

Towns County School System Improvement Plan

System Committee Chairs:

ELA- Julie Thompson

Math- Shannon Moss

Reading- Patty Dayton

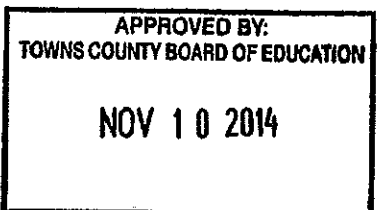
Science- Jennifer Moss

Social Studies- Chris Vardo



TOWNS COUNTY SCHOOLS

STUDENTS REACHING THEIR HIGHEST POTENTIAL



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.

System Improvement Plan

Professional Learning ideas:

ELA/Reading

- Training on “6 Traits of Writing”
- Training on GA Writing Assessments
- Training in how to develop and implement portfolios
- Training on Differentiated Instruction
- Additional smart board training
- Atlanta Mini Maker Faire
- Common Core curriculum training
- Conferences that offer subject content break-out sessions; if select teachers were allowed to attend a conference, they could re-deliver to the faculty
- Differentiated instruction training
- GA Children’s Literature Conference
- GCBA- GA Children’s Book Awards & Conferences on Children’s Literature
- Georgia COMO-(Council of Media Organizations)
- GA Middle School Conference- (www.gmsa.net)
- Guided Reading and Writing: Strategies for Maximum Student Achievement and Teaching Writing (Gr. 4-6)-North GA College-(\$129)
- Heinemann PD Webinar Series: 1.) Implementing Phonics; 2.) When Readers Struggle: Teaching that works
- IRA (International Reading Association)- Reggie Routman’s Literacy and Leadership Institute (www.reading.org)
- Offer opportunities for faculty members to visit other school systems-perhaps in groups of 4-5
- Peer observations during planning time
- Pioneer RESA-Reading Endorsement
- Professional learning-once/9 weeks for ½ day (p.m.)-early release for students (for team meetings, grade level meetings, content area meetings, etc.

Math

- **Priority #1 – More Common Core Training in the form of hands-on and additional hands-on training on how new tests will be formatted.**
- Georgia Council of Teachers of Mathematics Conference
 - a. October 2014
 - b. Estimated cost \$980 plus food and travel expenses
 - c. Attendees: 14 math teachers, including leadership team and one math teacher from each grade level

Science

Professional Learning ideas:

- Attend the Georgia Science Teachers Association Conference
- Common Core Training
- Project STEM
- Ways to increase parent involvement
- Workshop on innovative hands-on strategies for teaching science
- Content specific differentiation in-service

Social Studies

- Additional smart-board training
- Common Core curriculum training
- Conferences that offer subject content break-out sessions; if select teachers were allowed to attend a conference, they could re-deliver to the faculty.
- Differentiated instruction training
- Offer opportunities for faculty members to visit other school systems-perhaps in groups of 4-5
- Peer observations during planning time
- Professional learning-once/9 weeks for ½ day (p.m.)-early release for students (for team meetings, grade level meetings, content area meetings, etc.)

Ideas to Generate an Atmosphere of Excellence

- Embrace change
- Have high expectations and provide rigorous coursework
- Maintain a positive attitude
- Teach bell-to-bell
- Teacher accountability
- Art on walls
- Better explanation of test scores/awards
- Different afternoon dismissal times for K-2, 3-5 and rest of school to avoid Elementary and MS/HS students mingling together after school
- Field trip specifications/procedures for all grade levels
- Continue Homecoming parade/bonfire/pep rallies
- More ownership in school
- More vertical team building school wide
- No outside lunches brought in
- Open forum explain delegation of funds/changes in school faculty, teachers, coaches, etc.
- Shared and equal use of the computer labs
- Setting of clocks to be consistent throughout the school
- Allow for school wide (K-12) department meetings where vertical and horizontal curriculum alignment can occur and detailed curriculum maps can be created.
- Increase school PR.
- Provide state of the art technology for teachers to use and integrate within their curriculum.
- Spotlight what is good about the school in the newspaper to encourage community support-there needs to more positive press about the education, not the budget.
- Administration should notice and reward creativity and innovation.
- Clear and consistent expectations
- Have more student accountability for coursework and behavior
- Positive reinforcement for teachers meeting expectations(i.e. food in teachers' lounge)
- Stay consistent with handbook to enforce rules and procedures
- Support teachers

