this alignment is persuasive. All of the assessments used are accompanied by evidence demonstrating that they satisfy accepted technical requirements such as validity, reliability, absence of bias, and instructional sensitivity.	Level 4

	Statement or Question	Response	Rating
2.	Test Administration	All the assessments used by the institution to determine students' performances, whether externally acquired or internally developed, have been administered with complete fidelity to the administrative procedures appropriate for each assessment. In every instance, the students to whom these assessments were administered are accurately representative of the students served by the institution. Appropriate accommodations have been provided for all assessments so that valid inferences can be made about all students' status with respect to all of the institution's targeted curricular outcomes.	Level 4

	Statement or Question	Response	Rating
3.	Quality of Learning	Evidence of student learning promoted by the institution is acceptably analyzed and presented with reasonable clarity. In comparison to institutions functioning in a similar educational context, students' status, improvement, and/or growth evidence indicates that the level of student learning is at or above what would otherwise be expected.	Level 3

	Statement or Question	Response	Rating
4.	Equity of Learning	Evidence of student learning indicates achievement gaps exist among subpopulations of students, and these achievement gaps have noticeably declined.	Level 3

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Areas of Notable Achievement

Which area(s) are above the expected levels of performance?

3rd and 4th Grade Math scores were above district average.
3rd, 4th, and 8th Grade Reading scores above district average with reportedly less students below average from September, 2017 - April, 2018.
Reading and Math both show upward trend over the last several assessments.

Describe the area(s) that show a positive trend in performance.

3rd, 6th, and 7th Grade Reading scores showed an upward trend with fewer students below average from September, 2017 - April, 2018..
3rd, 4th, 5th, 7th, and 8th Grade Math scores had fewer students below average from September, 2017 - April, 2018.

Which area(s) indicate the overall highest performance?

3rd and 4th Grade Math each had 62% of students scoring in the 3rd and 4th quartiles on the Scantron testing program.
4th Grade Reading had 71% of the students scoring in the 3rd and 4th quartiles.
3rd Grade Reading had 68% of the students scoring in the 3rd and 4th quartile.
Both 3rd and 4th grade were above district average in the above areas.

Which subgroup(s) show a trend toward increasing performance?

Due to the lack of significant data for subgroups no achievement gaps have been noted.

Between which subgroups is the achievement gap closing?

Due to the lack of significant data for subgroups no achievement gaps have been noted.

Which of the above reported findings are consistent with findings from other data sources?

There was no sufficient data available from other sources.

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Areas in Need of Improvement

Which area(s) are below the expected levels of performance?

5th, 6th, 7th, and 8th Grade Math
5th, 6th, and 7th Grade Reading

Describe the area(s) that show a negative trend in performance.

5th and 6th Grade Math

Which area(s) indicate the overall lowest performance?

5th, 6th, and 7th Grade Math have lower than expected performances. The percentage of students who scored in the 3rd and 4th quartiles, using Scantron data, was significantly lower than the district average for their grade levels.

Which subgroup(s) show a trend toward decreasing performance?

Due to the lack of significant data for subgroups, no achievement gaps have been noted.

Between which subgroups is the achievement gap becoming greater?

Due to the lack of significant data for subgroups no achievement gaps have been noted.

Which of the above reported findings are consistent with findings from other data sources?

There was no significant data available from other sources.

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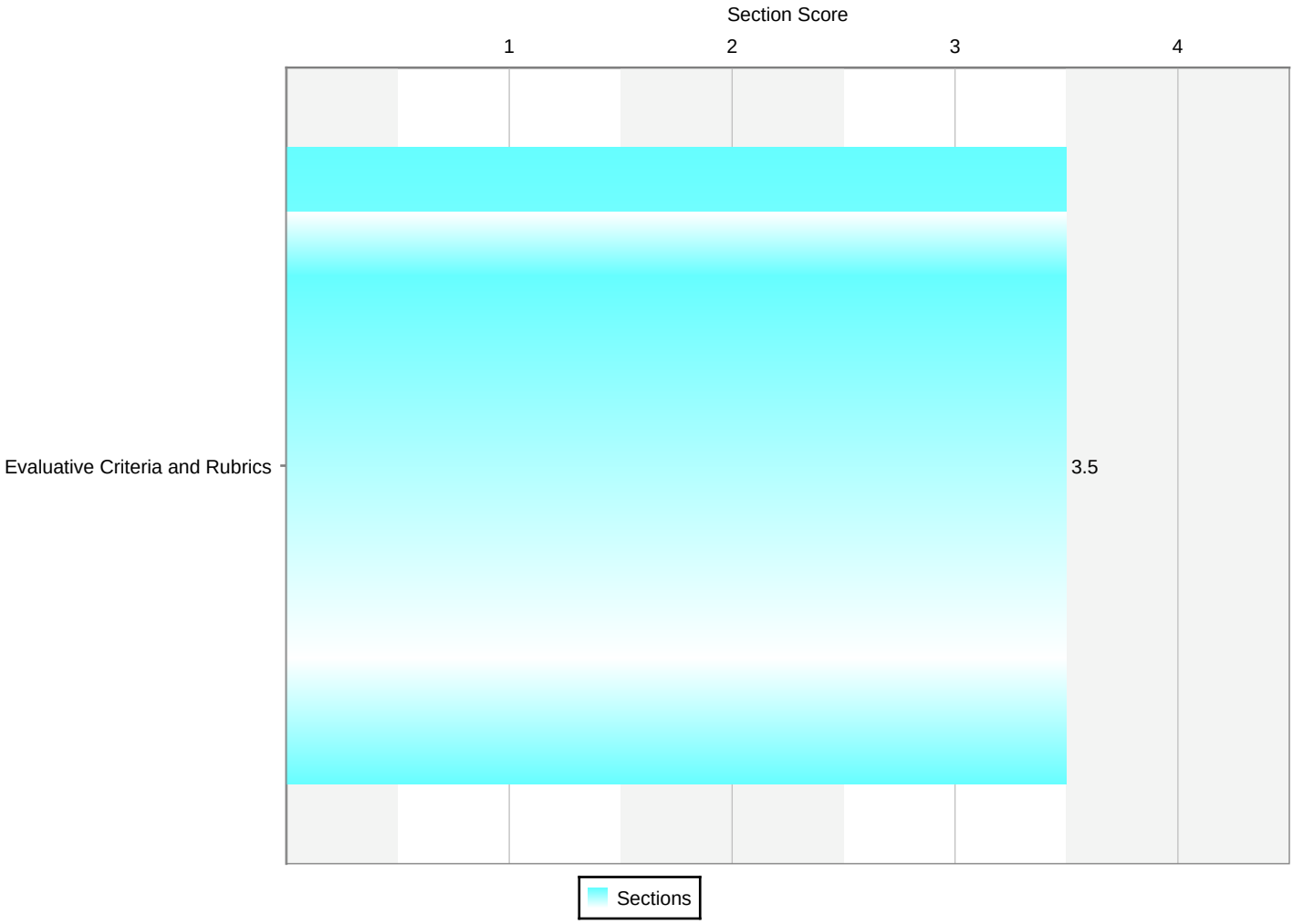
Report Summary

Scores By Section



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ACIP Assurances

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Introduction

By responding to the questions in ASSIST and attaching evidence when required, the institution has verified whether it meets or does not meet each of the required ACIP Assurances.

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ACIP Assurances

Label	Assurance	Response	Comment	Attachment
1.	The Instructional Leadership Team members that should be present include the principal, guidance counselor, district school improvement specialist (or other designee), appropriate content-area teachers, parent representatives, and student representatives (as appropriate). Depending on the data, additional members may include special population representatives (Technology Coordinator, Special Education, EL, etc.), district federal programs coordinator, district chief school financial officer, community stakeholders, or any other member as appropriate. Documentation will be maintained on site.	Yes	Document uploaded.	Aug. 2018 Parent Meeting Sept. 2018 CIP Meeting

Label	Assurance	Response	Comment	Attachment
2.	The institution complies with all federal laws and regulations prohibiting discrimination and with all requirements and regulations of the U.S. Department of Education. It is the policy of this institution that no person on the basis of race, color, religion, national origin or ancestry, age, gender, height, weight, marital status or disability shall be subjected to discrimination in any program, service or activity for which the institution is responsible, or for which it receives financial assistance from the U.S. Department of Education.	Yes	North Sand Mountain School complies with all federal laws and regulations prohibiting discrimination and with all requirements and regulations of the U.S. Department of Education.	Jackson County Civil Rights Statement 2018-2019 Consolidated Plan

Label	Assurance	Response	Comment	Attachment
3.	The institution has designated an employee to coordinate efforts to comply with and carry out non-discrimination responsibilities. If yes, list the name, position, address and telephone number of the employee in the comment field.	Yes	Refer to Jackson County Board of Education: Attn: Mr. Mark Guffey, Assistant Superintendent, Federal Programs Supervisor 16003 Alabama Highway 35 Scottsboro, AL 35768 guffeym@jacksonk12.org 256-259-9500 or Attn: Mr. Chris Davis Special Education Supervisor 16003 Alabama Highway 35 Scottsboro, Al 35768 davisc@jacksonk12.org 256-259-9500	

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Label	Assurance	Response	Comment	Attachment
4.	The institution has a Parent and Family Engagement policy and plan as required in ESSA Section 1116, and ensures that all requirements in Section 1116 and 1112(e)(1)(A)(i)-(ii), Parents' Right-to-Know, are implemented systematically.	Yes	Documents uploaded.	2018 Parent Rights to Know 2018-2019 Consolidated Plan 2018-2019 Student Handbook- Spanish 2018-2019 Student Handbook- English 2018-2019 EL District Plan

Label	Assurance	Response	Comment	Attachment
5.	The institution has a School-Parent Compact. If a Title I school, the School-Parent Compact contains the required components (ESSA Section 1116 (d) and was jointly developed with parents of participating students.	Yes	Documents uploaded.	2018-2019 Parent Compacts

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2018-2019 North Sand Mountain School Continuous Improvement Plan

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Overview

Plan Name

2018-2019 North Sand Mountain School Continuous Improvement Plan

Plan Description

Continuous Improvement Plan

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Goals Summary

The following is a summary of the goals encompassed in this plan. The details for each goal are available in the next section.

#	Goal Name	Goal Details	Goal Type	Total Funding
1	Provide a rigorous and effective instructional program to ensure the academic growth of all students.	Objectives: 9 Strategies: 14 Activities: 25	Academic	$0
2	Graduate College and Career Ready Students	Objectives: 2 Strategies: 4 Activities: 4	Organizational	$0
3	Engage Parents and Community in the Educational Process.	Objectives: 3 Strategies: 4 Activities: 6	Organizational	$0
4	Ensure that all students have optimal instruction time and the support necessary to be successful in school while providing a unique climate and culture in which all students feel welcome, safe, and secure.	Objectives: 2 Strategies: 4 Activities: 8	Organizational	$0

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Goal 1: Provide a rigorous and effective instructional program to ensure the academic growth of all students.

Measurable Objective 1:

45% of Eleventh grade students will demonstrate a proficiency in reading comprehension in English Language Arts by 06/01/2020 as measured by ACT Plus Writing..

(shared) Strategy 1:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0	No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0	No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

(shared) Strategy 2:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

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Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0	No Funding Required	Principals, Curriculum Coordinator, Teachers

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0	No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

(shared) Strategy 3:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning, Technology	08/01/2018	05/29/2020	$0	No Funding Required	Curriculum Coordinator, Principals, Teachers

(shared) Strategy 4:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0	No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

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Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0	No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0	No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

(shared) Strategy 5:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0	Other	Curriculum Supervisor

(shared) Strategy 6:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Activity - Program Expansion	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning, Direct Instruction	01/07/2019	05/29/2020	$0	Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Measurable Objective 2:

62% of Eleventh grade students will demonstrate a proficiency in English skills in English Language Arts by 06/01/2020 as measured by ACT Plus with Writing.

(shared) Strategy 1:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0	No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0	No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

(shared) Strategy 2:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

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Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0	No Funding Required	Principals, Curriculum Coordinator, Teachers

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0	No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

(shared) Strategy 3:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning, Technology	08/01/2018	05/29/2020	$0	No Funding Required	Curriculum Coordinator, Principals, Teachers

(shared) Strategy 4:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0	No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

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Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0	No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0	No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

(shared) Strategy 5:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0	Other	Curriculum Supervisor

(shared) Strategy 6:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Activity - Program Expansion	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning, Direct Instruction	01/07/2019	05/29/2020	$0	Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Measurable Objective 3:

32% of Eleventh grade students will demonstrate a proficiency in problem solving in Mathematics by 06/01/2020 as measured by ACT Plus Writing.

(shared) Strategy 1:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0	No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0	No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

(shared) Strategy 2:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

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Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0	No Funding Required	Principals, Curriculum Coordinator, Teachers

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0	No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

(shared) Strategy 3:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning, Technology	08/01/2018	05/29/2020	$0	No Funding Required	Curriculum Coordinator, Principals, Teachers

(shared) Strategy 4:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0	No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

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Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0	No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0	No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

(shared) Strategy 5:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0	Other	Curriculum Supervisor

(shared) Strategy 6:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Activity - Program Expansion	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning, Direct Instruction	01/07/2019	05/29/2020	$0	Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Measurable Objective 4:

30% of Eleventh grade students will demonstrate a proficiency in critical thinking in Science by 06/01/2020 as measured by ACT Plus Writing.

Strategy 1:

Professional Development for Secondary Science Teachers - Professional development will be provided for all high school science teachers on the new Alabama Science Standards and STEM projects.

Category: Develop/Implement Professional Learning and Support

Activity - Face-to-face professional development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Science teachers will participate in the development and execution of STEM projects.	Professional Learning	10/07/2015	06/03/2019	$0	No Funding Required	Curriculum Coordinator, Science Teachers

Activity - Face to face professional development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
4-12 Science teachers will participate in AMSTI training about the new Alabama Science Standards.	Professional Learning	10/01/2015	08/20/2020	$0	Title II Part A	Curriculum Coordinator, AMSTI Science Teachers

(shared) Strategy 2:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0	No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0	No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

(shared) Strategy 3:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.
Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0	No Funding Required	Principals, Curriculum Coordinator, Teachers

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0	No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

(shared) Strategy 4:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

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Category: Develop/Implement Professional Learning and Support

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning, Technology	08/01/2018	05/29/2020	$0	No Funding Required	Curriculum Coordinator, Principals, Teachers

(shared) Strategy 5:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0	No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0	No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0	No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

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(shared) Strategy 6:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0	Other	Curriculum Supervisor

(shared) Strategy 7:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Activity - Program Expansion	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning, Direct Instruction	01/07/2019	05/29/2020	$0	Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Measurable Objective 5:

62% of Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh and Twelfth grade students will demonstrate a proficiency in comprehension in Reading by 06/30/2020 as measured by formative assessments and the state mandated assessment..

Strategy 1:

Professional Development on Instructional Strategies for Teaching Reading - Professional Development will be provided on : Instructional strategies which teach foundational skills and vocabulary development; effective questioning techniques which develop critical thinking skills; and the close reading skills of that help students to compare and contrast, summarize, annotate, make inferences, predict and draw conclusions, and writing from sources. The professional development will be provided through face-to-face sessions, book studies, blended learning, and teacher collaboration.

Category: Develop/Implement Professional Learning and Support

Research Cited: Marazno

Activity - Teacher Use of Effective Questions and Higher Order Thinking Skills	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Teachers will design and demonstrate classroom questioning based on Bloom's Taxonomy or Webb's Depth of Knowledge	Professional Learning	08/08/2014	06/01/2020	$0	No Funding Required	Curriculum Coordinator, Principals, ELA Teachers, Instructional Coaches

Activity - Professional Development for New Teachers and Teachers in Need of Assistance on Close Reading Strategies	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
New K-8 English Language Arts Teachers and Content Area teachers will participate on close reading strategies and text-based questioning techniques that foster critical thinking skills. Training will be provided in face-to-face sessions and through online book studies.	Professional Learning	10/03/2016	06/01/2020	$0	No Funding Required	Curriculum Coordinator

Activity - Professional Development on Teaching Foundational Reading Skills	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Professional development on teaching foundational reading skills will be provided through a trainer-of-trainers model. ARI specialists will train instructional coaches who will turn the training around for classroom teachers in grades K-3 with emphasis given to grade 3. Instructional coaches will model lessons and support teachers as they implement the strategies.	Professional Learning	08/20/2017	06/01/2020	$0	No Funding Required	Curriculum Coordinator, Principals, ARI Specialists, Reading Specialists, Teachers

Activity - Professional Learning Support Plan for ARI	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals and instructional coaches will develop a 3 year professional learning support plan for ARI with the support of the state ARI specialist through attendance of required meetings by the district lead instructional coach. The lead instructional coach will provide turn around training for all district instructional coaches.	Professional Learning	08/01/2017	06/01/2020	$0	No Funding Required	Curriculum Coordinator, Principals, Reading Coaches, Teachers

(shared) Strategy 2:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0	No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0	No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

(shared) Strategy 3:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.
Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0	No Funding Required	Principals, Curriculum Coordinator, Teachers

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0	No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

(shared) Strategy 4:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

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Category: Develop/Implement Professional Learning and Support

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning, Technology	08/01/2018	05/29/2020	$0	No Funding Required	Curriculum Coordinator, Principals, Teachers

(shared) Strategy 5:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

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Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0	No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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(shared) Strategy 6:

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Category: Develop/Implement Professional Learning and Support

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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(shared) Strategy 7:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Activity - Program Expansion	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning, Direct Instruction	01/07/2019	05/29/2020	$0	Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Measurable Objective 6:

70% of Third, Fourth, Fifth, Sixth, Seventh and Eighth grade students will demonstrate a proficiency in problem solving in Mathematics by 06/30/2020 as measured by the required Alabama State Assessments.

Strategy 1:

Professional Development for K-8 Teachers on Teaching Computational and Reasoning Strategies - Math teachers in grades K-8 will have an opportunity to participate in face to face professional development on the strategies used in the standards-based Eureka Mathematics program. The professional development includes training videos and materials.

Category: Develop/Implement Professional Learning and Support

Activity - Professional Development on Eureka Math	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Math teachers in grades K-8 will participate in face to face professional development on the strategies used in the standards-based Eureka Mathematics program for the purpose of implementing these strategies in their classrooms.	Professional Learning	05/01/2017	06/30/2020	$0	Title II Part A	Curriculum Coordinator, Principals, Instructional Coaches

(shared) Strategy 2:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0	No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

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Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0	No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

(shared) Strategy 3:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0	No Funding Required	Principals, Curriculum Coordinator, Teachers

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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(shared) Strategy 4:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning, Technology	08/01/2018	05/29/2020	$0	No Funding Required	Curriculum Coordinator, Principals, Teachers

(shared) Strategy 5:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Activity - Program Expansion	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning, Direct Instruction	01/07/2019	05/29/2020	$0	Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

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Strategy 6:

Professional Development on Math Standards - Utilizing AMSTI staff, the district will have professional development for math teachers in grades K-8 on state math standards and best practices.

Category: Develop/Implement Professional Learning and Support

Activity - AMSTI Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
K-8 teachers will participate in professional development on state math standards and best practices conducted by AMSTI personnel.	Professional Learning	08/01/2018	08/08/2018	$0	No Funding Required	Curriculum Supervisor, Principals, K-8 Math Teachers

Measurable Objective 7:

62% of English Learners students will demonstrate a proficiency in comprehension in Reading by 05/29/2020 as measured by required Alabama state assessment.

Strategy 1:

Curricular and Instructional Guidance - All schools will be guided by the WIDA ELP Standards and related materials such as the Can Do Descriptors.

Category: Develop/Implement Professional Learning and Support

Activity - Face-to-Face Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Professional Development for teachers will be provided as needed.	Professional Learning, Academic Support Program	10/20/2015	05/29/2020	$0	No Funding Required	EL Coordinator

Activity - WIDA ACCESS Assessment and IELPs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The WIDA ACCESS will be given annually as a benchmark assessment and as the basis for the development of IELPs.	Academic Support Program	10/13/2015	05/29/2020	$0	No Funding Required	EL Coordinator

Measurable Objective 8:

70% of English Learners students will demonstrate a proficiency in problem solving in Mathematics by 05/29/2020 as measured by required Alabama state assessment.

Strategy 1:

Curricularand Instructional Guidance - All schools will be guided by the WIDA ELP Standards and related materials such as the Can Do Descriptors.

Category: Develop/Implement Professional Learning and Support

Activity - Face-to-Face Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Professional Development for teachers will be provided as needed.	Professional Learning, Academic Support Program	10/20/2015	05/29/2020	$0	No Funding Required	EL Coordinator

Activity - WIDA ACCESS Assessment and IELPs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The WIDA ACCESS will be given annually as a benchmark assessment and as the basis for the development of IELPs.	Academic Support Program	10/13/2015	05/29/2020	$0	No Funding Required	EL Coordinator

Measurable Objective 9:

80% of Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh and Twelfth grade students will collaborate to complete authentic, multi-discipline projects annually to increase content knowledge and ensure the development of critical thinking and problem solving in STEM Technology, Engineering, Mathematics, and in Science by 06/01/2020 as measured by project rubrics, lesson plans, and classroom observations.

Strategy 1:

STEM Professional Development - Science, Technology, and Mathematics teachers will participate in multi-discipline workshops which support STEM instruction.

Category: Develop/Implement Professional Learning and Support

Activity - Grade Level Workshops	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Grade level workshops (which utilize local resources, AMSTI trainers, and Science in Motion) will address instructional strategies and the development of multi-discipline lessons which use hands-on learning to construct knowledge and guide students in the application of content knowledge to solving real-world problems.	Professional Learning	01/04/2016	06/01/2020	$0	No Funding Required	Curriculum coordinator, principals, teachers

Activity - Moodle Site for Teacher Collaboration	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will share lesson plans, grading rubrics, and project activities on a Moodle site with a collaboration space for each grade level.	Academic Support Program	10/03/2016	06/01/2020	$0	No Funding Required	Curriculum coordinator, principals, teachers

Strategy 2:

Curriculum Development for Robotics - In order to ensure equity across the school district STEM teachers will collaborate to identify what students should know and be able to do at each level of robotics instruction. Such collaboration will result in a robotics curriculum for the school district.

Category: Develop/Implement College and Career Ready Standards

Activity - Defining and Organizing Robotics Concepts and Applications	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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STEM teachers will collaborate to develop a robotics curriculum for Jackson County Schools which is generally leveled as elementary, middle, and high school content. The curriculum will define what students should know and be able to do at each level. The development of a core curriculum will provide guidance and support to teachers while setting a minimum base-line for equity across the school district as robotics becomes available to all students.	Policy and Process	12/01/2016	08/01/2020	$0	No Funding Required	Curriculum coordinator, principals, and robotics teachers

Goal 2: Graduate College and Career Ready Students

Measurable Objective 1:

collaborate to reach a graduation rate of no less than 90% for all schools by 06/01/2020 as measured by the standards set by the state of Alabama for receipt of a high school diploma.

Strategy 1:

Transition Process - All schools in a feeder-school pattern will develop, evaluate, and/or enhance the transition processes which support students as they transition from school to school.

Category: Implement Guidance and Counseling Plan

Activity - - Transition Planning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Using the established committee chaired by the school counselor, North Sand Mountain School will examine and enhance the transition program from grade-to-grade in the school. The schools in the feeder school pattern will collaborate to ensure seamless transition from kindergarten through grade twelve.	Policy and Process	01/02/2015	05/31/2020	$0	No Funding Required	Curriculum Coordinator, Principals, Assistant Principals, Counselors

Measurable Objective 2:

collaborate to provide the academic and career technical programs that ensure that 100% of students in the class of 2020 will graduate with career and college ready credentials by 05/31/2020 as measured by Alabama State Department of Education Accountability Program.

Strategy 1:

Supporting the Development of Viable Education and Career Plans for Students - All students will develop a career plan by grade eight that is appropriate, attainable, and adaptable. These career plans will be implemented and adapted as the students progress through high school as needed to meet the needs of the students. Support will be provided for school counselors and the students as they work through the process of developing and reviewing periodically the career plans.

Category: Develop/Implement College and Career Ready Standards

Activity - Career Counseling	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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The school district will employ a career coach who will assit local school counselors as they guide students in the development of Educational and Career Plans.	Career Preparation/Orientation	08/05/2014	06/30/2020	$0	No Funding Required	Superintendent

Strategy 2:

Create more opportunities for students to attend the Career Center - Create opportunities, through creative scheduling, for more students to attend the local career center, Earnest Pruett Center of Technology (EPCOT)

Category: Develop/Implement College and Career Ready Standards

Activity - Scheduling	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The school district will change from a block format to a period format to allow an additional session to be offered at the career tech center and to create sessions that focus on first year and experienced students.	Recruitment and Retention	08/08/2018	06/30/2020	$0	No Funding Required	Curriculum Supervisor, EPCOT Director, Principals

Strategy 3:

A+ College Ready Program and AP Classes - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Activity - Program Expansion	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning, Direct Instruction	01/07/2019	05/29/2020	$0	No Funding Required	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Goal 3: Engage Parents and Community in the Educational Process.

