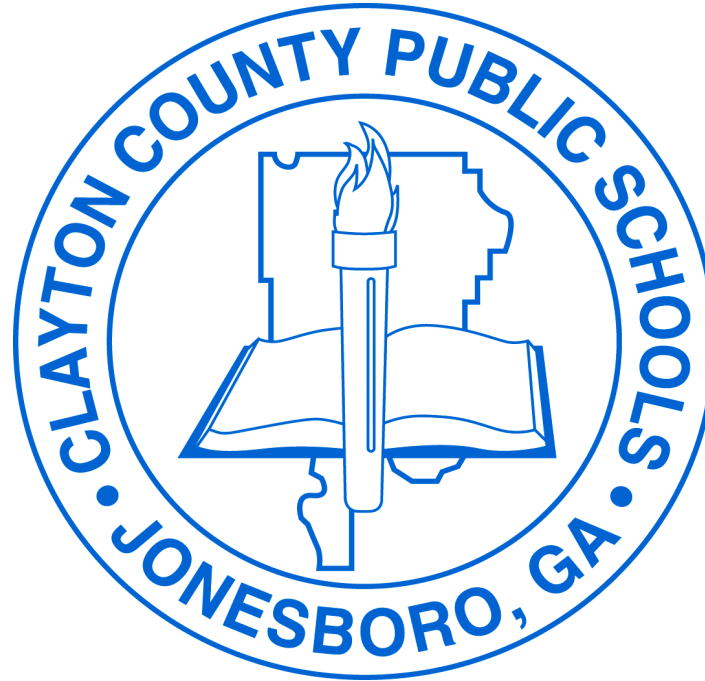


Comprehensive School Improvement Plan



Open Campus 2015 –2016

Vision Statement

The vision of Clayton County Public Schools is to be a district of excellence preparing ALL students to live and compete successfully in a global society.

Mission Statement

The mission of Clayton County Public Schools is to be accountable to all stakeholders for providing a globally competitive education that empowers students to achieve academic and personal goals and to become college and career ready, productive, responsible citizens.

District-Wide Expectations for Comprehensive School Improvement Plans

- Utilize the schools' pertinent data such as CCRPI data to make instructional decisions and prioritize strategic actions and monitoring protocols.
- Performance objectives should be written as specific, measurable, attainable, realistic, and timely (S.M.A.R.T.) goals using goal setting formulas.
- Include action steps that address Clayton County Public Schools' instructional priorities: **Literacy Across the Curriculum, Numeracy, Integrating Technology**, and **Critical Thinking** in the comprehensive plan.
- Action steps for training, weekly collaborative planning, implementing, and refining **Explicit Instruction** need to be included.
- A formative assessment system with data analysis should be included in the action steps for all applicable goals.
- Plan action steps for necessary interventions based on academic and behavioral data (i.e. subgroup data, placed or retained students, reading interventions, and the Behavior Big 7 Report).
- Consult the Technology Department before purchasing hardware or software to support an action step.
- Formatting: Times New Roman, 10 font, updated revision date
- Schools should review Comprehensive School Improvement Plans regular in various school meetings such as administrative, leadership, data, grade level and collaborative planning meetings and make revisions as needed. **District level reviews will occur quarterly.**

Principal: Dr. Terry Young
Assistant Principal: Ms. Terri Logan

School Leadership/Improvement Team	
Name	Position
Terry Young	Executive Director
Terri Logan	Coordinator
Peryenthia Gore	Instructional Facilitator
Elizabeth Ferguson	Instructional Facilitator
Marvin Engram	English Language Arts Department Chair
Byron Brown	Mathematics Department Chair
Benjamin Eidson	Science Department Chair
Johnny Simmons	Social Studies Department Chair
Trudy Willis-Jones	CTAE Department Chair
Joi Bynum	Work-Based Learning Coordinator
Natalie Shipp	DES Department Chair
Tangela Miles	Media Specialist

School CCRPI Data Team	
Name	Position
Terry Young	Executive Director
Terri Logan	Testing Coordinator
Cynthia Smalls	Lead Counselor
Steven Harbin	Lead Counselor, Alternative Virtual Academy
Malinda Woods	Attendance Secretary
Peryenthia Gore	Instructional Facilitator