Measurable Goals:

- To improve writing skills measured by student performance on open ended items provided on state assessments.
- Increase the number of students scoring in the proficient range and higher on state mandated assessments.
- Increase/maintain math scores at according to instructional readiness indicator threshold scale scores on state assessments or increase/maintain math test score rankings based on percentages. (TCES)
- Increase and improve the use of instructional strategies that emphasize deeper understanding of foundational knowledge of math. (TCES, TCMS, and TCHS)
- Increase or maintain math rankings on state assessments based on RESA percentages. (TCMS)
- Increase or maintain math rankings on EOC based on RESA percentages. (TCHS)
- Ninety percent of students in grades 1-5 will score in the meets or exceeds range on standardized tests and on the Lexile Inventories (SRI). (TCES)
- Ninety percent of students in grades 6-8 will score in the meets or exceeds range on standardized tests. (TCMS)
- 9th and 11th grade EOC scores will maintain a 90% or higher average in the RESA. (TCHS)
- 3rd, 4th, and 5th grades will increase the percentage of students scoring proficient or better on state assessment. (TCES)
- Increase the percentage of students scoring proficient or better on state assessment (TCMS)
- Increase EOC scores for science. Perform at the top of the RESA school districts by 2015 in pass rates and exceeds rates for Physical Science EOCT and Biology EOCT. (TCHS)
- Increase Social Studies Pioneer RESA rankings on state assessments. (TCES and TCMS)
- Increase Social Studies Pioneer RESA rankings on EOCT. (TCHS)

ELA System Improvement Plan

(Revised July 25, 2014)

School Keys Strands	Actions, Strategies, and Interventions	Timeline	Estimated Costs, Funding Sources, and Resources	Person(s) Responsible	Evaluation of Strategies and Impact on Student Learning/Artifacts	Evaluation of Strategies and Impact on Student Learning/Evidence
1.TCES, TCMS, and TCHS *Curriculum, *Standards Based Instruction *Student Achievement, *Professionalism	Allow time for vertical meetings by LA department (K-5; 5-8; 8-12) to identify needs, struggling writers, etc. (Note: 5 th grade teachers will meet with elementary and middle grades teachers, and 8 th grade teachers will meet with middle and high school teachers to ensure continuity of ideas K-12.	Fall 2012	\$0	LA Team Leaders and all LA teachers	Teacher meeting sign-in sheets	Minutes of meeting with recommendations
2.TCES, TCMS, and TCHS *Assessment of Student Learning *Standards Based Instruction *Curriculum	System-wide staff development on constructed response writing.	Fall 2014	Unknown	Curriculum Director and GADOE personnel	Teacher meeting sign in sheets	Georgia Milestones Test scores
3.TCES, TCMS, and TCHS *Assessment of Student Learning	K-12 staff development on GA Milestones Testing	Fall 2014	Unknown	Curriculum Director and GADOE personnel	Teacher meeting sign in sheets	Georgia Milestones Test scores
4. TCES, TCMS, and TCHS *Standards Based Instruction *Curriculum, *Assessment of Student Learning	Implement writing portfolios at high school in either electronic or written format at all grade levels and subject areas	2015	Electronic or physical storage space	Elementary and Middle Grade Level Teams; HS will need to designate a grade level coordinator.	Student writing samples and reflections on those samples	Portfolio