Measurable Objective 1:

collaborate to inform parents and the community of the academic achievement and other accomplishments of Jackson County students using a variety of delivery methods by 05/29/2020 as measured by parent and community surveys.

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(shared) Strategy 1:

Dynamic Digital Communications - The District will periodically update its website to maintain a dynamic presentation of information to the public through the incorporation of social media.

Category: Other - Continuous Improvement

Activity - Digital Engagement	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will periodically update its website to keep it dynamic and engaging through the use of high- quality graphics and the incorporation of social media.	Community Engagement	08/01/2018	05/01/2020	$0	No Funding Required	Instructional technology Specialist, Federal Programs Parental Involvement Consulting Teacher, Supervisors, Superintendent, School Webmasters, Principals and designees.

(shared) Strategy 2:

Parent Notification System - The district will maintain a parent mass notification system and train administrators in the use of mass notification tools as needed.

Category: Other - Parent Involvement

Activity - Mass Notification Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Administrators will be trained as needed to use the mass notification system apps.	Parent Involvement	08/01/2017	05/29/2020	$0	No Funding Required	Technology Coordinator, Supervisors, Principals, Assistant Principals

Activity - Inform Parent Using Mass Notification	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Inform parents of student absences and school events using the mass notification system.	Parent Involvement	08/01/2018	05/29/2020	$0	District Funding	Technology Coordinator, Superintendent, Supervisors, Principals, Assistant Principals

Measurable Objective 2:

collaborate to increase parental understanding of and participation in the development of student career plans as students transition into high school to 75% by 05/29/2020 as measured by the number of parents attending Eighth Grade Transition Meetings.

Strategy 1:

College and Career Ready Resource Information - The district will provide information for parents concerning resources which are available to help students and parents as they plan for College and Career.

Category: Implement Community Based Support and Intervention System

Activity - College and Career Ready Resources for Families Brochure	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will develop a brochure describing resources available to parents and students as they develop and execute College and Career Plans. The information will also be posted on the district's website.	Parent Involvement, Career Preparation/Orientation	08/01/2018	06/01/2020	$0	No Funding Required	Federal Programs Coordinator, Parent Involvement Personnel, Career Tech Administrator, Career Coaches, School Counselors

Activity - Earnest Pruett Center of Technology Tours for Parents and Community	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
In conjunction with eighth Grade Transition Meetings at district high schools, a Parent/Community Night will be planned in order for stakeholders to see and understand the career technical opportunities available to Jackson County students as they enter high school.	Community Engagement, Parent Involvement, Career Preparation/Orientation	08/01/2017	05/29/2020	$0	No Funding Required	Principals, Counselors, Teachers, Career Technical Director, Career Technical Teachers

Measurable Objective 3:

collaborate to improve parent engagement in school activities by 12/21/2020 as measured by the number of parents in the school participating in at least one school event.

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Strategy 1:

Parent Engagement Events - Each school will plan and execute an event that is unique to the school for the purpose of providing a welcoming event for parents and families during which relationships can be built.

Category: Other - Parental Involvement

Activity - Parent and Family Events	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Each school will plan and execute an event that is unique to the school for the purpose of providing a welcoming event for parents and families during which relationships can be built.	Parent Involvement	08/01/2017	06/01/2020	$0	No Funding Required	Principals, Counselors, Teachers

(shared) Strategy 2:

Dynamic Digital Communications - The District will periodically update its website to maintain a dynamic presentation of information to the public through the incorporation of social media.

Category: Other - Continuous Improvement

Activity - Digital Engagement	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will periodically update its website to keep it dynamic and engaging through the use of high- quality graphics and the incorporation of social media.	Community Engagement	08/01/2018	05/01/2020	$0	No Funding Required	Instructional technology Specialist, Federal Programs Parental Involvement Consulting Teacher, Supervisors, Superintendent, School Webmasters, Principals and designees.

(shared) Strategy 3:

Parent Notification System - The district will maintain a parent mass notification system and train administrators in the use of mass notification tools as needed.

Category: Other - Parent Involvement

Activity - Mass Notification Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Administrators will be trained as needed to use the mass notification system apps.	Parent Involvement	08/01/2017	05/29/2020	$0	No Funding Required	Technology Coordinator, Supervisors, Principals, Assistant Principals

Activity - Inform Parent Using Mass Notification	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Inform parents of student absences and school events using the mass notification system.	Parent Involvement	08/01/2018	05/29/2020	$0	District Funding	Technology Coordinator, Superintendent, Supervisors, Principals, Assistant Principals

Goal 4: Ensure that all students have optimal instruction time and the support necessary to be successful in school while providing a unique climate and culture in which all students feel welcome, safe, and secure.

Measurable Objective 1:

collaborate to maintain Advocacy Programs at all schools by 05/29/2020 as measured by end of the year surveys to determine program effectiveness..

Strategy 1:

Implentation of Advocacy Program - School Advocacy teams will implement planned activities at the school level.

Category: Develop/Implement Student and School Culture Program

Activity - Program Review	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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School Advocacy chairs and district personnel will meet quarterly to determine the effectiveness of the program. Student surveys will be reviewed at the end of each year. The guidelines, calendar, and activities for next year's program will be planned based on this review.	Behavioral Support Program, Academic Support Program	08/01/2018	06/14/2019	$0	No Funding Required	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Activity - Program Turn Around Training and Implementation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
School advocacy leaders will train school personnel on how to implement the district created grades K-4 program and the grades 5-12 Character Strong research based program. Following training schools will implement the programs.	Behavioral Support Program, Academic Support Program	08/01/2018	05/29/2020	$0	No Funding Required	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Strategy 2:

Utilize Parent Notification System - The district will continue to update the current parent notification system for the 2018-2019 school year and train administrators in

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the use of mass notification tools.

Category: Other - Parental Involvement

Activity - Update Current Platform	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will continue to update the new mass notification system.	Technology	09/05/2017	05/30/2018	$0	District Funding	Technology Coordinator

Activity - Mass Notification Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Administrators will be trained to use the mass notification system app.	Parent Involvement	09/05/2017	06/28/2019	$0	No Funding Required	Technology Coordinator, Superintendent, Central Office Staff, Principals, Assistant Principals

Activity - Inform Parent Using Mass Notification	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Inform parents of student absences and school events using the mass notification system.	Parent Involvement	10/02/2017	09/30/2019	$0	No Funding Required	Superintendent, Central Office Staff, Principals, Assistant Principals

Strategy 3:

Advocacy Team Planning - District and school representatives will collaborate to develop and implement school advocacy programs.

Category: Develop/Implement Student and School Culture Program

Activity - Program Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Advocacy leaders from all schools and the district will be trained on implementing a planned, sequential advocacy program. Grades K-4 will be district developed and grades 5-12 will be the research based Character Strong Program.	Behavioral Support Program, Academic Support Program	08/01/2018	05/29/2020	$0	General Fund	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Activity - Program Implementation Planning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Advocacy leaders from all schools and the district will meet to establish a timeline for training school personnel and the implementation of the district created grades K-4 program and of the grades 5-12 Character Strong research based program.	Behavioral Support Program, Academic Support Program	08/01/2018	06/03/2019	$0	No Funding Required	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Measurable Objective 2:

collaborate to improve existing student support services through implementation of the Project AWARE grant by 06/01/2020 as measured by surveys.

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Strategy 1:

Program Planning and Implementation - The district will participate in ALSDE training provided by UAB, plan the implementation of the Project AWARE Grant, and implement the components of the grant.

Category: Other - Student Mental Health Services and Support

Activity - Program Planning and Implementation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Based on the grant proposal and award, the district will hire additional personnel to implement the grant program. Additional personnel will include mental health professionals and a program secretary. The new personnel along with select district and school personnel will participate in collaborative training facilitated by UAB and the State Department. The training will focus on the Ci3T behavioral program. Utilizing this training the program will be implemented.	Professional Learning, Behavioral Support Program, Academic Support Program	09/27/2018	04/30/2019	$0	Other	Superintendent, Student Services Supervisor, Central Office Personnel, School Personnel

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Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

Title II Part A

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Professional Development on Eureka Math	Math teachers in grades K-8 will participate in face to face professional development on the strategies used in the standards-based Eureka Mathematics program for the purpose of implementing these strategies in their classrooms.	Professional Learning	05/01/2017	06/30/2020	$0	Curriculum Coordinator, Principals, Instructional Coaches
Face to face professional development	4-12 Science teachers will participate in AMSTI training about the new Alabama Science Standards.	Professional Learning	10/01/2015	08/20/2020	$0	Curriculum Coordinator, AMSTI Science Teachers
				Total	$0	

District Funding

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Update Current Platform	The district will continue to update the new mass notification system.	Technology	09/05/2017	05/30/2018	$0	Technology Coordinator
Inform Parent Using Mass Notification	Inform parents of student absences and school events using the mass notification system.	Parent Involvement	08/01/2018	05/29/2020	$0	Technology Coordinator, Superintendent, Supervisors, Principals, Assistant Principals
				Total	$0	

General Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible

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Program Training	Advocacy leaders from all schools and the district will be trained on implementing a planned, sequential advocacy program. Grades K-4 will be district developed and grades 5-12 will be the research based Character Strong Program.	Behavioral Support Program, Academic Support Program	08/01/2018	05/29/2020	$0	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals
				Total	$0	

Other

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Program Planning and Implementation	Based on the grant proposal and award, the district will hire additional personnel to implement the grant program. Additional personnel will include mental health professionals and a program secretary. The new personnel along with select district and school personnel will participate in collaborative training facilitated by UAB and the State Department. The training will focus on the Ci3T behavioral program. Utilizing this training the program will be implemented.	Professional Learning, Behavioral Support Program, Academic Support Program	09/27/2018	04/30/2019	$0	Superintendent, Student Services Supervisor, Central Office Personnel, School Personnel
ACT Prep Training	The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0	Curriculum Supervisor
Program Expansion	The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning, Direct Instruction	01/07/2019	05/29/2020	$0	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

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Total $0

No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Face-to-Face Professional Development	Professional Development for teachers will be provided as needed.	Professional Learning, Academic Support Program	10/20/2015	05/29/2020	$0	EL Coordinator
Career Counseling	The school district will employ a career coach who will assit local school counselors as they guide students in the development of Educational and Career Plans.	Career Preparation/Orientation	08/05/2014	06/30/2020	$0	Superintendent
Parent and Family Events	Each school will plan and execute an event that is unique to the school for the purpose of providing a welcoming event for parents and families during which relationships can be built.	Parent Involvement	08/01/2017	06/01/2020	$0	Principals, Counselors, Teachers
Program Implementation Planning	Advocacy leaders from all schools and the district will meet to establish a timeline for training school personnel and the implementation of the district created grades K-4 program and of the grades 5-12 Character Strong research based program.	Behavioral Support Program, Academic Support Program	08/01/2018	06/03/2019	$0	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals
Inform Parent Using Mass Notification	Inform parents of student absences and school events using the mass notification system.	Parent Involvement	10/02/2017	09/30/2019	$0	Superintendent, Central Office Staff, Principals, Assistant Principals

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Mass Notification Training	Administrators will be trained as needed to use the mass notification system apps.	Parent Involvement	08/01/2017	05/29/2020	$0	Technology Coordinator, Supervisors, Principals, Assistant Principals
Program Expansion	The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning, Direct Instruction	01/07/2019	05/29/2020	$0	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers
Digital Engagement	The district will periodically update its website to keep it dynamic and engaging through the use of high- quality graphics and the incorporation of social media.	Community Engagement	08/01/2018	05/01/2020	$0	Instructional technology Specialist, Federal Programs Parental Involvement Consulting Teacher, Supervisors, Superintendent, School Webmasters, Principals and designees.
Mass Notification Training	Administrators will be trained to use the mass notification system app.	Parent Involvement	09/05/2017	06/28/2019	$0	Technology Coordinator, Superintendent, Central Office Staff, Principals, Assistant Principals
Teacher Use of Effective Questions and Higher Order Thinking Skills	Teachers will design and demonstrate classroom questioning based on Bloom's Taxonomy or Webb's Depth of Knowledge	Professional Learning	08/08/2014	06/01/2020	$0	Curriculum Coordinator, Principals, ELA Teachers, Instructional Coaches

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Defining and Organizing Robotics Concepts and Applications	STEM teachers will collaborate to develop a robotics curriculum for Jackson County Schools which is generally leveled as elementary, middle, and high school content. The curriculum will define what students should know and be able to do at each level. The development of a core curriculum will provide guidance and support to teachers while setting a minimum base-line for equity across the school district as robotics becomes available to all students.	Policy and Process	12/01/2016	08/01/2020	$0	Curriculum coordinator, principals, and robotics teachers
Implement monthly data meetings	All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0	Curriculum Coordinator, Principals, Reading Specialists, Teachers
Round Table Workshops	The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning, Technology	08/01/2018	05/29/2020	$0	Curriculum Coordinator, Principals, Teachers
Scheduling	The school district will change from a block format to a period format to allow an additional session to be offered at the career tech center and to create sessions that focus on first year and experienced students.	Recruitment and Retention	08/08/2018	06/30/2020	$0	Curriculum Supervisor, EPCOT Director, Principals
- Transition Planning	Using the established committee chaired by the school counselor, North Sand Mountain School will examine and enhance the transition program from grade-to-grade in the school. The schools in the feeder school pattern will collaborate to ensure seamless transition from kindergarten through grade twelve.	Policy and Process	01/02/2015	05/31/2020	$0	Curriculum Coordinator, Principals, Assistant Principals, Counselors
Evaluate and Improve Eight Period Hybrid Schedule	District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers
WIDA ACCESS Assessment and IELPs	The WIDA ACCESS will be given annually as a benchmark assessment and as the basis for the development of IELPs.	Academic Support Program	10/13/2015	05/29/2020	$0	EL Coordinator

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Program Review	School Advocacy chairs and district personnel will meet quarterly to determine the effectiveness of the program. Student surveys will be reviewed at the end of each year. The guidelines, calendar, and activities for next year's program will be planned based on this review.	Behavioral Support Program, Academic Support Program	08/01/2018	06/14/2019	$0	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals
Prepare for Transition to Eight Period Schedule	District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel
Classroom Observations	Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0	Superintendent, Appropriate supervisors, Principals, Assistant Principals

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Program Turn Around Training and Implementation	School advocacy leaders will train school personnel on how to implement the district created grades K-4 program and the grades 5-12 Character Strong research based program. Following training schools will implement the programs.	Behavioral Support Program, Academic Support Program	08/01/2018	05/29/2020	$0	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals
Professional Learning Support Plan for ARI	Principals and instructional coaches will develop a 3 year professional learning support plan for ARI with the support of the state ARI specialist through attendance of required meetings by the district lead instructional coach. The lead instructional coach will provide turn around training for all district instructional coaches.	Professional Learning	08/01/2017	06/01/2020	$0	Curriculum Coordinator, Principals, Reading Coaches, Teachers
Face-to-face professional development	Science teachers will participate in the development and execution of STEM projects.	Professional Learning	10/07/2015	06/03/2019	$0	Curriculum Coordinator, Science Teachers
Transition to Eight Period Schedule	All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers
Grade Level Workshops	Grade level workshops (which utilize local resources, AMSTI trainers, and Science in Motion) will address instructional strategies and the development of multi-discipline lessons which use hands-on learning to construct knowledge and guide students in the application of content knowledge to solving real-world problems.	Professional Learning	01/04/2016	06/01/2020	$0	Curriculum coordinator, principals, teachers

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Professional Development on Teaching Foundational Reading Skills	Professional development on teaching foundational reading skills will be provided through a trainer-of-trainers model. ARI specialists will train instructional coaches who will turn the training around for classroom teachers in grades K-3 with emphasis given to grade 3. Instructional coaches will model lessons and support teachers as they implement the strategies.	Professional Learning	08/20/2017	06/01/2020	$0	Curriculum Coordinator, Principals, ARI Specialists, Reading Specialists, Teachers
AMSTI Professional Development	K-8 teachers will participate in professional development on state math standards and best practices conducted by AMSTI personnel.	Professional Learning	08/01/2018	08/08/2018	$0	Curriculum Supervisor, Principals, K-8 Math Teachers
Professional Development for New Teachers and Teachers in Need of Assistance on Close Reading Strategies	New K-8 English Language Arts Teachers and Content Area teachers will participate on close reading strategies and text-based questioning techniques that foster critical thinking skills. Training will be provided in face-to-face sessions and through online book studies.	Professional Learning	10/03/2016	06/01/2020	$0	Curriculum Coordinator
WIDA ACCESS Assessment and IELPs	The WIDA ACCESS will be given annually as a benchmark assessment and as the basis for the development of IELPs.	Academic Support Program	10/13/2015	05/29/2020	$0	EL Coordinator
College and Career Ready Resources for Families Brochure	The district will develop a brochure describing resources available to parents and students as they develop and execute College and Career Plans. The information will also be posted on the district's website.	Parent Involvement, Career Preparation/Orientation	08/01/2018	06/01/2020	$0	Federal Programs Coordinator, Parent Involvement Personnel, Career Tech Administrator, Career Coaches, School Counselors
Professional Development on Data Analysis	Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0	Principals, Curriculum Coordinator, Teachers
Administrator Walk Throughs	Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0	Superintendent, Selected Supervisors, School Improvement Specialist
Face-to-Face Professional Development	Professional Development for teachers will be provided as needed.	Professional Learning, Academic Support Program	10/20/2015	05/29/2020	$0	EL Coordinator

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Earnest Pruett Center of Technology Tours for Parents and Community	In conjunction with eighth Grade Transition Meetings at district high schools, a Parent/Community Night will be planned in order for stakeholders to see and understand the career technical opportunities available to Jackson County students as they enter high school.	Community Engagement, Parent Involvement, Career Preparation/Orientation	08/01/2017	05/29/2020	$0	Principals, Counselors, Teachers, Career Technical Director, Career Technical Teachers
Moodle Site for Teacher Collaboration	Teachers will share lesson plans, grading rubrics, and project activities on a Moodle site with a collaboration space for each grade level.	Academic Support Program	10/03/2016	06/01/2020	$0	Curriculum coordinator, principals, teachers
				Total	$0	

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Stakeholder Feedback Diagnostic

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Introduction

The Stakeholder Feedback Diagnostic is designed to analyze the institution's survey results in terms of areas of achievement and areas that need improvement. Further, the diagnostic is essential to the accreditation and continuous improvement processes in that it provides the institution with a comprehensive view of the aggregate scores of the surveys administered, and the actual total of respondents for each survey type to derive a single score for this diagnostic. The performance level score computed at the completion of the diagnostic is used to broaden and enhance the external review team's understanding of the stakeholder's perceptions of the institution; the diagnostic should be used in the same manner by the institution as it engages in improvement planning.

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Stakeholder Feedback Data

Label	Assurance	Response	Comment	Attachment
1.	Did you complete the Stakeholder Feedback Data document offline and upload below?	Yes	Documents uploaded.	2018 Elementary Survey Results (grades 3-5) 2018 Middle and High School Survey (grades 6-12) 2018 Parent Survey Results 2018 Staff Surveys 2018 Highest and Lowest Survey Items

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Evaluative Criteria and Rubrics

Overall Rating: 3.5

	Statement or Question	Response	Rating
1.	Questionnaire Administration	All required AdvancED questionnaires were used by the institution to receive stakeholder feedback. The minimum response rate for each population was met (parent questionnaire: equal to or greater than 20%, student questionnaire(s): equal to or greater than 40%, staff questionnaire: equal to or greater than 60%). Questionnaires were administered with complete fidelity to the appropriate administrative procedures. In every instance, the stakeholders to whom these questionnaires were administered fully represented the populations served by the institution. Appropriate accommodations were provided as necessary for all participants.	Level 4

	Statement or Question	Response	Rating
2.	Stakeholder Feedback Results and Analysis	All questionnaires had an average item value of 3.20 or above (on a 5.0 scale). Results of stakeholder feedback collected by the institution were acceptably analyzed and presented with reasonable clarity.	Level 3

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Areas of Notable Achievement

Which area(s) indicate the overall highest level of satisfaction or approval?

HIGHEST PERFORMING ITEMS

2018 Elementary Survey Results

98% of the elementary students agree that their teachers want them to behave and do their best work. They also believe that the school provides many places for them to learn and that computers are helpful to their learning. They feel that principals and teachers help them be ready for the next grade.

2018 Middle/High School Survey Results

72% of middle/high school students agree that they can participate in activities that interest them.
71% agree that principals and teachers have high expectations for them.
67% agree that they are provided with challenging curriculum and learning experiences.
66% agree that they receive multiple assessments to check their understanding of what is taught and that North Sand Mountain prepares them for success in the next school year.

2018 Parent Survey Results

80% agree that North Sand Mountain provides a safe learning environment.
79% agree that their children know the expectations for learning in all classes.
75% agree that NSM provides opportunities for their children to participate in activities that interest them.
73% agree that NSM has high expectations for students in all classes and that teachers provide their children with challenging work.

2018 Staff Survey Results

92% agree that each child has at least one adult advocate who supports their educational experience and that NSM provides opportunities for students to participate in activities that interest them.
91% agree that North Sand Mountain's purpose statement is clearly focused on student success and that it is formally reviewed and revised with involvement from stakeholders.
90% agree that NSM provides high quality student support services.

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Which area(s) show a trend toward increasing stakeholder satisfaction or approval?

Stakeholders continue to show satisfaction with North Sand Mounain in the areas of:
high student expectations and challenging curriculum
providing activities that address student needs
school purpose
safe learning environment

Which of the above reported findings are consistent with findings from other stakeholder feedback sources?

Verbal communications from stakeholder groups indicate community support of NSM as a school focused on student success.

Parents, grandparents, and business representatives attend and support school programs such as the PRIDE, HERD, and Awards Day programs as well as business sponsorship of PRIDE scholarships.

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Areas in Need of Improvement

Which area(s) indicate the overall lowest level of satisfaction or approval?

LOWEST PERFORMING ITEMS

2018 Elementary Survey Results

68% agree that students treat adults with respect
77% agree that they are treated fairly
78% agree that they work well with others on projects and assignments and that the principal and teachers ask what they think about school
83% have friends, socialize, and enjoy coming to school

2018 Middle/High School Results

25% agree that all students are treated with respect and that students respect the property of others
27% use a rubric or scoring guide when completing assignments
28% agree that teachers change their teaching to meet the students learning needs and that students treat adults with respect

2018 Parent Survey Results

57% agree that: - the school's purpose is formally reviewed and revised with involvement from parents
-that the governing body does not interfere with the operation or leadership of our school
- that our school ensures the effective use of financial resources
-our school ensures that instructional time is protected and interruptions are minimized

58% agree that their children's teachers meet their learning needs by individualizing instruction

2018 Staff Survey Results

55% agree that - they do use exemplars

61% agree that: - all teachers in our school personalize instructional strategies and interventions to address individual learning needs of students
- all teachers participate in collaborative learning communities across grade levels and content areas
- our school provides protected instructional time

62% agree that: -all teachers have been trained to implement a formal process that promotes discussion about student learning
- a formal process is in place to support new staff members in their professional practice

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Which area(s) show a trend toward decreasing stakeholder satisfaction or approval?

The lowest levels of satisfaction from stakeholders are directed toward the areas of respecting others,supporting students and staff.

What are the implications for these stakeholder perceptions?

Survey results suggest that all stakeholders generally view the school as safe, nurturing, and focused on providing all students opportunities to achieve, and following an improvement plan that continues to focus on student success.

Which of the above reported findings are consistent with findings from other stakeholder feedback sources?

ASSIST survey information is generally consistent with survey results from recent years.