Open Campus High School Data Profile

CCRPI Score																						
2014	2015	2016-2020 Goals																				
Overall CCRPI Score: n/a	Overall CCRPI Score: n/a	2016 Goal: 2017 Goal: 2018 Goal: 2019 Goal: 2020 Goal:																				
Achievement Points Earned: /60	Achievement Points Earned: /60	Overall CCRPI Goals based on the following formula: CCPRI Performance Goals For each year during the five-year Strategic Waiver School System term, formerly the Investing in Educational Excellence (IE2), with the baseline year 2015-2016 , School will increase its College and Career Ready Performance Index (CCRPI) score with <i>Challenge Points</i> by 3% of the gap between the baseline year CCRPI score and 100. IE2 Annual Growth $= (100 - 2016 \text{ CCRPI Score (without Challenge Points)}) \times 0.03$ <i>Example</i> <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Baseline CCRPI Score</th> <th>Expected Annual Growth</th> <th>Year 1</th> <th>Year 2</th> <th>Year 3</th> <th>Year 4</th> <th>Year 5</th> </tr> </thead> <tbody> <tr> <td rowspan="2">65</td> <td>(100 – 65)(.03)</td> <td>65 + 1(1.05)</td> <td>65 + 2(1.05)</td> <td>65 + 3(1.05)</td> <td>65 + 4(1.05)</td> <td>65 + 5(1.05)</td> </tr> <tr> <td>1.05</td> <td>66.05</td> <td>67.1</td> <td>68.15</td> <td>69.2</td> <td>70.25</td> </tr> </tbody> </table>	Baseline CCRPI Score	Expected Annual Growth	Year 1	Year 2	Year 3	Year 4	Year 5	65	(100 – 65)(.03)	65 + 1(1.05)	65 + 2(1.05)	65 + 3(1.05)	65 + 4(1.05)	65 + 5(1.05)	1.05	66.05	67.1	68.15	69.2	70.25
Baseline CCRPI Score	Expected Annual Growth		Year 1	Year 2	Year 3	Year 4	Year 5															
65	(100 – 65)(.03)		65 + 1(1.05)	65 + 2(1.05)	65 + 3(1.05)	65 + 4(1.05)	65 + 5(1.05)															
	1.05		66.05	67.1	68.15	69.2	70.25															
Progress Points Earned: /25	Progress Points Earned: /25																					
Achievement Gap Points Earned: /15	Achievement Gap Points Earned: /15																					
Challenge Points Earned: /10	Challenge Points Earned: /10																					

School Demographic Data			
	2013-2014	2014-2015	2015-2016 <i>(as of 9/22)</i>
Total Enrollment	532	491	404
Asian	16	12	7
Black	400	352	292
Hispanic	89	104	80
Multiracial	6	12	12
White	19	10	12
English Language Learners	2	4	10
Gifted	7	3	6
Students with Disabilities	71	64	33
Native Hawaiian/Pacific Islander	0	0	0
Language! Live Lexile Mean*			
BOY 2015	MOY 2016		EOY 2016
n/a			
Read 180 Lexile Mean*			
BOY 2015	MOY 2016		EOY 2016
n/a			

*Please Note: One year gain is 60 Lexiles.

Georgia Milestone Assessment Data and Subgroup Performance Targets								
	9 th Grade Lit.		American Lit.		Coordinate Algebra		Analytic Geometry	
	2014-2015 Percent Meeting and/Exceeding	2014-2015 Subgroup Performance Target	2014-2015 Percent Meeting and/Exceeding	2014-2015 Subgroup Performance Target	2014-2015 Percent Meeting and/Exceeding	2014-2015 Subgroup Performance Target	2014-2015 Percent Meeting and/Exceeding	2014-2015 Subgroup Performance Target
ALL Students	n/a							
Black								
Hispanic								
Multiracial								
White								
Econ Disadvantaged								
English Learners								
Students with Disabilities								

Georgia Milestone Assessment Data and Subgroup Performance Targets								
	Physical Science		Biology		U.S. History		Economics	
	2014-2015 Percent Meeting and/Exceeding	2014-2015 Subgroup Performance Target	2014-2015 Percent Meeting and/Exceeding	2014-2015 Subgroup Performance Target	2014-2015 Percent Meeting and/Exceeding	2014-2015 Subgroup Performance Target	2014-2015 Percent Meeting and/Exceeding	2014-2015 Subgroup Performance Target
ALL Students	n/a							
Black								

Hispanic								
Multiracial								
White								
Econ Disadvantaged								
English Learners								
Students with Disabilities								

GMAS Percent of FAY Students Meeting Typical/High Growth			
	2013-2014	2014-2015	2015-2016
9th Grade Lit.	n/a		
American Lit.			
Coordinate Alg.			
Analytic Geo.			
Physical Science			
Biology			
U.S. History			
Economics			

