

Comprehensive Progress Report

Mission: Where ALL Belong, All Learn, and All Succeed

Vision:

Goals:

To make sure every student is Future Ready; Prepared for college, career, and personal success.



Activity in the last 12 months

! = Past Due Objectives KEY = Key Indicator

Core Function:		District Context and Support for School Improvement			
Effective Practice:		Improving the school within the framework of district support			
	IA14	The district recruits, trains, supports, and places personnel to competently address the problems of schools in need of improvement.(14)(AllDistricts)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		beginning	Limited Development 08/18/2015		
		Priority Score: 3 Opportunity Score: 2	Index Score: 6		
How it will look when fully met:		Our goal is to maintain a highly qualified instructional staff with 100 % of our teachers meeting the state definition of HQT, and to expand the leadership capacity of our teachers.	Objective Met 09/25/17	Mary Ann Spears	06/30/2017
Action(s)	Created Date				
1	9/21/15	District Administrators and/or master teachers, will attend job fairs to recruit potential teachers.	Complete 03/28/2016	Jana Claybrook	06/30/2016
<i>Notes:</i> NSLA materials and supplies \$600.00 for printing brochures.					

2	9/21/15	<p>Provide high quality, supplemental, professional development to staff members. Priority will always be given to teachers identified as being not highly qualified. NSLA funds will be used to pay for 3 Master teacher/instructional coaches salaries. Title II-A funds will be used to pay salary augmentation and extra days for Master teachers not covered in TIF grant. Title II-A Funds will also be used to provide substitutes for intensive staff development in curriculum alignment for our District's faculty 15 per building 45 total @ \$80 per substitute= total \$3600.00 Title II-A Purchase Services. 1 Master Teacher augmentations \$9000.00 benefits \$1948.50 extra days \$9960 benefits \$2854.00, 1 Mentor teacher Becki Griscom .25 FTE \$13,482.72 Salary, \$3,281.70 benefits for a total Title II-A salary \$32,442.72 benefits= \$8084.20 NSLA - Traci Birkes 1 FTE Salary \$42,751.80 Benefits \$10,861.44 Andrea Landrum 1 FTE Salary \$42,502.08 Benefits \$10,644.12 Wes Newby 1 FTE Salary \$67,473.36 Benefits \$16,427.40 for a total NSLA salary: \$152,727.24 Benefits \$37,932.96</p>	Complete 06/15/2016	Jana Claybrook	06/30/2016
<i>Notes:</i>					
3	9/21/15	<p>PROGRAM EVALUATION: During the 2015-2016 school year we plan to use the following protocol in evaluating, and adjusting, the programs, processes, and activities that make up the action descriptions within this intervention/program: (1) Numbers of teachers who are not fully certified in areas in which they are assigned. (2) TAP evaluation scores and the relationship of TAP scores to student achievement. (3) Look for links between specific staff development activities and increased student achievement. We will use this data/information to determine whether the objectives of this Intervention were achieved and whether it has been successful in attaining the anticipated participant outcome objectives. The minimum acceptable score is 3 and certified employees scoring below this level are placed on intensive assistance. Our goal is to show improvement in instructional practices as measured on the TAP rubric. For 2015-2016 we will continue to track the SKR (TAP) evaluation score for our teachers to determine improvement in instructional strategies and will also continue to look for data that shows a direct linkage between specific professional development activities and improved student achievement. Target assistant PD for teachers scoring below an SKR evaluation score.</p>	Complete 07/01/2016	Jana Claybrook	06/30/2016
<i>Notes:</i> State and Local PD will be provided on an individual teacher need. NSLA purchase service: \$20,000.00 NSLA material and supplies: \$5000.00					
4	9/21/15	<p>Funds will be set aside to cover travel expenses for Federal Programs Director to properly manage the Title One funded activities supported in the schools and district's ACSIP plan. Title I funds will be used to pay registration, travel, and hotel costs for training \$1000.00</p>	Complete 06/10/2016	Jana Claybrook	06/30/2016

Notes: Fall and Spring AAFC conferences

5	9/21/15	Teachers with National Board certification will receive \$1000.00 plus benefits from NSLA fund. Michele Price \$ 1000.00 benefits \$116.50 Gina McClellan \$ 1000.00 benefits \$116.50	Complete 03/28/2016	Jana Claybrook	06/30/2016
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Notes: National Board payment

6	10/1/16	Master teachers will conduct PD cluster weekly providing support for teachers to improve their instructional practices.	Complete 06/30/2017	Jana Claybrook	06/30/2017
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Notes: DEMT will monitor each building

Implementation:			09/25/2017		
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Evidence	<p>8/29/2016 CODE individual teacher reports document average evaluation scores. Student achievement will be monitored to correlate student and teacher scores. Teacher improvement plans are signed by teacher's on improvement. Principal developed improvement plans based on individual teacher weaknesses.</p> <p>9/25/2017 CWT data and Teacher observation data shows teacher classroom growth through out the year. Pre and post teacher assessments along with ACT Aspire interim assessments showed student growth.</p>			
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Experience	<p>8/29/2016 All teachers had 3 evaluations per year. Any teacher who scored below and average of 3 evaluation score will be placed on an intensive improvement plan. 3 teachers in the district will be placed on improvement plan for 2016-17 school year. If improvement is not achieved non-renewal.</p> <p>9/25/2017 Weekly agendas and sign in sheets are used at each building.</p>			
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Sustainability	<p>8/29/2016 We will continue supporting teachers in cluster to improve classroom instruction. Pinpointed PD will provided on an individual teacher basis.</p> <p>9/25/2017 Master teachers will continue to provide weekly job embedded PD. Building Level Leadership team meetings will guide and plan weekly PLC meetings based on teacher and student needs.</p>			
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