

Towns County District Improvement Plan



TOWNS COUNTY SCHOOLS

STUDENTS REACHING THEIR HIGHEST POTENTIAL

(Revised June 2018)

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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

Mary Beth Moss: 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.

Progress Toward Goal 1:

Comparison of Test Scores 2017 to 2018

Towns County Elementary

English Language Arts

Third Grade: Pass Percentage:	2017: 79.5%, 2018: 88.4% 8.9% Increase
Proficiency Percentage:	2017: 34.9% 2018: 46.70% 11.8% Increase
Fourth Grade: Pass Percentage:	2017: 87.7% 2018: 79.76% 7.94% Decrease
Proficiency Percentage:	2017: 45.2% 2018: 40.47% 4.73% Decrease
Fifth Grade: Pass Percentage:	2017: 84.6% 2018: 87.6% 3% Increase
Proficiency Percentage:	2017: 33.3% 2018: 41.8% 8.5% Increase
Average of ELA Scores TCES Pass Percentage:	2017: 83.93% 2018: 85.25% 1.32% Increase
Proficiency Percentage:	2017: 37.8% 2018: 42.99% 5.19% Increase

Math

Third Grade: Pass Percentage:	2017: 77.4% 2018: 95% 17.6% Increase
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Proficiency Percentage:	2017: 33.4% 2018: 58.4% 25% Increase
Fourth Grade: Pass Percentage:	2017: 91.72% 2018: 89.4% 2.32% Decrease
Proficiency Percentage:	2017: 52% 2018: 49.4% 2.6% Decrease
Fifth Grade: Pass Percentage:	2017: 81% 2018: 84.7% 3.7% Increase
Proficiency Percentage:	2017: 26.6% 2018: 48.6% 22% Increase
Average of Math Scores TCES Pass Percentage:	2017: 83.37% 2018: 89.7% 6.33% Increase
Proficiency Percentage:	2017: 37.33% 2018: 52.13% 14.80% Increase

Science

Fifth Grade: Pass Percentage:	2017: 83.5% 2018: 83.10% .4% Decrease
Proficiency Percentage:	2017: 41.7% 2018: 52.11% 10.41% Increase
	*Only 5 th Grade is assessed for Science with the Georgia Milestones.

Social Studies

Fifth Grade: Pass Percentage:	2017: 91.14% 2018: 97.22% 6.08% Increase
Proficiency Percentage:	2017: 29.11% 2018: 40.28% 11.17% Increase
	*Only 5 th Grade is assessed for Social Studies with the Georgia Milestones.

Towns County Middle School
English Language Arts

Sixth Grade: Pass Percentage:	2017: 85.3% 2018: 84.4% .9% Decrease
Proficiency Percentage:	2017: 53.3% 2018: 38.6% 14.7% Decrease
Seventh Grade: Pass Percentage:	2017: 72.2% 2018: 85.3% 13.10% Increase
Proficiency Percentage:	2017: 33.3% 2018: 41.3% 8% Increase
Eighth Grade: Pass Percentage:	2017: 93.4% 2018: 85.5% 7.9% Decrease
Proficiency Percentage:	2017: 57.9% 2018: 47.4% 10.5% Decrease
Average of ELA Scores TCMS Pass Percentage:	2017: 83.63% 2018: 85.06% 1.43% Increase
Proficiency Percentage:	2017: 48.17% 2018: 42.43% 5.74% Decrease

Math

6th Grade: Pass Percentage:	2017: 93.10% 2018: 90.4% 2.7% Decrease
Proficiency Percentage:	2017: 69.8% 2018: 53.10% 16.7% Decrease
Seventh Grade: Pass Percentage:	2017: 87.5% 2018: 90.5% 3% Increase
Proficiency Percentage:	2017: 43.10% 2018: 47.3% 7.2% Increase
Eighth Grade: Pass Percentage:	2017: 93.4% 2018: 93.4% 0% Increase or Decrease

Proficiency Percentage:	2017: 60.5% 2018: 53.9% 6.6% Decrease
Average of Math Scores TCMS Pass Percentage:	2017: 91.33% 2018: 91.43% .1% Increase
Proficiency Percentage:	2017: 57.8% 2018: 51.43% 6.37% Decrease

Science

Eighth Grade: Pass Percentage:	2017: 75% 2018: 80% 5% Increase
Proficiency Percentage:	2017: 43.40% 2018: 45.30% 2.1% Increase
	*Only 8 th Grade is assessed for Science with the Georgia Milestones.