GMAS Median Student Growth Percentile (SGP)			
	2013-2014	2014-2015	2015-2016
9th Grade Lit.	n/a		
American Lit.			
Coordinate Alg.			
Analytic Geo.			
Physical Science			
Biology			
U.S. History			
Economics			

Percent of Pathway Completers						
Name of Pathway	# of Students in Pathway			% of Student who have completed Pathways		
	FY 14-15	FY 15-16	Proposed FY 16-17	FY 14-15	FY 15-16	Proposed FY 16-17
Introduction to Digital Technology	10			2		
Audio and Video Technology and Film	7			1		
Early Childhood Education	20			9		
Advanced Accounting	10			3		

PSAT						
	2013-2014	2014-2015	2015-2016	2013-2014	2014-2015	2015-2016
	# of Students Tested	# of Students Tested	# of Students Tested	% of Students with AP Potential	% of Students with AP Potential	% of Students with AP Potential
PSAT		0				

SAT						
	2013-2014	2014-2015	2015-2016	2013-2014	2014-2015	2015-2016
	# of Students Tested	# of Students Tested	# of Students Tested	% of Students scoring 1550 or higher	% of Students scoring 1550 or higher	% of Students scoring 1550 or higher
11 th Grade	n/a	n/a	n/a	n/a	n/a	n/a
12 th Grade	n/a	n/a	n/a	n/a	n/a	n/a

ACT						
	2013-2014	2014-2015	2015-2016	2013-2014	2014-2015	2015-2016
	# of Students Tested	# of Students Tested	# of Students Tested	% of Students scoring 22 or higher	% of Students scoring 22 or higher	% of Students scoring 22 or higher
11 th Grade	n/a	n/a	n/a	n/a	n/a	n/a
12 th Grade	n/a	n/a	n/a	n/a	n/a	n/a

A.P.						
	2013-2014	2014-2015	2015-2016	2013-2014	2014-2015	2015-2016
A.P. Exam Name	# of Students Tested	# of Students Tested	# of Students Tested	% of Students scoring 3 or higher	% of Students scoring 3 or higher	% of Students scoring 3 or higher
n/a	n/a	n/a	n/a	n/a	n/a	n/a

Graduation Rates			
	2012-2013	2013-2014	2014-2015
4-Year Cohort Graduation Rate %	n/a	n/a	n/a
5-Year Cohort Graduation Rate %	n/a	n/a	n/a

Failure Rate								
	First Semester				Second Semester			
	4 ½ weeks	9 weeks	13 ½ weeks	18 weeks	4 ½ weeks	9 weeks	13 ½ weeks	18 weeks
9 th Grade Lit.								
American Lit.								
Coordinate Algebra								
Analytic Geometry								
Physical Science								
Biology								
U.S. History								
Economics								

ESOL- Percent of Students Increasing to a Higher Performance Band on ACCESS			
	2013-2014	2014-2015	2015-2016
Ninth Grade	n/a		
Tenth Grade			
Eleventh Grade			
Twelfth Grade			

SLDS Teacher Usage			
First Quarter: Percentage of teachers with monthly average of 50 or more page clicks	Second Quarter: Percentage of teachers with monthly average of 50 or more page clicks	Third Quarter: Percentage of teachers with monthly average of 50 or more page clicks	Fourth Quarter: Percentage of teachers with monthly average of 50 or more page clicks
n/a	n/a	n/a	n/a

Student Discipline Data			
	2013-2014	2014-2015	2015-2016
Total OSS Days	375	225	
Total OSS Incidents	519	315	
List Five Most Frequent Incidents from 2014-2015	Percentage of All Incidents	Percentage of All Incidents	Percentage of All Incidents
1. Failure to Follow Instructions (72)	17	23	
2. Class Cut (38)	15	12	
3. Disruptive Behavior (28)	17	9	
4. Disrespect-Failure to follow instructions (26)	17	8	
5. Disrespect- Profanity to School Personnel, Officer (19)	4	6	

Student and Staff Attendance											
Student Attendance Rate			Percent of Students with 3-5 absences			Percent of Students with 6+ absences			Faculty and Staff Attendance Rate		
2013-2014	2014-2015	2015-2016	2013-2014	2014-2015	2015-2016	2013-2014	2014-2015	2015-2016	2013-2014	2014-2015	2015-2016
85.8	86.6		3	5		53	55				

Certified Staff Attrition Rate		
2013-2014	2014-2015	2015-2016
84	84	

Year-Long Vacancies			
Course Name	2013-2014	2014-2015	2015-2016
Automotive		x	
Science 9-12		x	
World Language		x	

Academic Achievement

Goal 1: To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results.

