

Chickamauga City School System- District Strategic Plan

Goal 1: All students will meet or exceed State standards in core academic subjects.

Objective 1: Increase the percentage of all students, SWD, ED and EL students who perform at or above the proficient level in reading/language arts on the State's assessment.

Objective 2: Increase the percentage of all students, SWD, ED and EL students who perform at or above the proficient level in mathematics on the State's assessment.

Objective 3: Increase the percentage of all students, SWD, ED and EL students who perform at or above the proficient level in science on the State's assessment.

Objective 4: Increase the percentage of all students, SWD, ED and EL students who perform at or above the proficient level in social studies on the State's assessment.

Actions Steps/Strategies	Resources	Professional Learning	Person/Position Responsible	Timeline	Monitoring (Artifacts)	Evaluation Measure(s)
Utilize formative assessments and disaggregate student data to determine learning priorities and monitor student progress	Student data, AYP reports, system data	Data days, professional learning	Principals, System level administrators, School Improvement Teams, teachers	Ongoing beginning Fall 2011	Data day at start of each year, grade level data analysis reports, observations,	Identified learning priorities from data analysis, student progress reports
Training for teachers on research based best practices to meet the diverse needs of students. (RTI, differentiation, content area strategies, classroom management, thinking maps & CCGPS).	Training materials provided through registration fees	GADOE Training, Northwest GA RESA classes	Director of Curriculum and Instruction, Principals	Ongoing beginning Fall 2011	Classroom observations, redelivery of training to peers	Course roster and completion forms, course evaluation forms, walkthru data
Work collaboratively to horizontally and vertically align curriculum in core academic areas.	Time for teachers to meet, Professional Learning	Data Day, GPS Train the Trainer	System Level Administrators, Principals, Asst. Principals, core academic teachers	2013-2014	Review of curriculum guides, lesson plans, observations	Observations and minutes of meetings, curriculum guides, instruction aligned to standards

Actions Steps/Strategies	Resources	Professional Learning	Person/Position	Timeline	Monitoring (Artifacts)	Evaluation Measure
Teachers will incorporate differentiation strategies into units, use flexible grouping based on student data and provide multiple opportunities for all students to master standards at least at an 80% level.	Training materials included in registration fees	Differentiated Instruction, Disaggregating data	System level administrators, Principals, Asst. Principals, Teachers	Fall 2011	focus walkthru data, review of lesson plans	focus walkthru data, unit and lesson plans showing evidence of reteaching, student grades
Expand utilization of technology for designing learning opportunities that apply technology-enhanced instructional strategies and processes, including the use of the Online Assessment System (OAS), Study Island, KUTA and Learning Village.	Smart Boards, CPS Student Response Systems, Computers, Projectors	Training on Smart Boards and CPS Systems, webinar trainings on OAS & SAT online	Technology Specialist, Administrators, Principals, Asst. Principals	Training during 2011-2012 school year	focus walkthru data, review of lesson plans, periodic checks of the usage logs	Teachers will incorporate at least 1 technology based activity per unit, log of use of online system, lesson plans, walkthru data
Provide the opportunity for remediation @GLHS within the school day to meet standards and student and subgroup needs (CES-TEAM time, GLMS- Study Skills- already in place)	Student data, AYP reports, system data	Data Days Professional Learning	Principals, Asst. Principals	Ongoing- 2014	student rosters, lesson plans	focus walkthru data, teacher and student surveys, student grades, formative assessment data
Strengthen the Response to Intervention (RTI) process to improve the skills of classroom teachers in providing effective teaching strategies and progress monitoring.	RTI resources	Teacher training on RTI processes, progress and data analysis	District and school level administrators, RTI teams, teachers	Training during 2011-2012 school year	reports from school administrators and RTI teams	Student grades, Progress monitoring data, teacher surveys

Goal 2: All students will graduate from high school.

Objective 1: Increase the percentage of all students who graduate from high school with a regular high school diploma.

Objective 2: Increase the percentage of students by subgroup (SWD, ED, EL) who earn a regular high school diploma.

