

Towns County District Improvement Plan



TOWNS COUNTY SCHOOLS

STUDENTS REACHING THEIR HIGHEST POTENTIAL

(Revised October 2017)

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District Improvement Plan Team

Darren Berrong: Superintendent, Principal Supervisor

Roy Perren: Federal Programs Director, Homeless Liaison, Migrant, N & D coordinator, REAP coordinator, Parent Engagement Coordinator, Foster Care Point of Contact

Stephanie Moss: Curriculum Director, Title II Part A Coordinator, Testing Director, Human Resources Director, Professional Learning Coordinator

Michelle Pyrluk: Special Education Director

Sandy Page: School Leader (Principal)

Erica Chastain: School Leader (Principal)

Myra Underwood: Finance Director

Melissa McConnell: CTAE Director, HS CTAE Teacher Representative

Dionne Berrong: Student Support Personnel

Latisha Usher: Student Support Personnel

Connie Hobbs: Principal Representative

Shannon Moss: Principal Representative (Asst. Principal)

Lana Parker: High School Counselor

Kyle Wood: Head Start Coordinator

Libby Dayton: HS Teacher Representative

Lisa Penland: ES Teacher Representative

Lisa Sofield: ESOL Teacher

Jenny Stowers: 21st Century Program Director/ Data Specialist

Cynthia Wood: 21st Century Site Coordinator/Data Specialist

Desiree Gonzalez: Bilingual Parent Liaison

System Leadership Team Committee Leaders:

Lesia Johnson: English Language Arts

Ken Hamilton: Math

Elizabeth Dayton: Science

Chris Vardo: Social Studies

Melissa McConnell: CTAE

Cathy Seis: Fine Arts

Tamara Sandler: Physical Education

TOWNS COUNTY SCHOOLS

TOWNS COUNTY SCHOOLS VISION

Towns County Schools shall provide an exceptional education for all students in a safe, caring environment that develops lifelong learners who become responsible individuals, independent thinkers, and productive citizens.

TOWNS COUNTY SCHOOLS MISSION

The mission of Towns County Schools is that all students will achieve at their highest potential.

TOWNS COUNTY SCHOOLS BELIEFS

1. Students require a safe environment in which to learn.
2. Students learn best when provided challenging, rigorous educational opportunities utilizing current best practices.
3. Extra-curricular activities are important for the development of well-rounded students.
4. Effective teaching strategies guide students to actively engage in problem solving and higher order thinking skills that energize and maximize learning for all students.
5. The educational process involves shared responsibility, communication, and collaboration among home, school, and community.

District Goals

Goal #1: Supportive Learning Environment: Provide a supportive learning environment where all students can learn and teachers can be effective in order to increase Georgia Milestones scores by an average of 3% annually by the end of FY20.

Goal #2: Parent Engagement: Increase the number of meaningful family engagement activities/contacts by 25% by the end of FY20.

Goal #3: Teacher Retention: Increase teacher retention rate to be greater than or equal to 90% by the end of FY20.

Strategies for Improvement

Strategy	Targeted Goal
Collaborative planning schedules to support Professional Learning Communities	Goal 1: Supportive Learning Environment Goal 2: Parent Engagement Goal 3: Teacher Retention
RTI Tier II and Tier III interventions for struggling regular education students and Tier IV interventions for Students with Disabilities	Goal 1: Supportive Learning Environment
TKES Evaluation Process	Goal 1: Supportive Learning Environment
Professional Learning Goals and Plans for all certified employees	Goal 1: Supportive Learning Environment
Additional technology devices for classroom instruction	Goal 1: Supportive Learning Environment
Supplemental Software	Goal 1: Supportive Learning Environment
Implementation of Progressive Discipline System (MS/HS)	Goal 1: Supportive Learning Environment
PBIS Implementation-TCES	Goal 1: Supportive Learning Environment
English Learner (EL) Training for administrators	Goal 1: Supportive Learning Environment
Leadership development program for teacher mentors (Pioneers in Leadership)	Goal 1: Supportive Learning Environment
Technology training	Goal 1: Supportive Learning Environment
Edivate online professional learning platform for individual goals and needs of staff	Goal 1: Supportive Learning Environment Goal 3: Teacher Retention
Improve district website	Goal 1: Supportive Learning Environment Goal 2: Parent Engagement
Parent University (monthly parent informational mini courses provided by the school district)	Goal 1: Supportive Learning Environment Goal 2: Parent Engagement
Annual stakeholder meeting	Goal 1: Supportive Learning Environment Goal 2: Parent Engagement
Maximize instructional time	Goal 1: Supportive Learning Environment
Parent kiosk in each school building for parent access to Infinite Campus	Goal 2: Parent Engagement
Provide opportunities for parents to access online surveys using computer lab at Parent University sessions as needed	Goal 2: Parent Engagement
Parent Teacher Conference Training	Goal 2: Parent Engagement
Parent Conference Days	Goal 2: Parent Engagement
Mentor Program for new teachers (1 year for veteran teachers new to the system and at least 3 years for new to the profession)	Goal 3: Teacher Retention
Provide training in the hiring process	Goal 3: Teacher Retention
Participate in recruitment fairs to attract potential applicants in high need areas	Goal 3: Teacher Retention
New Teacher Orientation	Goal 3: Teacher Retention

