



2014-2015 System Improvement Plan

Long County Schools

LCSS Performance Goal 1: All Long County School District students will attain high student achievement and academic success.

LCSS Performance Goal 2: Long County School District will promote the involvement of all stakeholders.

LCSS Performance Goal 3: Long County School District will improve organizational effectiveness and provide a process of continuous improvement.

LCSS Performance Goal 4: Long County School District will integrate technology into the curriculum at all grade levels to enhance student achievement and will provide equitable and reliable access to hardware, software, data and electronic resources.

LCSS Performance Goal 5: All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.

LCSS Performance Goal 6: All students will be taught by highly qualified teachers.

LCSS Performance Goal 7: All students will be educated in learning environments that are safe, drug free, and conducive to learning.

LCSS Performance Goal 8: All students will graduate from high school.

IDEA Performance Goal 1: Improve post-school outcomes for students with disabilities.

IDEA Performance Goal 2: Improve services for young children (ages 3 – 5) with disabilities.

IDEA Performance Goal 3: Improve the provision of a free and appropriate public education to students with disabilities.

IDEA Performance Goal 4: Improve compliance with state and federal laws and regulations.

Objectives for 2014-2015:

- 1. Long County Schools will meet or exceed the required performance levels on the 2015 Georgia Milestones Assessments with a minimum of 95% participation for all students. Each school will improve achievement for all students while closing the achievement gaps for identified student subgroups.*
- 2. During the 2014-2015 school year, the high school graduation rate will increase for all students and subgroups as evidenced by the CCRPI total points earned for graduation rate.*
- 3. The Long County School System will promote teacher usage of technology in the classroom to increase student achievement and to better prepare students for the upcoming Georgia Milestones Assessments online assessments.*

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Revised August 12, 2014

Actions/Strategies/ Interventions or Programs	Professional Learning	Resources or Materials Needed	Person or Position Responsible for Monitoring and Evaluation	Timeline for Implementation	Means of Evaluation	Monitoring of Intervention (Artifacts) Evidence of Impact
Implement Georgia’s curriculum and align curriculum, instruction, and assessment in all content areas and grade levels to include: comprehensive curriculum guides with syllabus, maps, instructional units, daily lesson plans, common assessments, and pre/post/benchmark testing in all academic areas.	UDL professional learning, State Curriculum, Training- SD, Title I, Title VIB, Title IIA \$2000 annually	Subs, Materials and Supplies: SD, Title I, Title VIB, Title IIA \$3500 annually	District personnel, Principals, Instruct Coord	Ongoing	Curriculum Guides, Assessment results	Student Achievement Results Pre/Post/Benchmark test data, Curriculum Guides and documentation
Provide high quality professional learning that: (a) aligns all funding sources, (b) builds capacity to support high student achievement, (c) refines and updates instructional practices and strategies for teachers as well as paraprofessionals with emphasis placed on improving student achievement for identified subgroups and identified domains.	Writing PL, Guided Reading, Effective Teaching Strategies, Data Analysis, Differentiated Instruction, WIDA Standards, Title I, IIA, VIB, SD \$6000 annually	Subs, Materials and Supplies: SD, Title I, Title IIA \$3000 annually	District personnel, Principals, Instruct Coord	Ongoing	PL logs and evaluations, IC Logs, observations, Leadership Team meeting minutes, Financial records	Increased student achievement, post test gains, evidence from classroom observation forms, focus walks, CCRPI data, TKES Data
Provide instructional and academic support and instructional materials and resources to: provide small group instruction in targeted classrooms and subgroups to include reducing class size, administer assessments, and conference with and assist identified students in grades K-12.	Differentiated Instruction SD, Title I, IIA \$20000 annually	Additional personnel, supplies and materials, FLP Program, After School programs, Title I & VIB, K-8, local \$104,000 annually	Cur Dir, Prin, ICs	Ongoing	Pre-Post and benchmark test scores, REM Ed Records, ELT records, FLP records	Increased student achievement