Social Studies

Eighth Grade: Pass Percentage:	2017: 94.8% 2018: 88.2% 6.6% Decrease
Proficiency Percentage:	2017: 56.6% 2018: 50% 6.6% Decrease
	*Only 8 th Grade is assessed for Social Studies with the Georgia Milestones.

Towns County High School

English Language Arts

9th Grade Literature Pass Percentage:	2017: 92.5% 2018: 93.2% .70% Increase
Proficiency Percentage:	2017: 67.5% 2018: 67.2% .3% Decrease
American Literature Pass Percentage:	2017: 92.4% 2018: 85.6% 6.8% Decrease
Proficiency Percentage:	2017: 59.8% 2018: 51.6% 8.2% Decrease
Average of ELA Scores TCHS Pass Percentage:	2017: 92.45% 2018: 89.4% 3.05% Decrease
Proficiency Percentage:	2017: 63.65 2018: 59.4% 4.25% Decrease

Math

Coordinate Algebra Pass Percentage:	2017: 82% 2018: 82.7% .7% Increase
Proficiency Percentage:	2017: 39.7% 2018: 38.7% 1% Decrease
Analytic Geometry Pass Percentage:	2017: 87.97% 2018: 74% 13.97% Decrease
Proficiency Percentage:	2017: 61.6% 2018: 50.7% 10.9% Decrease
Average of Math Scores TCHS Pass Percentage:	2017: 84.99% 2018: 78.35% 6.64% Decrease
Proficiency Percentage:	2017: 50.65% 2018: 44.7% 9.95% Decrease

Science

Physical Science Pass Percentage:	2017: 78.6% 2018: 78.7% .1% Increase
Proficiency Percentage:	2017: 45% 2018: 44% 1% Decrease
Biology Pass Percentage:	2017: 81.81% 2018: 81.9% .09% Increase
Proficiency Percentage:	2017: 54.54% 2018: 55.40%
Average of Science Scores TCHS Pass Percentage:	2017: 80.21% 2018: 80.30% .11% Increase
Proficiency Percentage:	2017: 49.77% 2018: 49.7% .07% Decrease

Social Studies

US History Pass Percentage:	2017: 93.12% 2018: 80.52% 12.6% Decrease
Proficiency Percentage:	2017: 59.4% 2018: 50.65% 8.75% Decrease
Economics Pass Percentage:	2017: 69.4% 2018: 92.8% 23.4% Increase
Proficiency Percentage:	2017: 40% 2018: 75.9% 35.9% Increase
Average of Social Studies Scores TCHS Pass Percentage:	2017: 81.26% 2018: 86.66% 5.4% Increase
Proficiency Percentage:	2017: 49.7% 2018: 63.28% 13.58% Increase

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

Progress toward Goal 2:

2016-2017:

- 8 Parent Involvement Meetings or Events (Open House, EIP Parent Information Meeting, Science Night, Read Across America, Data Fair, Middle School Orientation, High School Orientation, Move On When Ready)
- Infinite Campus Parent Portal total logins: 10,047
- Infinite Campus Percentage of Students Having Parents with Parent Accounts: 31.76%
- Creation of a Towns County Schools Facebook page 11/22/2016
- Towns County Schools Facebook page reached 132,962 views. As of June 30, 2017 there were 682 followers.