Action Steps/Strategies	Resources	Professional Learning	Person/Position Responsible	Timeline	Monitoring (Artifacts)	Evaluation Measure(s)
Strengthen the Teachers as Advisors Program in grades 6-12.	Advisor/advisee materials--State and local funds	none	Principals, Asst. Principals, Advisor teams	Fall 2011	Schedules for advisor meetings, lesson plans for advisement periods, observations	Survey of students and teachers, # of students on-track
Enhance the Graduation Coach program.	List of community agencies & contact information, State QBE, local funds	none	Principals, Asst. Principals, Guidance Counselors	Fall 2011	Ongoing data collection of intervention strategies, review of activities & participating agencies	Review of state reports and log of services provided by community agencies, monitoring # of students that do not graduate
Offer extended day and extended year services to students who are at risk of failing and/or not meeting grade level standards.	Teachers to tutor 20 additional days funds, teaching materials	none	Principals, Asst. Principals, System Level Administrators, Teachers	Fall 2011	Attendance rosters, teacher timesheets	Observations of tutoring sessions, student work/grades
Offer a credit recovery program (extended semester) to eligible students.	none	none	Principal, Asst. Principal, Guidance Counselor and teachers	Winter 2012	Student work, teacher approval of work	credit recovery roster, student work/grades
Provide effective transition strategies between elementary to middle, middle to high and high to postsecondary	none	none	School administrators, guidance counselors, Teachers	Spring 2012	parent, teacher and student surveys, plans for transition strategies	parent, teacher and student surveys, observations

Goal 3: All students will be taught by highly qualified teachers.

Objective 1: 100% of teachers and paraprofessionals working with students in a core academic area will meet the state requirement for highly qualified certification.

Objective 2: 100% of certificated school staff will receive high quality professional development.

Action Steps/Strategies	Resources	Professional Learning	Person/Position Responsible	Timeline	Monitoring (Artifacts)	Evaluation Measures)
All teachers and paraprofessionals working with students in a core academic area will meet the state's certification testing requirements.	Fees for GACE testing--Title IIA funds	Professional Learning activities needed for meeting testing requirements	Director of Curriculum and Instruction	Fall 2011	Individual teacher HiQ status monthly reports	HiQ status and HiQ statistics reports
Provide stipends for teachers working toward highly qualified status who complete approved professional learning activities during non-contract hours.	Stipends for completion of courses- Title IIA funds	PL activities	Director of Curriculum and Instruction	Fall 2011	PL completion documents, stipend contracts	HiQ status, HiQ statistics reports, list of teachers participating, teacher evaluation documents
Establish an online curriculum guide resource center for teachers.	online access	access and utilization of guides	Director of Curriculum and Instruction, technology coordinator, principals, teachers	2011-2012 school year	periodic reviews of online curriculum guides	Online curriculum guides
Provide high quality professional learning designed to improve the quality of administrators to help become outstanding managers & educational leaders.	Training materials	PL activities	System and school level administrators	Fall 2011	Registrations, Administrative reports on PL, observation of administrative performance	Rosters, course completion forms, course evaluation forms, classroom observations

Action Steps/Strategies	Resources	Professional Learning	Person/Position Responsible	Timeline	Monitoring (Artifacts)	Evaluation Measures)
Provide high quality professional learning that improves the knowledge of teachers & paraprofessionals, in addressing the diverse needs of students, particularly students with disabilities, at risk students, gifted students, economically disadvantaged students & English Learners	Training materials included with registration, Title IIA and professional learning funds	PL activities	Director of Curriculum and Instruction, Principals	Fall 2011-ongoing	Check of registrations, Administrative meeting reports on professional learning	Rosters, course completion forms, course evaluation forms, classroom observations
Develop consensus for schoolwide grading procedures.	grading and assessment resources	Study groups	System and school level administrators, grading committees	2013	Documentation of grading committee meetings	Grading Procedures, move to implement standards based report card
Provide reimbursement for passing GACE tests.	Title IIA funds	none	Director of Curriculum and Instruction	Fall 2011	Individual teacher HiQ status monthly reports	HiQ status and HiQ statistics reports

Goal 4: Maintain efficient and effective operations to provide a high quality, engaging and supportive learning environment.

Objective 1: Provide clear and effective communication between and among the schools, parents and community members.

Objective 2: Increase student, teacher and parent access to technology.