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<p>Implement effective teaching strategies and activities in all classrooms and provide student incentives to motivate and encourage students.</p>	<p>Differentiated Instruction, Analyzing Data, Writing and Reading PL, grade appropriate ELA/Reading activities, Title I, VIB, IIA, K-8 \$20000 annually</p>	<p>Materials and supplies, software, Subs, SD, Title I, Title IIA \$3000 annually</p>	<p>Prin, Asst Prin, ICs</p>	<p>Ongoing</p>	<p>Pre-Post or Benchmark test scores, AR records, STAR records</p>	<p>Increase student achievement Teacher Observation records Focus Walks TKES Data</p>
<p>All schools will provide appropriate parental involvement activities to strengthen communication and increase student achievement.</p>	<p>Effective PI Activities Title I \$10000 annually</p>	<p>Materials and Supplies Title I \$5000 annually</p>	<p>District program personnel, Principals, Leadership teams, ICs District PI Coordinator, SIT Team</p>	<p>Ongoing</p>	<p>PI logs, Community Activity Logs</p>	<p>Community and Parent surveys Activity Logs School Council Minutes Family Connections Minutes</p>
<p>Increase communication between all schools, parents, community members, and all stakeholders.</p>	<p>Effective PI Activities Title I \$18000 annually</p>	<p>Materials and Supplies Title I \$3000 annually</p>	<p>District program personnel</p>	<p>Ongoing</p>	<p>PI logs, Community Activity Logs</p>	<p>Community and Parent surveys Activity Logs School Council Minutes Family Connections Minutes</p>

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All schools will incorporate writing activities in all curriculum areas to prepare students for the new Georgia Milestone assessment requirements.	Literacy Design Collaborative professional learning, Title I and VIB, SD \$1000 annually	Materials and Supplies, Subs, Stipends Title I, IIA, VIB, SD, local \$3600 annually	Prin, ICs	Ongoing	Pre-Post test scores, Student achievement scores, lesson plans, walk throughs	Increased Student Achievement
All schools will provide classroom libraries of a variety of media to promote and facilitate literacy.		Classroom libraries, print and online subscriptions Title I, VIB, K-8 \$10,000 annually	Prin, ICs	Ongoing	Pre/post test scores, student achievement scores	Increase Student Achievement
Provide access to technology and online resources to assist and enhance student learning and assessment of learning during and after school hours.	Tech Training, Title IID, Title I, Staff Dev, Title IIA \$1000 annually	Subs, software, hardware, online subscriptions Title I, SD, Title IID, VIB \$39,500 annually	Tech Dir Cur Dir Prin	Ongoing	Technology DOE inventory	Increased student achievement

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<p>Provide learning opportunities during and after the school day for all students needing academic support.</p>	<p>NovaNet, ClassWorks, A+ Learning, Academy of Reading & iLearnTraining, Data Analysis SD, Title I, \$500 annually</p>	<p>Personnel, materials and supplies, transportation Title I, 20 Day Ins, K- 8, Title II Trans -\$9000 Supp Ed Serv – \$161,000 Paras – \$91,000 Teachers- including to reduce class size \$250,000 Software \$100,000 annually + Salaries for after school program</p>	<p>District personnel, Prin,</p>	<p>Ongoing</p>	<p>Attendance logs, credits earned at HS</p>	<p>Increased student achievement Supp Ed Serv participation Increase graduation rate</p>
<p>Continue collaboratives to provide opportunities for teachers to continually analyze all available data and improve instruction and student achievement in all academic areas.</p>	<p>PLC training and review, Title I, SD, Title IIA \$1000 annually</p>	<p>Books for book study, materials and supplies, subs, Title I, VIB, K-8 \$3000 annually</p>	<p>Prin, ICs</p>	<p>Ongoing</p>	<p>Pre-Post Test scores, Data Room Documentation</p>	<p>Increased student achievement Data room documentation</p>