<p>ELA Performance Objectives: Increase the percent of students in each subgroup who meet or exceed the state standard on content area EOCs where applicable during the 2015-2016 school year</p>	<p>CCRPI Alignment: <u>Content Mastery</u> Percent of students scoring Meets or Exceeds on End of Course Tests</p> <p><u>Post High School Readiness</u> Percent of EOCT assessments scoring at the Exceeds level Percent of students achieving a Lexile measure greater than or equal to 1275 on the American Literature EOCT</p>
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Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Check Points/ Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
Use Edutrax data to identify content standard weaknesses and adjust curriculum maps	ongoing	Testing Coordinator/ Instructional Facilitator/ Department Chairs	Edutrax	All teachers will use the Edutrax data effectively to identify content standard weaknesses; improved student achievement on statewide assessments	How do you effectively use Edutrax to support instruction? (ongoing)
Train teachers on how to use data from formative and summative assessments to identify deficiencies and provide appropriate assistance for identified deficiencies	September 2015- October 2015	Testing Coordinator/ Instructional Facilitator	Infinite Campus	All teachers be trained on how to effectively use data sources and tools available in CCPS	TBD
Identify students in need of assistance or remediation and take appropriate action	October 2015 March 2016	Counselors/ Department Chairs	Infinite Campus	Development of action plan and improved student achievement in classroom and on state assessments	n/a

Train teachers on using data results to identify instructional strengths and weaknesses	December 2015	Instructional Facilitator	<i>Driven by Data: A Practical Guide to Improve Instruction</i> by Paul Bambrick-Santoyo	Teachers will use data to adjust instructional practices	October 2015
Collect student data sources for teachers to use to identify strengths and weaknesses	October 2015-December 2015	Instructional Facilitator	<i>Driven by Data: A Practical Guide to Improve Instruction</i> by Paul Bambrick-Santoyo	Regular review and analysis of student work samples	n/a
Use posters modeling content-specific literacy strategies as visual reminders in all classrooms	August 2015	Instructional Facilitator	Media Center supplies	Students will be exposed to a variety of literacy strategies in all classrooms	August 2015
Use explicit instruction model as a guide for daily instruction to ensure students master content standards	August 2015-May 2016	Instructional Facilitator	Academic Achievement Plan	Teachers will adjust instruction to align with the gradual release model/Weekly review and analysis of gradebook	Early Release Day Professional Development August 2015-March 2016
Use STARTS model to guide lesson planning	August 2015-May 2016	Instructional Facilitator	STARTS Model	Teachers will use data to develop lesson plans that address students' needs in the classroom/Administrative and peer review and analysis of weekly lesson plans	Early Release Day Professional Development August 2015-March 2016
Increase technology integration to support teaching and learning in all classrooms	August 2015-May 2016	Instructional Facilitator		Teachers will embed technology (e.g., Socrative, Edmodo, Kahoot!, etc.) into existing instruction as evidenced in lesson plans and delivery of instruction	Early Release Day Professional Development August 2015-March 2016

Goal 1: To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results.

Math Performance Objectives: Increase the percent of students in each subgroup who meet or exceed the state standard on Analytic Geometry and Coordinate Algebra EOCs where applicable during the 2015-2016 school year				CCRPI Alignment: Content Mastery Percent of students scoring Meets or Exceeds on End of Course Tests	
Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Check Points/ Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
Use Edutrax data to identify content standard weaknesses and adjust curriculum maps	ongoing	Testing Coordinator/ Instructional Facilitator/ Department Chairs	Edutrax	All teachers will use the Edutrax data effectively to identify content standard weaknesses; improved student achievement on statewide assessments	How do you effectively use Edutrax to support instruction? (ongoing)
Identify students in need of assistance or remediation and take appropriate action	October 2015 March 2016	Counselors/ Department Chairs	Infinite Campus	Development of action plan and improved student achievement in classroom and on state assessments	n/a
Train teachers on using data results to identify instructional strengths and weaknesses	December 2015	Instructional Facilitator	<i>Driven by Data: A Practical Guide to Improve Instruction</i> by Paul Bambrick-Santoyo	Teachers will use data to adjust instructional practices	October 2015

