



# SCHOOLWIDE IMPROVEMENT PLAN (SIP) TITLE I SCHOOLWIDE PROGRAM (SWP) PLAN TITLE I TARGETED ASSISTANCE (TA) PLAN

**NAME OF SCHOOL/PRINCIPAL:**

Hardaway High School/Matthew Bell

**NAME OF DISTRICT/SUPERINTENDENT:**

Muscogee County School District / Dr. David F. Lewis

- Comprehensive Support School*    *Targeted Support School*    *Schoolwide Title I School*    *Targeted Assistance Title I School*
- Non-Title I School*    *Opportunity School*

## DIVISION OF SCHOOL AND DISTRICT EFFECTIVENESS

### Advancing Leadership | Transforming Schools

All required components of the Title I Schoolwide and Targeted Assistance are included in this template.

<b>SIGNATURES:</b>	
Principal _____	Date _____
Region Chief _____	Date _____
Exec. Dir. of Fed. Programs _____	Date _____

**Planning Committee Members (SWP 8, 16)**

Name	Position/Role	Signature
Matt Bell	Principal	
Cathy Kirkland	Assistant Principal	
Susan Hampel	Assistant Principal	
Heather Osborn	School Counselor	
Christie Morrell	Academic Coach	
Karen Spradlin	Academic Coach	
Ash Snow	IB Coordinator	
Angela Moore	ELA Teacher	
Garrick Church	Math Teacher	
Carmen Kimsey-Morris	Social Studies Teacher	
Martin Wilson	Science Teacher	
Tina Fulford	Special Education LEA	
Victoria Berman	Academic Dean	
LTC Mike Feret	CTAE Teacher	
Stephen Campbell	World Language Teacher	
Angela Fontain	Parent Coordinator	
Tonya Alagdon	Parent	
Patricia Giles	Fine Arts Teacher	
Annette Harris	Paraprofessional	

**Needs Assessment/ Data Review Results** (SWP 1, 11, 12, 13, 14, 17, 18)

Prioritized Needs	Data Source	Participants Involved	Communication to Parents and Stakeholders
<p>Create a safe environment that is conducive to learning through consistent implementation of school-wide policies and procedures pertaining to student behavior.</p> <p>Maintain high standards for behavior through effective classroom management.</p>	<p>Student Record: School Safety Reports.</p> <ul style="list-style-type: none"> <li>• Incident Summary</li> <li>• Action Summary</li> <li>• Weighted Suspension Rate</li> </ul> <p>CIEO Survey Results</p> <p>Georgia Student Health Survey Results</p> <p>Georgia Personnel Survey Results</p>	<p>All staff members.</p> <p>All students.</p>	<p>Infinite Campus, Parent Portal</p> <p>Infinite Campus Reports</p> <p>Title I Parent Meetings</p> <p>PTA Meetings</p> <p>Connect Ed</p>
<p>Increase student engagement through the implementation of effective teaching strategies.</p> <ol style="list-style-type: none"> <li>1. Use of effective instructional strategies</li> <li>2. Use of effective classroom management techniques</li> <li>3. Effective classroom curriculum design</li> </ol>	<ul style="list-style-type: none"> <li>• Leadership Team Meetings</li> <li>• Common Planning Agendas &amp; Meeting Minutes</li> <li>• TKES data</li> <li>• CIEO Survey Results</li> <li>• GSPS Survey results</li> <li>• Georgia Student Health Survey</li> <li>• GA Milestones Scores</li> <li>• Student Retentions</li> </ul>	<p>Leadership Team:</p> <ul style="list-style-type: none"> <li>➤ Administration</li> <li>➤ Academic Coaches</li> <li>➤ Department Chairs</li> <li>➤ Family Coordinator</li> </ul>	<p>Title I Parent Meetings/Parent Compacts</p> <p>PTA Meetings</p> <p>Local School Council</p> <p>Partners In Education</p> <p>Progress Reports/Report Cards</p> <p>Connect Ed</p>

**SMART GOAL #1 (Specific, Measurable, Attainable, Results-Based, and Time-Bound)**

(SWP 2, 7, 9, 10)

**School Climate Goal:** By May 2018, 100% of teachers will be trained on strategies to improve student behavior with 90% showing successful implementation through the consistent communication and implementation of school-wide policies and procedures.