Reading System Improvement Plan

School Keys Strands	Actions, Strategies, and Interventions	Timeline	Estimated Costs, Funding Sources, and Resources	Person(s) Responsible	Evaluation of Strategies and Impact on Student Learning/Artifacts	Evaluation of Strategies and Impact on Student Learning/ Evidence
<p>1.) TCES, TCMS, TCHS</p> <p>*Professional-ism, *Standards Based Instruction *Curriculum</p>	<p>Vertical collaboration with school-wide reading/literature instructors</p> <p>Collaboration in team meetings to implement new Common Core Curriculum</p> <p>CTAE Department will collaborate with SPED and Language Departments to implement strategies to increase student learning; Implementation of Reading Across the Curriculum to follow CCC</p>	Fall 2012-Spring 2015	<p>CCC Standards/Frameworks</p> <p>Teacher Resource Room</p> <p>Local Community Organizations</p> <p>Area Technical Schools</p>	<p>Reading SLT Team, Reading/Literature Teachers in grades K-12 (General, SPED, Resource, and Gifted), Para-professionals, Media Specialists, Principals, Curriculum Director, CTAE Director</p>	<p>Aimsweb, Study Island Reports, Benchmark Testing/Data Director, OAS (GA Online Assessment System), Curriculum Maps and Unit Plans, Lesson Plans, System Leadership Walk-throughs, Sign-in sheets</p>	<p>Reading scores will meet or exceed RESA and state percentages on standardized tests in grades 1-8</p> <p>Student Lexile scores will meet or exceed recommendations set by SRI (Scholastic Reading Inventory)</p> <p>Increased EOCT scores</p> <p>School and District Accreditation</p>
<p>2.) TCES, TCMS, TCHS</p> <p>*Student Achievement *Assessment of Student Learning *Curriculum Based Instruction</p>	<p>30 - 45 minute target-time/block focusing on reading with differentiated instruction for low, average, and high level learners. (TCE, TCM)</p> <p>Continued use of Study Island</p>	Fall 2012-Spring 2015	<p>Striving Reader Competitive Literacy Program Grant (MS/HS)</p> <p>Reading Recovery I3 Grant (ES)</p> <p>Fountas & Pinnell Leveled Literacy Intervention (ES)</p> <p>Scholastic Reading, Read Naturally, Study Island, Successmaker</p> <p>Professional Learning for Study Island for</p>	<p>Classroom Teachers, Reading Recovery Teacher(s), Resource/EIP/ Title I/Study Skills Teachers, Gifted Teachers, Gifted Coordinator, SPED Teachers, Para-professionals, Curriculum Director, Technology Director, Principals</p>	<p>SOAR Program, Aimsweb, Study Island Reports, Benchmark Testing/ Data Director, OAS</p> <p>Adjusted Instruction with Remediation and Differentiation</p> <p>Sign-In Sheets from Professional Learning</p>	<p>Reading scores will meet or exceed RESA and state percentages on standardized tests in grades 1-8</p> <p>Student Lexile scores will meet or exceed recommendations set by SRI (Scholastic Reading Inventory)</p> <p>Implementation in TCHS lesson plans</p> <p>Increased EOCT scores</p>