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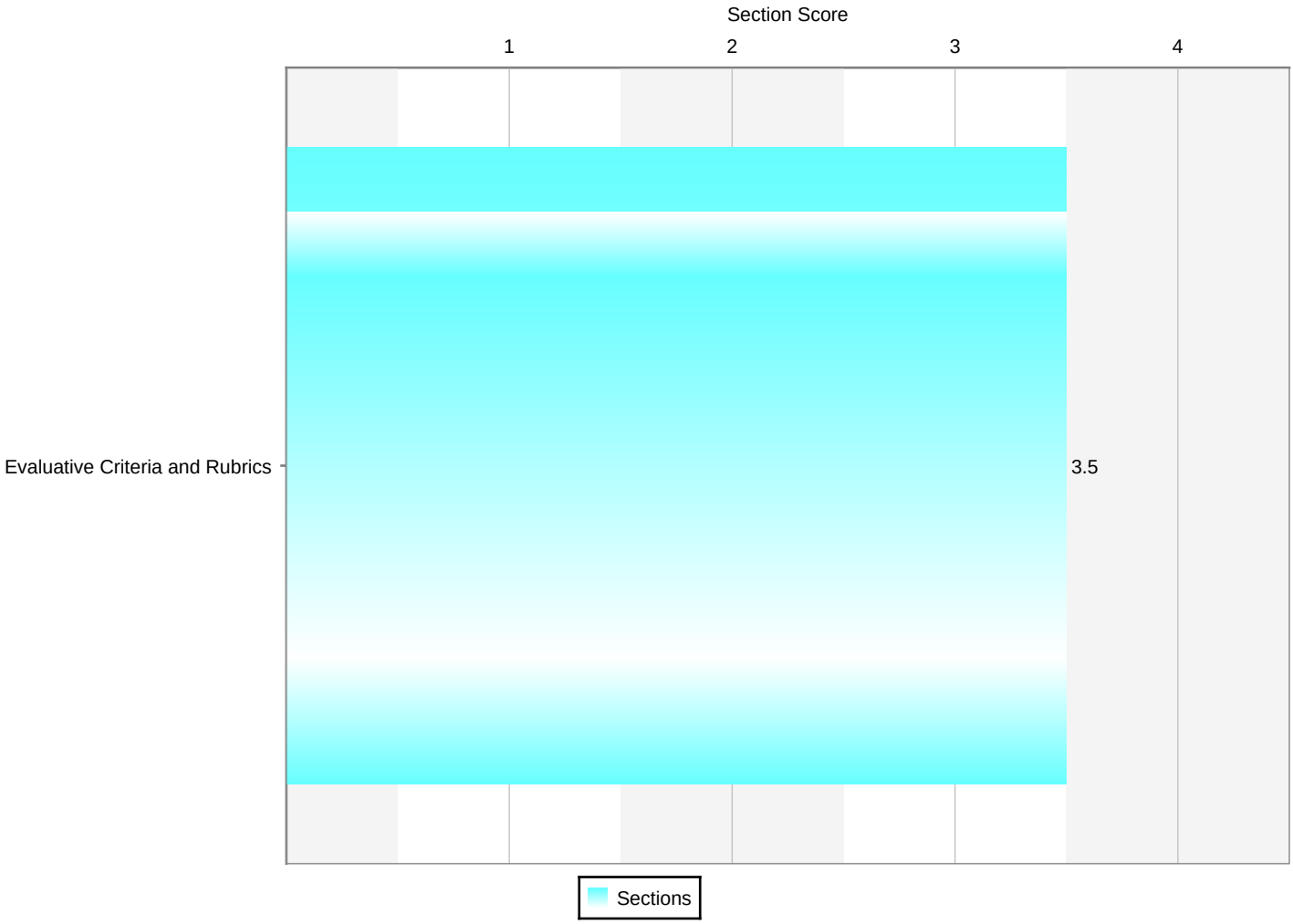
Report Summary

Scores By Section



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Title I Schoolwide Diagnostic

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Introduction

This diagnostic tool is aligned to the requirements for Title I Schoolwide School as described in section 1114, Every Student Succeeds Act (ESSA). The comprehensive needs assessment (CNA) requirement is met by completing a School Process Profile and Summary Report. The comprehensive needs assessment must be completed prior to creating a new plan or annually updating an existing school improvement plan. Use the results of the comprehensive needs assessment to develop Goals/Objectives/Strategies and Activities. Ensure that the Gap Statements and Causes for Gaps included in the Goals information address all four measures of data: student achievement data, school programs/process data, perceptions data (must include teachers and parents; student data is encouraged), and demographic data. The Comprehensive Needs Assessment must also take into account the needs of migratory children as defined in Title I, Part C, Section 1309(2).

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Component 1: Comprehensive Needs Assessment (Sec.1114(b)(6))

How was the comprehensive needs assessment conducted?

In an effort to improve the effectiveness of the entire school in the academic area and to provide opportunities for all children to achieve success, North Sand Mountain School will revise the Continuous Improvement Plan as determined by an analysis of multiple sources of data for the 2018-2019 school year. The planning committee met on September 21, 2018 to discuss needs of students at North Sand Mountain School. Multiple sources of data are analyzed to identify areas of need. Data analysis includes academic performance, attendance reports, and discipline reports as well as survey results from stakeholders. After analyzing the data, the committee suggested strategies, professional development, and budget requirements for the ACIP. At this meeting assignments were delegated to each committee member. These committee members will revise our current plan and merge their work into the required format. When the draft is completed, faculty and staff will review it and suggest modifications that are needed to make the plan as beneficial for our school as it can be. The ACIP for the 2018-2019 school year will then be shared with the district for review. Suggested modifications will be examined and decisions will be made by the school leadership team as well as faculty and staff. The finalized ACIP will be sent to the Jackson County School Board for approval and signatures. A copy of the completed ACIP will be located in the main office, the school library, and the counselor's office of North Sand Mountain School. As a service provider to children in the high-poverty community and having 56% percent of the total enrollment receiving free or reduced lunch services, the school meets the eligibility requirements for a school-wide service plan.

What were the results of the comprehensive needs assessment?

The faculty and staff of North Sand Mountain School used vertical teaming and analyzed the longitudinal data for each grade, determining strengths and weaknesses on the required Alabama state assessment, Scantron Global Scholar and ACT. It was determined through data analysis that focus should be made on the following academic areas:
11th grade reading comprehension skills 11th English language skills
11th grade writing skills
11th grade problem solving in Mathematics
10th grade writing skills and problem solving skills in Mathematics
10th grade reading comprehension skills
3rd-8th grade reading comprehension skills
3rd-8th grade problems solving skills in Mathematics
5th-7th grade critical thinking skills in Science
3rd-8th grade writing skills
Students with disabilities in reading comprehension and Mathematics problem solving

North Sand Mountain School's average daily attendance was 94.41% for the previous school year and views regular attendance as a contributing aspect to student performance. North Sand Mountain also recognizes teacher attendance as a contributing factor to student performance. Data from the previous school year indicates that most of the faculty had absences that ranged from 9 to 15 days for the entire year.

The North Sand Mountain SIR report indicates that student discipline is managed in a positive manner and is not a contributing factor to any

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diminished academic performance school wide. In recent years North Sand Mountain has had no students expelled from school and a limited number of Alternative School referrals. In the previous school year, the bulk of Alternative school referrals were made for students who had excessive discipline referrals.

What conclusions were drawn from the results?

All students in the sub-groups should receive instruction that will enable them to make significant achievement improvements, as measured by the required state assessment and ACT Plus writing, at a rate increase of 3% in Mathematics, English Language Arts and Reading Comprehension, during the 2018-2019 school year.

Based on ACT data, focus needs to be made in 11th grade reading comprehension and mathematics. Goals will be made to address these areas in current school year.
Attendance and student discipline are managed in a positive manner. There have been few Alternative school referrals and no students expelled from North Sand Mountain School in recent years. There have been relatively few student attendance issues that have resulted in truancy charges being filed in juvenile court and average daily attendance has been near 95% for each of the last 5 years.

What information was concluded as a result of analyzing perception, student achievement, school programs/process, and demographic data?

Student Performance Data Document
The summative assessment data provided in this document refers to the Scantron Global Scholar assessment for grades three through eight. Scantron Global Scholar was the required summative assessment for these grades in the state of Alabama.

Since Scantron Global Scholar was a new assessment for the 2017-2018 school year we have no previous data to use for comparison. Using the data from the administration of the Scantron test in 2017-2018, it was noted that from September 2017 to April 2018 third and fourth grade math continued to show improved student scores. It was also noted that during the same time period 5th, 6th, and 7th grade math and reading showed little improvement in student scores.

All areas of the ACT need to be emphasized based on the grade 10 scores.

How are the school goals connected to priority needs and the needs assessment?

School goals are connected to priority needs and the needs assessment in several ways. Students conduct online surveys that question how they feel about the learning environment in which they are placed. Students are asked to rate not only the effectiveness of how material is being presented in the classroom but also questions that relate to the level of openness that they feel with the teachers and staff at the school. Teachers are also asked to complete surveys that reflect on their thoughts about the administration of the school and its effectiveness. Parents also complete the surveys to give the best overall snapshot of the school. These surveys, input from the community,

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are all taken into consideration when setting the goals of our school. Administration then sets out to find ways to improve in the areas our school is struggling while giving encouragement to continue with the areas in which we flourish. Test data is also used to set school goals. This data is examined and areas of weakness are noted.

Goals for the identified areas are then set so that we as a school can increase the productivity and knowledge of our students.

How do the goals portray a clear and detailed analysis of multiple types of data?

When setting goals for our school, multiple things are taken into consideration. We use the students, parent, and teacher surveys mentioned in the previous question. Again, analysis of test data is also considered. As test scores are received, teachers review their grade level scores and make notes of areas of both weakness and strength. Vertical teaching allows teachers in the same grade level to work together and make plans on how to help students increase in their weak areas while building on their strengths. In the middle school where teachers are departmentalized, vertical teaching allows teachers to implement other subjects into the lessons they are teaching which in turn reinforces concepts students are learning in the other classes.
Another thing taken into consideration when setting goals for our school is the demography of our area. Our school is in a rural portion of the state and the majority of our students qualify for free or reduced lunches. Many of our students come from single parent homes or homes where the grandparents have assumed responsibility for raising the child. Many of the adults in our area do not have college educations and work long hours in manual labor jobs. Being in a rural community allows for a good partnership with local businesses that are willing to assist our school with whatever we need. However, the dark side of this is the fact that these are local, rural businesses who do not have a plethora of resources available to them.

How do the goals address the needs of the whole school population and special recognition to children who are disadvantaged?

Our school believes that all students have the ability and the right to learn. This applies to students in the entire school regardless of any disadvantages that they might have. We try to set goals that will encourage students with no regard to their level of academics, community status, or wealth. Programs have been created within the school to encourage students to work hard and be in attendance at school. These programs are not just for "good grade" students but also include those who work hard and make improvements on their grades.

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Component 2: Schoolwide Reform Strategies (Sec. 1114(7)(A)(i)(ii)(iii)(I)(II)(III))

Identify the strategies in the schoolwide plan that provide opportunities for all children, including each of the subgroups of students (economically disadvantaged; students from major racial and ethnic groups; children with disabilities; and English Learners) as defined in section 1111(c)(2) to meet the challenging State academic standards.

Goal 1:

Provide a rigorous and effective instructional program to ensure the academic growth of all students.

Measurable Objective 1:

62% of Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh and Twelfth grade students will demonstrate a proficiency in comprehension in Reading by 06/30/2020 as measured by formative assessments and the state mandated assessment..

Strategy1:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Strategy2:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

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Research Cited:

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

Strategy3:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

Strategy4:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

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Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning Technology	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy5:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Strategy6:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning Direct Instruction	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy7:

Professional Development on Instructional Strategies for Teaching Reading - Professional Development will be provided on : Instructional strategies which teach foundational skills and vocabulary development; effective questioning techniques which develop critical thinking skills; and the close reading skills of that help students to compare and contrast, summarize, annotate, make inferences, predict and draw

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conclusions, and writing from sources. The professional development will be provided through face-to-face sessions, book studies, blended learning, and teacher collaboration.

Category: Develop/Implement Professional Learning and Support

Research Cited: Marazno

Activity - Teacher Use of Effective Questions and Higher Order Thinking Skills	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will design and demonstrate classroom questioning based on Bloom's Taxonomy or Webb's Depth of Knowledge	Professional Learning	08/08/2014	06/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, ELA Teachers, Instructional Coaches

Activity - Professional Development on Teaching Foundational Reading Skills	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Professional development on teaching foundational reading skills will be provided through a trainer-of-trainers model. ARI specialists will train instructional coaches who will turn the training around for classroom teachers in grades K-3 with emphasis given to grade 3. Instructional coaches will model lessons and support teachers as they implement the strategies.	Professional Learning	08/20/2017	06/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, ARI Specialists, Reading Specialists, Teachers

Activity - Professional Development for New Teachers and Teachers in Need of Assistance on Close Reading Strategies	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
New K-8 English Language Arts Teachers and Content Area teachers will participate on close reading strategies and text-based questioning techniques that foster critical thinking skills. Training will be provided in face-to-face sessions and through online book studies.	Professional Learning	10/03/2016	06/01/2020	$0 - No Funding Required	Curriculum Coordinator

Activity - Professional Learning Support Plan for ARI	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals and instructional coaches will develop a 3 year professional learning support plan for ARI with the support of the state ARI specialist through attendance of required meetings by the district lead instructional coach. The lead instructional coach will provide turn around training for all district instructional coaches.	Professional Learning	08/01/2017	06/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Coaches, Teachers

Measurable Objective 2:

45% of Eleventh grade students will demonstrate a proficiency in reading comprehension in English Language Arts by 06/01/2020 as measured by ACT Plus Writing..

Strategy1:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed.

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Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning Technology	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy2:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

Strategy3:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

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Strategy4:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Direct Instruction Professional Learning	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy5:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Strategy6:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

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Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Measurable Objective 3:

62% of Eleventh grade students will demonstrate a proficiency in English skills in English Language Arts by 06/01/2020 as measured by ACT Plus with Writing.

Strategy1:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Strategy2:

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Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Technology Professional Learning	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy3:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

Strategy4:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning Direct Instruction	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy5:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

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Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Strategy6:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

Measurable Objective 4:

80% of Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh and Twelfth grade students will

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collaborate to complete authentic, multi-discipline projects annually to increase content knowledge and ensure the development of critical thinking and problem solving in STEM Technology, Engineering, Mathematics, and in Science by 06/01/2020 as measured by project rubrics, lesson plans, and classroom observations.

Strategy1:

STEM Professional Development - Science, Technology, and Mathematics teachers will participate in multi-discipline workshops which support STEM instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Moodle Site for Teacher Collaboration	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will share lesson plans, grading rubrics, and project activities on a Moodle site with a collaboration space for each grade level.	Academic Support Program	10/03/2016	06/01/2020	$0 - No Funding Required	Curriculum coordinator, principals, teachers

Activity - Grade Level Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grade level workshops (which utilize local resources, AMSTI trainers, and Science in Motion) will address instructional strategies and the development of multi-discipline lessons which use hands-on learning to construct knowledge and guide students in the application of content knowledge to solving real-world problems.	Professional Learning	01/04/2016	06/01/2020	$0 - No Funding Required	Curriculum coordinator, principals, teachers

Strategy2:

Curriculum Development for Robotics - In order to ensure equity across the school district STEM teachers will collaborate to identify what students should know and be able to do at each level of robotics instruction. Such collaboration will result in a robotics curriculum for the school district.

Category: Develop/Implement College and Career Ready Standards

Research Cited:

Activity - Defining and Organizing Robotics Concepts and Applications	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
STEM teachers will collaborate to develop a robotics curriculum for Jackson County Schools which is generally leveled as elementary, middle, and high school content. The curriculum will define what students should know and be able to do at each level. The development of a core curriculum will provide guidance and support to teachers while setting a minimum base-line for equity across the school district as robotics becomes available to all students.	Policy and Process	12/01/2016	08/01/2020	$0 - No Funding Required	Curriculum coordinator, principals, and robotics teachers

Measurable Objective 5:

70% of Third, Fourth, Fifth, Sixth, Seventh and Eighth grade students will demonstrate a proficiency in problem solving in Mathematics by

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06/30/2020 as measured by the required Alabama State Assessments.

Strategy1:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Strategy2:

Professional Development on Math Standards - Utilizing AMSTI staff, the district will have professional development for math teachers in grades K-8 on state math standards and best practices.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - AMSTI Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
K-8 teachers will participate in professional development on state math standards and best practices conducted by AMSTI personnel.	Professional Learning	08/01/2018	08/08/2018	$0 - No Funding Required	Curriculum Supervisor, Principals, K-8 Math Teachers

Strategy3:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

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Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Strategy4:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning Technology	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy5:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning Direct Instruction	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy6:

Professional Development for K-8 Teachers on Teaching Computational and Reasoning Strategies - Math teachers in grades K-8 will have an opportunity to participate in face to face professional development on the strategies used in the standards-based Eureka Mathematics program. The professional development includes training videos and materials.

Category: Develop/Implement Professional Learning and Support

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Research Cited:

Activity - Professional Development on Eureka Math	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math teachers in grades K-8 will participate in face to face professional development on the strategies used in the standards-based Eureka Mathematics program for the purpose of implementing these strategies in their classrooms.	Professional Learning	05/01/2017	06/30/2020	$0 - Title II Part A	Curriculum Coordinator, Principals, Instructional Coaches

Measurable Objective 6:

32% of Eleventh grade students will demonstrate a proficiency in problem solving in Mathematics by 06/01/2020 as measured by ACT Plus Writing.

Strategy1:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning Technology	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy2:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

Strategy3:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based

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learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Strategy4:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Strategy5:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

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Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Strategy6:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning Direct Instruction	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Measurable Objective 7:

62% of English Learners students will demonstrate a proficiency in comprehension in Reading by 05/29/2020 as measured by required Alabama state assessment.

Strategy1:

Curricular and Instructional Guidance - All schools will be guided by the WIDA ELP Standards and related materials such as the Can Do Descriptors.

Category: Develop/Implement Professional Learning and Support

Research Cited:

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Activity - WIDA ACCESS Assessment and IELPs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The WIDA ACCESS will be given annually as a benchmark assessment and as the basis for the development of IELPs.	Academic Support Program	10/13/2015	05/29/2020	$0 - No Funding Required	EL Coordinator

Activity - Face-to-Face Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Professional Development for teachers will be provided as needed.	Professional Learning Academic Support Program	10/20/2015	05/29/2020	$0 - No Funding Required	EL Coordinator

Measurable Objective 8:

30% of Eleventh grade students will demonstrate a proficiency in critical thinking in Science by 06/01/2020 as measured by ACT Plus Writing.

Strategy1:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Strategy2:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

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Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Strategy3:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

Strategy4:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

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Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Direct Instruction Professional Learning	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy5:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Strategy6:

Professional Development for Secondary Science Teachers - Professional development will be provided for all high school science teachers on the new Alabama Science Standards and STEM projects.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Face-to-face professional development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Science teachers will participate in the development and execution of STEM projects.	Professional Learning	10/07/2015	06/03/2019	$0 - No Funding Required	Curriculum Coordinator, Science Teachers

Activity - Face to face professional development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
4-12 Science teachers will participate in AMSTI training about the new Alabama Science Standards.	Professional Learning	10/01/2015	08/20/2020	$0 - Title II Part A	Curriculum Coordinator, AMSTI Science Teachers

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Strategy7:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning Technology	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Measurable Objective 9:

70% of English Learners students will demonstrate a proficiency in problem solving in Mathematics by 05/29/2020 as measured by required Alabama state assessment.

Strategy1:

Curricularand Instructional Guidance - All schools will be guided by the WIDA ELP Standards and related materials such as the Can Do Descriptors.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - WIDA ACCESS Assessment and IELPs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The WIDA ACCESS will be given annually as a benchmark assessment and as the basis for the development of IELPs.	Academic Support Program	10/13/2015	05/29/2020	$0 - No Funding Required	EL Coordinator

Activity - Face-to-Face Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Professional Development for teachers will be provided as needed.	Professional Learning Academic Support Program	10/20/2015	05/29/2020	$0 - No Funding Required	EL Coordinator

Goal 2:

Graduate College and Career Ready Students

Measurable Objective 1:

collaborate to reach a graduation rate of no less than 90% for all schools by 06/01/2020 as measured by the standards set by the state of

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Alabama for receipt of a high school diploma.

Strategy1:

Transition Process - All schools in a feeder-school pattern will develop, evaluate, and/or enhance the transition processes which support students as they transition from school to school.

Category: Implement Guidance and Counseling Plan

Research Cited:

Activity - - Transition Planning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Using the established committee chaired by the school counselor, North Sand Mountain School will examine and enhance the transition program from grade-to-grade in the school. The schools in the feeder school pattern will collaborate to ensure seamless transition from kindergarten through grade twelve.	Policy and Process	01/02/2015	05/31/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Assistant Principals, Counselors

Measurable Objective 2:

collaborate to provide the academic and career technical programs that ensure that 100% of students in the class of 2020 will graduate with career and college ready credentials by 05/31/2020 as measured by Alabama State Department of Education Accountability Program.

Strategy1:

Create more opportunities for students to attend the Career Center - Create opportunities, through creative scheduling, for more students to attend the local career center, Earnest Pruett Center of Technology (EPCOT)

Category: Develop/Implement College and Career Ready Standards

Research Cited:

Activity - Scheduling	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The school district will change from a block format to a period format to allow an additional session to be offered at the career tech center and to create sessions that focus on first year and experienced students.	Recruitment and Retention	08/08/2018	06/30/2020	$0 - No Funding Required	Curriculum Supervisor, EPCOT Director, Principals

Strategy2:

A+ College Ready Program and AP Classes - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

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Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Direct Instruction Professional Learning	01/07/2019	05/29/2020	$0 - No Funding Required	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy3:

Supporting the Development of Viable Education and Career Plans for Students - All students will develop a career plan by grade eight that is appropriate, attainable, and adaptable. These career plans will be implemented and adapted as the students progress through high school as needed to meet the needs of the students. Support will be provided for school counselors and the students as they work through the process of developing and reviewing periodically the career plans.

Category: Develop/Implement College and Career Ready Standards

Research Cited:

Activity - Career Counseling	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The school district will employ a career coach who will assit local school counselors as they guide students in the development of Educational and Career Plans.	Career Preparation/ Orientation	08/05/2014	06/30/2020	$0 - No Funding Required	Superintendent

Goal 3:

Engage Parents and Community in the Educational Process.

Measurable Objective 1:

collaborate to inform parents and the community of the academic achievement and other accomplishments of Jackson County students using a variety of delivery methods by 05/29/2020 as measured by parent and community surveys.

Strategy1:

Parent Notification System - The district will maintain a parent mass notification system and train administrators in the use of mass notification tools as needed.

Category: Other - Parent Involvement

Research Cited:

Activity - Inform Parent Using Mass Notification	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Inform parents of student absences and school events using the mass notification system.	Parent Involvement	08/01/2018	05/29/2020	$0 - District Funding	Technology Coordinator, Superintendent, Supervisors, Principals, Assistant Principals

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Activity - Mass Notification Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Administrators will be trained as needed to use the mass notification system apps.	Parent Involvement	08/01/2017	05/29/2020	$0 - No Funding Required	Technology Coordinator, Supervisors, Principals, Assistant Principals

Strategy2:

Dynamic Digital Communications - The District will periodically update its website to maintain a dynamic presentation of information to the public through the incorporation of social media.

Category: Other - Continuous Improvement

Research Cited:

Activity - Digital Engagement	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will periodically update its website to keep it dynamic and engaging through the use of high- quality graphics and the incorporation of social media.	Community Engagement	08/01/2018	05/01/2020	$0 - No Funding Required	Instructional technology Specialist, Federal Programs Parental Involvement Consulting Teacher, Supervisors, Superintendent, School Webmasters, Principals and designees.

Measurable Objective 2:

collaborate to increase parental understanding of and participation in the development of student career plans as students transition into high school to 75% by 05/29/2020 as measured by the number of parents attending Eighth Grade Transition Meetings.

Strategy1:

College and Career Ready Resource Information - The district will provide information for parents concerning resources which are available to help students and parents as they plan for College and Career.

Category: Implement Community Based Support and Intervention System

Research Cited:

Activity - College and Career Ready Resources for Families Brochure	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will develop a brochure describing resources available to parents and students as they develop and execute College and Career Plans. The information will also be posted on the district's website.	Career Preparation/ Orientation Parent Involvement	08/01/2018	06/01/2020	$0 - No Funding Required	Federal Programs Coordinator, Parent Involvement Personnel, Career Tech Administrator, Career Coaches, School Counselors

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Activity - Earnest Pruett Center of Technology Tours for Parents and Community	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
In conjunction with eighth Grade Transition Meetings at district high schools, a Parent/Community Night will be planned in order for stakeholders to see and understand the career technical opportunities available to Jackson County students as they enter high school.	Parent Involvement Community Engagement Career Preparation/ Orientation	08/01/2017	05/29/2020	$0 - No Funding Required	Principals, Counselors, Teachers, Career Technical Director, Career Technical Teachers

Measurable Objective 3:

collaborate to improve parent engagement in school activities by 12/21/2020 as measured by the number of parents in the school participating in at least one school event.

Strategy1:

Dynamic Digital Communications - The District will periodically update its website to maintain a dynamic presentation of information to the public through the incorporation of social media.

Category: Other - Continuous Improvement

Research Cited:

Activity - Digital Engagement	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will periodically update its website to keep it dynamic and engaging through the use of high- quality graphics and the incorporation of social media.	Community Engagement	08/01/2018	05/01/2020	$0 - No Funding Required	Instructional technology Specialist, Federal Programs Parental Involvement Consulting Teacher, Supervisors, Superintendent, School Webmasters, Principals and designees.