Georgia School Performance Standard	Student Group (All or Subgroup, Parents, Teachers) (SWP 9)	Action /Strategies Include description of SWP 2, 7, 9, 10)	Evaluation of Implementation and Impact on Student Learning		Monitoring Actions of Implementation	Estimated Cost, Funding Source, and/or Resources
			Artifacts	Evidence		
<u>I</u> 1, 3, 9  <u>L</u> 1, 2, 4, 6, 7, 8  <u>P&amp;O</u> 1, 2, 3, 4, 5, 6  <u>PL</u> 1, 2, 3, 4, 5, 6  <u>F&amp;CE</u> 1, 2, 3, 4, 5, 6  <u>SC</u> 1, 2, 3, 4, 5	Students in grades 9-12	Teach expected behaviors and consequences through Advisement (first two weeks of school).  Morning announcements will be developed to identify and re-teach expected behaviors.  Academic Coaches and building administrators will conduct focus walks of all classrooms to observe and document student behaviors and teacher intervention or redirection if necessary.  Office referrals will be monitored to affirm that teachers are following the proper protocol before referring students to the office.  Discipline data will be tracked per teacher in Infinite Campus.  TKES data will be used to monitor standard 7: Positive Learning Environment  Professional Development will be aligned to classroom management, relationship building, cultural awareness, and positive classroom environment.	Discipline handbook signature sheets  IC Discipline Reports  Parent Contact Log  TKES walkthrough data	<b>School Leaders Demonstrate:</b> Implementation of school-wide policies and procedures with fidelity.  <b>Teachers Demonstrate:</b> Implementation of school-wide policies and procedures with fidelity.  <b>Students Demonstrate:</b> Understanding and respect for school-wide behavior policy and procedures.  <b>Parents Demonstrate:</b> Understanding of school-wide policies and procedures.	Principal  Assistant Principal's  Academic Coaches  Department Chairs	Cost of running Friday school using Instructional Extension Funds. (\$2,500)  Handbook Printing Cost (\$1,000)  Book Study (\$750)

**SMART GOAL #2 (Specific, Measurable, Attainable, Results-Based, and Time-Bound)**

(SWP 2, 7, 9, 10)

**Instructional Goal:** By May 2018, 100% of teachers will increase student classroom participation through the implementation of effective teaching strategies outlined in professional learning communities.

Georgia School Performance Standard	Student Group (All or Subgroup, Parents, Teachers) (SWP 9)	Action /Strategies Include description of SWP 2, 7, 9, 10)	Evaluation of Implementation and Impact on Student Learning		Monitoring Actions of Implementation	Estimated Cost, Funding Source, and/or Resources
			Artifacts	Evidence		
	All classroom teachers.  All students grades 9-12	<p><u>August - September</u></p> <ul style="list-style-type: none"> <li>Professional Learning Day 1: Cultural awareness activity. “What is Your Why?”</li> <li>Robert Marzano’s “The Art and Science of Teaching” presentation. What will I do to establish or maintain classroom rules and procedures? What will I do to recognize and acknowledge adherence and lack of adherence to classroom rules and procedures? What will I do to establish and maintain effective relationships with students?</li> <li>Continue professional development through common planning sessions to introduce remaining chapters of Marzano’s, The Art and Science of Teaching.</li> <li>Tier teachers based on TKES walkthrough data. Provide feedback on lesson plan design. Prescribe additional professional development based on teacher needs.</li> </ul> <p><u>October</u></p> <ul style="list-style-type: none"> <li>Book Study, Mindset by Carol Dweck</li> <li>Professional Learning Day 2: Mindset workshop. Emergenetics exercise.</li> <li>Weekly Common Planning: common assessment/lesson plan design</li> <li>Continue work with TKES inter-rater reliability.</li> <li>Provide peer observation opportunities.</li> </ul>	<p>Professional Development Calendar: Agendas and Signature Sheets</p> <p>Teacher Tier List</p> <p>TKES walkthrough data/feedback</p> <p>Common Planning Calendar: Agendas, Reflection Sheets, and Signature Sheets</p>	<p><b>School Leaders Demonstrate:</b> Support of teachers through professional development and opportunities to develop and evaluate learning plans. Collect data and provide feedback.</p> <p><b>Teachers Demonstrate:</b> Develop engaging learning plans using strategies learned through professional development. Attend prescribed professional development</p>	<p>Principal</p> <p>Assistant Principal</p> <p>Academic Coaches</p> <p>Department Chairs</p>	<p>Book studies: \$2,250</p> <p>Printing Costs: \$2,000</p> <p>Emergenetics: \$3,080</p>