Collect student data sources for teachers to use to identify strengths and weaknesses	October 2015-December 2015	Instructional Facilitator	<i>Driven by Data: A Practical Guide to Improve Instruction</i> by Paul Bambrick-Santoyo	Regular review and analysis of student work samples	n/a
Use Gizmos to support teaching and learning in all Math classes	August 2015-May 2016	Math Department		Students will increase content knowledge in preparation for Math EOCs	
Use explicit instruction model as a guide for daily instruction to ensure students master content standards	August 2015-May 2016	Instructional Facilitator	Academic Achievement Plan	Teachers will adjust instruction to align with the gradual release model/Weekly review and analysis of gradebook	Early Release Day Professional Development August 2015-March 2016
Use STARTS model to guide lesson planning	August 2015-May 2016	Instructional Facilitator	STARTS Model	Teachers will use data to develop lesson plans that address students' needs in the classroom/Administrative and peer review and analysis of weekly lesson plans	Early Release Day Professional Development August 2015-March 2016
Increase technology integration to support teaching and learning in all classrooms	August 2015-May 2016	Instructional Facilitator		Teachers will embed technology (e.g., Socrative, Edmodo, Kahoot!, etc.) into existing instruction as evidenced in lesson plans and delivery of instruction	Early Release Day Professional Development August 2015-March 2016

Goal 1: To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results.

Science Performance Objectives: Increase the percent of students in each subgroup who meet or exceed the state standard on Biology and Physical Science EOCs where applicable during the 2015-2016 school year

CCRPI Alignment:
Content Mastery
 Percent of students scoring Meets or Exceeds on End of Course Tests

Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Check Points/ Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
Use Edutrax data to identify content standard weaknesses and adjust curriculum maps	ongoing	Testing Coordinator/ Instructional Facilitator/ Department Chairs	Edutrax	All teachers will use the Edutrax data effectively to identify content standard weaknesses; improved student achievement on statewide assessments	How do you effectively use Edutrax to support instruction? (ongoing)
Identify students in need of assistance or remediation and take appropriate action	October 2015 March 2016	Counselors/ Department Chairs	Infinite Campus	Development of action plan and improved student achievement in classroom and on state assessments	n/a
Train teachers on using data results to identify instructional strengths and weaknesses	December 2015	Instructional Facilitator	<i>Driven by Data: A Practical Guide to Improve Instruction</i> by Paul Bambrick-Santoyo	Teachers will use data to adjust instructional practices	October 2015

Collect student data sources for teachers to use to identify strengths and weaknesses	October 2015-December 2015	Instructional Facilitator	<i>Driven by Data: A Practical Guide to Improve Instruction</i> by Paul Bambrick-Santoyo	Regular review and analysis of student work samples	n/a
Use Gizmos to support teaching and learning in all science classes	August 2015-May 2016	Science Department		Students will increase content knowledge in preparation for EOC and SLO assessments	n/a
Use explicit instruction model as a guide for daily instruction to ensure students master content standards	August 2015-May 2016	Instructional Facilitator	Academic Achievement Plan	Teachers will adjust instruction to align with the gradual release model/Weekly review and analysis of gradebook	Early Release Day Professional Development August 2015-March 2016
Use STARTS model to guide lesson planning	August 2015-May 2016	Instructional Facilitator	STARTS Model	Teachers will use data to develop lesson plans that address students' needs in the classroom/Administrative and peer review and analysis of weekly lesson plans	Early Release Day Professional Development August 2015-March 2016
Increase technology integration to support teaching and learning in all classrooms	August 2015-May 2016	Instructional Facilitator		Teachers will embed technology (e.g., Socrative, Edmodo, Kahoot!, etc.) into existing instruction as evidenced in lesson plans and delivery of instruction	Early Release Day Professional Development August 2015-March 2016

Goal 1: To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national, and international assessment results.

Social Studies Performance Objectives: Increase the percent of students in each subgroup who meet or exceed the state standard on US History and Economics EOCs where applicable during the 2015-2016 school year

CCRPI Alignment:
Content Mastery
 Percent of students scoring Meets or Exceeds on End of Course Tests

Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Check Points/ Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
Use Edutrax data to identify content standard weaknesses and adjust curriculum maps	ongoing	Testing Coordinator/ Instructional Facilitator/ Department Chairs	Edutrax	All teachers will use the Edutrax data effectively to identify content standard weaknesses; improved student achievement on statewide assessments	How do you effectively use Edutrax to support instruction? (ongoing)
Identify students in need of assistance or remediation and take appropriate action	October 2015 March 2016	Counselors/ Department Chairs	Infinite Campus	Development of action plan and improved student achievement in classroom and on state assessments	n/a
Train teachers on using data results to identify instructional strengths and weaknesses	December 2015	Instructional Facilitator	<i>Driven by Data: A Practical Guide to Improve Instruction</i> by Paul Bambrick-Santoyo	Teachers will use data to adjust instructional practices	October 2015