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Instructional Coordinators will provide instructional support, model effective instruction, and provide professional learning.	A Coach Training, CCGPS SD, Title IID \$1500 annually	Personnel, materials and supplies Title IIA, Title I, local \$330,000 annually	Cur Dir, Prin	Ongoing	IC logs Pre-Post test scores, PL records	Increased student achievement
School Improvement Teams will provide leadership for the implementation of Georgia's standards and development and implementation of school improvement initiatives.	Leadership Team Training SD, Title I \$500 annually	Subs, materials and supplies, stipends \$20,000 annually	Title I Dir Cur Dir Prin	Ongoing	Team Minutes	Increased student achievement Continued development and revision of Curriculum Guides, SIPs, Action Plans, and SWPs.
Migrant Student Support Providers and ESOL Instructors will provide support for all EL and migrant students and families as needed to include services for OSYs.	PL Conversational Spanish, Parental Involvement Activities Title I, Title IIA, SD, Title III \$400 annually	Materials and Supplies, stipends, Title I, SD, Title III \$3750 annually	Program Directors, Principals	Ongoing	Migrant data Migrant Specialist logs	Increased student achievement for subgroup, PL Logs, Sign in Sheets of parental involvement activities

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Objective for 2014-2015:

4. During the 2014-2015 school year, the school district will promote student attendance to encourage students to not miss more than 5 days of school.

Actions/Strategies/ Interventions or Programs	Professional Learning	Resources or Materials Needed	Person or Position Responsible for Monitoring and Evaluation	Timeline for Implementation	Means of Evaluation	Monitoring of Intervention (Artifacts) Evidence of Impact
Automatic communication systems will be utilized to increase communication to all parents of students who are absent from school.	Software PL No charge	Software support, supplies for training SD, Title I \$1000 annually	System Social Worker	Ongoing	SM Reports Parental Survey	Increased Attendance Rate
The Resource Specialist and each school attendance designee will monitor daily attendance and truancy.		Supplies, communication costs \$500 annually	Social Worker, Principals	Ongoing	Attend Records Call Logs	Increased Attendance Rate
The Attendance Task Force/Team will develop and promote better student attendance in grades K-12.	Data Analysis SD, \$500 annually	Materials and Supplies, Title I, local \$1500 annually	Prin, SIT Teams	Ongoing	Teacher Documentation, Attend Records, Team Minutes	Increased Attendance Rate
Provide student incentives to promote student attendance.		Supplies Title I, local \$3000 annually	Principals	Ongoing	Attendance Records	Increased Attendance Rate
Provide efficient and effective processes for the tracking, analyzing and reporting of data.	SIS training, SD, \$500 annually	Supplies \$2000 annually	SIS System Contact, Principals	Ongoing	Timely reporting Accuracy of data	Increased Attendance Rate

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Report Cards and Progress Reports will reflect the number of absences.	No cost	No cost	Principals and Counselors	Ongoing	Report Cards/Progress Reports	Increased Attendance Rate
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Objective for 2014-2015:						
5. During the 2014-2015 school term, 100% of all teachers and paraprofessionals in the Long County School District will be highly qualified.						
Actions/Strategies/ Interventions or Programs	Professional Learning	Resources or Materials Needed	Person or Position Responsible for Monitoring and Evaluation	Timeline for Implementation	Means of Evaluation	Monitoring of Intervention (Artifacts) Evidence of Impact
Recruit highly qualified staff by attending education fairs and increasing communication between schools and Education Departments at neighboring institutions.		Supplies and Materials Title IIA \$2000 annually	Program Directors, Principals	Ongoing	% of HiQ Staff	State HiQ Report CCRPI Reports Teacher Retention Rates
Implement a procedure/process to verify the placement/status of teachers with each school administrator including the verification of equitable access to HiQ teachers for all students.		Title IIA annually	Program Directors, Principals	Ongoing	% of HiQ Staff	Certification Records Equity report CPI Report State HiQ Report CCRPI Reports Teacher Retention Rates
Review, revise or create up to date job descriptions for all positions.			Program Directors, Principals	Ongoing	% of HiQ Staff	State HiQ Report CCRPI Reports Teacher Retention Rates
Design and develop a more professional design for system recruitment and PR materials and attend PR activities to promote Long County Schools in neighboring counties.		Supplies and Materials/W ebsite Title IIA, Title I \$3000annual ly	System Leadership Team	Ongoing	% of HiQ Staff	State HiQ Report CCRPI Reports Teacher Retention Rates