TKES training for all new teachers	Goal 3: Teacher Retention
Training for developing professional learning goals and plans	Goal 3: Teacher Retention
Provide an opportunity for a PLC focused discussion on effective communication with parents.	Goal 3: Teacher Retention
PBIS training to support classroom management and school climate (TCES)	Goal 3: Teacher Retention
Exit survey for teachers leaving the system	Goal 3: Teacher Retention
Stay survey to gain feedback from teachers currently teaching in the system	Goal 3: Teacher Retention

Towns County Schools Professional Learning Plan

**Try
Collaborate
Succeed**



Professional Learning Director: Stephanie Moss

Towns County Elementary Professional Learning Leader: Shannon Moss

Towns County Middle School Professional Learning Leader: Dionne Berrong

Towns County High School Professional Learning Leader: Lana Parker

Towns County Schools Professional Learning Goal Statement:

Towns County Schools has chosen to provide our educational team with academically focused and professional learning opportunities that facilitate positive and measurable outcomes that help the educational team achieve their highest potential.

Annual Professional Learning

Compliance Director Modules

Maintenance, Custodial, Cafeteria, Clerical, Bus Driver, Substitutes (anyone other than administrators, teachers, or paraprofessionals)	Administrators	Teachers, Counselors, and Paraprofessionals
<ul style="list-style-type: none"> • Reporting of Sexual Misconduct • Blood borne Pathogens • FERPA • Mandated Reporting 	<ul style="list-style-type: none"> • Reporting of Sexual Misconduct • Blood borne Pathogens • FERPA • Mandated Reporting • Awareness Walks • Code of Ethics for GA Educators • Parental Rights • Sexual Harassment • Copyright for Schools • Human Sex Trafficking • Ethical Use of Social Media • McKinney Vento Homeless Act • Suicide Prevention • Restraint and Seclusion-Towns County Custom Module 	<ul style="list-style-type: none"> • Reporting of Sexual Misconduct • Blood borne Pathogens • FERPA • Mandated Reporting • Code of Ethics for GA Educators • Parental Rights • Human Sex Trafficking • Ethical Use of Social Media • Sexual Harassment • Copyright for Schools • McKinney Vento Homeless Act • Suicide Prevention • Restraint and Seclusion-Towns County Custom Module

Other Annual Professional Learning outside of Compliance Director Modules

- Proper assignments for paraprofessionals (administrators, teachers, paraprofessionals), Mindset De-escalation and Mindset Restraint for appropriate personnel

New Teachers and Paraprofessionals:

New Teacher and Paraprofessional Orientation will be held to cover the following information:

- Code of Ethics
- Faculty Handbook Review
- Website Preview
- Aesop-reporting requested leave
- Ordering procedures
- Procedures for professional learning
- Introduction of the mentor program
- Campus and county tour
- Introduction to Edvivate online professional learning platform
- Safety Procedures

Professional Learning Planned for the 2017-2018 School Year:

Administrators	TCES	TCMS	TCHS
*Pioneer RESA Leadership Conference * Professional Qualifications Training *Hiring Process Training *EL Learner Training	*PBIS training *National Geographic Science series training *Improving Parental Communication *WIDA Training *Professional Learning Communities *Professional learning to target individual learning goals and plans *Georgia Milestones updates	*Turnitin software training for ELA teachers *Improving Parental Communication *WIDA Training *Professional Learning Communities *Professional learning to target individual learning goals and plans *Georgia Milestones updates	*Improving Parental Communication *WIDA Training *Professional Learning Communities *Professional learning to target individual learning goals and plans *Georgia Milestones updates

Employees will set individual professional learning goals that are personalized to their needs. One platform to provide individualized learning opportunities is EDIVATE, an online professional learning platform. Employees will be encouraged to utilize the videos, courses, and discussion groups to facilitate learning communities. Other professional learning will be provided as needed including the following items listed in the Title II Part A Needs Assessment: The areas of professional learning that would most enhance the skills of our teachers include the following:

- Technology including data analysis and utilization of technology tools in daily instruction
- Standards based instruction
- Writing
- Response to Intervention
- ESOL Endorsement
- Math Endorsement
- Reading Endorsement
- Differentiated Instruction
- Georgia Standards of Excellence
- Content specific training
- Leadership for improving student achievement
- Performance Based Assessments
- Working in a Poverty School
- STEM
- CCRPI
- FIP(Formative Instructional Practices)
- TKES/LKES
- Behavior Interventions for SWD students
- Instructional Strategies