Collect student data sources for teachers to use to identify strengths and weaknesses	October 2015-December 2015	Instructional Facilitator	<i>Driven by Data: A Practical Guide to Improve Instruction</i> by Paul Bambrick-Santoyo	Regular review and analysis of student work samples	n/a
Use TCI Enrichment Program to support instruction and EOC preparation in Economics classes	August 2015	Economics Teacher/Social Studies Department Chair		Students will increase content knowledge in preparation for the Social Studies EOC	n/a
Use explicit instruction model as a guide for daily instruction to ensure students master content standards	August 2015-May 2016	Instructional Facilitator	Academic Achievement Plan	Teachers will adjust instruction to align with the gradual release model/Weekly review and analysis of gradebook	Early Release Day Professional Development August 2015-March 2016
Use STARTS model to guide lesson planning	August 2015-May 2016	Instructional Facilitator	STARTS Model	Teachers will use data to develop lesson plans that address students' needs in the classroom/Administrative and peer review and analysis of weekly lesson plans	Early Release Day Professional Development August 2015-March 2016
Incorporate literacy, numeracy, and critical thinking in all social studies content	August 2015-May 2016	Instructional Facilitator	Curriculum Guidance Documents/Teacher Notes	Students will increase content knowledge in preparation for the Social Studies EOC and SLO	Ongoing
Increase technology integration to support teaching and learning in all classrooms	August 2015-May 2016	Instructional Facilitator		Teachers will embed technology (e.g., Socrative, Edmodo, Kahoot!, etc.) into existing instruction as evidenced in lesson plans and delivery of instruction	Early Release Day Professional Development August 2015-March 2016

Safe-Orderly-Secure Learning Environments

Goal 2: To provide and maintain a safe, orderly and secure learning environment.					
Performance Objectives: Decrease all infractions that deal with inappropriate behavior, profanity or obscene language by 10% in the 2015-2016 school year				CCRPI Alignment: Attendance	
Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Check Points/ Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
Re-establish discipline team FY16	August 2015	Director		An interdisciplinary team of staff and faculty members will examine actions, behaviors, and practices related to school behavior code and multiple-tiered system of support	n/a
Collaborate with leadership team, parents, community members, and students to re-iterate Multiple-Tiered System of Support (MTSS) on which to base the school behavior code	August 2015	Discipline Team		Shared school vision and consistent implementation of behavior practices	n/a
Send behavior code to all stakeholders via school website and odyssey ware.	August 2015	Discipline Team		Internal and external stakeholders will be aware of and support the agreed upon behavior code.	n/a
Hold assembly to introduce/review behavior code to all students	August 2015	Director/ Coordinator		Increased likelihood of students following behavior code; elimination of misunderstanding related to school behavioral expectations	n/a
Post behavior code prominently in every classroom and throughout school corridors	August 2015- September 2015	Media Specialist		Increased awareness of school behavior code	n/a

Provide staff with information on behavior infractions on a regular basis	October 2015- May 2016	Director		Teachers make informed decisions and celebrate success of new behavior code	n/a
Implement and enforce code of behavior	August 2015- May 2016	Director/ Coordinator		Improved school climate	n/a
Announce agreed upon MTSS every 9 ½ weeks via school intercom system	August 2015- May 2016	Director		Positive behavior expectations are ingrained in school culture; all members of the school community are held accountable to the behaviors agreed upon in the MTSS	n/a
Teachers as Advisors Program - Develop advisory lessons that teachers can use to promote respect across the school community	August 2015- May 2016	Counseling Team		Improved school culture	n/a
Distribute Perry Bucks and hold regular drawings as an incentive for positive behaviors	August 2015- May 2016	Executive Director		Improved school culture	n/a

Performance Objective 2: Decrease the number of student tardies by 50 percent				CCRPI Alignment: <u>Attendance</u>	
Review attendance policies and trends	August 2015- September 2015	Director/ Attendance Clerk	Perry Career Academy Student Handbook	Improved strategies for addressing attendance issues; identification of problem areas related to attendance	n/a
Implement hall sweeps on a regular basis	August 2015-May 2016	Director		Significant reduction in tardies to class; all teachers participate in hall sweeps to ensure student arrive to classes in time allotted	n/a
Continued hallway monitoring by teachers before school and in between classes	August 2015-May 2016	Director	Perry Career Academy Teacher	50% reduction in student tardies	n/a