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All principals will attend at least one recruitment fair each year.		Travel Title IIA, SD \$1200 annually	Principals	Ongoing	Recruitment of HiQ Staff	State HiQ Report CCRPI Reports Teacher Retention Rates
Train all administrative/staff members in the appropriate evaluation instrument.	TKES/LKES training	Subs, Travel, SD, Title IIA, Title VIB \$2000	District Office Staff	Ongoing	PL logs % of Trained Staff	% of Trained Staff
Implement the LKES/TKES effectively with required staff members.		Title IIA, Staff Dev, Title VIB	District Office Personnel, Principals	Ongoing	Development/Ado ption of new instrument	Implementation of new evaluation instrument
Improve the system climate for students, staff, parents and community.	PL on children in poverty, District SACS Accreditation, Administrative PL Title IIA, Title I, SD \$3000 annually	Subs/Supplie s (books)/ Consultant \$1000 annually	Program Directors, Principals	Ongoing	PL logs	Parent/Community Survey TKES/LKES Survey Results
Long County School System will investigate the feasibility of increasing the local supplement.			System Leadership Team	Ongoing	Results of feasibility study	Increased local supplement
Long County Schools will continue to develop, implement, and monitor remediation plans for all teachers and paras who are not highly qualified and who are pursuing clear renewable certificates in areas of assignment.	Title IIA Schoolwide \$1500	Reg Fees, Tuition Title IIA	Title IIA Program Coordinator And Principal	Ongoing	% of HiQ % of teachers meeting requirements of remediation plan	Remediation Plans Adequate progress documentation Documentation of technical assistance
Long County School District will provide reimbursements for testing fees and courses required to staff members to become highly qualified including OYSP.	Title IIA Schoolwide \$3000	Reg Fees, Tuition, materials Title IIA	Title IIA Program Coordinator	Ongoing	% of staff HiQ	% of Staff HiQ Teacher Retention Rates

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Objectives for 2014-2015:

6. The Long County School System will improve organizational effectiveness and provide a process of continuous improvement.

7. The Long County School System will deliver high quality financial and operational services that maximize resources.

8. The Long County School System will create opportunities for parents and community stakeholders to become actively engaged partners to support student achievement.

Actions/Strategies/ Interventions or Programs	Professional Learning	Resources or Materials Needed	Person or Position Responsible for Monitoring and Evaluation	Timeline for Implementation	Means of Evaluation	Monitoring of Intervention (Artifacts) Evidence of Impact
Develop and/or review facilities plan to construct schools, classrooms, and facilities as needed.			Central Office Personnel	Ongoing	Facilities Plan	
Continue utilizing GSBA ePolicy.			District Leadership	Ongoing		
Review and refine school and district financial procedures.			Financial Director, Central Office Personnel	Ongoing	Development of district policies and procedures	Implementation of the plan
Review learning and instruction of curriculum standards annually to assure appropriate implementation and rigor.			Principals Central Office Personnel	Ongoing	CCRPI results, documentation of PL and Curriculum guides	Student Achievement Results, PL documentation, teacher evaluations, CCRPI results
Each school will continue to maintain and update yearly, a comprehensive improvement/Title I plan that focuses on increasing student achievement for all students.	SIT Training, SD \$1000 annually	Materials and Supplies \$600 annually	Principals Central Office Personnel, SIT Teams	Ongoing	SIPs Data Documentation in Data Rooms	Student achievement results, CCRPI results, PL documentation, SIPs Data Rooms

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Support teachers in using SLDS and other available resources to analyze student data.	SLDS Training		Curr Coord. Principals	Ongoing	SLDS Reports	Teacher/Principal Utilization
Provide system-wide professional learning which is based on identified needs to assure teacher effectiveness so all students master course content.	System Level PL SD, Title Programs \$8000 annually	Materials and Supplies Title IIA, SD, VIB \$3000 annually	Program Directors, Principals	Ongoing	PL plans and logs	Increased Student Achievement
Continue to enhance a professional learning/training program for classified personnel.	PL/Training specific to needs of classified staff SD, local \$1000 annually	Materials and Supplies \$1500	Program Directors, Principals	Ongoing	Efficient and effective operational procedures	Improved organizational effectiveness
Integrate technology throughout the district to increase productivity and efficiency.	System Technology Training SD, State Tech Funding, Title IIA VIB \$4000	Materials and Supplies SD, Title IID, Title IIA, VIB \$1500 annually	Tech Directory, Principals	Ongoing	Tech work order documentation Data reporting errors	State Tech inventory Timely data reporting
Provide a safe and efficient transportation program for the students of Long County.	Trans Training Local, SD \$1000 annually	Materials and Supplies Local \$1000 annually	Trans Dir Principals	Ongoing	Trans documentation of safety, Bus records	Trans documentation of safety
Efficiently provide students and staff with nutritious meals which encourage wellness.		Communication	Nutrition Director	Ongoing	Lunch menus Student/parent Survey	Wellness Policy Survey Results
Promote methods of communication that will increase parental involvement such as website, texts, blogging, social media, parent portals, etc.	System Technology Training SD related to web safety		Tech Dir, PIC, Principals	Ongoing	Documentation of Activities/Contacts / and participation	Parent/Community Surveys Parental involvement logs
Develop a Parent Resource Center.	PIC Training	Title I \$2000	GADOE, PIC, Title I Dir	2014-2015	Completion of Center	Log of Parent Utilization