Strategy2:

Parent Notification System - The district will maintain a parent mass notification system and train administrators in the use of mass notification tools as needed.

Category: Other - Parent Involvement

Research Cited:

Activity - Inform Parent Using Mass Notification	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Inform parents of student absences and school events using the mass notification system.	Parent Involvement	08/01/2018	05/29/2020	$0 - District Funding	Technology Coordinator, Superintendent, Supervisors, Principals, Assistant Principals

Activity - Mass Notification Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Administrators will be trained as needed to use the mass notification system apps.	Parent Involvement	08/01/2017	05/29/2020	$0 - No Funding Required	Technology Coordinator, Supervisors, Principals, Assistant Principals

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Strategy3:

Parent Engagement Events - Each school will plan and execute an event that is unique to the school for the purpose of providing a welcoming event for parents and families during which relationships can be built.

Category: Other - Parental Involvement

Research Cited:

Activity - Parent and Family Events	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Each school will plan and execute an event that is unique to the school for the purpose of providing a welcoming event for parents and families during which relationships can be built.	Parent Involvement	08/01/2017	06/01/2020	$0 - No Funding Required	Principals, Counselors, Teachers

Goal 4:

Ensure that all students have optimal instruction time and the support necessary to be successful in school while providing a unique climate and culture in which all students feel welcome, safe, and secure.

Measurable Objective 1:

collaborate to improve existing student support services through implementation of the Project AWARE grant by 06/01/2020 as measured by surveys.

Strategy1:

Program Planning and Implementation - The district will participate in ALSDE training provided by UAB, plan the implementation of the Project AWARE Grant, and implement the components of the grant.

Category: Other - Student Mental Health Services and Support

Research Cited:

Activity - Program Planning and Implementation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Based on the grant proposal and award, the district will hire additional personnel to implement the grant program. Additional personnel will include mental health professionals and a program secretary. The new personnel along with select district and school personnel will participate in collaborative training facilitated by UAB and the State Department. The training will focus on the Ci3T behavioral program. Utilizing this training the program will be implemented.	Behavioral Support Program Professional Learning Academic Support Program	09/27/2018	04/30/2019	$0 - Other	Superintendent, Student Services Supervisor, Central Office Personnel, School Personnel

Measurable Objective 2:

collaborate to maintain Advocacy Programs at all schools by 05/29/2020 as measured by end of the year surveys to determine program effectiveness..

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Strategy1:

Advocacy Team Planning - District and school representatives will collaborate to develop and implement school advocacy programs.

Category: Develop/Implement Student and School Culture Program

Research Cited:

Activity - Program Implementation Planning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Advocacy leaders from all schools and the district will meet to establish a timeline for training school personnel and the implementation of the district created grades K-4 program and of the grades 5-12 Character Strong research based program.	Behavioral Support Program Academic Support Program	08/01/2018	06/03/2019	$0 - No Funding Required	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Activity - Program Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Advocacy leaders from all schools and the district will be trained on implementing a planned, sequential advocacy program. Grades K-4 will be district developed and grades 5-12 will be the research based Character Strong Program.	Academic Support Program Behavioral Support Program	08/01/2018	05/29/2020	$0 - General Fund	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Strategy2:

Implentation of Advocacy Program - School Advocacy teams will implement planned activities at the school level.

Category: Develop/Implement Student and School Culture Program

Research Cited:

Activity - Program Review	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
School Advocacy chairs and district personnel will meet quarterly to determine the effectiveness of the program. Student surveys will be reviewed at the end of each year. The guidelines, calendar, and activities for next year's program will be planned based on this review.	Behavioral Support Program Academic Support Program	08/01/2018	06/14/2019	$0 - No Funding Required	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

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Activity - Program Turn Around Training and Implementation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
School advocacy leaders will train school personnel on how to implement the district created grades K-4 program and the grades 5-12 Character Strong research based program. Following training schools will implement the programs.	Academic Support Program Behavioral Support Program	08/01/2018	05/29/2020	$0 - No Funding Required	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Strategy3:

Utilize Parent Notification System - The district will continue to update the current parent notification system for the 2018-2019 school year and train administrators in the use of mass notification tools.

Category: Other - Parental Involvement

Research Cited:

Activity - Mass Notification Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Administrators will be trained to use the mass notification system app.	Parent Involvement	09/05/2017	06/28/2019	$0 - No Funding Required	Technology Coordinator, Superintendent, Central Office Staff, Principals, Assistant Principals

Activity - Inform Parent Using Mass Notification	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Inform parents of student absences and school events using the mass notification system.	Parent Involvement	10/02/2017	09/30/2019	$0 - No Funding Required	Superintendent, Central Office Staff, Principals, Assistant Principals

Activity - Update Current Platform	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will continue to update the new mass notification system.	Technology	09/05/2017	05/30/2018	$0 - District Funding	Technology Coordinator

Identify the instructional strategies and methods used that strengthen the academic program in the school, increase the amount and quality of learning time, and help provide an enriched and accelerated curriculum, which may include programs, activities, and courses necessary to provide a well-rounded education.

Goal 1:

Provide a rigorous and effective instructional program to ensure the academic growth of all students.

Measurable Objective 1:

45% of Eleventh grade students will demonstrate a proficiency in reading comprehension in English Language Arts by 06/01/2020 as measured by ACT Plus Writing..

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Strategy1:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Strategy2:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

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Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Strategy3:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Technology Professional Learning	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy4:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Strategy5:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

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Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Direct Instruction Professional Learning	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy6:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

Measurable Objective 2:

62% of Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh and Twelfth grade students will demonstrate a proficiency in comprehension in Reading by 06/30/2020 as measured by formative assessments and the state mandated assessment..

Strategy1:

Professional Development on Instructional Strategies for Teaching Reading - Professional Development will be provided on : Instructional strategies which teach foundational skills and vocabulary development; effective questioning techniques which develop critical thinking skills; and the close reading skills of that help students to compare and contrast, summarize, annotate, make inferences, predict and draw conclusions, and writing from sources. The professional development will be provided through face-to-face sessions, book studies, blended learning, and teacher collaboration.

Category: Develop/Implement Professional Learning and Support

Research Cited: Marazno

Activity - Professional Development for New Teachers and Teachers in Need of Assistance on Close Reading Strategies	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
New K-8 English Language Arts Teachers and Content Area teachers will participate on close reading strategies and text-based questioning techniques that foster critical thinking skills. Training will be provided in face-to-face sessions and through online book studies.	Professional Learning	10/03/2016	06/01/2020	$0 - No Funding Required	Curriculum Coordinator

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Activity - Professional Learning Support Plan for ARI	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals and instructional coaches will develop a 3 year professional learning support plan for ARI with the support of the state ARI specialist through attendance of required meetings by the district lead instructional coach. The lead instructional coach will provide turn around training for all district instructional coaches.	Professional Learning	08/01/2017	06/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Coaches, Teachers

Activity - Professional Development on Teaching Foundational Reading Skills	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Professional development on teaching foundational reading skills will be provided through a trainer-of-trainers model. ARI specialists will train instructional coaches who will turn the training around for classroom teachers in grades K-3 with emphasis given to grade 3. Instructional coaches will model lessons and support teachers as they implement the strategies.	Professional Learning	08/20/2017	06/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, ARI Specialists, Reading Specialists, Teachers

Activity - Teacher Use of Effective Questions and Higher Order Thinking Skills	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will design and demonstrate classroom questioning based on Bloom's Taxonomy or Webb's Depth of Knowledge	Professional Learning	08/08/2014	06/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, ELA Teachers, Instructional Coaches

Strategy2:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Technology Professional Learning	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy3:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

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Research Cited:

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Strategy4:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Strategy5:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

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Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Strategy6:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

Strategy7:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Direct Instruction Professional Learning	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Measurable Objective 3:

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62% of Eleventh grade students will demonstrate a proficiency in English skills in English Language Arts by 06/01/2020 as measured by ACT Plus with Writing.

Strategy1:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Strategy2:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

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Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Strategy3:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Strategy4:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning Technology	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy5:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to

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incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

Strategy6:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Direct Instruction Professional Learning	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Measurable Objective 4:

30% of Eleventh grade students will demonstrate a proficiency in critical thinking in Science by 06/01/2020 as measured by ACT Plus Writing.

Strategy1:

Professional Development for Secondary Science Teachers - Professional development will be provided for all high school science teachers on the new Alabama Science Standards and STEM projects.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Face-to-face professional development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Science teachers will participate in the development and execution of STEM projects.	Professional Learning	10/07/2015	06/03/2019	$0 - No Funding Required	Curriculum Coordinator, Science Teachers

Activity - Face to face professional development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
4-12 Science teachers will participate in AMSTI training about the new Alabama Science Standards.	Professional Learning	10/01/2015	08/20/2020	$0 - Title II Part A	Curriculum Coordinator, AMSTI Science Teachers

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Strategy2:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Technology Professional Learning	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy3:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

Strategy4:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

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Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

Strategy5:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Strategy6:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning Direct Instruction	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

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Strategy7:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Measurable Objective 5:

80% of Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh and Twelfth grade students will collaborate to complete authentic, multi-discipline projects annually to increase content knowledge and ensure the development of critical thinking and problem solving in STEM Technology, Engineering, Mathematics, and in Science by 06/01/2020 as measured by project rubrics, lesson plans, and classroom observations.

Strategy1:

STEM Professional Development - Science, Technology, and Mathematics teachers will participate in multi-discipline workshops which support STEM instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Moodle Site for Teacher Collaboration	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will share lesson plans, grading rubrics, and project activities on a Moodle site with a collaboration space for each grade level.	Academic Support Program	10/03/2016	06/01/2020	$0 - No Funding Required	Curriculum coordinator, principals, teachers

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Activity - Grade Level Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grade level workshops (which utilize local resources, AMSTI trainers, and Science in Motion) will address instructional strategies and the development of multi-discipline lessons which use hands-on learning to construct knowledge and guide students in the application of content knowledge to solving real-world problems.	Professional Learning	01/04/2016	06/01/2020	$0 - No Funding Required	Curriculum coordinator, principals, teachers

Strategy2:

Curriculum Development for Robotics - In order to ensure equity across the school district STEM teachers will collaborate to identify what students should know and be able to do at each level of robotics instruction. Such collaboration will result in a robotics curriculum for the school district.

Category: Develop/Implement College and Career Ready Standards

Research Cited:

Activity - Defining and Organizing Robotics Concepts and Applications	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
STEM teachers will collaborate to develop a robotics curriculum for Jackson County Schools which is generally leveled as elementary, middle, and high school content. The curriculum will define what students should know and be able to do at each level. The development of a core curriculum will provide guidance and support to teachers while setting a minimum base-line for equity across the school district as robotics becomes available to all students.	Policy and Process	12/01/2016	08/01/2020	$0 - No Funding Required	Curriculum coordinator, principals, and robotics teachers

Measurable Objective 6:

70% of Third, Fourth, Fifth, Sixth, Seventh and Eighth grade students will demonstrate a proficiency in problem solving in Mathematics by 06/30/2020 as measured by the required Alabama State Assessments.

Strategy1:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

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Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Strategy2:

Professional Development on Math Standards - Utilizing AMSTI staff, the district will have professional development for math teachers in grades K-8 on state math standards and best practices.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - AMSTI Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
K-8 teachers will participate in professional development on state math standards and best practices conducted by AMSTI personnel.	Professional Learning	08/01/2018	08/08/2018	$0 - No Funding Required	Curriculum Supervisor, Principals, K-8 Math Teachers

Strategy3:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning Technology	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy4:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

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Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Strategy5:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Direct Instruction Professional Learning	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy6:

Professional Development for K-8 Teachers on Teaching Computational and Reasoning Strategies - Math teachers in grades K-8 will have an opportunity to participate in face to face professional development on the strategies used in the standards-based Eureka Mathematics program. The professional development includes training videos and materials.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Professional Development on Eureka Math	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math teachers in grades K-8 will participate in face to face professional development on the strategies used in the standards-based Eureka Mathematics program for the purpose of implementing these strategies in their classrooms.	Professional Learning	05/01/2017	06/30/2020	$0 - Title II Part A	Curriculum Coordinator, Principals, Instructional Coaches

Measurable Objective 7:

32% of Eleventh grade students will demonstrate a proficiency in problem solving in Mathematics by 06/01/2020 as measured by ACT Plus Writing.

Strategy1:

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Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Strategy2:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Technology Professional Learning	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy3:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

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Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning Direct Instruction	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy4:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

Strategy5:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

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Strategy6:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Measurable Objective 8:

62% of English Learners students will demonstrate a proficiency in comprehension in Reading by 05/29/2020 as measured by required Alabama state assessment.

Strategy1:

Curricular and Instructional Guidance - All schools will be guided by the WIDA ELP Standards and related materials such as the Can Do Descriptors.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - WIDA ACCESS Assessment and IELPs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The WIDA ACCESS will be given annually as a benchmark assessment and as the basis for the development of IELPs.	Academic Support Program	10/13/2015	05/29/2020	$0 - No Funding Required	EL Coordinator

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Activity - Face-to-Face Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Professional Development for teachers will be provided as needed.	Academic Support Program Professional Learning	10/20/2015	05/29/2020	$0 - No Funding Required	EL Coordinator

Measurable Objective 9:

70% of English Learners students will demonstrate a proficiency in problem solving in Mathematics by 05/29/2020 as measured by required Alabama state assessment.

Strategy1:

Curricularand Instructional Guidance - All schools will be guided by the WIDA ELP Standards and related materials such as the Can Do Descriptors.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Face-to-Face Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Professional Development for teachers will be provided as needed.	Academic Support Program Professional Learning	10/20/2015	05/29/2020	$0 - No Funding Required	EL Coordinator

Activity - WIDA ACCESS Assessment and IELPs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The WIDA ACCESS will be given annually as a benchmark assessment and as the basis for the development of IELPs.	Academic Support Program	10/13/2015	05/29/2020	$0 - No Funding Required	EL Coordinator

Goal 2:

Graduate College and Career Ready Students

Measurable Objective 1:

collaborate to provide the academic and career technical programs that ensure that 100% of students in the class of 2020 will graduate with career and college ready credentials by 05/31/2020 as measured by Alabama State Department of Education Accountability Program.

Strategy1:

A+ College Ready Program and AP Classes - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

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Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Direct Instruction Professional Learning	01/07/2019	05/29/2020	$0 - No Funding Required	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy2:

Supporting the Development of Viable Education and Career Plans for Students - All students will develop a career plan by grade eight that is appropriate, attainable, and adaptable. These career plans will be implemented and adapted as the students progress through high school as needed to meet the needs of the students. Support will be provided for school counselors and the students as they work through the process of developing and reviewing periodically the career plans.

Category: Develop/Implement College and Career Ready Standards

Research Cited:

Activity - Career Counseling	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The school district will employ a career coach who will assit local school counselors as they guide students in the development of Educational and Career Plans.	Career Preparation/ Orientation	08/05/2014	06/30/2020	$0 - No Funding Required	Superintendent

Strategy3:

Create more opportunities for students to attend the Career Center - Create opportunities, through creative scheduling, for more students to attend the local career center, Earnest Pruett Center of Technology (EPCOT)

Category: Develop/Implement College and Career Ready Standards

Research Cited:

Activity - Scheduling	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The school district will change from a block format to a period format to allow an additional session to be offered at the career tech center and to create sessions that focus on first year and experienced students.	Recruitment and Retention	08/08/2018	06/30/2020	$0 - No Funding Required	Curriculum Supervisor, EPCOT Director, Principals

Measurable Objective 2:

collaborate to reach a graduation rate of no less than 90% for all schools by 06/01/2020 as measured by the standards set by the state of Alabama for receipt of a high school diploma.

Strategy1:

Transition Process - All schools in a feeder-school pattern will develop, evaluate, and/or enhance the transition processes which support students as they transition from school to school.

Category: Implement Guidance and Counseling Plan

Research Cited:

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Activity - - Transition Planning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Using the established committee chaired by the school counselor, North Sand Mountain School will examine and enhance the transition program from grade-to-grade in the school. The schools in the feeder school pattern will collaborate to ensure seamless transition from kindergarten through grade twelve.	Policy and Process	01/02/2015	05/31/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Assistant Principals, Counselors

Goal 3:

Engage Parents and Community in the Educational Process.

Measurable Objective 1:

collaborate to increase parental understanding of and participation in the development of student career plans as students transition into high school to 75% by 05/29/2020 as measured by the number of parents attending Eighth Grade Transition Meetings.

Strategy1:

College and Career Ready Resource Information - The district will provide information for parents concerning resources which are available to help students and parents as they plan for College and Career.

Category: Implement Community Based Support and Intervention System

Research Cited:

Activity - Earnest Pruett Center of Technology Tours for Parents and Community	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
In conjunction with eighth Grade Transition Meetings at district high schools, a Parent/Community Night will be planned in order for stakeholders to see and understand the career technical opportunities available to Jackson County students as they enter high school.	Parent Involvement Career Preparation/ Orientation Community Engagement	08/01/2017	05/29/2020	$0 - No Funding Required	Principals, Counselors, Teachers, Career Technical Director, Career Technical Teachers

Activity - College and Career Ready Resources for Families Brochure	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will develop a brochure describing resources available to parents and students as they develop and execute College and Career Plans. The information will also be posted on the district's website.	Parent Involvement Career Preparation/ Orientation	08/01/2018	06/01/2020	$0 - No Funding Required	Federal Programs Coordinator, Parent Involvement Personnel, Career Tech Administrator, Career Coaches, School Counselors

Measurable Objective 2:

collaborate to inform parents and the community of the academic achievement and other accomplishments of Jackson County students using a variety of delivery methods by 05/29/2020 as measured by parent and community surveys.

Strategy1:

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Dynamic Digital Communications - The District will periodically update its website to maintain a dynamic presentation of information to the public through the incorporation of social media.

Category: Other - Continuous Improvement

Research Cited:

Activity - Digital Engagement	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will periodically update its website to keep it dynamic and engaging through the use of high- quality graphics and the incorporation of social media.	Community Engagement	08/01/2018	05/01/2020	$0 - No Funding Required	Instructional technology Specialist, Federal Programs Parental Involvement Consulting Teacher, Supervisors, Superintendent, School Webmasters, Principals and designees.

Strategy2:

Parent Notification System - The district will maintain a parent mass notification system and train administrators in the use of mass notification tools as needed.

Category: Other - Parent Involvement

Research Cited:

Activity - Inform Parent Using Mass Notification	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Inform parents of student absences and school events using the mass notification system.	Parent Involvement	08/01/2018	05/29/2020	$0 - District Funding	Technology Coordinator, Superintendent, Supervisors, Principals, Assistant Principals

Activity - Mass Notification Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Administrators will be trained as needed to use the mass notification system apps.	Parent Involvement	08/01/2017	05/29/2020	$0 - No Funding Required	Technology Coordinator, Supervisors, Principals, Assistant Principals

Measurable Objective 3:

collaborate to improve parent engagement in school activities by 12/21/2020 as measured by the number of parents in the school participating in at least one school event.

Strategy1:

Dynamic Digital Communications - The District will periodically update its website to maintain a dynamic presentation of information to the public through the incorporation of social media.

Category: Other - Continuous Improvement

Research Cited:

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Activity - Digital Engagement	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will periodically update its website to keep it dynamic and engaging through the use of high- quality graphics and the incorporation of social media.	Community Engagement	08/01/2018	05/01/2020	$0 - No Funding Required	Instructional technology Specialist, Federal Programs Parental Involvement Consulting Teacher, Supervisors, Superintendent, School Webmasters, Principals and designees.

Strategy2:

Parent Engagement Events - Each school will plan and execute an event that is unique to the school for the purpose of providing a welcoming event for parents and families during which relationships can be built.

Category: Other - Parental Involvement

Research Cited:

Activity - Parent and Family Events	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Each school will plan and execute an event that is unique to the school for the purpose of providing a welcoming event for parents and families during which relationships can be built.	Parent Involvement	08/01/2017	06/01/2020	$0 - No Funding Required	Principals, Counselors, Teachers

Strategy3:

Parent Notification System - The district will maintain a parent mass notification system and train administrators in the use of mass notification tools as needed.

Category: Other - Parent Involvement

Research Cited:

Activity - Mass Notification Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Administrators will be trained as needed to use the mass notification system apps.	Parent Involvement	08/01/2017	05/29/2020	$0 - No Funding Required	Technology Coordinator, Supervisors, Principals, Assistant Principals

Activity - Inform Parent Using Mass Notification	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Inform parents of student absences and school events using the mass notification system.	Parent Involvement	08/01/2018	05/29/2020	$0 - District Funding	Technology Coordinator, Superintendent, Supervisors, Principals, Assistant Principals

Goal 4:

Ensure that all students have optimal instruction time and the support necessary to be successful in school while providing a unique climate and culture in which all students feel welcome, safe, and secure.

Measurable Objective 1:

collaborate to maintain Advocacy Programs at all schools by 05/29/2020 as measured by end of the year surveys to determine program

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effectiveness..

Strategy1:

Utilize Parent Notification System - The district will continue to update the current parent notification system for the 2018-2019 school year and train administrators in the use of mass notification tools.

Category: Other - Parental Involvement

Research Cited:

Activity - Inform Parent Using Mass Notification	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Inform parents of student absences and school events using the mass notification system.	Parent Involvement	10/02/2017	09/30/2019	$0 - No Funding Required	Superintendent, Central Office Staff, Principals, Assistant Principals

Activity - Update Current Platform	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will continue to update the new mass notification system.	Technology	09/05/2017	05/30/2018	$0 - District Funding	Technology Coordinator

Activity - Mass Notification Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Administrators will be trained to use the mass notification system app.	Parent Involvement	09/05/2017	06/28/2019	$0 - No Funding Required	Technology Coordinator, Superintendent, Central Office Staff, Principals, Assistant Principals

Strategy2:

Advocacy Team Planning - District and school representatives will collaborate to develop and implement school advocacy programs.

Category: Develop/Implement Student and School Culture Program

Research Cited:

Activity - Program Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Advocacy leaders from all schools and the district will be trained on implementing a planned, sequential advocacy program. Grades K-4 will be district developed and grades 5-12 will be the research based Character Strong Program.	Behavioral Support Program Academic Support Program	08/01/2018	05/29/2020	$0 - General Fund	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

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Activity - Program Implementation Planning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Advocacy leaders from all schools and the district will meet to establish a timeline for training school personnel and the implementation of the district created grades K-4 program and of the grades 5-12 Character Strong research based program.	Behavioral Support Program Academic Support Program	08/01/2018	06/03/2019	$0 - No Funding Required	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Strategy3:

Implentation of Advocacy Program - School Advocacy teams will implement planned activities at the school level.

Category: Develop/Implement Student and School Culture Program

Research Cited:

Activity - Program Turn Around Training and Implementation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
School advocacy leaders will train school personnel on how to implement the district created grades K-4 program and the grades 5-12 Character Strong research based program. Following training schools will implement the programs.	Academic Support Program Behavioral Support Program	08/01/2018	05/29/2020	$0 - No Funding Required	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Activity - Program Review	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
School Advocacy chairs and district personnel will meet quarterly to determine the effectiveness of the program. Student surveys will be reviewed at the end of each year. The guidelines, calendar, and activities for next year's program will be planned based on this review.	Behavioral Support Program Academic Support Program	08/01/2018	06/14/2019	$0 - No Funding Required	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Measurable Objective 2:

collaborate to improve existing student support services through implementation of the Project AWARE grant by 06/01/2020 as measured by surveys.

Strategy1:

Program Planning and Implementation - The district will participate in ALSDE training provided by UAB, plan the implementation of the Project AWARE Grant, and implement the components of the grant.

Category: Other - Student Mental Health Services and Support

Research Cited:

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Activity - Program Planning and Implementation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Based on the grant proposal and award, the district will hire additional personnel to implement the grant program. Additional personnel will include mental health professionals and a program secretary. The new personnel along with select district and school personnel will participate in collaborative training facilitated by UAB and the State Department. The training will focus on the Ci3T behavioral program. Utilizing this training the program will be implemented.	Behavioral Support Program Professional Learning Academic Support Program	09/27/2018	04/30/2019	$0 - Other	Superintendent, Student Services Supervisor, Central Office Personnel, School Personnel

Address the needs of all children in the school, but particularly the needs of those at risk of not meeting the challenging State academic standards, through activities which may include-

•counseling, school-based mental health programs, specialized instructional support services, mentoring services, and other strategies to improve students' skills outside the academic subject areas

•preparation for and awareness of opportunities for postsecondary education and the workforce, which may include career and technical education programs and broadening secondary school students' access to coursework to earn postsecondary credit while still in high school (such as Advanced Placement, International Baccalaureate, dual or concurrent enrollment, or early college high schools

•implementation of a schoolwide tiered model to prevent and address problem behavior, and early intervening services, coordinated with similar activities and services carried out under the Individuals with Disabilities Education Act (20 U.S.C. 1400 et seq.)