2017-2018:

- 11 Parent Involvement Meetings or Events (Open House, EIP Parent Information Meeting, Science Night, Read Across America, Go Noodle Night, PBIS Information Meeting, Data Fair, Middle School Orientation, High School Orientation, Dual Enrollment, Parent Guide to Digital Natives Facebook Live Pioneer RESA event)
- Infinite Campus Parent Portal total logins: 9,510
- Infinite Campus Percentage of Students Having Parents with Parent Accounts: 32.45%
- Towns County Schools Facebook page reached 360,277 views. As of May 23, 2018 there are 1007 followers.

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

2014-2015: 79.9%

2015-2016: 81.3%

2016-2017: 87.84%

2017-2018: 90.4%

*We have met Goal 3 by attaining 90.4% teacher retention rate in 2018. We will work to maintain or exceed this percentage by the end of FY20.

Goal # 4: Increase the number of ESOL endorsed teachers by 50% by FY20.

Progress toward goal: (Goal #4 was added to the 2018-2019 plan due to an increased need for ESOL endorsed teachers.)

2016-2017:

- Towns County Elementary School: 4 teachers
- Towns County Middle School: 0 teachers
- Towns County High School: 0 teachers

2017-2018:

- Towns County Elementary School: 4 teachers
- Towns County Middle School: 0 teachers
- Towns County High School: 0 teachers

*Planning ahead for 2018-2019 professional learning the following number of teachers expressed interest in adding the ESOL certification field to their certificate.

- Towns County Elementary School: 4 teachers
- Towns County Middle School: 2 teachers
- Towns County High School: 3 teachers

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
Simple K12 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
Continue 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
Provide targeted teacher development on content, pedagogy and student supports and interventions	Goal 1: Supportive Learning Environment
PBIS Implementation at Towns County Elementary	Goal 1: Supportive Learning Environment
Add Living Tree School System Based Social Media Platform	Goal 2: Parent Engagement
Provide ESOL Endorsement courses to teachers who are willing to participate.	Goal 4: Professional Capacity
Provide an honorarium to teachers who successfully add ESOL Certification field to their certificate	Goal 4: Professional Capacity

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:

Administrators:

- 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

Teachers, Counselors, and Paraprofessionals (staff holding certificates):

- 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

Maintenance, Custodial, Cafeteria, Clerical, Bus Driver, Substitutes (anyone other than the above listed categories):

- Reporting of Sexual Misconduct
- Blood borne Pathogens
- FERPA
- Mandated Reporting

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 Simple K- 12 online professional learning platform
- Safety Procedures

Professional Learning Planned for the 2018-2019 School Year:

Administration:

- Pioneer RESA Leadership Conference
- Professional Qualifications Training
- EL Learner Training
- ALICE training
- Living Tree Implementation Training
- TKES/LKES SLDS Platform

Towns County Elementary School:

- PBIS Refresher training
- ALICE training
- Google Classroom-Online Learning Day Training
- Living Tree Implementation Training
- Improving Parental Communication
- WIDA Training- (English Language Learners)
- Professional Learning Communities
- Professional learning to target individual learning goals and plans
- Georgia Milestones updates
- TKES/LKES SLDS Platform

Towns County Middle School:

- Google Classroom-Online Learning Day Training
- Living Tree Implementation Training
- ALICE training
- Improving Parental Communication
- WIDA Training- (English Language Learners)
- Professional Learning Communities
- Professional learning to target individual learning goals and plans
- Georgia Milestones updates
- TKES/LKES SLDS Platform

Towns County High School:

- Google Classroom-Online Learning Day Training
- Living Tree Implementation Training
- ALICE training
- Improving Parental Communication
- WIDA Training - (English Language Learners)
- Professional Learning Communities
- Professional learning to target individual learning goals and plans
- Georgia Milestones updates
- TKES/LKES SLDS Platform

Employees will establish individual professional learning goals that are personalized to their needs. One platform to provide individualized learning opportunities is Simple K12, 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 but not limited to the following items. The areas of professional learning that would most enhance the skills of our teachers include the following:

- ESOL Endorsement
- Technology including data analysis and utilization of technology tools in daily instruction
- Standards based instruction
- Writing
- Response to Intervention
- 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
- PBIS
- Google Classroom

