

Comprehensive Plan Report

A detailed report showing activity of the district team's work on the improvement plan including assessments, plans, tasks, monitoring, and implementation for selected time periods.

March 30, 2016

Earle School District NCES - 505550

Key Indicators are shown in **RED**.

District Context and Support for School Improvement

Improving the school within the framework of district support

Indicator	IA10 - The district regularly reallocates resources to support school, staff, and instructional improvement.(10)(AllDistricts)																
Status	Tasks completed: 2 of 4 (50%)																
	Level of Development:	Initial: Limited Development 12/02/2015															
	Index:	9	(Priority Score x Opportunity Score)														
	Priority Score:	3	(3 - highest, 2 - medium, 1 - lowest)														
	Opportunity Score:	3	(3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)														
	Describe current level of development:	Limited Development a Plan is being created.															
Plan	Assigned to:	Rickey Nicks															
	Added:	12/02/2015															
	How it will look when fully met:	A combined effort by the Superintendent of Schools, Board of Education, and District Treasurer will collectively develop budgets, monitor expenditures, and provide appropriate oversight regarding the allocation of resources with the primary goal of instructional improvement.															
	Target Date:	06/03/2016															
	Tasks:	<ol style="list-style-type: none"> The central office will provide and honor the commitment of time to allow the staff to analyze a variety of data sets and use that analysis to improve instruction. <table border="1" style="width: 100%; margin-left: 20px;"> <tr> <td>Assigned to:</td> <td>Rickey Nicks</td> </tr> <tr> <td>Target Completion Date:</td> <td>01/15/2016</td> </tr> <tr> <td>Comments:</td> <td>Acknowledging that data driven decisions require reassessment of funds.</td> </tr> <tr> <td>Task Completed:</td> <td>01/15/2016</td> </tr> </table> Funding sources will be reviewed to ensure that "necessary" funds are allocated and spent in appropriate areas that insure the improvement of instruction. <table border="1" style="width: 100%; margin-left: 20px;"> <tr> <td>Assigned to:</td> <td>Rickey Nicks</td> </tr> <tr> <td>Target Completion Date:</td> <td>03/30/2016</td> </tr> <tr> <td>Comments:</td> <td>Notes</td> </tr> </table> Resources will be made available for "job embedded" professional development. 		Assigned to:	Rickey Nicks	Target Completion Date:	01/15/2016	Comments:	Acknowledging that data driven decisions require reassessment of funds.	Task Completed:	01/15/2016	Assigned to:	Rickey Nicks	Target Completion Date:	03/30/2016	Comments:	Notes
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Target Completion Date:	03/30/2016																
Comments:	Notes																

Assigned to: Rickey Nicks
 Target Completion Date: 01/15/2016
 Comments: We are currently doing embedded professional development at both schools. We will evaluate what resources are needed to enhance the process and continue to move forward with this process.
 Task Completed: 01/15/2016

4. Community partners will be utilized as appropriate resources whenever possible.

Assigned to: Rickey Nicks
 Target Completion Date: 03/30/2016
 Comments: Community Meetings to solicit businesses and volunteers

Implement Percent Task Complete: 2 of 4 (50%)

Indicator IA14 - The district recruits, trains, supports, and places personnel to competently address the problems of schools in need of improvement.(14)(AllDistricts)

Status Tasks completed: 3 of 6 (50%)

Level of Development: Initial: Limited Development 01/27/2016
 Index: 3 (Priority Score x Opportunity Score)
 Priority Score: 3 (3 - highest, 2 - medium, 1 - lowest)
 Opportunity Score: 1 (3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)

Describe current level of development: Activities for this plan are irregular. We engage in the activities in a sporadic fashion.

Plan Assigned to: Linda Maples

Added: 01/27/2016

How it will look when fully met: We will actively and strategically market our strengths via a clear and precisely designed plan that offers incentives to current and future employees. We will develop high and unyielding standards for the identification and selection of candidates, and aggressively reach out to all possible candidate pools when recruiting for all available positions. Addressing some of the hidden costs of teaching in our district's geographic location is a consideration. We will need to make some policy and website changes to implement this plan.

Target Date: 06/01/2016

Tasks:

1. Develop and sustain partnerships with universities and community colleges that deliver teacher preparation, particularly for the recruitment of teachers in high-need areas, such as teachers of students with disabilities.

Assigned to: Reginnia Williams
 Target Completion Date: 04/29/2016
 Comments: Will create contacts with local colleges and universities.

2. Establish "grow-your-own" programs to recruit future educators from the pool of current high school students, paraprofessionals, teacher aides, and community members.