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			Artifacts	Evidence		
<p><u>I</u> 1, 2, 3, 4, 5, 6, 7, 8, 9</p> <p><u>C</u> 1, 2, 3</p> <p><u>A</u> 1, 2, 3, 4, 5</p> <p><u>L</u> 1, 2, 3, 4, 8</p> <p><u>P&amp;O</u> 3, 4</p> <p><u>PL</u> 1, 2, 3, 4, 5, 6</p> <p><u>SC</u> 2, 3</p>	<p>All classroom teachers.</p> <p>All students grades 9-12</p>	<p><u>November – December</u></p> <ul style="list-style-type: none"> <li>Book study, introduction to “Focus” by Mike Schmoker.</li> <li>Weekly Common planning: common assessments/lesson plan design</li> <li>Using TKES data: Provide feedback on lesson plan design. Prescribe additional professional development based on teacher needs.</li> </ul> <p><u>January</u></p> <ul style="list-style-type: none"> <li>Professional Learning Day 3: “Focus” presentation.</li> <li>Continue TKES walkthroughs. Prescribe additional professional development based on teacher needs.</li> <li>Weekly Common Planning: common assessments/lesson plan design.</li> </ul> <p><u>February – March</u></p> <ul style="list-style-type: none"> <li>Continue TKES walkthroughs. Prescribe additional professional development based on teacher needs.</li> <li>Weekly Common Planning: common assessments/lesson plan design.</li> </ul> <p><u>April – May</u></p> <ul style="list-style-type: none"> <li>Administer CIEO survey activity</li> <li>Compile and review results</li> <li>Begin work on school improvement plan for 2018-19</li> <li>Weekly Common Planning: common assessments/lesson plan design.</li> </ul>	<p>Book study presentations</p> <p>Lesson Plans and lesson Plan Feedback</p> <p>CIEO survey results.</p>	<p><b>Students Demonstrate:</b> Increased participation in the learning process.</p> <p><b>Parents Demonstrate:</b> Understanding of strategies used to increase participation in learning.</p>	<p>Principal</p> <p>Assistant Principal</p> <p>Academic Coaches</p> <p>Department Chairs</p>	

**Professional Learning Plan to Support School Improvement Plan**  
(SWP 4)

Professional Learning Day	Professional Learning Day Focus	Estimated Cost, Funding Source, and/or Resources	Person(s)/ Position Responsible	Monitoring Teacher Implementation of Professional Learning	Artifacts/Evidence of Impact on Student Learning
Thursday, 8/3/17	Introduction to Marzano’s Strategies for effective teaching. Establishing classroom rules, adherence to classroom rules, and establishing effective relationships. Cultural awareness.	Book study: \$750	Principal Assistant Principals Academic Coaches	Principal Assistant Principals Academic Coaches Department chairs	<ul style="list-style-type: none"> <li>• Training materials</li> <li>• Agendas and signature sheets</li> <li>• Learning plans</li> <li>• Increased student participation</li> </ul>
Monday, 10/9/17	Mindset workshop (Carol Dweck). Emergenetics (CSU)	Mindset Book Study: \$750 Emergenetics: \$3080	Principal Assistant Principals CSU Servant Leadership	Principal Assistant Principals Academic Coaches Department chairs	<ul style="list-style-type: none"> <li>• Training materials</li> <li>• Agendas and signature sheets</li> <li>• Learning plans</li> <li>• Emergenetics Profile</li> <li>• TKES walkthrough data</li> <li>• Increased engagement</li> </ul>
Thursday, 1/4/18	Book study intro: “Focus” by Mike Schmoker	Book study: \$750	Academic Coaches	Principal Assistant Principals Academic Coaches Department chairs	<ul style="list-style-type: none"> <li>• Training materials</li> <li>• Agendas and signature sheets</li> <li>• Learning plans</li> <li>• Emergenetics Profile</li> <li>• TKES walkthrough data</li> <li>• Increased engagement</li> </ul>

**Resources:**

Georgia School Performance Standards – <http://www.gadoe.org/School-Improvement/School-Improvement-Services/Pages/default.aspx>

Professional Learning Plan Template Guidelines - <http://www.gadoe.org/School-Improvement/School-Improvement-Services/Documents/Professional%20Learning/Learning%20Forward%20Professional%20Learning%20Plan%20Template.pdf>

System for Effective School Instruction: <http://www.gadoe.org/School-Improvement/School-Improvement-Services/Documents/System%20for%20Effective%20School%20Instruction/System%20for%20Effective%20School%20Instruction.pdf>

Title 1 - <http://www.gadoe.org/School-Improvement/Federal-Programs/Pages/default.aspx>

QCIS (Indistar) - <http://www.indistar.org/>

Statewide Longitudinal Data System (SLDS) - <http://www.gadoe.org/Technology-Services/SLDS/Pages/SLDS.aspx>