			Handbook (Teacher Duties and Responsibilities)		
Weekly attendance meetings with students and attendance committee	August 2015-May 2016	Director/ Attendance Secretary	n/a	Reduction in absences and tardies	n/a
Distribute Perry Bucks and hold regular drawings as an incentive for improving attendance	August 2015- May 2016	Executive Director		Improved school culture	n/a

Engagement of All Stakeholders

Goal 3: To create an environment that promotes active engagement, accountability, and collaboration of all stakeholders to maximize student achievement.					
Performance Objectives: Decrease the number of class failures due to missing work and tests by 10 percent during the 2015-2016 school year			CCRPI Alignment: <u>Graduation Rate</u> 4-Year Cohort Graduation Rate 5-Year Extended Cohort Graduation Rate		
Action Steps/ Tasks	Timeline	Project Leader(s) and School Level Person(s) Monitoring	Resources/ Funding	Check Points/ Related Artifacts and Evidence	Professional Learning Activity and Date (where applicable)
Create a school wide lunchtime program for students with missing work or tests for all classes	August 2015	Coordinator		50% increase in student pass rate	n/a
Develop monthly amnesty plan	September 2015	Department Chairs		50% increase in overall student academic performance and pass rate	n/a

Present amnesty plan to teachers	September 2014	Lead Counselor		100% teacher buy-in, and increased student achievement	n/a
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Effective Communication

GOAL 4: To effectively communicate the system's vision and purpose and allow stakeholder involvement in an effort to build understanding and support					
Performance Objective 1: Strategically build business, parent, and community relationships to add 5 new school partners by the end of the 2015-2016 school year				CCRPI Alignment: Personalized Climate	
Action Steps/ Tasks	Timeline	Project Leader	Resources/ Funding	Expected Outcome	Professional Learning
Ask all staff members to submit at least one potential partner for Career Day seminars	August 2015-September 2015	WBL Coordinator		Identification of viable school partners	n/a
Publish school events and celebrations in school newsletter, on website and Twitter account, and other outlets as available	August 2015-May 2016	Video broadcasting Instructor		Increased interest in partnering with Open Campus program	n/a

Performance Objective 2: Publish a monthly newsletter to communicate upcoming events and important news and to redeliver expressed district expectations				CCRPI Alignment: Personalized Climate	
Action Steps/ Tasks	Timeline	Project Leader	Resources/ Funding	Expected Outcome	Professional Learning
Monthly updates using CCPS CCTV	August 2015-May 2016	Video broadcasting Instructor/classes		Increased awareness of Open Campus program throughout district	n/a

Create Newsletter and post on the website	August 2015-May 2016	Media Specialist		Increase in promotion of positive school news in local media	n/a
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Performance Objective 3: Improve impact of social media as a tool for communicating school and district vision, purpose and goals by increasing number of Twitter followers to 100 and increasing frequency of messages posted to account				CCRPI Alignment: <u>Personalized Climate</u>	
Promote Twitter account to all external stakeholders in written and verbal communication	August 2015-May 2016	Video broadcasting Instructor		All stakeholders will stay abreast of school activities	n/a
Promote Twitter account to students during school assembly and in advisory sessions	August 2015-May 2016	Director/ Teachers		Students and parents will participate and engage in communication related to school activity and news	n/a
Post relevant messages on Twitter account weekly	August 2015-May 2016	Video-broadcasting Instructor		Stakeholders receive germane communication in a timely manner	n/a
Send relevant school information via Remind101 account	August 2015-May 2016	Lead Counselor, Media Specialist, Video broadcasting instructor		Stakeholders receive information in a timely manner	n/a

Organizational Processes

GOAL 5: To provide high quality support services delivered on time and within budget to promote student academic success in Clayton County Public Schools					
Performance Objective 1: Show an increase of at least 10% improvement in school attendance from last year's attendance data				CCRPI Alignment: <u>Attendance</u>	