			new staff- TCHS			
3.) TCES, TCMS, TCHS *Assessment of Student Learning *Standards Based Instruction	Reading comprehension skills and activities for Tier I, II, and III students Identify and help struggling readers as soon as they enter high school	Fall 2012-Spring 2015	Striving Reader Competitive Literacy Program Grant (MS/HS) Reading Recovery I3 Grant (ES) Fountas & Pinnell Leveled Literacy Intervention (ES) Scholastic Reading, Read Naturally, Study Island	Curriculum Director, School Psychologist, Testing Coordinator, Counselors, Classroom Teachers (K-8), Literature Teachers (9-12), Reading Recovery Teacher(s), EIP, Resource/ Title I Teachers, Gifted Coordinator and Instructors, Special Education Teachers, Para-professionals, Principals	Timely SPED and Gifted Testing RTI (Response to Intervention) Collaboration between TCES and TCMS, and collaboration between TCMS and TCHS Aimsweb, Study Island Reports, Benchmark Testing/Data Director, OAS	Reading scores will meet or exceed RESA and state percentages on standardized tests in grades 1-8 Student Lexile scores will meet or exceed recommendations set by SRI (Scholastic Reading Inventory) Increased EOCT scores
4.) TCES, TCMS, TCHS *Curriculum *Student Achievement	System-wide Lexile books	Fall 2012-Spring 2015	Scholastic Reading, Follett, BTSB (Bound To Stay Bound), and other vendors; PTSO Book Fairs, Media Center Book Fairs	Media Specialists, Teachers, Curriculum Director, Parent Volunteers	Books have assigned Lexile numbers in the Media Center and in classroom collections TCES current with Scholastic/August 2012	Transition and collaboration between all schools
5.) TCES, TCMS, TCHS *Curriculum *Standards Based Instruction *Student Achievement	Professional Development in Reading and Literature Instruction with a focus on teaching non-fiction reading comprehension in TCES and TCMS	Fall 2012-Spring 2015	RESA Reading Workshops and Conferences (See suggestions listed on Reading SIP)	Curriculum Director, Reading/ Literature Teachers	Knowledge and resources gleaned from professional development is shared with reading teams	Teachers are implementing best practices in reading
6) TCES, TCMS, TCHS *Professionalism *Student Achievement	Professional Development for TKES, specifically Differentiated Instruction as it impacts Tier I-III TCES students and SPED & Gifted TCMS/TCHS students	Fall 2013-Spring 2015	Teacher Collaborative Days (half days for students) or Reinstated Furlough Days	Curriculum Director, Reading/ Literature Teachers	Minutes from meetings, Lesson plans, Shared activities/assignments/strategies with teachers,	Reading scores will meet or exceed RESA and state percentages on standardized tests in grades 1-8 Increased EOC scores

Math System Improvement Plan

School Keys Strands	Actions, Strategies, and Interventions	Timeline	Estimated Costs, Funding Sources, and Resources	Person(s) Responsible	Evaluation of Strategies and Impact on Student Learning/Artifacts	Evaluation of Strategies and Impact on Student Learning/Evidence
1.TCES *Standards Based Instruction *Student Achievement	45 Minute intervention time focusing on Math and ELA for ALL students	Fall 2013- Spring 2015	IXL, Scholastic Math Inventory, Target Time	Teachers, Curriculum Director, and Principals	IXL, Study Island, Fast Math, Scholastic Math Inventory	Teacher can articulate how assessment results indicate the need for changes in the math alignment and what those changes are for.
2.TCES *Student Achievement *Standards Based Instruction	Previewing strategies for Tier II and Tier III students	Fall 2013- Spring 2015	IXL, Scholastic Math Inventory, Target Time	Teachers, Curriculum Director, and Principals	IXL, Study Island, Fast Math, Scholastic Math Inventory	Teacher can articulate how assessment results indicate the need for changes in the math alignment and what those changes are for.
3.TCES *Professional-ism	Continued Professional Learning opportunities each year	Fall 2013- Spring 2015	Hands on Training from RESA and more Vertical Planning to see who teaches what and when. Math Endorsement, GCTM Conference, NCTM, etc.	Math Teachers, and Curriculum Director	Walk-throughs by SLT or administration	Walk-through records or student samples
4.TCES *Curriculum *Student Achievement *Standards Based Instruction	Higher order thinking activities for all students through regular classroom instruction and instruction in Math/Science lab staffed by a certified teacher.	Fall 2013- Spring 2015	IXL, Scholastic Math Inventory, Target Time	Teachers, Curriculum Director, and Principals	IXL, Study Island, Fast Math, Scholastic Math Inventory, utilization of OAS	Teacher can articulate how assessment results indicate the need for changes in the math alignment and what those changes are for.
5. TCMS and TCHS *Assessment of Learning	Implement on-going assessment	Fall 2013 – Spring 2015		Math Teachers	Benchmarks, Assessments of and for Learning	Increased CRCT scores (TCMS) Increased EOCT scores (TCHS)
6.TCMS and TCHS *Curriculum *Standards Based Instruction *Student Achievement	Higher order thinking activities for all students to include integration of Accelerated MS Math to include Coord. Alg. in 8 th Grade	Fall 2013- Spring 2015	Coach Books, Study Island, Promethean Boards, USA Test Prep, Geometers Sketchpad, IXL	Math teachers, Curriculum Director, and Principals		Increased CRCT and EOCT exceeds rates
7.TCMS and TCHS *Professional-ism *Assessment of Student Learning	Teacher collaboration to identify at risk students	Fall 2013- Spring 2015		Math teachers	Math department meetings	Meeting minutes
8.TCMS and TCHS *Assessment of Student Learning *Standards Based Instruction *Student Achievement	Analyze student mathematical background and continued Indian Periods for Intervention	Fall 2013- Spring 2015		Math teachers	Powerschool LDS	Differentiated lessons