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Expand partnerships with business and community leaders.			Central Office Staff/Principals	Ongoing	Documentation of Activities/Contacts / and participation	Log of partnerships/participation
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SWD Objectives for 2014-2015

Annual Measurable Objective(s): The Long County School System will:

- ***Improve services and outcomes for all Students with Disabilities.***
- ***Improve post-school outcomes for all students.***
- ***Increase the percentage of students with disabilities who earn a regular high school diploma by 10% in 2015.***
- ***Increase the graduation rate by 10% in 2015.***
- ***Maintain 100% placement of eligible young children by parents or other agencies prior to age 3 and have an IEP implemented by the third birthday.***
- ***Increase the % of SWD who receive their instruction in the general education setting with appropriate supports and accommodations.***
- ***All identified areas on noncompliance will be corrected no later than 6 months after identification.***

Actions/Strategies/ Interventions or Programs	Professional Learning	Resources or Materials Needed	Person or Position Responsible for Monitoring and Evaluation	Timeline for Implementation)	Means of Evaluation	Monitoring of Intervention (Artifacts) Evidence of Impact
SWD will be educated to the maximum extent possible in the general education classroom.	Co-teaching PL – ongoing for new and veteran staff: Title IIA, T VIB, SD	Partner with GLRS to provide PL and coaching for effective co-teaching	Principals Counselors Special Ed Teachers Site Contacts	2014-2015	Dec 1 Federal Report and Oct FTE to monitor LRE, drop out and regular high school diploma rate	Internal monitoring of LRE for SWD. Increase in the regular education diploma rate for SWD.
Data analysis will be utilized to determine area(s) of weakness for SWD support.		Partner with GLRS to provide PL for differentiated instruction.	SpEd Dir, Principals	Ongoing	Observations	Student report card, transcript review and test data.

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Differentiated instruction will be provided for SWD.	UDL Differentiated instruction with ongoing support for all instructional personnel: T IIA, SD, Title I	SD, Title VIB	Instructional Coordinators, Special Ed Teachers, General Ed Teachers, Principals	Ongoing		Formal and informal observations, student work, progress checks, report cards
All SWD will be monitored for progress toward graduation with a regular education diploma.			SpEd Contact, LCHS Counselors	Ongoing		
Child Find efforts are ongoing throughout the year.			SpEd Dir	Ongoing		
Compliance will be monitored with onsite support provided by GLRS and noncompliance will be corrected immediately.	No known areas of noncompliance at this time		Special Ed Director, Special Ed clerical staff, School Psychologist	Ongoing	Reports	All reports submitted on time
CoTeaching/Inclusion will be monitored with onsite support provided by GLRS.	Co-teaching PL – ongoing for new and veteran staff: Title IIA, T VIB, SD,	Partner with GLRS to provide PL and coaching for effective co-teaching;	Special Ed Director, Principals Counselors Special Ed Teachers Site Contacts	Ongoing	Dec 1 Federal Report and Oct FTE to monitor LRE, drop out and regular high school diploma rate; Teacher surveys	Internal monitoring of LRE for SWD. Increase in the regular education diploma rate for SWD.
All reports will be submitted on time.	Director will continue PL Plan for department to comply with reporting requirements.		SpEd Dir, School level SpEd Contact			