Goal 1:

Provide a rigorous and effective instructional program to ensure the academic growth of all students.

Measurable Objective 1:

30% of Eleventh grade students will demonstrate a proficiency in critical thinking in Science by 06/01/2020 as measured by ACT Plus Writing.

Strategy1:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

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Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Strategy2:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning Direct Instruction	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy3:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

Strategy4:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

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Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning Technology	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy5:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Strategy6:

Professional Development for Secondary Science Teachers - Professional development will be provided for all high school science teachers on the new Alabama Science Standards and STEM projects.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Face to face professional development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
4-12 Science teachers will participate in AMSTI training about the new Alabama Science Standards.	Professional Learning	10/01/2015	08/20/2020	$0 - Title II Part A	Curriculum Coordinator, AMSTI Science Teachers

Activity - Face-to-face professional development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Science teachers will participate in the development and execution of STEM projects.	Professional Learning	10/07/2015	06/03/2019	$0 - No Funding Required	Curriculum Coordinator, Science Teachers

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Strategy7:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

Measurable Objective 2:

80% of Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh and Twelfth grade students will collaborate to complete authentic, multi-discipline projects annually to increase content knowledge and ensure the development of critical thinking and problem solving in STEM Technology, Engineering, Mathematics, and in Science by 06/01/2020 as measured by project rubrics, lesson plans, and classroom observations.

Strategy1:

STEM Professional Development - Science, Technology, and Mathematics teachers will participate in multi-discipline workshops which support STEM instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

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Activity - Grade Level Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grade level workshops (which utilize local resources, AMSTI trainers, and Science in Motion) will address instructional strategies and the development of multi-discipline lessons which use hands-on learning to construct knowledge and guide students in the application of content knowledge to solving real-world problems.	Professional Learning	01/04/2016	06/01/2020	$0 - No Funding Required	Curriculum coordinator, principals, teachers

Activity - Moodle Site for Teacher Collaboration	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will share lesson plans, grading rubrics, and project activities on a Moodle site with a collaboration space for each grade level.	Academic Support Program	10/03/2016	06/01/2020	$0 - No Funding Required	Curriculum coordinator, principals, teachers

Strategy2:

Curriculum Development for Robotics - In order to ensure equity across the school district STEM teachers will collaborate to identify what students should know and be able to do at each level of robotics instruction. Such collaboration will result in a robotics curriculum for the school district.

Category: Develop/Implement College and Career Ready Standards

Research Cited:

Activity - Defining and Organizing Robotics Concepts and Applications	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
STEM teachers will collaborate to develop a robotics curriculum for Jackson County Schools which is generally leveled as elementary, middle, and high school content. The curriculum will define what students should know and be able to do at each level. The development of a core curriculum will provide guidance and support to teachers while setting a minimum base-line for equity across the school district as robotics becomes available to all students.	Policy and Process	12/01/2016	08/01/2020	$0 - No Funding Required	Curriculum coordinator, principals, and robotics teachers

Measurable Objective 3:

62% of Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh and Twelfth grade students will demonstrate a proficiency in comprehension in Reading by 06/30/2020 as measured by formative assessments and the state mandated assessment..

Strategy1:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

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Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

Strategy2:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Strategy3:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Direct Instruction Professional Learning	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy4:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically

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aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Strategy5:

Professional Development on Instructional Strategies for Teaching Reading - Professional Development will be provided on : Instructional strategies which teach foundational skills and vocabulary development; effective questioning techniques which develop critical thinking skills; and the close reading skills of that help students to compare and contrast, summarize, annotate, make inferences, predict and draw conclusions, and writing from sources. The professional development will be provided through face-to-face sessions, book studies, blended learning, and teacher collaboration.

Category: Develop/Implement Professional Learning and Support

Research Cited: Marazno

Activity - Professional Learning Support Plan for ARI	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals and instructional coaches will develop a 3 year professional learning support plan for ARI with the support of the state ARI specialist through attendance of required meetings by the district lead instructional coach. The lead instructional coach will provide turn around training for all district instructional coaches.	Professional Learning	08/01/2017	06/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Coaches, Teachers

Activity - Teacher Use of Effective Questions and Higher Order Thinking Skills	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will design and demonstrate classroom questioning based on Bloom's Taxonomy or Webb's Depth of Knowledge	Professional Learning	08/08/2014	06/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, ELA Teachers, Instructional Coaches

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Activity - Professional Development for New Teachers and Teachers in Need of Assistance on Close Reading Strategies	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
New K-8 English Language Arts Teachers and Content Area teachers will participate on close reading strategies and text-based questioning techniques that foster critical thinking skills. Training will be provided in face-to-face sessions and through online book studies.	Professional Learning	10/03/2016	06/01/2020	$0 - No Funding Required	Curriculum Coordinator

Activity - Professional Development on Teaching Foundational Reading Skills	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Professional development on teaching foundational reading skills will be provided through a trainer-of-trainers model. ARI specialists will train instructional coaches who will turn the training around for classroom teachers in grades K-3 with emphasis given to grade 3. Instructional coaches will model lessons and support teachers as they implement the strategies.	Professional Learning	08/20/2017	06/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, ARI Specialists, Reading Specialists, Teachers

Strategy6:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Technology Professional Learning	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy7:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

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Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Measurable Objective 4:

70% of English Learners students will demonstrate a proficiency in problem solving in Mathematics by 05/29/2020 as measured by required Alabama state assessment.

Strategy1:

Curricularand Instructional Guidance - All schools will be guided by the WIDA ELP Standards and related materials such as the Can Do Descriptors.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Face-to-Face Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Professional Development for teachers will be provided as needed.	Academic Support Program Professional Learning	10/20/2015	05/29/2020	$0 - No Funding Required	EL Coordinator

Activity - WIDA ACCESS Assessment and IELPs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The WIDA ACCESS will be given annually as a benchmark assessment and as the basis for the development of IELPs.	Academic Support Program	10/13/2015	05/29/2020	$0 - No Funding Required	EL Coordinator

Measurable Objective 5:

70% of Third, Fourth, Fifth, Sixth, Seventh and Eighth grade students will demonstrate a proficiency in problem solving in Mathematics by 06/30/2020 as measured by the required Alabama State Assessments.

Strategy1:

Professional Development for K-8 Teachers on Teaching Computational and Reasoning Strategies - Math teachers in grades K-8 will have an opportunity to participate in face to face professional development on the strategies used in the standards-based Eureka Mathematics program. The professional development includes training videos and materials.

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Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Professional Development on Eureka Math	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math teachers in grades K-8 will participate in face to face professional development on the strategies used in the standards-based Eureka Mathematics program for the purpose of implementing these strategies in their classrooms.	Professional Learning	05/01/2017	06/30/2020	$0 - Title II Part A	Curriculum Coordinator, Principals, Instructional Coaches

Strategy2:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning Technology	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy3:

Professional Development on Math Standards - Utilizing AMSTI staff, the district will have professional development for math teachers in grades K-8 on state math standards and best practices.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - AMSTI Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
K-8 teachers will participate in professional development on state math standards and best practices conducted by AMSTI personnel.	Professional Learning	08/01/2018	08/08/2018	$0 - No Funding Required	Curriculum Supervisor, Principals, K-8 Math Teachers

Strategy4:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

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Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning Direct Instruction	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy5:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Strategy6:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

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Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Measurable Objective 6:

45% of Eleventh grade students will demonstrate a proficiency in reading comprehension in English Language Arts by 06/01/2020 as measured by ACT Plus Writing..

Strategy1:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning Direct Instruction	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy2:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

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Strategy3:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning Technology	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy4:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Strategy5:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state

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mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Strategy6:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

Measurable Objective 7:

62% of English Learners students will demonstrate a proficiency in comprehension in Reading by 05/29/2020 as measured by required Alabama state assessment.

Strategy1:

Curricular and Instructional Guidance - All schools will be guided by the WIDA ELP Standards and related materials such as the Can Do Descriptors.

Category: Develop/Implement Professional Learning and Support

Research Cited:

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Activity - Face-to-Face Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Professional Development for teachers will be provided as needed.	Professional Learning Academic Support Program	10/20/2015	05/29/2020	$0 - No Funding Required	EL Coordinator

Activity - WIDA ACCESS Assessment and IELPs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The WIDA ACCESS will be given annually as a benchmark assessment and as the basis for the development of IELPs.	Academic Support Program	10/13/2015	05/29/2020	$0 - No Funding Required	EL Coordinator

Measurable Objective 8:

32% of Eleventh grade students will demonstrate a proficiency in problem solving in Mathematics by 06/01/2020 as measured by ACT Plus Writing.

Strategy1:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Strategy2:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

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Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Strategy3:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Strategy4:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

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Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Direct Instruction Professional Learning	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy5:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

Strategy6:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Technology Professional Learning	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Measurable Objective 9:

62% of Eleventh grade students will demonstrate a proficiency in English skills in English Language Arts by 06/01/2020 as measured by ACT Plus with Writing.

Strategy1:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to

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incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

Strategy2:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning Technology	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy3:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

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Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Strategy4:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Strategy5:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning Direct Instruction	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy6:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

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Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Goal 2:

Graduate College and Career Ready Students

Measurable Objective 1:

collaborate to provide the academic and career technical programs that ensure that 100% of students in the class of 2020 will graduate with career and college ready credentials by 05/31/2020 as measured by Alabama State Department of Education Accountability Program.

Strategy1:

A+ College Ready Program and AP Classes - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning Direct Instruction	01/07/2019	05/29/2020	$0 - No Funding Required	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy2:

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Create more opportunities for students to attend the Career Center - Create opportunities, through creative scheduling, for more students to attend the local career center, Earnest Pruett Center of Technology (EPCOT)

Category: Develop/Implement College and Career Ready Standards

Research Cited:

Activity - Scheduling	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The school district will change from a block format to a period format to allow an additional session to be offered at the career tech center and to create sessions that focus on first year and experienced students.	Recruitment and Retention	08/08/2018	06/30/2020	$0 - No Funding Required	Curriculum Supervisor, EPCOT Director, Principals

Strategy3:

Supporting the Development of Viable Education and Career Plans for Students - All students will develop a career plan by grade eight that is appropriate, attainable, and adaptable. These career plans will be implemented and adapted as the students progress through high school as needed to meet the needs of the students. Support will be provided for school counselors and the students as they work through the process of developing and reviewing periodically the career plans.

Category: Develop/Implement College and Career Ready Standards

Research Cited:

Activity - Career Counseling	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The school district will employ a career coach who will assit local school counselors as they guide students in the development of Educational and Career Plans.	Career Preparation/ Orientation	08/05/2014	06/30/2020	$0 - No Funding Required	Superintendent

Measurable Objective 2:

collaborate to reach a graduation rate of no less than 90% for all schools by 06/01/2020 as measured by the standards set by the state of Alabama for receipt of a high school diploma.

Strategy1:

Transition Process - All schools in a feeder-school pattern will develop, evaluate, and/or enhance the transition processes which support students as they transition from school to school.

Category: Implement Guidance and Counseling Plan

Research Cited:

Activity - - Transition Planning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Using the established committee chaired by the school counselor, North Sand Mountain School will examine and enhance the transition program from grade-to-grade in the school. The schools in the feeder school pattern will collaborate to ensure seamless transition from kindergarten through grade twelve.	Policy and Process	01/02/2015	05/31/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Assistant Principals, Counselors

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Goal 3:

Engage Parents and Community in the Educational Process.

Measurable Objective 1:

collaborate to inform parents and the community of the academic achievement and other accomplishments of Jackson County students using a variety of delivery methods by 05/29/2020 as measured by parent and community surveys.

Strategy1:

Parent Notification System - The district will maintain a parent mass notification system and train administrators in the use of mass notification tools as needed.

Category: Other - Parent Involvement

Research Cited:

Activity - Mass Notification Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Administrators will be trained as needed to use the mass notification system apps.	Parent Involvement	08/01/2017	05/29/2020	$0 - No Funding Required	Technology Coordinator, Supervisors, Principals, Assistant Principals

Activity - Inform Parent Using Mass Notification	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Inform parents of student absences and school events using the mass notification system.	Parent Involvement	08/01/2018	05/29/2020	$0 - District Funding	Technology Coordinator, Superintendent, Supervisors, Principals, Assistant Principals

Strategy2:

Dynamic Digital Communications - The District will periodically update its website to maintain a dynamic presentation of information to the public through the incorporation of social media.

Category: Other - Continuous Improvement

Research Cited:

Activity - Digital Engagement	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will periodically update its website to keep it dynamic and engaging through the use of high- quality graphics and the incorporation of social media.	Community Engagement	08/01/2018	05/01/2020	$0 - No Funding Required	Instructional technology Specialist, Federal Programs Parental Involvement Consulting Teacher, Supervisors, Superintendent, School Webmasters, Principals and designees.

Measurable Objective 2:

collaborate to increase parental understanding of and participation in the development of student career plans as students transition into high

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school to 75% by 05/29/2020 as measured by the number of parents attending Eighth Grade Transition Meetings.

Strategy1:

College and Career Ready Resource Information - The district will provide information for parents concerning resources which are available to help students and parents as they plan for College and Career.

Category: Implement Community Based Support and Intervention System

Research Cited:

Activity - Earnest Pruett Center of Technology Tours for Parents and Community	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
In conjunction with eighth Grade Transition Meetings at district high schools, a Parent/Community Night will be planned in order for stakeholders to see and understand the career technical opportunities available to Jackson County students as they enter high school.	Community Engagement Career Preparation/ Orientation Parent Involvement	08/01/2017	05/29/2020	$0 - No Funding Required	Principals, Counselors, Teachers, Career Technical Director, Career Technical Teachers

Activity - College and Career Ready Resources for Families Brochure	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will develop a brochure describing resources available to parents and students as they develop and execute College and Career Plans. The information will also be posted on the district's website.	Parent Involvement Career Preparation/ Orientation	08/01/2018	06/01/2020	$0 - No Funding Required	Federal Programs Coordinator, Parent Involvement Personnel, Career Tech Administrator, Career Coaches, School Counselors

Measurable Objective 3:

collaborate to improve parent engagement in school activities by 12/21/2020 as measured by the number of parents in the school participating in at least one school event.

Strategy1:

Parent Engagement Events - Each school will plan and execute an event that is unique to the school for the purpose of providing a welcoming event for parents and families during which relationships can be built.

Category: Other - Parental Involvement

Research Cited:

Activity - Parent and Family Events	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Each school will plan and execute an event that is unique to the school for the purpose of providing a welcoming event for parents and families during which relationships can be built.	Parent Involvement	08/01/2017	06/01/2020	$0 - No Funding Required	Principals, Counselors, Teachers

Strategy2:

Parent Notification System - The district will maintain a parent mass notification system and train administrators in the use of mass

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notification tools as needed.

Category: Other - Parent Involvement

Research Cited:

Activity - Inform Parent Using Mass Notification	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Inform parents of student absences and school events using the mass notification system.	Parent Involvement	08/01/2018	05/29/2020	$0 - District Funding	Technology Coordinator, Superintendent, Supervisors, Principals, Assistant Principals

Activity - Mass Notification Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Administrators will be trained as needed to use the mass notification system apps.	Parent Involvement	08/01/2017	05/29/2020	$0 - No Funding Required	Technology Coordinator, Supervisors, Principals, Assistant Principals

Strategy3:

Dynamic Digital Communications - The District will periodically update its website to maintain a dynamic presentation of information to the public through the incorporation of social media.

Category: Other - Continuous Improvement

Research Cited:

Activity - Digital Engagement	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will periodically update its website to keep it dynamic and engaging through the use of high- quality graphics and the incorporation of social media.	Community Engagement	08/01/2018	05/01/2020	$0 - No Funding Required	Instructional technology Specialist, Federal Programs Parental Involvement Consulting Teacher, Supervisors, Superintendent, School Webmasters, Principals and designees.

Goal 4:

Ensure that all students have optimal instruction time and the support necessary to be successful in school while providing a unique climate and culture in which all students feel welcome, safe, and secure.

Measurable Objective 1:

collaborate to maintain Advocacy Programs at all schools by 05/29/2020 as measured by end of the year surveys to determine program effectiveness..

Strategy1:

Advocacy Team formation - District and school representatives will collaborate to develop and implement school advocacy programs

Category: Develop/Implement Student and School Culture Program

Research Cited:

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Activity - Program Planning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Advocacy leaders from all schools and the district will meet to establish the calendar and monthly themes and activities for the advocacy program based on research based practices	Academic Support Program Behavioral Support Program	05/30/2017	06/01/2018	$0 - No Funding Required	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Activity - Advocacy Guidelines	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Advocacy leaders from all schools and the district will meet to establish guidelines for the advocacy program based on research based practices	Academic Support Program Behavioral Support Program	05/30/2017	06/01/2018	$0 - General Fund	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Strategy2:

Advocacy Team Planning - District and school representatives will collaborate to develop and implement school advocacy programs.

Category: Develop/Implement Student and School Culture Program

Research Cited:

Activity - Program Implementation Planning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Advocacy leaders from all schools and the district will meet to establish a timeline for training school personnel and the implementation of the district created grades K-4 program and of the grades 5-12 Character Strong research based program.	Academic Support Program Behavioral Support Program	08/01/2018	06/03/2019	$0 - No Funding Required	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Activity - Program Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Advocacy leaders from all schools and the district will be trained on implementing a planned, sequential advocacy program. Grades K-4 will be district developed and grades 5-12 will be the research based Character Strong Program.	Academic Support Program Behavioral Support Program	08/01/2018	05/29/2020	$0 - General Fund	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

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Strategy3:

Utilize Parent Notification System - The district will continue to update the current parent notification system for the 2018-2019 school year and train administrators in the use of mass notification tools.

Category: Other - Parental Involvement

Research Cited:

Activity - Update Current Platform	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will continue to update the new mass notification system.	Technology	09/05/2017	05/30/2018	$0 - District Funding	Technology Coordinator

Activity - Inform Parent Using Mass Notification	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Inform parents of student absences and school events using the mass notification system.	Parent Involvement	10/02/2017	09/30/2019	$0 - No Funding Required	Superintendent, Central Office Staff, Principals, Assistant Principals

Activity - Mass Notification Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Administrators will be trained to use the mass notification system app.	Parent Involvement	09/05/2017	06/28/2019	$0 - No Funding Required	Technology Coordinator, Superintendent, Central Office Staff, Principals, Assistant Principals

Strategy4:

Implentation of Advocacy Program - School Advocacy teams will implement planned activities at the school level.

Category: Develop/Implement Student and School Culture Program

Research Cited:

Activity - Program Turn Around Training and Implementation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
School advocacy leaders will train school personnel on how to implement the district created grades K-4 program and the grades 5-12 Character Strong research based program. Following training schools will implement the programs.	Academic Support Program Behavioral Support Program	08/01/2018	05/29/2020	$0 - No Funding Required	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

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Activity - Calendar and Themes	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Schools will follow the outlined calendar and themes.	Behavioral Support Program Academic Support Program	08/01/2017	06/01/2018	$0 - No Funding Required	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Activity - Program Review	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
School Advocacy chairs and district personnel will meet quarterly to determine the effectiveness of the program. Student surveys will be reviewed at the end of each year. The guidelines, calendar, and activities for next year's program will be planned based on this review.	Behavioral Support Program Academic Support Program	08/01/2018	06/14/2019	$0 - No Funding Required	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Measurable Objective 2:

collaborate to improve existing student support services through implementation of the Project AWARE grant by 06/01/2020 as measured by surveys.

Strategy1:

Program Planning and Implementation - The district will participate in ALSDE training provided by UAB, plan the implementation of the Project AWARE Grant, and implement the components of the grant.

Category: Other - Student Mental Health Services and Support

Research Cited:

Activity - Program Planning and Implementation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Based on the grant proposal and award, the district will hire additional personnel to implement the grant program. Additional personnel will include mental health professionals and a program secretary. The new personnel along with select district and school personnel will participate in collaborative training facilitated by UAB and the State Department. The training will focus on the Ci3T behavioral program. Utilizing this training the program will be implemented.	Academic Support Program Professional Learning Behavioral Support Program	09/27/2018	04/30/2019	$0 - Other	Superintendent, Student Services Supervisor, Central Office Personnel, School Personnel

English Language Proficiency Goal (Should address identified weaknesses and gaps):

Goal 1:

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Provide a rigorous and effective instructional program to ensure the academic growth of all students.

Measurable Objective 1:

62% of Eleventh grade students will demonstrate a proficiency in English skills in English Language Arts by 06/01/2020 as measured by ACT Plus with Writing.

Strategy1:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

Strategy2:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

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Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Strategy3:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Direct Instruction Professional Learning	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy4:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning Technology	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy5:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

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Research Cited:

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Strategy6:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

Measurable Objective 2:

62% of Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh and Twelfth grade students will demonstrate a proficiency in comprehension in Reading by 06/30/2020 as measured by formative assessments and the state mandated assessment..

Strategy1:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

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Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning Technology	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy2:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Strategy3:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

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Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Strategy4:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

Strategy5:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning Direct Instruction	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy6:

Professional Development on Instructional Strategies for Teaching Reading - Professional Development will be provided on : Instructional strategies which teach foundational skills and vocabulary development; effective questioning techniques which develop critical thinking skills; and the close reading skills of that help students to compare and contrast, summarize, annotate, make inferences, predict and draw conclusions, and writing from sources. The professional development will be provided through face-to-face sessions, book studies, blended learning, and teacher collaboration.

Category: Develop/Implement Professional Learning and Support

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Research Cited: Marazno

Activity - Professional Development on Teaching Foundational Reading Skills	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Professional development on teaching foundational reading skills will be provided through a trainer-of-trainers model. ARI specialists will train instructional coaches who will turn the training around for classroom teachers in grades K-3 with emphasis given to grade 3. Instructional coaches will model lessons and support teachers as they implement the strategies.	Professional Learning	08/20/2017	06/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, ARI Specialists, Reading Specialists, Teachers

Activity - Teacher Use of Effective Questions and Higher Order Thinking Skills	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will design and demonstrate classroom questioning based on Bloom's Taxonomy or Webb's Depth of Knowledge	Professional Learning	08/08/2014	06/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, ELA Teachers, Instructional Coaches

Activity - Professional Development for New Teachers and Teachers in Need of Assistance on Close Reading Strategies	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
New K-8 English Language Arts Teachers and Content Area teachers will participate on close reading strategies and text-based questioning techniques that foster critical thinking skills. Training will be provided in face-to-face sessions and through online book studies.	Professional Learning	10/03/2016	06/01/2020	$0 - No Funding Required	Curriculum Coordinator

Activity - Professional Learning Support Plan for ARI	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals and instructional coaches will develop a 3 year professional learning support plan for ARI with the support of the state ARI specialist through attendance of required meetings by the district lead instructional coach. The lead instructional coach will provide turn around training for all district instructional coaches.	Professional Learning	08/01/2017	06/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Coaches, Teachers

Strategy7:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

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Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Measurable Objective 3:

62% of English Learners students will demonstrate a proficiency in comprehension in Reading by 05/29/2020 as measured by required Alabama state assessment.

Strategy1:

Curricular and Instructional Guidance - All schools will be guided by the WIDA ELP Standards and related materials such as the Can Do Descriptors.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Face-to-Face Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Professional Development for teachers will be provided as needed.	Professional Learning Academic Support Program	10/20/2015	05/29/2020	$0 - No Funding Required	EL Coordinator

Activity - WIDA ACCESS Assessment and IELPs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The WIDA ACCESS will be given annually as a benchmark assessment and as the basis for the development of IELPs.	Academic Support Program	10/13/2015	05/29/2020	$0 - No Funding Required	EL Coordinator

Measurable Objective 4:

45% of Eleventh grade students will demonstrate a proficiency in reading comprehension in English Language Arts by 06/01/2020 as measured by ACT Plus Writing..

Strategy1:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

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Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

Strategy2:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning Direct Instruction	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy3:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

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Strategy4:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Technology Professional Learning	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy5:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Strategy6:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

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Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

Measurable Objective 5:

70% of Third, Fourth, Fifth, Sixth, Seventh and Eighth grade students will demonstrate a proficiency in problem solving in Mathematics by 06/30/2020 as measured by the required Alabama State Assessments.