<p>9.TCMS and TCHS *Professionalism *Student Achievement</p>	<p>Vertical Planning/Professional Learning Days</p>	<p>1 day per semester (TBA), 2013-2015</p>		<p>All math teachers and SLT</p>	<p>Shared instructional strategies</p>	<p>Improved lessons observed by walk-throughs and student samples</p>
<p>9.TCMS and TCHS *Professionalism *Student Achievement</p>	<p>Continued Professional Learning opportunities each year</p>	<p>2013-2015</p>	<p>Hands on Training from RESA and more Vertical Planning to see who teaches what and when. GCTM Conference, NCTM, etc.</p>	<p>Math teachers and Curriculum Director</p>	<p>Walk-throughs by SLT or administration</p>	<p>Walk-through records or student samples</p>

Science System Improvement Plan

School Keys Strands	Actions, Strategies, and Interventions	Timeline	Estimated Costs, Funding Sources, and Resources	Person(s) Responsible	Evaluation of Strategies and Impact on Student Learning/Artifacts	Evaluation of Strategies and Impact on Student Learning/Evidence
1.TCES *Student Achievement *Standards Based Instruction *Curriculum	Improve and increase student achievement in science by providing hands-on activities in a fully functional science laboratory.	Fall 2013-Spring 2015	Salary for certified teacher Funds to retrofit and refurbish science laboratory Grants	3 rd , 4 th , 5 th grade teachers, Curriculum Director, Principals, and Superintendent	Georgia Milestones SLST-walk throughs	Science scores on 3 rd , 4 th , and 5 th grade state assessments will improve and reach stated goal. Progress will be monitored with SLT walk-throughs. Student achievement will increase.
TCES *Curriculum *Standards Based Instruction *Student Achievement	The system was unable to implement this strand due to funding issues for the teacher salary and lab. Instead, the system has chosen to provide a science teacher with 50 minutes devoted to daily science instruction in grades 3-5.	Fall 2013-2015		3 rd , 4 th , 5 th grade teachers, Curriculum Director, Principals, and Superintendent	SLST-walk throughs	
2.TCMS *Professionalism *Curriculum *Standards Based Instruction *Student Achievement	Science teachers will collaborate to implement a rigorous curriculum with frequent hands-on activities to engage student learning.	Fall 2013-Spring 2015	Funding for science related books, audio-visual materials, and supplies for science laboratories Funding for field experiences Grants	Science teachers, Curriculum Director, Principal, and Superintendent	Lesson Plan notebook SLT walk-throughs	Science scores on 6 th , 7 th , and 8 th grade state assessments will be in the top of RESA percentages. Progress will be monitored with SLT walk-throughs. Student achievement will increase.
3. TCMS/TCES *Professionalism *Standards Based Instruction *Curriculum *Student Achievement	Science teachers will collaborate to implement a rigorous curriculum with frequent hands-on activities to engage student learning.	Fall 2013-2015		Science Teachers, Principal	Meeting minutes Classroom observations	In process/ongoing; 8 th and 3 rd grade collaboration will continue and others to be added.
3.TCHS *Assessment of Learning	Create common benchmarks to use across science curriculum to measure goals met according to designed curriculum map.	Fall 2013-2015	Common time to design and create benchmarks aligned to curriculum maps (possible working day)	High School Science teachers	Benchmarks Meeting minutes	Creation of common benchmark and increased measurable goals.
4.TCHS *Standards Based Instruction	Improve mobile unit for use in science department.	Fall 2014	\$5,000	Principal	Computers	Completely working mobile lab unit- Accomplished; fully implemented in fall 2014
5.TCHS *Curriculum	STEM project-incorporate a science elective where students	Fall 2013-Spring 2015	Grant	High School Science Teachers, Principal	Lesson Plans Competitions for students-Robotics teams	Creation of student-led projects and competitions among the state/nation