	Assigned to:	Watson-Williams-Swift
	Target Completion Date:	06/01/2016
	Comments:	Revitalize the organization of Future Teachers of America-- Incentives---Awards
	3. Establish recruitment goals in terms of teacher quality and quantity for the district as a whole.	
	Assigned to:	Linda Maples
	Target Completion Date:	05/06/2016
	Comments:	This task will relate directly to the overall plan for incentives, rewards and recognition.
	4. Identify the characteristics of the district and its schools that are attractive to teachers and seek to both market and build upon them to recruit new staff.	
	Assigned to:	Carloss Guess-Emily Cassie-Peggy Swift
	Target Completion Date:	02/08/2016
	Comments:	A sample flyer and strengths were presented to the whole team. We will create more positive examples and work to enhance the appeal of our website.
	Task Completed:	02/08/2016
	5. Identify schools within the district that have challenges in teacher recruitment.	
	Assigned to:	Rickey Nicks
	Target Completion Date:	01/25/2016
	Comments:	Used information from needs assessment from principals.
	Task Completed:	01/25/2016
	6. Create a Recruitment and Retention Committee.	
	Assigned to:	Linda Maples
	Target Completion Date:	01/25/2016
	Comments:	The committee was established with the following members-- Linda Maples-Facilitator, Reginnia Williams, Jessica Jefferson, Felicia Watson, Larry Hosman, Carloss Guess and Juanita Bohanon.
	Task Completed:	01/25/2016
Implement	Percent Task Complete:	3 of 6 (50%)

Indicator	IA15 - The district allows school leaders reasonable autonomy to do things differently in order to succeed.(15)(AllDistricts)		
Status	Tasks completed: 2 of 4 (50%)		
	Level of Development:	Initial: Limited Development 12/03/2015	
	Index:	9	(Priority Score x Opportunity Score)
	Priority Score:	3	(3 - highest, 2 - medium, 1 - lowest)
	Opportunity Score:	3	(3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)
	Describe current level of development:	The building leaders are given some opportunities to do things for their building as needed.	

Plan

Assigned to: Rickey Nicks

Added: 12/03/2015

How it will look when fully met: A well defined Leadership Team has been established to support individual school leaders. While individual schools and school leaders must have autonomy, the central office will monitor their efforts and success or lack of success and hold accountable the person(s) responsible for the particular practice/program.

Target Date: 05/27/2016

Tasks:

1. Explicit flexibility in individual school decisions will allow school leaders to grow and build leadership capacity.

Assigned to: Rickey Nicks

Target Completion Date: 01/15/2016

Comments: Curriculum Director and SIS meet with principals weekly to plan and monitor best practices for a linear process in the district.

Task Completed: 01/15/2016

2. Specific professional development may be necessary to effect the necessary change citing "best practices" as the standard.

Assigned to: Rickey Nicks

Target Completion Date: 01/22/2016

Comments:

Task Completed: 01/22/2016

3. Individual schools will develop programs/practices that fit their individual needs like curriculum alignment documents.

Assigned to: Rickey Nicks

Target Completion Date: 05/27/2016

Comments: /

4. The central office will provide adequate resources to effect the necessary changes.

Assigned to: Rickey Nicks

Target Completion Date: 05/27/2016

Comments:

Implement Percent Task Complete: 2 of 4 (50%)

District Context and Support for School Improvement

Taking the change process into account

Indicator IB13 - The district monitors progress of the extended learning time programs and other strategies related to school improvement.(4542)(AllDistricts)

Status Tasks completed: 0 of 4 (0%)

Level of Development: Initial: Limited Development 03/30/2016

Index: 4 (Priority Score x Opportunity Score)

	Priority Score:	2	(3 - highest, 2 - medium, 1 - lowest)
	Opportunity Score:	2	(3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)
Plan	Describe current level of development:	Each school has extended learning time. Each school will use data systems to reprove and improve the program available in their building.	
	Assigned to:	Rickey Nicks	
	Added:	03/30/2016	
	How it will look when fully met:	<p>The district will provide funding for extended learning time initiatives; developing resources for professional development on the effective use of additional or newly structured learning time; and monitoring extended learning time initiatives.</p> <p>The schools will implement presented professional development to aid teachers in using extra school time effectively. The building leaders will work collaboratively to restructure the school day so that the students who need the most support are given more instructional opportunities and create a plan for monitoring the progress of the extended learning time initiatives.,</p>	
	Target Date:	06/03/2016	
	Tasks:		
		1. The district will monitor progress of the extended learning time.	
	Assigned to:	Rickey Nicks	
	Target Completion Date:	04/29/2016	
	Frequency:	four times a year	
	Comments:	Allow presentations from buildings of progress or challenges of program based on data.	
		2. Implement professional development to aid teachers in using extra school time effectively.	
	Assigned to:	Juanita Bohanon/Carloss Guess	
	Target Completion Date:	05/27/2016	
	Frequency:	four times a year	
	Comments:	Building leaders will continue to use data and needs assessment to determine the professional development needs of their building,	
		3. Determine how to restructure the school day so that the students who need the most support are given more instructional opportunities.	
	Assigned to:	Bohanon/Guess	
	Target Completion Date:	05/13/2016	
	Comments:		
		4. Create a plan for monitoring the progress of the extended learning time initiatives as well as for continuous improvement.	
	Assigned to:	Bohanon/Guess	