Action Steps/ Tasks	Timeline	Project Leader	Resources/ Funding	Expected Outcome	Professional Learning
Develop attendance team	August 2015-September 2015	Coordinator		10% improvement in overall student attendance	n/a
Utilize previous year's data from Infinite Campus to identify students at risk for attendance issues	August 2015-September 2015	Coordinator/ Attendance Secretary	Infinite Campus	Development of viable attendance plan to address issues with student attendance rate	n/a
Develop system for alerting attendance team for students who are approaching excess absences during the school year	August 2015	Director/ Coordinator/ Counseling Team		Decrease in excessive absences	n/a
Hold regular meetings to discuss the progress of students in need of support	September 2015-May 2016	Attendance Team		Identification of risk factors for students at-risk and identification of correlating protective factors	n/a
Develop individual action plans and specific interventions for students at risk for attendance issues	August 2015-May 2016	Coordinator/ Attendance Team		Increased student accountability	n/a
Post weekly attendance rate on website and monthly on marquee	October 2015-May 2016	Attendance secretary/Digital Design teacher		Increased community awareness	n/a
Performance Objective 2: Increase instances of on-time DES compliance to 100% during the 2015-2016 school year				CCRPI Alignment: <u>Graduation Rate</u>	
Develop and implement new testing procedures for students with IEP's	August 2015-May 2016	DES Department Chair		Collaboration between testing team and DES department resulting in compliance and student success	n/a
Provide support for the collaborative model for DES teachers	August 2015-May 2016	Instructional Facilitator		All students provided with a successful learning environment	Special Education: Making the Collaborative Model Work Professional Learning TBD See Professional Learning Catalogue

Examine DES teachers' schedules	August 2015, January 2016	DES Department Chair		DES teachers have necessary time for assisting and supporting students for success in a timely manner	n/a
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Performance Objective 3: Continue effective use of unique existing student support structures for improved student achievement during the 2015-2016 school year				CCRPI Alignment: <u>Personalized Climate</u> <u>Graduation Rate</u> <u>Attendance</u>	
Utilize graduation cohort data to identify students who are at risk of not graduation	August 2015-September 2016	Counseling Team		Increased number of students who graduate on time	n/a
Hold bi-annual academic advisement for all students	August 2015-May 2016	Counseling Team		Improved understanding of graduation status and postsecondary options	n/a
Hold monthly classroom guidance	August 2015-May 2016	Counseling Team		Increased student knowledge of colleges and careers	n/a
Increase number of students participating in dual enrollment by 10%	August 2015-May 2016	Dual Enrollment Coordinator		Increased student knowledge of colleges and careers	n/a
Hold bi-annual college fair and attend college tours	October 2015-March 2016	Counseling Team		10% increase in college enrollment	n/a
Hold annual achievement ceremony	December 2015; May 2016	Counseling Team		Recognition of students who complete graduation requirements	n/a
Hold annual Honors Night	December 2015; May 2016	Counseling Team		Recognition of students' achievement in core academic subjects	n/a
Utilize student exit inventory to improve guidance and counseling survey	December 2015; May 2016	Counseling Team		Meaningful feedback for adjusting guidance and counseling services to meet student needs	n/a

Highly Qualified and Effective Staff

GOAL 6: To recruit and retain highly qualified and effective staff					
Performance Objective 1: Reduce attrition rate to less than 10% at end of 2015-2016 school year				CCRPI Alignment: Increased student achievement	
Action Steps/ Tasks	Timeline	Project Leader	Resources/ Funding	Expected Outcome	Professional Learning
Plan and implement regular social gatherings for staff	August 2015-May 2016	Open Campus Sunshine Committee		Positive relationships between teachers, administrators, and school partners	n/a
Continue monthly teacher and support staff recognition in collaboration with school partners	August 2015-May 2016	Director	Harry Douglas Foundation Odyssey Ware	Increase in teacher morale and performance	n/a
Provide new teachers with school-based mentors	August 2015-May 2016	Director		Increased retention of new teachers who are supported through formal weekly collaboration	9/8, 10/5, 11/2, 12/7, 1/11, 2/1, 3/7, 4/11, 5/2
Plan and implement weekly professional learning opportunities with staff	August 2015-May 2016	Instructional Facilitator		Meaningful collaboration among colleagues for increased student achievement	n/a
Performance Objective 2: Recruit 100% highly qualified staff by beginning of 2015-2016 school year				CCRPI Alignment: Increased student achievement	
Publish job openings in a timely fashion	February 2016-May 2016	Director		All classrooms will have a highly qualified instructor	n/a

Establish and implement protocol for screening and interviewing applicants	January 2016-May 2016	Director		Procedures to ensure pool of highly qualified applicants	n/a
Identify and recruit candidates from TAPP program	January 2016-May 2016	Director		Highly qualified, retainable teaching staff	n/a