Strategy1:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

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Strategy2:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Strategy3:

Professional Development on Math Standards - Utilizing AMSTI staff, the district will have professional development for math teachers in grades K-8 on state math standards and best practices.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - AMSTI Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
K-8 teachers will participate in professional development on state math standards and best practices conducted by AMSTI personnel.	Professional Learning	08/01/2018	08/08/2018	$0 - No Funding Required	Curriculum Supervisor, Principals, K-8 Math Teachers

Strategy4:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

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Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Technology Professional Learning	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy5:

Professional Development for K-8 Teachers on Teaching Computational and Reasoning Strategies - Math teachers in grades K-8 will have an opportunity to participate in face to face professional development on the strategies used in the standards-based Eureka Mathematics program. The professional development includes training videos and materials.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Professional Development on Eureka Math	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math teachers in grades K-8 will participate in face to face professional development on the strategies used in the standards-based Eureka Mathematics program for the purpose of implementing these strategies in their classrooms.	Professional Learning	05/01/2017	06/30/2020	$0 - Title II Part A	Curriculum Coordinator, Principals, Instructional Coaches

Strategy6:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning Direct Instruction	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Measurable Objective 6:

80% of Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh and Twelfth grade students will collaborate to complete authentic, multi-discipline projects annually to increase content knowledge and ensure the development of critical thinking and problem solving in STEM Technology, Engineering, Mathematics, and in Science by 06/01/2020 as measured by project rubrics, lesson plans, and classroom observations.

Strategy1:

STEM Professional Development - Science, Technology, and Mathematics teachers will participate in multi-discipline workshops which support STEM instruction.

Category: Develop/Implement Professional Learning and Support

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Research Cited:

Activity - Moodle Site for Teacher Collaboration	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will share lesson plans, grading rubrics, and project activities on a Moodle site with a collaboration space for each grade level.	Academic Support Program	10/03/2016	06/01/2020	$0 - No Funding Required	Curriculum coordinator, principals, teachers

Activity - Grade Level Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grade level workshops (which utilize local resources, AMSTI trainers, and Science in Motion) will address instructional strategies and the development of multi-discipline lessons which use hands-on learning to construct knowledge and guide students in the application of content knowledge to solving real-world problems.	Professional Learning	01/04/2016	06/01/2020	$0 - No Funding Required	Curriculum coordinator, principals, teachers

Strategy2:

Curriculum Development for Robotics - In order to ensure equity across the school district STEM teachers will collaborate to identify what students should know and be able to do at each level of robotics instruction. Such collaboration will result in a robotics curriculum for the school district.

Category: Develop/Implement College and Career Ready Standards

Research Cited:

Activity - Defining and Organizing Robotics Concepts and Applications	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
STEM teachers will collaborate to develop a robotics curriculum for Jackson County Schools which is generally leveled as elementary, middle, and high school content. The curriculum will define what students should know and be able to do at each level. The development of a core curriculum will provide guidance and support to teachers while setting a minimum base-line for equity across the school district as robotics becomes available to all students.	Policy and Process	12/01/2016	08/01/2020	$0 - No Funding Required	Curriculum coordinator, principals, and robotics teachers

Measurable Objective 7:

32% of Eleventh grade students will demonstrate a proficiency in problem solving in Mathematics by 06/01/2020 as measured by ACT Plus Writing.

Strategy1:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

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Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

Strategy2:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Strategy3:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning Direct Instruction	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy4:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

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Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning Technology	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy5:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Strategy6:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

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Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Measurable Objective 8:

70% of English Learners students will demonstrate a proficiency in problem solving in Mathematics by 05/29/2020 as measured by required Alabama state assessment.

Strategy1:

Curricularand Instructional Guidance - All schools will be guided by the WIDA ELP Standards and related materials such as the Can Do Descriptors.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - WIDA ACCESS Assessment and IELPs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The WIDA ACCESS will be given annually as a benchmark assessment and as the basis for the development of IELPs.	Academic Support Program	10/13/2015	05/29/2020	$0 - No Funding Required	EL Coordinator

Activity - Face-to-Face Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Professional Development for teachers will be provided as needed.	Professional Learning Academic Support Program	10/20/2015	05/29/2020	$0 - No Funding Required	EL Coordinator

Measurable Objective 9:

30% of Eleventh grade students will demonstrate a proficiency in critical thinking in Science by 06/01/2020 as measured by ACT Plus Writing.

Strategy1:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to

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incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

Strategy2:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Direct Instruction Professional Learning	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy3:

Professional Development for Secondary Science Teachers - Professional development will be provided for all high school science teachers on the new Alabama Science Standards and STEM projects.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Face to face professional development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
4-12 Science teachers will participate in AMSTI training about the new Alabama Science Standards.	Professional Learning	10/01/2015	08/20/2020	$0 - Title II Part A	Curriculum Coordinator, AMSTI Science Teachers

Activity - Face-to-face professional development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Science teachers will participate in the development and execution of STEM projects.	Professional Learning	10/07/2015	06/03/2019	$0 - No Funding Required	Curriculum Coordinator, Science Teachers

Strategy4:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed.

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Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning Technology	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy5:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Strategy6:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

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Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Strategy7:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Goal 2:

Graduate College and Career Ready Students

Measurable Objective 1:

collaborate to reach a graduation rate of no less than 90% for all schools by 06/01/2020 as measured by the standards set by the state of Alabama for receipt of a high school diploma.

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Strategy1:

Transition Process - All schools in a feeder-school pattern will develop, evaluate, and/or enhance the transition processes which support students as they transition from school to school.

Category: Implement Guidance and Counseling Plan

Research Cited:

Activity - - Transition Planning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Using the established committee chaired by the school counselor, North Sand Mountain School will examine and enhance the transition program from grade-to-grade in the school. The schools in the feeder school pattern will collaborate to ensure seamless transition from kindergarten through grade twelve.	Policy and Process	01/02/2015	05/31/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Assistant Principals, Counselors

Measurable Objective 2:

collaborate to provide the academic and career technical programs that ensure that 100% of students in the class of 2020 will graduate with career and college ready credentials by 05/31/2020 as measured by Alabama State Department of Education Accountability Program.

Strategy1:

A+ College Ready Program and AP Classes - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Direct Instruction Professional Learning	01/07/2019	05/29/2020	$0 - No Funding Required	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy2:

Supporting the Development of Viable Education and Career Plans for Students - All students will develop a career plan by grade eight that is appropriate, attainable, and adaptable. These career plans will be implemented and adapted as the students progress through high school as needed to meet the needs of the students. Support will be provided for school counselors and the students as they work through the process of developing and reviewing periodically the career plans.

Category: Develop/Implement College and Career Ready Standards

Research Cited:

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Activity - Career Counseling	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The school district will employ a career coach who will assit local school counselors as they guide students in the development of Educational and Career Plans.	Career Preparation/ Orientation	08/05/2014	06/30/2020	$0 - No Funding Required	Superintendent

Strategy3:

Create more opportunities for students to attend the Career Center - Create opportunities, through creative scheduling, for more students to attend the local career center, Earnest Pruett Center of Technology (EPCOT)

Category: Develop/Implement College and Career Ready Standards

Research Cited:

Activity - Scheduling	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The school district will change from a block format to a period format to allow an additional session to be offered at the career tech center and to create sessions that focus on first year and experienced students.	Recruitment and Retention	08/08/2018	06/30/2020	$0 - No Funding Required	Curriculum Supervisor, EPCOT Director, Principals

Goal 3:

Engage Parents and Community in the Educational Process.

Measurable Objective 1:

collaborate to inform parents and the community of the academic achievement and other accomplishments of Jackson County students using a variety of delivery methods by 05/29/2020 as measured by parent and community surveys.

Strategy1:

Dynamic Digital Communications - The District will periodically update its website to maintain a dynamic presentation of information to the public through the incorporation of social media.

Category: Other - Continuous Improvement

Research Cited:

Activity - Digital Engagement	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will periodically update its website to keep it dynamic and engaging through the use of high- quality graphics and the incorporation of social media.	Community Engagement	08/01/2018	05/01/2020	$0 - No Funding Required	Instructional technology Specialist, Federal Programs Parental Involvement Consulting Teacher, Supervisors, Superintendent, School Webmasters, Principals and designees.

Strategy2:

Parent Notification System - The district will maintain a parent mass notification system and train administrators in the use of mass notification tools as needed.

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Category: Other - Parent Involvement

Research Cited:

Activity - Mass Notification Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Administrators will be trained as needed to use the mass notification system apps.	Parent Involvement	08/01/2017	05/29/2020	$0 - No Funding Required	Technology Coordinator, Supervisors, Principals, Assistant Principals

Activity - Inform Parent Using Mass Notification	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Inform parents of student absences and school events using the mass notification system.	Parent Involvement	08/01/2018	05/29/2020	$0 - District Funding	Technology Coordinator, Superintendent, Supervisors, Principals, Assistant Principals

Measurable Objective 2:

collaborate to improve parent engagement in school activities by 12/21/2020 as measured by the number of parents in the school participating in at least one school event.

Strategy1:

Dynamic Digital Communications - The District will periodically update its website to maintain a dynamic presentation of information to the public through the incorporation of social media.

Category: Other - Continuous Improvement

Research Cited:

Activity - Digital Engagement	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will periodically update its website to keep it dynamic and engaging through the use of high- quality graphics and the incorporation of social media.	Community Engagement	08/01/2018	05/01/2020	$0 - No Funding Required	Instructional technology Specialist, Federal Programs Parental Involvement Consulting Teacher, Supervisors, Superintendent, School Webmasters, Principals and designees.

Strategy2:

Parent Engagement Events - Each school will plan and execute an event that is unique to the school for the purpose of providing a welcoming event for parents and families during which relationships can be built.

Category: Other - Parental Involvement

Research Cited:

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Activity - Parent and Family Events	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Each school will plan and execute an event that is unique to the school for the purpose of providing a welcoming event for parents and families during which relationships can be built.	Parent Involvement	08/01/2017	06/01/2020	$0 - No Funding Required	Principals, Counselors, Teachers

Strategy3:

Parent Notification System - The district will maintain a parent mass notification system and train administrators in the use of mass notification tools as needed.

Category: Other - Parent Involvement

Research Cited:

Activity - Inform Parent Using Mass Notification	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Inform parents of student absences and school events using the mass notification system.	Parent Involvement	08/01/2018	05/29/2020	$0 - District Funding	Technology Coordinator, Superintendent, Supervisors, Principals, Assistant Principals

Activity - Mass Notification Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Administrators will be trained as needed to use the mass notification system apps.	Parent Involvement	08/01/2017	05/29/2020	$0 - No Funding Required	Technology Coordinator, Supervisors, Principals, Assistant Principals

Measurable Objective 3:

collaborate to increase parental understanding of and participation in the development of student career plans as students transition into high school to 75% by 05/29/2020 as measured by the number of parents attending Eighth Grade Transition Meetings.

Strategy1:

College and Career Ready Resource Information - The district will provide information for parents concerning resources which are available to help students and parents as they plan for College and Career.

Category: Implement Community Based Support and Intervention System

Research Cited:

Activity - College and Career Ready Resources for Families Brochure	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will develop a brochure describing resources available to parents and students as they develop and execute College and Career Plans. The information will also be posted on the district's website.	Career Preparation/ Orientation Parent Involvement	08/01/2018	06/01/2020	$0 - No Funding Required	Federal Programs Coordinator, Parent Involvement Personnel, Career Tech Administrator, Career Coaches, School Counselors

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Activity - Earnest Pruett Center of Technology Tours for Parents and Community	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
In conjunction with eighth Grade Transition Meetings at district high schools, a Parent/Community Night will be planned in order for stakeholders to see and understand the career technical opportunities available to Jackson County students as they enter high school.	Community Engagement Career Preparation/ Orientation Parent Involvement	08/01/2017	05/29/2020	$0 - No Funding Required	Principals, Counselors, Teachers, Career Technical Director, Career Technical Teachers

Goal 4:

Ensure that all students have optimal instruction time and the support necessary to be successful in school while providing a unique climate and culture in which all students feel welcome, safe, and secure.

Measurable Objective 1:

collaborate to maintain Advocacy Programs at all schools by 05/29/2020 as measured by end of the year surveys to determine program effectiveness..

Strategy1:

Utilize Parent Notification System - The district will continue to update the current parent notification system for the 2018-2019 school year and train administrators in the use of mass notification tools.

Category: Other - Parental Involvement

Research Cited:

Activity - Update Current Platform	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will continue to update the new mass notification system.	Technology	09/05/2017	05/30/2018	$0 - District Funding	Technology Coordinator

Activity - Mass Notification Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Administrators will be trained to use the mass notification system app.	Parent Involvement	09/05/2017	06/28/2019	$0 - No Funding Required	Technology Coordinator, Superintendent, Central Office Staff, Principals, Assistant Principals

Activity - Inform Parent Using Mass Notification	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Inform parents of student absences and school events using the mass notification system.	Parent Involvement	10/02/2017	09/30/2019	$0 - No Funding Required	Superintendent, Central Office Staff, Principals, Assistant Principals

Strategy2:

Implentation of Advocacy Program - School Advocacy teams will implement planned activities at the school level.

Category: Develop/Implement Student and School Culture Program

Research Cited:

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Activity - Program Turn Around Training and Implementation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
School advocacy leaders will train school personnel on how to implement the district created grades K-4 program and the grades 5-12 Character Strong research based program. Following training schools will implement the programs.	Academic Support Program Behavioral Support Program	08/01/2018	05/29/2020	$0 - No Funding Required	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Activity - Program Review	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
School Advocacy chairs and district personnel will meet quarterly to determine the effectiveness of the program. Student surveys will be reviewed at the end of each year. The guidelines, calendar, and activities for next year's program will be planned based on this review.	Behavioral Support Program Academic Support Program	08/01/2018	06/14/2019	$0 - No Funding Required	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Activity - Calendar and Themes	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Schools will follow the outlined calendar and themes.	Academic Support Program Behavioral Support Program	08/01/2017	06/01/2018	$0 - No Funding Required	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Strategy3:

Advocacy Team Planning - District and school representatives will collaborate to develop and implement school advocacy programs.

Category: Develop/Implement Student and School Culture Program

Research Cited:

Activity - Program Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Advocacy leaders from all schools and the district will be trained on implementing a planned, sequential advocacy program. Grades K-4 will be district developed and grades 5-12 will be the research based Character Strong Program.	Academic Support Program Behavioral Support Program	08/01/2018	05/29/2020	$0 - General Fund	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

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Activity - Program Implementation Planning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Advocacy leaders from all schools and the district will meet to establish a timeline for training school personnel and the implementation of the district created grades K-4 program and of the grades 5-12 Character Strong research based program.	Behavioral Support Program Academic Support Program	08/01/2018	06/03/2019	$0 - No Funding Required	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Strategy4:

Advocacy Team formation - District and school representatives will collaborate to develop and implement school advocacy programs

Category: Develop/Implement Student and School Culture Program

Research Cited:

Activity - Program Planning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Advocacy leaders from all schools and the district will meet to establish the calendar and monthly themes and activities for the advocacy program based on research based practices	Behavioral Support Program Academic Support Program	05/30/2017	06/01/2018	$0 - No Funding Required	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Activity - Advocacy Guidelines	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Advocacy leaders from all schools and the district will meet to establish guidelines for the advocacy program based on research based practices	Behavioral Support Program Academic Support Program	05/30/2017	06/01/2018	$0 - General Fund	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Measurable Objective 2:

collaborate to improve existing student support services through implementation of the Project AWARE grant by 06/01/2020 as measured by surveys.

Strategy1:

Program Planning and Implementation - The district will participate in ALSDE training provided by UAB, plan the implementation of the Project AWARE Grant, and implement the components of the grant.

Category: Other - Student Mental Health Services and Support

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Research Cited:

Activity - Program Planning and Implementation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Based on the grant proposal and award, the district will hire additional personnel to implement the grant program. Additional personnel will include mental health professionals and a program secretary. The new personnel along with select district and school personnel will participate in collaborative training facilitated by UAB and the State Department. The training will focus on the Ci3T behavioral program. Utilizing this training the program will be implemented.	Professional Learning Academic Support Program Behavioral Support Program	09/27/2018	04/30/2019	$0 - Other	Superintendent, Student Services Supervisor, Central Office Personnel, School Personnel

Describe how the school provides individual student academic achievement results and interpretation of the results to parents of English Learners in a language they can understand.

An interpreter will be provided as needed and report cards and other academic information will be sent home in the language parents will be able to understand.

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Component 3: Instruction by Qualified Staff (Sec.1112(c)(6))

Label	Assurance	Response	Comment	Attachment
1.	Do all of the instructional paraprofessionals meet the state requirements? If no, what is the number that has not met state requirements and what is being done to address this?	Yes	All paraprofessionals meet state requirements.	

Label	Assurance	Response	Comment	Attachment
2.	Do all of the teachers meet the state requirements and licensing criteria for the grade levels and subject areas in which the teachers provide instruction? If no, what is the number that has not met state requirements and licensing criteria, and what is being done to address this?	Yes	All teachers meet the state requirements.	

Describe how staffing decision ensure that highly qualified, well trained teachers provide instruction and how their assignments most effectively address identified academic needs.

Annual assessments of instructional needs are conducted each school year during the second semester. Faculty assignments are typically made after a faculty survey is completed in which faculty members indicate if there is a teaching assignment change they wish to pursue. Efforts are made to place teachers in desired grade levels, however, priority is placed on ensuring each grade level or class is led by highly qualified personnel.

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Component 4: Strategies to Attract Qualified Teachers (Sec. 1114(7)(A)(iii)(IV))

What is the school's teacher turnover rate for this school year?

The teacher turnover rate for 2018-2019 is 9.5%. Of the 42 certified teachers on staff, 4 are new to North Sand Mountain School. Three of the new staff members have prior teaching experience while one is in their first year. With 4 new teachers added, the North Sand Mountain faculty remains a very experienced group. The 2018-2019 turnover at North Sand Mountain school is a result of voluntary transfer and retirement of existing staff and not a result of teacher units reduction or termination.

What is the experience level of key teaching and learning personnel?

The North Sand Mountain faculty is comprised of 42 certified teachers, mostly veteran teachers with an experience breakdown as follows:
0-5 yrs----------8
6-10 yrs ----------9
11-15 yrs----------5
16-20 yrs----------2
21-25 yrs----------12
26-30 yrs----------4
30+ yrs----------2

If there is a high turnover rate, list initiatives the school or school district has implemented to attempt to lower the turnover rate (recruitment and retention strategies).

There is not a high turnover rate.

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Component 5: High Quality and Ongoing Professional Development (Sec. 1114(7)(A)(iii)(IV))

Describe how data is used from academic assessments to determine professional development.

Data from academic assessments is analyzed by teachers and administrators at North Sand Mountain. Meetings to discuss and analyze data are also held with Curriculum Coordinators, instructional coaches, administrators, and ELA and Math teachers at the district. Professional development activities are then planned to address the areas identified for improvement.
Some professional development activities are guided by instructional coaches throughout the school terms to provide support in reading and math instruction.
Professional Development consists of workshops at the school and central office, follow up observation by administration and collaborative instructional support among staff members and instructional coach.

Identify the professional development opportunities for teachers, principals, paraprofessionals, and other school personnel to improve instruction.

Professional development opportunities are provided for all certified employees. Faculty members are afforded PD days during the school term in which they participate in professional learning activities and gain CEU times. Administrators are afforded opportunities to earn PLU's during the school term. All PD activities are designed around research based methods to improve instruction, student achievement, and leadership.

Identify the teacher mentoring activities included in the schoolwide plan. For example, new or inexperienced teachers are given support from an assigned master teacher.

Teacher mentoring is developed through collaboration with veteran grade level teachers. The professional development activities required by Educate Alabama are defined through collaboration with school administrators to identify areas of focus as indicated through self assessment. Teachers will gain knowledge through activities that will assist them in developing essential instructional skills.

Describe how all professional development is "sustained and ongoing."

Educate Alabama is an ongoing process in which teachers complete self evaluations each year and tailor professional learning activities to address self defined areas of focus. Professional development activities are typically performed throughout the school year and evidence of the activities are documented periodically. The process involves observation by administrators and face-to-face conferences to discuss learning activities and teacher performance

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Component 6: Transition Strategies (Sec.1114(7)(A)(iii)(V))

Identify the strategies in the schoolwide plan that support and assist students in transitioning from one grade level to the next. For example, preschool preparation for Kindergarten and/or eighth grade transition to high school and/or high school to college/work force.

Goal 1:

Provide a rigorous and effective instructional program to ensure the academic growth of all students.

Measurable Objective 1:

62% of Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh and Twelfth grade students will demonstrate a proficiency in comprehension in Reading by 06/30/2020 as measured by formative assessments and the state mandated assessment..

Strategy1:

Professional Development on Instructional Strategies for Teaching Reading - Professional Development will be provided on : Instructional strategies which teach foundational skills and vocabulary development; effective questioning techniques which develop critical thinking skills; and the close reading skills of that help students to compare and contrast, summarize, annotate, make inferences, predict and draw conclusions, and writing from sources. The professional development will be provided through face-to-face sessions, book studies, blended learning, and teacher collaboration.

Category: Develop/Implement Professional Learning and Support

Research Cited: Marazno

Activity - Professional Learning Support Plan for ARI	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals and instructional coaches will develop a 3 year professional learning support plan for ARI with the support of the state ARI specialist through attendance of required meetings by the district lead instructional coach. The lead instructional coach will provide turn around training for all district instructional coaches.	Professional Learning	08/01/2017	06/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Coaches, Teachers

Activity - Teacher Use of Effective Questions and Higher Order Thinking Skills	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will design and demonstrate classroom questioning based on Bloom's Taxonomy or Webb's Depth of Knowledge	Professional Learning	08/08/2014	06/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, ELA Teachers, Instructional Coaches

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Activity - Professional Development for New Teachers and Teachers in Need of Assistance on Close Reading Strategies	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
New K-8 English Language Arts Teachers and Content Area teachers will participate on close reading strategies and text-based questioning techniques that foster critical thinking skills. Training will be provided in face-to-face sessions and through online book studies.	Professional Learning	10/03/2016	06/01/2020	$0 - No Funding Required	Curriculum Coordinator

Activity - Professional Development on Teaching Foundational Reading Skills	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Professional development on teaching foundational reading skills will be provided through a trainer-of-trainers model. ARI specialists will train instructional coaches who will turn the training around for classroom teachers in grades K-3 with emphasis given to grade 3. Instructional coaches will model lessons and support teachers as they implement the strategies.	Professional Learning	08/20/2017	06/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, ARI Specialists, Reading Specialists, Teachers

Strategy2:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Direct Instruction Professional Learning	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy3:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning Technology	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy4:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional

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strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Strategy5:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

Strategy6:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

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Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Strategy7:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Measurable Objective 2:

62% of Eleventh grade students will demonstrate a proficiency in English skills in English Language Arts by 06/01/2020 as measured by ACT Plus with Writing.

Strategy1:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to

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incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

Strategy2:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Direct Instruction Professional Learning	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy3:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

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Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

Strategy4:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Technology Professional Learning	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy5:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Strategy6:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically

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aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Measurable Objective 3:

70% of Third, Fourth, Fifth, Sixth, Seventh and Eighth grade students will demonstrate a proficiency in problem solving in Mathematics by 06/30/2020 as measured by the required Alabama State Assessments.

Strategy1:

Professional Development on Math Standards - Utilizing AMSTI staff, the district will have professional development for math teachers in grades K-8 on state math standards and best practices.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - AMSTI Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
K-8 teachers will participate in professional development on state math standards and best practices conducted by AMSTI personnel.	Professional Learning	08/01/2018	08/08/2018	$0 - No Funding Required	Curriculum Supervisor, Principals, K-8 Math Teachers

Strategy2:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

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Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Strategy3:

Professional Development for K-8 Teachers on Teaching Computational and Reasoning Strategies - Math teachers in grades K-8 will have an opportunity to participate in face to face professional development on the strategies used in the standards-based Eureka Mathematics program. The professional development includes training videos and materials.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Professional Development on Eureka Math	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math teachers in grades K-8 will participate in face to face professional development on the strategies used in the standards-based Eureka Mathematics program for the purpose of implementing these strategies in their classrooms.	Professional Learning	05/01/2017	06/30/2020	$0 - Title II Part A	Curriculum Coordinator, Principals, Instructional Coaches

Strategy4:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning Direct Instruction	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy5:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

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Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning Technology	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy6:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Measurable Objective 4:

80% of Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh and Twelfth grade students will collaborate to complete authentic, multi-discipline projects annually to increase content knowledge and ensure the development of critical thinking and problem solving in STEM Technology, Engineering, Mathematics, and in Science by 06/01/2020 as measured by project rubrics, lesson plans, and classroom observations.

Strategy1:

Curriculum Development for Robotics - In order to ensure equity across the school district STEM teachers will collaborate to identify what students should know and be able to do at each level of robotics instruction. Such collaboration will result in a robotics curriculum for the school district.