	can work on real-world applications of problems and compete at events.				are competing state and nationwide in the middle and high school.	
6.TCHS *Professionalism *Standards Based Instruction *Curriculum	Interdisciplinary units which include CTAE/Fine Arts	Fall 2013-Spring 2015		High School Science teachers, and Principal	Lesson Plans SLST walk throughs	Designed units that incorporate cross-curricular activities In process; teacher collaboration days are held once monthly
7.TCHS *Professionalism *Curriculum *Standards Based Instruction *Student Achievement	Boost lab-based, real-life, hand-on applications. Provide professional development for innovative hands-on strategies for teaching high school science.	Fall 2013-Spring 2015	Professional Development	Science Department	Conference attendance Meeting minutes SLT walk-throughs Lesson Plans	Increased use of hands-on teaching techniques to better educate our students on real-world applications in science.

Social Studies System Improvement Plan

School Keys Strands	Actions, Strategies, and Interventions	Timeline	Estimated Costs, Funding Sources, and Resources	Person(s) Responsible	Evaluation of Strategies and Impact on Student Learning/Artifacts	Evaluation of Strategies and Impact on Student Learning/Evidence
1. TCES, TCMS, TCHS *Professionalism *Student Achievement *Assessment of Student Learning	Social Studies teachers in each school will collaborate to develop improvement plans using student data and focusing on at-risk students.	Fall 2013-Spring 2015	Study Island Social Studies Weekly-TCES (\$5.39/student/year)	Social Studies teachers, Curriculum Director, Principals	Improvement Plans, Benchmark testing	Social Studies scores on the state assessments will be in the top of Pioneer RESA percentages (TCES and TCMS). Social Studies scores on the EOCT will be in the top of Pioneer RESA percentages (TCHS).
2. TCES, TCMS, TCHS *Professionalism *Student Achievement	Social Studies teachers (K-12) will participate in vertical planning (once each semester).	Fall 2013-Spring 2015		Social Studies teachers, Curriculum Directors, Principals	Minutes from vertical planning meetings	Use of instructional strategies shared in vertical planning meetings
3. TCES, TCMS *Professionalism *Student Achievement	Opportunities to observe teachers within the Towns County School System and/or other school system, when possible.	Fall 2013-Spring 2015		Principals, teachers	Completion of peer review form detailing the observation(s)	New instructional strategies and classroom management techniques obtained from observations.
4. TCES *Curriculum *Student Achievement	Elementary school schedules will contain dedicated instructional time for social studies.	Fall 2013-Spring 2015		Social Studies teachers, Curriculum Directors, Principals	Class schedules	Increase state assessment Social Studies scores
5. TCES, TCMS, TCHS *Curriculum	Each grade level incorporates outside reading sources into the curriculum	Fall 2014-Spring 2016		teachers	Lesson Plans Student work samples	Increase state assessment Social Studies scores
6. TCES, TCMS, TCHS *Standards Based Instruction	Upgrade classroom technology (Smartboard, Symposium, etc)	Fall 2013-Spring 2015	Technology Grants Local Funding	Technology Director, Curriculum Director, Superintendent	Lesson Plans with technology integration Student work samples	Student surveys Increase state assessment Social Studies scores
7. TCES, TCMS, TCHS *Student Achievement	Hire support personnel to accommodate increasing numbers of the SPED population in social studies classroom; Keep number of SPED students per class to no more than 6 students.	Fall 2013-Spring 2015	Local Funding Support Personnel Schedules	Principals, Superintendent	Lesson Plans Benchmark Testing Class/Student Schedules	Increase state assessment Social Studies scores