Objective 3: Improve maintenance and operations to provide a healthy and safe environment.

Actions Steps/Strategies	Resources	Professional Learning	Person/Postion Responsible	Timeline	Monitoring (Artifacts)	Evaluation Measure(s)
Teachers will utilize I-Parent by updating grades at least one time per week.	Information/ support for parents, state/local funds	none	Technology Specialist, Principals, Teachers	Fall 2011	Parent surveys, documentation of updated grades	Parent surveys, documentation of updated grades
Provide support for teachers to maintain a teacher webpage linked to the school websites.	technology	Teacher training on developing and maintaining a webpage	Director of Curriculum & Instruction Technology Specialist, Principals, Teachers	Fall 2013	# of teacher webpages, documentation of teacher usage	# of teacher webpages, documentation of teacher usage, parent and student surveys
Conduct annual student, parent, teachers perception/satisfaction surveys.	Survey Monkey	none	System and school level administrators	November--2011	development of survey questions	survey results
Create opportunities for family involvement to support student learning.	resource materials	teacher training on ways to work with parents	Principals, Asst. Principals, teachers	2012-2013	plans for involvement activities,	parent surveys, evaluation of activities, rosters, observations, list of activities

Actions Steps/Strategies	Resources	Professional Learning	Person/Postion Responsible	Timeline	Monitoring (Artifacts)	Evaluation Measure(s)
Revamp the system website to provide parents with current state, system, school and teacher information.	none	none	Superintendent, System Administrators, Technology Coordinator,	Fall 2011	surveys, website content	surveys
Provide wireless technology access for CES.	technology	none	Superintendent, Technology Coordinator	2014	progress check on access plan	wireless completed according to plan
Enable students and parents to access student lunch accounts on-line.	computer program	none	Superintendent, Technology Coordinator, Nutrition Director	January --2012	progress checks on access plan	access to accounts online
Install a student/parent notification system.	notification system	teacher training	Superintendent, Technology Coordinator, Finance Director	Fall 2012	progress on obtaining a system	installation of notification system
Achieve server/client virtualization.	technology	none	Superintendent, Technology Coordinator	2014	progress on the plan	final product
Establish a Facilities & Operations prevention, maintenance & replacement plan.	none	none	Superintendent, Facilities Supervisor	January--2013	Maintenance plan	Replacements made according to schedule
Provide training for Environmental Technicians and Maintenance employees	speakers, trainers	vendor sponsored or M&O funds	Director of Facilities	Fall 2011-ongoing	Agendas for training, sign in sheets, training evaluations	Agendas for training, sign in sheets, training evaluations

Goal 5: All students will be educated in learning environments that are safe, drug free and conducive to learning.

Objective 1: Increase the percentage of stakeholders who indicate on the system annual survey that the schools provide a safe learning environment.

Objective 2: Maintain current level of 100% of students passing the school drug testing.

Objective 3: Zero students suspended for possession or use of drugs.

Action Steps/Strategies	Resources	Professional Learning	Person/Position Responsible	Timeline	Monitoring (Artifacts)	Evaluation Measure(s)
Expand the Character Education Program in each school.	Character Education materials	None	Principals, teachers, counselors	Fall 2011	Curriculum guide, schedule of activities	Surveys
Provide high quality professional learning for school coordinators, student services personnel and/or teachers to develop the tools to impact student achievement.	PL funds, Title IIA funds	RESA classes, PL activities	Director of Curriculum and Instruction, Principals	Fall 2011- ongoing	Course completion transcripts, course evaluations, rosters	Course evaluations
Continue random drug testing for students in grades 9-12.	None	None	School administrators, Athletic Director	Fall 2011	Schedule of testing	Schedule of students tested
Promote positive school climate by celebrating accomplishments and recognitions.	resources for activities	None	District and school level administrators, teachers	Fall 2011- ongoing	agendas, reports from administrators	teacher and parent surveys, documentation of recognition
Expand curriculum to include Health Occupations Pathway	ESPLOST, state funding	None	Superintendent, school administrators, CTAE Coordinator, teachers	2014	planning and bidding documents, hiring a teacher, implementation of the curriculum	facility completed, pathway implemented