Category: Develop/Implement College and Career Ready Standards

Research Cited:

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Activity - Defining and Organizing Robotics Concepts and Applications	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
STEM teachers will collaborate to develop a robotics curriculum for Jackson County Schools which is generally leveled as elementary, middle, and high school content. The curriculum will define what students should know and be able to do at each level. The development of a core curriculum will provide guidance and support to teachers while setting a minimum base-line for equity across the school district as robotics becomes available to all students.	Policy and Process	12/01/2016	08/01/2020	$0 - No Funding Required	Curriculum coordinator, principals, and robotics teachers

Strategy2:

STEM Professional Development - Science, Technology, and Mathematics teachers will participate in multi-discipline workshops which support STEM instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Moodle Site for Teacher Collaboration	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will share lesson plans, grading rubrics, and project activities on a Moodle site with a collaboration space for each grade level.	Academic Support Program	10/03/2016	06/01/2020	$0 - No Funding Required	Curriculum coordinator, principals, teachers

Activity - Grade Level Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grade level workshops (which utilize local resources, AMSTI trainers, and Science in Motion) will address instructional strategies and the development of multi-discipline lessons which use hands-on learning to construct knowledge and guide students in the application of content knowledge to solving real-world problems.	Professional Learning	01/04/2016	06/01/2020	$0 - No Funding Required	Curriculum coordinator, principals, teachers

Measurable Objective 5:

32% of Eleventh grade students will demonstrate a proficiency in problem solving in Mathematics by 06/01/2020 as measured by ACT Plus Writing.

Strategy1:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

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Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Strategy2:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Direct Instruction Professional Learning	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy3:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

Strategy4:

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Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Strategy5:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Technology Professional Learning	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy6:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

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Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Measurable Objective 6:

70% of English Learners students will demonstrate a proficiency in problem solving in Mathematics by 05/29/2020 as measured by required Alabama state assessment.

Strategy1:

Curricularand Instructional Guidance - All schools will be guided by the WIDA ELP Standards and related materials such as the Can Do Descriptors.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Face-to-Face Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Professional Development for teachers will be provided as needed.	Professional Learning Academic Support Program	10/20/2015	05/29/2020	$0 - No Funding Required	EL Coordinator

Activity - WIDA ACCESS Assessment and IELPs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The WIDA ACCESS will be given annually as a benchmark assessment and as the basis for the development of IELPs.	Academic Support Program	10/13/2015	05/29/2020	$0 - No Funding Required	EL Coordinator

Measurable Objective 7:

62% of English Learners students will demonstrate a proficiency in comprehension in Reading by 05/29/2020 as measured by required Alabama state assessment.

Strategy1:

Curricular and Instructional Guidance - All schools will be guided by the WIDA ELP Standards and related materials such as the Can Do Descriptors.

Category: Develop/Implement Professional Learning and Support

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Research Cited:

Activity - Face-to-Face Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Professional Development for teachers will be provided as needed.	Academic Support Program Professional Learning	10/20/2015	05/29/2020	$0 - No Funding Required	EL Coordinator

Activity - WIDA ACCESS Assessment and IELPs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The WIDA ACCESS will be given annually as a benchmark assessment and as the basis for the development of IELPs.	Academic Support Program	10/13/2015	05/29/2020	$0 - No Funding Required	EL Coordinator

Measurable Objective 8:

45% of Eleventh grade students will demonstrate a proficiency in reading comprehension in English Language Arts by 06/01/2020 as measured by ACT Plus Writing..

Strategy1:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning Direct Instruction	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy2:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

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Strategy3:

Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

Strategy4:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

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Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Strategy5:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Strategy6:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning Technology	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Measurable Objective 9:

30% of Eleventh grade students will demonstrate a proficiency in critical thinking in Science by 06/01/2020 as measured by ACT Plus Writing.

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Strategy1:

Establish Professional Learning Communities - To begin the growth of Professional Learning Communities within the district grade level and subject specific round table workshops will be held in which instructional strategies, best practices, and technology will be discussed. Emphasis will be placed on activities/strategies that foster higher order thinking among students.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Round Table Workshops	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will schedule subject and grade specific round table discussions among teachers to allow time for collaboration in best practices, instructional strategies, and technology use.	Professional Learning Technology	08/01/2018	05/29/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Teachers

Strategy2:

A+ College Ready Program and AP Classses - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning Direct Instruction	01/07/2019	05/29/2020	$0 - Other	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy3:

Monitor Progress in the Implementation of Instructional Strategies and Active Engagement of Students - The implementation of instructional strategies which foster active engagement, the development of higher order thinking skills, student-centered classrooms, and inquiry-based learning will be monitored throughout the school year to ensure growth as the district strives toward an effective, horizontally and vertically aligned instructional program.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Classroom Observations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals/Assistant Principals and appropriate supervisors will complete a minimum of two classroom observations of each teacher using The Effective Learning Environment Observation Tool (ELEOT) and will conduct a post-observation conference with each teacher.	Policy and Process	01/04/2016	06/30/2020	$0 - No Funding Required	Superintendent, Appropriate supervisors, Principals, Assistant Principals

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Activity - Administrator Walk Throughs	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Principals, appropriate supervisors, and the district's School Improvement Specialist will complete walk throughs on a regular basis and document the process.	Policy and Process	08/04/2014	06/01/2020	$0 - No Funding Required	Superintendent, Selected Supervisors, School Improvement Specialist

Strategy4:

Data Analysis to Identify Proficiency and Areas in Need of Improvement - Teachers will participate in a careful analysis of the state mandated test results for students taught in the previous academic year and other data sources to determine areas in which students excelled and areas which were not mastered as a means of evaluating the instruction provided. Teachers will participate in a careful analysis of the state mandated test results for their current students and other data sources to determine areas in which students excelled and areas which were not mastered the previous year in order to plan effective instructional program for the current year.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Implement monthly data meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All teachers will participate in monthly data meetings which include multiple sources of data (classroom assessments, formative assessments, state mandated assessments, discipline, attendance)	Academic Support Program	10/03/2016	11/01/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Reading Specialists, Teachers

Activity - Professional Development on Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers in grades K-12 will participate in professional development which is designed to help teachers interpret data.	Professional Learning	09/23/2015	11/30/2020	$0 - No Funding Required	Principals, Curriculum Coordinator, Teachers

Strategy5:

Professional Development for Secondary Science Teachers - Professional development will be provided for all high school science teachers on the new Alabama Science Standards and STEM projects.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Face to face professional development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
4-12 Science teachers will participate in AMSTI training about the new Alabama Science Standards.	Professional Learning	10/01/2015	08/20/2020	$0 - Title II Part A	Curriculum Coordinator, AMSTI Science Teachers

Activity - Face-to-face professional development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Science teachers will participate in the development and execution of STEM projects.	Professional Learning	10/07/2015	06/03/2019	$0 - No Funding Required	Curriculum Coordinator, Science Teachers

Strategy6:

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Eight Period Hybrid Schedule - High schools in the district will transition to an eight period hybrid schedule in order to improve classroom instructional pace and continuity in academic courses. The schedule will also involve the creation of a three session scheduling model at the district career tech center (EPCOT) allowing for separate sessions focusing on first year and experienced students.

Category: Develop/Implement Research Based Best Practices for Continuous Improvement

Research Cited:

Activity - Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All high schools will transition to an eight period schedule.	Policy and Process	01/08/2018	05/24/2019	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Evaluate and Improve Eight Period Hybrid Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will evaluate the transition to the new eight period schedule and make adjustments as needed.	Policy and Process	08/01/2018	05/29/2020	$0 - No Funding Required	Superintendent, Supervisors, Central Office Personnel, Principals, Counselors, Teachers

Activity - Prepare for Transition to Eight Period Schedule	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District and school personnel will collaborate to plan the transition to the eight period schedule through meetings and feedback.	Policy and Process	01/08/2018	08/03/2018	$0 - No Funding Required	Superintendent, Supervisors, Principals, Counselors, Central Office Personnel

Strategy7:

ACT Prep Training - The district will provide ACT Prep training through an Act Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - ACT Prep Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will provide ACT Prep training through an ACT Prep expert for content area teachers focusing on how to incorporate ACT type questions, ACT test taking skills, timed teaching activities and tips into classroom instruction.	Professional Learning	02/05/2018	08/10/2018	$0 - Other	Curriculum Supervisor

Goal 2:

Graduate College and Career Ready Students

Measurable Objective 1:

collaborate to provide the academic and career technical programs that ensure that 100% of students in the class of 2020 will graduate with

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career and college ready credentials by 05/31/2020 as measured by Alabama State Department of Education Accountability Program.

Strategy1:

A+ College Ready Program and AP Classes - The district will pilot the A+ College Ready Program with a single high school and it's feeder schools and expand the program based on the results of the pilot.

Category: Develop/Implement Professional Learning and Support

Research Cited:

Activity - Program Expansion	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The A+ College Ready Program and AP Courses implementation will be expanded to other schools. Personnel at expansion schools will participate in professional learning for implementing the program.	Professional Learning Direct Instruction	01/07/2019	05/29/2020	$0 - No Funding Required	Superintendent, Curriculum Supervisor, Central Office Staff, Principals, Counselors, Teachers

Strategy2:

Supporting the Development of Viable Education and Career Plans for Students - All students will develop a career plan by grade eight that is appropriate, attainable, and adaptable. These career plans will be implemented and adapted as the students progress through high school as needed to meet the needs of the students. Support will be provided for school counselors and the students as they work through the process of developing and reviewing periodically the career plans.

Category: Develop/Implement College and Career Ready Standards

Research Cited:

Activity - Career Counseling	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The school district will employ a career coach who will assit local school counselors as they guide students in the development of Educational and Career Plans.	Career Preparation/ Orientation	08/05/2014	06/30/2020	$0 - No Funding Required	Superintendent

Strategy3:

Create more opportunities for students to attend the Career Center - Create opportunities, through creative scheduling, for more students to attend the local career center, Earnest Pruett Center of Technology (EPCOT)

Category: Develop/Implement College and Career Ready Standards

Research Cited:

Activity - Scheduling	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The school district will change from a block format to a period format to allow an additional session to be offered at the career tech center and to create sessions that focus on first year and experienced students.	Recruitment and Retention	08/08/2018	06/30/2020	$0 - No Funding Required	Curriculum Supervisor, EPCOT Director, Principals

Measurable Objective 2:

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collaborate to reach a graduation rate of no less than 90% for all schools by 06/01/2020 as measured by the standards set by the state of Alabama for receipt of a high school diploma.

Strategy1:

Transition Process - All schools in a feeder-school pattern will develop, evaluate, and/or enhance the transition processes which support students as they transition from school to school.

Category: Implement Guidance and Counseling Plan

Research Cited:

Activity - - Transition Planning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Using the established committee chaired by the school counselor, North Sand Mountain School will examine and enhance the transition program from grade-to-grade in the school. The schools in the feeder school pattern will collaborate to ensure seamless transition from kindergarten through grade twelve.	Policy and Process	01/02/2015	05/31/2020	$0 - No Funding Required	Curriculum Coordinator, Principals, Assistant Principals, Counselors

Goal 3:

Engage Parents and Community in the Educational Process.

Measurable Objective 1:

collaborate to inform parents and the community of the academic achievement and other accomplishments of Jackson County students using a variety of delivery methods by 05/29/2020 as measured by parent and community surveys.

Strategy1:

Dynamic Digital Communications - The District will periodically update its website to maintain a dynamic presentation of information to the public through the incorporation of social media.

Category: Other - Continuous Improvement

Research Cited:

Activity - Digital Engagement	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will periodically update its website to keep it dynamic and engaging through the use of high- quality graphics and the incorporation of social media.	Community Engagement	08/01/2018	05/01/2020	$0 - No Funding Required	Instructional technology Specialist, Federal Programs Parental Involvement Consulting Teacher, Supervisors, Superintendent, School Webmasters, Principals and designees.

Strategy2:

Parent Notification System - The district will maintain a parent mass notification system and train administrators in the use of mass notification tools as needed.

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Category: Other - Parent Involvement

Research Cited:

Activity - Mass Notification Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Administrators will be trained as needed to use the mass notification system apps.	Parent Involvement	08/01/2017	05/29/2020	$0 - No Funding Required	Technology Coordinator, Supervisors, Principals, Assistant Principals

Activity - Inform Parent Using Mass Notification	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Inform parents of student absences and school events using the mass notification system.	Parent Involvement	08/01/2018	05/29/2020	$0 - District Funding	Technology Coordinator, Superintendent, Supervisors, Principals, Assistant Principals

Measurable Objective 2:

collaborate to increase parental understanding of and participation in the development of student career plans as students transition into high school to 75% by 05/29/2020 as measured by the number of parents attending Eighth Grade Transition Meetings.

Strategy1:

College and Career Ready Resource Information - The district will provide information for parents concerning resources which are available to help students and parents as they plan for College and Career.

Category: Implement Community Based Support and Intervention System

Research Cited:

Activity - College and Career Ready Resources for Families Brochure	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will develop a brochure describing resources available to parents and students as they develop and execute College and Career Plans. The information will also be posted on the district's website.	Parent Involvement Career Preparation/ Orientation	08/01/2018	06/01/2020	$0 - No Funding Required	Federal Programs Coordinator, Parent Involvement Personnel, Career Tech Administrator, Career Coaches, School Counselors

Activity - Earnest Pruett Center of Technology Tours for Parents and Community	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
In conjunction with eighth Grade Transition Meetings at district high schools, a Parent/Community Night will be planned in order for stakeholders to see and understand the career technical opportunities available to Jackson County students as they enter high school.	Community Engagement Career Preparation/ Orientation Parent Involvement	08/01/2017	05/29/2020	$0 - No Funding Required	Principals, Counselors, Teachers, Career Technical Director, Career Technical Teachers

Measurable Objective 3:

collaborate to improve parent engagement in school activities by 12/21/2020 as measured by the number of parents in the school

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participating in at least one school event.

Strategy1:

Dynamic Digital Communications - The District will periodically update its website to maintain a dynamic presentation of information to the public through the incorporation of social media.

Category: Other - Continuous Improvement

Research Cited:

Activity - Digital Engagement	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will periodically update its website to keep it dynamic and engaging through the use of high- quality graphics and the incorporation of social media.	Community Engagement	08/01/2018	05/01/2020	$0 - No Funding Required	Instructional technology Specialist, Federal Programs Parental Involvement Consulting Teacher, Supervisors, Superintendent, School Webmasters, Principals and designees.

Strategy2:

Parent Notification System - The district will maintain a parent mass notification system and train administrators in the use of mass notification tools as needed.

Category: Other - Parent Involvement

Research Cited:

Activity - Mass Notification Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Administrators will be trained as needed to use the mass notification system apps.	Parent Involvement	08/01/2017	05/29/2020	$0 - No Funding Required	Technology Coordinator, Supervisors, Principals, Assistant Principals

Activity - Inform Parent Using Mass Notification	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Inform parents of student absences and school events using the mass notification system.	Parent Involvement	08/01/2018	05/29/2020	$0 - District Funding	Technology Coordinator, Superintendent, Supervisors, Principals, Assistant Principals

Strategy3:

Parent Engagement Events - Each school will plan and execute an event that is unique to the school for the purpose of providing a welcoming event for parents and families during which relationships can be built.

Category: Other - Parental Involvement

Research Cited:

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Activity - Parent and Family Events	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Each school will plan and execute an event that is unique to the school for the purpose of providing a welcoming event for parents and families during which relationships can be built.	Parent Involvement	08/01/2017	06/01/2020	$0 - No Funding Required	Principals, Counselors, Teachers

Goal 4:

Ensure that all students have optimal instruction time and the support necessary to be successful in school while providing a unique climate and culture in which all students feel welcome, safe, and secure.

Measurable Objective 1:

collaborate to maintain Advocacy Programs at all schools by 05/29/2020 as measured by end of the year surveys to determine program effectiveness..

Strategy1:

Utilize Parent Notification System - The district will continue to update the current parent notification system for the 2018-2019 school year and train administrators in the use of mass notification tools.

Category: Other - Parental Involvement

Research Cited:

Activity - Inform Parent Using Mass Notification	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Inform parents of student absences and school events using the mass notification system.	Parent Involvement	10/02/2017	09/30/2019	$0 - No Funding Required	Superintendent, Central Office Staff, Principals, Assistant Principals

Activity - Mass Notification Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Administrators will be trained to use the mass notification system app.	Parent Involvement	09/05/2017	06/28/2019	$0 - No Funding Required	Technology Coordinator, Superintendent, Central Office Staff, Principals, Assistant Principals

Activity - Update Current Platform	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The district will continue to update the new mass notification system.	Technology	09/05/2017	05/30/2018	$0 - District Funding	Technology Coordinator

Strategy2:

Advocacy Team Planning - District and school representatives will collaborate to develop and implement school advocacy programs.

Category: Develop/Implement Student and School Culture Program

Research Cited:

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Activity - Program Implementation Planning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Advocacy leaders from all schools and the district will meet to establish a timeline for training school personnel and the implementation of the district created grades K-4 program and of the grades 5-12 Character Strong research based program.	Academic Support Program Behavioral Support Program	08/01/2018	06/03/2019	$0 - No Funding Required	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Activity - Program Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Advocacy leaders from all schools and the district will be trained on implementing a planned, sequential advocacy program. Grades K-4 will be district developed and grades 5-12 will be the research based Character Strong Program.	Academic Support Program Behavioral Support Program	08/01/2018	05/29/2020	$0 - General Fund	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Strategy3:

Implentation of Advocacy Program - School Advocacy teams will implement planned activities at the school level.

Category: Develop/Implement Student and School Culture Program

Research Cited:

Activity - Program Turn Around Training and Implementation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
School advocacy leaders will train school personnel on how to implement the district created grades K-4 program and the grades 5-12 Character Strong research based program. Following training schools will implement the programs.	Behavioral Support Program Academic Support Program	08/01/2018	05/29/2020	$0 - No Funding Required	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Activity - Program Review	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
School Advocacy chairs and district personnel will meet quarterly to determine the effectiveness of the program. Student surveys will be reviewed at the end of each year. The guidelines, calendar, and activities for next year's program will be planned based on this review.	Behavioral Support Program Academic Support Program	08/01/2018	06/14/2019	$0 - No Funding Required	School Improvement Specialist, Curriculum Supervisor, Federal Programs Parental Involvement Consulting Teacher, Student Services Coordinator, Data and Accountability Coordinator, and LEA School Advocacy chairs and principals

Measurable Objective 2:

collaborate to improve existing student support services through implementation of the Project AWARE grant by 06/01/2020 as measured by

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surveys.

Strategy1:

Program Planning and Implementation - The district will participate in ALSDE training provided by UAB, plan the implementation of the Project AWARE Grant, and implement the components of the grant.

Category: Other - Student Mental Health Services and Support

Research Cited:

Activity - Program Planning and Implementation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Based on the grant proposal and award, the district will hire additional personnel to implement the grant program. Additional personnel will include mental health professionals and a program secretary. The new personnel along with select district and school personnel will participate in collaborative training facilitated by UAB and the State Department. The training will focus on the Ci3T behavioral program. Utilizing this training the program will be implemented.	Professional Learning Academic Support Program Behavioral Support Program	09/27/2018	04/30/2019	$0 - Other	Superintendent, Student Services Supervisor, Central Office Personnel, School Personnel

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Component 7: Teacher Participation in Making Assessment Decisions (Sec.1114(b)(2))

What measures are in place to include teachers in decisions regarding the use of results of statewide academic assessments?

North Sand Mountain teachers are involved and encouraged to be involved in the decisions regarding the use of state academic assessments. Teachers administer assessment in order to determine if objectives have been mastered. Teacher input is vital in these efforts and is considered at different levels of assessment in order to interpret results. The following methods are ways in which teachers aid in guiding instruction:

1.Grade level and subject area data meetings are held to adjust instructional procedures and strategies based on the progress monitoring data.

2.Informal grade level and subject area meetings are held to discuss progress of individual students and steps which can be taken to help students who demonstrate weaknesses in identified academic subjects.

The representation and teacher input is included on school budget committees, policy committees, textbook selection committee and school calendar committees. This allows teachers to have input in all areas of overall instruction and testing.

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Component 8: Timely and Additional Assistance to Students Having Difficulty Mastering the Standards (Sec.1114 (7)(A))

What is the process to identify students who experience difficulty mastering the State's academic achievement assessment standards at an advanced or proficient level?

Global Scholar is used to evaluate student performance, in core curriculum, for grades K-11. Students are then categorized for tiered instruction (RTI) based on performance. Student performance is monitored throughout the process to determine achievement increases and are then tested again at the end of the first term. In total, students are evaluated through Global Scholar 3 times yearly, at the beginning and end of the first term, and at the end of the second term.
For those students experiencing difficulty resulting in grades of 69 or below, Timely Assistance forms are completed, identifying strategies the teacher will incorporate to assist the student with mastery. If a student's grade falls below a 59, parents are notified to discuss strategies they can help with at home. Students still struggling are referred to the Problem Solving Team

How is timely, effective, additional assistance provided to students who are experiencing difficulty mastering the State's academic achievement assessment standards at an advanced or proficient level?

Through the use of tiered instruction, student achievement levels are determined at levels 1, 2, or 3. Each level has specific intervention practices to accommodate the needs of students therein. Tier 3 instruction is directed by the classroom teacher or in collaboration with core curriculum teachers. Individual student needs are addressed with the focus of higher achievement the main priority. Tier 1 and 2 intervention is typically completed by the classroom teacher with the focus of increasing skills in core areas and facilitating enrichment activities.
Timely Assistance - Students scoring 69 and below are provided additional support by the classroom teacher through documented strategies on the Timely Assistance form. If a student scores a 59 or below, the teacher will contact the parent to discuss how they can partner to provide support for their student. There are at least two documented attempts at contacting parents

Describe how the school provides opportunities for the most academically needy students to receive support and reinforcement of academic skills BEYOND THE REGULAR SCHOOL DAY.

The 21st Century Community Learning Center Program is active at North Sand Mountain School and affords students the opportunity to participate in learning activities after normal school hours. Four instructors provide instruction and/or remediation to students on a daily basis. Students have the opportunity to participate in the program on a daily basis from 3:00-6:00 pm.
Additionally, a tutoring program is offered to high school students twice a week for a period of two hours.

Describe procedures used to address challenges for each group of Migrant, English Language Learners, Economically Disadvantaged, Special Education, Neglected and/or Delinquent, and Homeless Students.

All students at North Sand Mountain School, including those identified as migrant, limited-English proficient, homeless, economically disadvantaged, and neglected/delinquent, have access to all services and programs which are provided both by the state and federal

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education programs available, including free/reduced lunch, Title I services, ELL services, Special education services, At Risk, and counseling services. North Sand Mountain School also uses the Department of Human Resources, the Department of Mental Health, and various community resources to provide students with necessary school supplies, food, clothing, and shelter.
All students have equal access to free appropriate public education regardless of the situation in which they have been placed. All students regardless of condition(s) are provided with the opportunity to meet the same challenging state content and state student performance standards to which all students are held without being stigmatized or isolated.
The counselors at North Sand Mountain School identify limited-English proficient students upon enrollment into the school. Each new student at North Sand Mountain School receives a home language survey which is used to determine eligibility for limited-English proficient testing. Students that qualify for testing are the students that indicate that an alternative language other than English is used by the student or in the student's home as a primary language. All eligible students that are tested with the WIDA Access Placement Test (W-APT) to determine if a student is eligible to receive services through the English Language Learner Program. Parents or guardians have the right to waive Title III Supplemental EL services if they so choose. If the parents or guardians agree for the student to receive services, an English Language Learner committee convenes to determine appropriate services and placement for each individual student. The EL committee consists of an EL teacher, parents/guardians of the student, the student's teacher, the school counselor, and interpreter, and/or school administrator. The counselors identify migrant students upon enrollment. Parents/guardians of each new student receive a Migrant Education Survey, to determine student eligibility for the migrant program. Migrant students automatically qualify for free breakfast and lunch. Migrant students have access to all service and programs available to the rest of the students which are present in North Sand Mountain School.
North Sand Mountain School provides special education services and uses appropriate procedures in accordance with Federal and Alabama State Laws and Regulations. The referral coordinator tracks referrals and notices to parents concerning eligibility meetings. The evaluation is conducted to determine if the student is eligible for special education services. An Individualized Education Plan (IEP) team convenes to determine the eligibility for special education services.

Special Populations as listed in the Carl D. Perkins Career and Technical Education Act of 2006 - Describe procedures used to address challenges for each group of individuals with disabilities, individuals from economically disadvantaged families (including foster children), individuals preparing for non-traditional fields, single parents (including single pregnant women), displaced homemakers, and individuals with limited English proficiency.

The Jackson County School System offers Credit Recovery for classes in which the student made 40 or above in, while attempting. In addition to instructional strategies, additional assistance is offered through RTI during the resource period. North Sand Mountain School is a handicapped-accessible school. We also participate in the free and reduced school lunch program.

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Component 9: Coordination and Integration of Federal, State and Local Programs and Resources (Sec.1114(b)(V))

List the State, Federal and local programs that are consolidated/coordinated in the schoolwide program and describe how all programs and resources are coordinated and integrated toward the achievement of the schoolwide goals.

Educational services will be coordinated and integrated to target improved student achievement most effectively. Ongoing collaboration across programs and alignment of state, local, and federal efforts will increase effectiveness, eliminate duplication and combine services. At North Sand Mountain School, funds from a variety of sources will be used to implement the overall school improvement plan. Title funds will provide academic programs to assist students to meet state standards and coordinate with other educational services to ensure that the needs of students are met. Special education students are eligible for Title services on the same basis as other students. Services for children with limited-English proficiency are coordinated. Policies are in place to ensure that immigrant, migratory and/or homeless children will receive proper services in the event of their enrollment in the school system.
Research-based programs and after school tutorial services through 21st Century Programs will continue to be utilized. Professional development activities will help teachers encourage students to further advance in the upper levels. Effective professional development will be funded by utilizing monies from Title I, Title II, state, and local funds. The county-wide School Improvement Specialist will also provide professional development to teachers on strategic teaching. Student performance on state assessments will serve as the overall evaluation of the effectiveness of professional development. Teacher surveys and voiced opinions will also be used to evaluate the effectiveness of the activities.

The 2018 fiscal year allocation for the district is as follows:
Title I, Part A-
74% - Instruction and Instructional Support
Title I Set Asides
14% - Administration*
6% - School Improvement Specialist
6% - Parent Involvement/Consulting Teacher
6% English Language Teacher
*Private school participation funds are included.

Per pupil Allotment (PPA) is $375.15

Local schools relinquish their 1% set-aside for parental involvement to the Jackson County Parent Center. These monies are used to purchase materials and supplies to support education at home. Parents are encouraged to take advantage of the materials purchased for the Parent Center.
2018-2019 Parental Involvement money total $ 1899.31 .

Title I set-asides include related administrative costs such as:
A program administrator (.75 FTE), a secretary (.50 FTE), a Parental Involvement Consulting Teacher (1.0 FTE), and related administrative costs (including a 1.0 FTE Title III program specialist, and 1.0 School Improvement Specialist) will be paid from the Title I funds.

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Title II, Part A- Teacher and Principal Training
The fiscal year allocation is as follows:
99% Class Size Reduction-Instruction
1% Professional Development

Title III-Language Instruction for Limited English Proficient and Immigrant Students
The fiscal year allocation is as follows:
57% Materials and supplies
43% Staff Professional Development

Title V-Rural and Low Income
100% Professional Development

Title VI Indian Education
100% Instruction and Instructional Support

* 21st Century Grants for several sites have been approved and after-school programs conducted in accordance to state guidelines for the program. Tutors work with children on homework and other subjects in which the student is deficient. Computers, software and other instructional materials and supplies are furnished and snacks are served.

2018-2019 NSM Expenditures
Title I

Certified Instructors	2.05	Salary and fringes	124587.00
Materials and supplies			14968.80
Total			139555.80

Per pupil Allotment (PPA) is $375.15

Local schools relinquish their 1% set-aside for parental involvement to the Jackson County Parent Center. These monies are used to purchase materials and supplies to support education at home. Parents are encouraged to take advantage of the materials purchased for the Parent Center.
2018-2019 Parental Involvement money total $ 1706.40 .

Title II
County allocation for Professional Development 14190.99
Professional Development funds are utilized county wide to best meet the professional development needs of all staff.

Title III
EL funding totaling $13228.00 is used countywide and relinquished to the Jackson County School System.

Title IV
Pre-K
100% salaries

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21st Century $135,920.54

Title V Rural and Low Income
County Allocation for Professional Development 104,752.00

How does the school coordinate and integrate the following Federal, State and local services in a manner applicable to the grade level to support achievement of the schoolwide goals: violence prevention programs, nutrition programs, housing programs, Head Start, adult education, career and technical education programs, and schools implementing comprehensive support and improvement activities or targeted support and improvement activities under section 1111(d)?

All Jackson County Schools are served by Title I.
Educational services will be coordinated and integrated to target improved student achievement most effectively. Ongoing collaboration across programs and alignment of state, local, and federal efforts will increase effectiveness, eliminate duplication and combine services. At each school, funds from a variety of sources will be used to implement the overall school improvement plan.

North Sand Mountain School benefits from the Child Nutrition Program. North Sand Mountain School collaborates with Northeast Alabama Community College to provide adult education services. North Sand Mountain School collaborates with the centrally located Earnest Pruett Center for Technology to provide vocational and educational training.

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Component 10: Evaluation (Sec.1114(b)(3)):

How does the school evaluate the implementation of the schoolwide program?

North Sand Mountain school uses several tactical procedures to evaluate the implementation of the schoolwide program including but not limited to the following activities:
Classroom walkthrough to determine that strategies and activities are being implemented.
Monthly leadership team meeting to address implementation issues
Data meetings
Projection/Reflection meetings to determine effectiveness of programs

How does the school evaluate the results achieved by the schoolwide program using data from the State's annual assessments and other indicators of academic achievement?

North Sand Mountain School uses several methods to evaluate the results of the schoolwide program including but not limited to the following activities:
Classroom walkthroughs to verify that the established strategies and activities are being implemented.
Periodic leadership team meetings
Data meetings
Projection/Reflection meetings
All state assessments are analyzed to determine strengths and weaknesses.

After evaluations are complete, North Sand Mountain School puts plans into place for the next school year based on the data analysis.

How does the school determine whether the schoolwide program has been effective in increasing the achievement of students who are furthest from achieving the standards?

The schoolwide program is deemed effective when all goals are met. The leadership team and school staff will review all available data, including state assessment results to determine if academic goals have been met. Goals are generally developed in a fashion that facilitates improvement for all students. Students who continue to underachieve are looked at more closely through RTI and will be brought before the PST where determination can be made as to the anticipated level of achievement a particular student may be capable of. This process can lead to a students being referred for testing for special services if academic progress is deemed limited.
Tools used for this determination include the required state assessment data, RTI interventions, referral to the PST, and ultimately referral for special service testing

What process is followed by the school to revise the plan as necessary, based on the evaluation, to ensure continuous improvement of students in the schoolwide program?

Efforts are made, annually, to review academic performance goals based on current test data. Grade level meetings are conducted to review

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achievement data and to focus on areas in need immediate attention. Short term and long term goals are reviewed, and revised when needed. Proposed changes are addressed by the Leadership Team, then presented to the faculty. All plans and initiatives are reviewed annually by the Leadership Team and revisions are made by the school staff.

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Coordination of Resources - Comprehensive Budget

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Introduction

List all federal, state, and local monies that the school uses to run its program.

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FTE Teacher Units

Label	Question	Value
1.	Provide the number of Teachers assigned units.	38.69

Provide the number of classroom teachers.

38.69

Label	Question	Value
3.	Provide the total of all salaries for the FTE Teacher Units.	1940683.17

Total	1,940,683.17

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Administrator Units

Label	Question	Value
1.	Provide the number of Administrator assigned units.	1.0

Provide the number of administrators.

1

Label	Question	Value
3.	Provide the total of all salaries for the FTE administrator units.	89265.88

Total	89,265.88

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Assistant Principal

Label	Question	Value
1.	Provide the number of Assistant Principal assigned units.	1.0

Provide the number of Assistant Principals.

1.0

Label	Question	Value
3.	Provide the total of all salaries for the Assistant Principal.	66844.87

Total	66,844.87

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Counselor

Label	Question	Value
1.	Provide the number of Counselor assigned units.	1.5

Provide the number of Counselors.

1.5

Label	Question	Value
3.	Provide the total of all salaries for the Counselor.	86270.84

Total	86,270.84

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Librarian

Label	Question	Value
1.	Provide the number of Librarian assigned units.	1.0

Provide the number of Librarians.

1

Label	Question	Value
3.	Provide the total of all salaries for the Librarian.	57342.27

Total	57,342.27

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Career and Technical Education Administrator

Label	Question	Value
1.	Provide the number of Career and Technical Education Administrator assigned units.	0.0

Provide the number of Career and Technical Education Adminstrators.

0.0

Label	Question	Value
3.	Provide the total of all salaries for the Career and Technical Education Administrator.	0.0

Total	0.00

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Career and Technical Education Counselor

Label	Question	Value
1.	Provide the number of Career and Technical Education Counselor assigned units.	0.0

Provide the number of Career and Technical Education Counselors.

0

Label	Question	Value
3.	Provide the total of all salaries for the Career and Technical Education Counselor.	0.0

Total	0.00

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Technology

Label	Question	Value
1.	Not applicable, please place a value of 0 in the box.	12957.0

Not applicable, please place a value of 0 in the box.

12957.0

Label	Question	Value
3.	Provide the total of all funding for Technology.	12957.0

Total	12,957.00

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Professional Development

Label	Question	Value
1.	Not applicable, please place a value of 0 in the box.	3887.0

Not applicable, please place a value of 0 in the box.

3887.00

Label	Question	Value
3.	Provide the total of all funding for Professional Development.	3887.0

Total	3,887.00

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EL Teachers

Label	Question	Value
1.	Provide the number of EL Teachers in FTEs.	0.0

Provide the number of EL Teachers.

0

Label	Question	Value
3.	Provide the total of all funding for EL Teachers.	0.0

Total	0.00

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Instructional Supplies

Label	Question	Value
1.	Not applicable, please place a value of 0 in the box.	23153.0

Not applicable, please place a value of 0 in the box.

23153.0

Label	Question	Value
3.	Provide the total of all funding for Instructional Supplies.	23153.0

Total	23,153.00

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Library Enhancement

Label	Question	Value
1.	Not applicable, please place a value of 0 in the box.	4152.0

Not applicable, please place a value of 0 in the box.

4152.0

Label	Question	Value
3.	Provide the total of all funding for Library Enhancement.	4152.0

Total	4,152.00

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Title I

Label	Question	Value
1.	Improving the Academic Achievement of the Disadvantaged Provide the total.	139555.8

Provide a brief explanation and breakdown of expenses.

Certified Instructors 2.05 Salary and fringes 124,587.00
Materials and supplies 14,968.80
Total 139,555.80
Per pupil Allotment (PPA) is $375.15

Local schools relinquish their 1% set-aside for parental involvement to the Jackson County Parent Center. These monies are used to purchase materials and supplies to support education at home. Parents are encouraged to take advantage of the materials purchased for the Parent Center.
2018-2019 Parental Involvement money total $1,706.40 .

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Title II

Label	Question	Value
1.	Professional Development Activities. Provide the total.	0.0

Provide a brief explanation and a breakdown of expenses.

County allocation for Professional Development 14190.99

Professional Development funds are utilized county wide to best meet the professional development needs of all staff.

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Title III

Label	Question	Value
1.	For English Learners. Provide the total.	0.0

Provide a brief explanation and a breakdown of expenses.

EL funding totaling $13228.00 is used countywide and relinquished to the Jackson County School System.

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Title IV

Label	Question	Value
1.	21st Century Schools. Provide the total.	135920.54

Provide a brief explanation and a breakdown of expenses.

21st Century $135,920.54

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Title V

Label	Question	Value
1.	For Rural and Low-income Schools Provide the total.	1.0

Provide a brief explanation and a breakdown of expenses.

County Allocation for Professional Development 104,752.00

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Career and Technical Education-Perkins IV

Label	Question	Value
1.	Basic Grant (Title I) Provide total.	0.0

Provide a brief explanation and breakdown of expenses.

North Sand Mountain did not receive Perkins Grant Money for 2018-2019

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Career and Technical Education-Perkins IV

Label	Question	Value
1.	Basic Grant (Title I) Provide total.	0.0

Provide a brief explanation and breakdown of expenses.

North Sand Mountain did not receive Perkins Grant Money for 2018-2019

Label	Question	Value
1.	Tech Prep (Title II) Provide the total.	0.0

Provide a brief explanation and breakdown of expenses.

North Sand Mountain did not receive Perkins Grant Money for 2018-2019

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Other

Label	Question	Value
1.	21st Century, Learn and Serve, Even Start, School Improvement Grant Provide the total.	0.0

Provide a brief explanation and a breakdown of expenses.

North Sand Mountain does not receive these funds.

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Local Funds

Label	Question	Value
1.	Provide the total	0.0

Provide a brief explanation and breakdown of expenses.

NSM did not receive local funds for 2018-2019

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Parent and Family Engagement

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Introduction

All Title I Schoolwide and Targeted Assistance Schools must complete the following diagnostics: the Stakeholder Feedback Diagnostic, the Parent and Family Engagement Diagnostic, the Coordination of Resource/Comprehensive Budget Diagnostic, and EITHER the Title I Targeted Assistance Diagnostic OR the Title I Schoolwide Diagnostic. Parent Survey must be done annually, but it can be done electronically or by paper.

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Parent and Family Engagement

Describe how the school will convene an annual meeting to inform parents of the school's participation in Title I and explain Title I requirements, including the 1% set-aside, and the right of parents involved. (Sec. 1116(c)(1))

The annual Title 1 Parental Involvement Title 1 Meeting will be at the North Sand Mountain School Open House, August 7, 2018. The meeting is to inform parents of the Title 1 requirements and is presented by the Federal Programs parental Involvement Consulting Teacher. the Federal Programs Parental Involvement Consulting Teacher explains participation and requirements of Title 1, 1 % set-asides, and Parent's Rights, as well as describes the School-Parent Compact, the Parental Involvement Plan and the materials and support available at the Jackson County Parent Center. North Sand Mountain School and the Leadership Team chose to relinquish the 1% Parental Involvement allocation to the Jackson County Parent Center to offer programs to strengthen the school/family partnership by providing activities, materials, and education for school staff and parents.

Describe: 1) How there will be a flexible number and format of parent meetings offered, such as meetings in the morning or evening, and may provide, with funds provided under this part, transportation, child care, or home visits, as such services relate to parental involvement; 2) How parents will be involved in the planning, review and improvement of the Title I Program (Note: State the school's process for how all Title I parents have the opportunity for involvement in decision-making.); and 3) How funds allocated for parent involvement are being used in the school. (Sec. 1116(c)(2)(3))

1. The Parental Involvement Consulting Teacher conducts a minimum of two meetings a year. These meetings are scheduled with flexible times to meet the needs of working parents. One meeting is held at night and one during the day. The fall Title 1 meeting is to inform parents of Title 1 laws and regulations. Other meetings held are to assist parents in working with their children's educational needs. At North Sand Mountain, meetings are planned for August 7, 2018 at the Open House, and another parent training session will be available later on in the year. Also, for meetings where there are Spanish-speaking families. an interpreter will also be provided. North Sand Mountain will also be conducting an 8th grade transition meeting with students from the Bryant and Flat Rock feeder schools on October 22, 2018.
2. North Sand Mountain School encourages parents to be full partners in the decisions that affect children and family. The school involves parents in an organized, ongoing, and timely way in the planning of the school improvement plan through newsletters, parent surveys, committee meetings, and handbooks. The Federal Programs Advisory Committee is comprised of parents, teachers, administrators, and community members. The purpose of this committee is to utilize federal funds to provide the maximum benefits to all the students of Jackson County. The committee discusses strategies, various federal programs available, and budgets allotted to fund them. All committee members are given the opportunity to offer opinions and suggestions.
3. North Sand Mountain School and the Leadership Team agreed to relinquish their allocated Parental Involvement Funds to allow the Federal Programs Consulting teacher to be responsible for all Parental Involvement activities. The funds are used to maintain materials and supplies for both the Parent Center and fulfilling parents requests for additional resources to be used at home. The Jackson County Parent Center is open daily and provides a wide range of materials available for parent check out and various workshops to assist parents in developing parenting skills.

Describe how the school provides parents of participating children timely information in a uniform format and, to the extent practicable in a language they can understand, about programs under Title I, a description and explanation of the curriculum in use, forms of academic assessments, and achievement expectations used, and, if requested by parents, opportunities for regular

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meetings to formulate suggestions and participate as appropriate in decisions related to the education of their children. (Sec. 1116(c)(4)(A)(B)(C))

All documents related to Federal Programs are made available in both English and Spanish. Interpreters are available in the event there are high Spanish speaking populations to further assist in any other explanations necessary. Information regarding curriculum, classroom standards, homework policies and assessments are provided in the Jackson County Schools Student Handbook. All students receive a handbook on the first day of school and must return the Parental Acknowledgement form which is filed in their cumulative record. Parents are provided with additional information throughout the school year, i.e., progress reports, report cards, assessment reports. Progress reports are sent home at the 4.5 week grading period and report cards are sent home at the 9 week grading period. Teachers make at least one parent contact per semester/year. Parents may request a conference to voice any concerns or suggestions related to the education of their child. Parents also can access the INOW Parent Portal and the school website. Each teacher within the Jackson County School District is assigned an email address thru which parents may contact them.

Describe how parents, the school staff, and students share responsibility for improved student academic achievement for participating students (How the School-Parent Compact is jointly developed with Title I parents; how it is used, reviewed, and updated). (Sec.1116(d))

The Leadership Team, comprised of parents, teachers, administrators, and community members, is responsible for designing, implementing, and evaluating school improvement efforts including Student/Parent Compact and the Continuous Improvement Plan. The Leadership Team and faculty review the School-Parent Compact each May and update it as necessary . Parents, the school staff, and students have created a shared responsibility by having parents/guardians and the student sign a School-Parent Compact for improving academic achievement and behavior. The signed compacts will be filed in the classroom for use during parent-teacher and/or student conferences.

Describe procedures to allow parents to submit comments of dissatisfaction with the Continuous Improvement Plan. (Sec. 1116(c)(5))

Contact information for both the Jackson County Board of Education and the Alabama State Department of Education is provided and made available on the Jackson County School District Website, and in each school office.

"If you have comments or concerns, you may call the Jackson County Board of Education (256) 259-9500, Mr. Mark Guffey, Federal Programs Supervisor, guffeym@jacksonk12.org and/or Mr. Chris Davis, Special Education Supervisor, davisc@jacksonk12.org or the Alabama State Department of Education (334) 242-8199."

Describe how the school will build capacity for parental involvement including how parents will be encouraged to become equal partners in the education of their children? (See ESSA Sec. 1116, requirements for building capacity and parental and family engagement).

To ensure effective involvement of parents and to support a partnership among the school, parents, and the community to improve student academic achievement, our school:

Shall provide materials and training to help parents to work with their children to improve their children's achievement, such as

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literacy training and using technology, as appropriate, to foster parental involvement. (Describe)

The Federal Programs Parental Involvement Consulting Teacher, in cooperation with the principal, will conduct parent meetings and offer training sessions covering many topics designed to aid parents in becoming more involved in their child's education. The Consulting Teacher conducts one parent meeting per semester at times convenient for all parents to attend. Newsletters for parents of elementary, middle, and high school students containing valuable and age-appropriate strategies for better parenting are distributed monthly. The newsletters are also posted on the Jackson County District Website. Parents can access the school website to stay more informed and involved. The Jackson County School District has also added Facebook and Twitter as tools of communication with parents. Daily parenting tips are managed by the Federal Programs Parental Involvement Consulting Teacher.

North Sand Mountain School shares the responsibility, with the parents/guardians, in improving academic achievement, and behavior by signing a compact indicating their agreement to the terms listed. Faculty members will provide and distribute information to assist parents in understanding how students can improve skills, get help when needed, foster learning at home and give feedback to teachers. North Sand Mountain hosts an Open House at the beginning of each school year. Parents will be given the opportunity to meet their child's teacher, explain expectations, and strategies to support their child. Parents will receive Progress Reports at the midpoint of each nine weeks and Report Cards at the end of the nine weeks. The Jackson County School System, as well as North Sand Mountain School, has a mass notification system where parents can receive messages from the principal, superintendent, or designee. North Sand Mountain School has INOW Parent Portal which enables parents to view grades and report cards at their convenience.

Describe how the school will build capacity for parental involvement including how parents will be encouraged to become equal partners in the education of their children? (See ESSA Sec. 1116, requirements for building capacity in parental involvement.)

To ensure effective involvement of parents and to support a partnership among the school, parents, and the community to improve student academic achievement, our school:

Shall educate teachers, office personnel, and other school staff, with the assistance of parents, in the value and utility of contributions of parents, and in how to reach out to, communicate with, and work with parents as equal partners, implement and coordinate parent programs, and build ties between parents and the school. (Describe)

Throughout the year, the Parent Center will send home grade-appropriate newsletters with the students. They can also be found on the Jackson County District Website under Federal Programs. The Federal Programs Parental Involvement Consulting Teacher conducts a minimum of two parent training sessions to be held at the school at flexible times for the convenience of parents. Teachers promote effective involvement by assigning interactive homework that requires students to discuss and interact with parents about what they are learning in class. The Federal Programs Parental Involvement Consulting Teacher operates the Jackson County School Parent Center which offers videos, games, books, and other educational resource tools which may be used by either parents or teachers. When parents are unable to come to the center, the Consulting Teacher will deliver requested materials to the school for the parent to pick up.

Describe how the school will build capacity for parental involvement including how parents will be encouraged to become equal partners in the education of their children? (See ESSA Sec 1116, requirements for building capacity in parental involvement.)

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To ensure effective involvement of parents and to support a partnership among the school, parents, and the community to improve student academic achievement, our school:

Shall to the extent feasible and appropriate, coordinate and integrate parent involvement programs and activities with other federal programs, and conduct other activities, such as parent resource centers, that encourage and support parents in more fully participating in the education of their children.(Describe)

As part of the action plan for school improvement and to understand parents perceptions of school programs and services, surveys were sent home with each student and various stakeholders. The data collected from these surveys is used as a tool to better serve the children of North Sand Mountain and Jackson County School District. One of the areas the survey identified to target continuous improvement was positive family, community, and staff relationships. The goal for North Sand Mountain is to communicate effectively with parents and members of this community to build positive relationships that strengthen support for the educational process. To meet our school objectives, we are encouraging parents to be involved in an annual Parenting Day to view school activities and student accomplishments. Parents are encouraged to visit the school website and are provided with a quarterly newsletter to inform them of the latest class and school activities. Framework for Understanding Poverty by Ruby Payne, Ph.D. was a book the faculty used for a book study regarding poverty. The book not only provided us with information about poverty but promoted discussion and awareness about developing parental involvement in a school with a high poverty level. We learned researchers have evidence that family participation in education is twice as predictive of students' academic success as family socioeconomic status. The faculty was also reminded lack of parental involvement is the biggest problem facing public schools and that many parents do not know how to help their children with their education.

Describe how the school will build capacity for parental involvement including how parents will be encouraged to become equal partners in the education of their children? (See ESSA Sec. 1116, requirements for building capacity in parental involvement.)

To ensure effective involvement of parents and to support a partnership among the school, parents, and the community to improve student academic achievement, our school:

Shall ensure that information related to school and parent programs, meetings, and other activities is sent to the parents of participating children in a format and, to the extent practicable, in a language the parents can understand. (Describe)

In order to involve all parents regardless of home language, the Jackson County School District, as well as North Sand Mountain, disseminates all information to parents in a format and to the extent practicable, in a language parents can understand. Translated documents and interpreters are provided as needed.

Describe how the school will build capacity for parental involvement including how parents will be encouraged to become equal partners in the education of their children? (See ESSA Sec. 1116, requirements for building capacity in parental involvement.)

To ensure effective involvement of parents and to support a partnership among the school, parents, and the community to improve student academic achievement, our school:

Shall provide such other reasonable support for parental involvement activities as parents may request. (Describe)

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The Jackson County Board of Education provides each student with a Student Handbook at the beginning of each school year. The handbook provides clear detailed descriptions of rules, regulations, and expectations that are set by the Jackson County Board of Education. At the beginning of each school year, a parent meeting is held at every school in which the Title 1 program is explained to parents. During this meeting, the need for parental involvement is explained with the desire to foster positive family and community relationships. Parents are given the opportunity to voice concerns and ask questions. A letter explaining the materials available at the Parent Center is sent home at the beginning of the school year inviting parents to use the facility. Newsletters with age-appropriate activities are sent to the parents each month. The newsletters, available in English and Spanish, can be found on the Jackson County website. The school district has added Facebook and Twitter to disseminate interesting and useful information to parents.

Describe how the school will ensure the provision for participation of parents and family members (including parents and family members who have limited English proficiency, parents and family members with disabilities, and parents and family members of migratory children), including providing information and school reports required under section 1111 in a format and, to the extent practicable, in a language such parents understand. (See ESSA Sec. 1117(f))

Information is collected upon enrollment to ensure current and accurate information for parents. In order to involve all families regardless of home language, the Jackson County School District, as well as North Sand Mountain School, disseminates all information to parents in a format and to the extend practicable, in a language parents can understand. Translated documents and interpreters are provided as needed. The District website platform has design features that help ensure, to the extent practicable, that content is ADA compliant and Jackson County facilities are handicap accessible. The mass notification system translates written messages sent to parents.

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