Target Completion Date: 05/27/2016

Comments:

Implement Percent Task Complete: 0 of 4 (0%)

District Context and Support for School Improvement

Clarifying district-school expectations

Indicator IC02 - The district designates a central office contact person for the school, and that person maintains close communication with the school and an interest in its progress. (29)(AllDistricts)

Status Tasks completed: 0 of 3 (0%)

Level of Development: Initial: Limited Development 12/03/2015

Index: 6 (Priority Score x Opportunity Score)

Priority Score: 3 (3 - highest, 2 - medium, 1 - lowest)

Opportunity Score: 2 (3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)

Describe current level of development: Limited implementation of the plan

Plan Assigned to: Linda Maples

Added: 12/03/2015

How it will look when fully met: On-site monitoring of any school that is not making adequate progress will be conducted by the Superintendent or his/her designee.

Target Date: 06/10/2016

Tasks:

1. There will be a balance between support and pressure to improve school that are not making adequate progress.

Assigned to: Linda Maples

Target Completion Date: 06/10/2016

Frequency: four times a year

Comments: Discussions between central office and superintendent as to the progress of the schools.

2. Outside consultants may be called in to provide support for improvement efforts.

Assigned to: Rickey Nicks

Target Completion Date: 06/10/2016

Comments: Consultants will be contracted by the district.

3. Additional resources will be allocated to schools, which are not making adequate progress.

Assigned to: Rickey Nicks

Target Completion Date: 03/30/2016

Comments: School improvement specialist will be employed for the High School, funds for after school tutoring and remediation will be allocated.

Implement	Percent Task Complete:	0 of 3 (0%)
Indicator	IC05 - The district provides a cohesive district curriculum guide aligned with state standards or otherwise places curricular expectation on the school.(32)(AllDistricts)	
Status	Tasks completed: 0 of 2 (0%)	
	Level of Development:	Initial: Limited Development 03/30/2016
	Index:	3 (Priority Score x Opportunity Score)
	Priority Score:	3 (3 - highest, 2 - medium, 1 - lowest)
	Opportunity Score:	1 (3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)
	Describe current level of development:	The schools have developed some units of study. Currently, work is being done to improve and continue to create 36 weeks of unit plans.
Plan	Assigned to:	Linda Maples
	Added:	03/30/2016
	How it will look when fully met:	Explicit, focused efforts will be made to ensure vertical and horizontal alignment of the written, taught, and tested curricula. In addition to pacing guides, unit plans and sample lessons, districts will develop networks of instructional experts, such as mentor teachers or content area specialists to support teachers (outlined in the Recruitment and Retention Plan). Leaders are to spend more time in classrooms – to monitor whether the intended curriculum is actually being taught.
	Target Date:	07/01/2016
	Tasks:	
	1. Continue to work with teachers and leaders to create unit plans of study.	
	Assigned to:	Linda Maples
	Target Completion Date:	06/03/2016
	Frequency:	monthly
	Comments:	High School has more; Elementary will catch up.
	2. Create electronic copies of the organized folders for each grade level of content area for all curricula materials.	
	Assigned to:	Linda Maples
	Target Completion Date:	06/03/2016
	Comments:	
Implement	Percent Task Complete:	0 of 2 (0%)

School Leadership and Decision Making

Establishing a team structure with specific duties and time for instructional planning

Indicator	ID01 - A team structure is officially incorporated into the school governance policy.(36)(AllDistricts)	
Status	Full Implementation	Tasks completed: 0 of 4 (0%)

Level of Development:	Initial: Full Implementation 12/03/2015
Evidence:	District has established a leadership team that consist of the superintendent, curriculum dir, principals, counselors, facilitators and teachers. District policy affirms the team.
Added:	12/03/2015
Tasks:	
	1. Teams are or will be established to include at a minimum: Leadership Team, Instructional Team, Grade Level Teams, and School Community Council.
Assigned to:	Rickey Nicks
Target Completion Date:	03/30/2016
Comments:	All teams have been or are being established
	2. 2) The team approach will allow for distributive leadership by providing individual tasks and accountability for actions.
Assigned to:	Rickey Nicks
Target Completion Date:	03/30/2016
Comments:	All teams have been established.
	3. All teams will use the Professional Learning Community structure and use data to drive team decisions.
Assigned to:	Rickey Nicks
Target Completion Date:	03/30/2016
Comments:	Each school and district has established teams, and utilizes the professional learning community structure and approach.
	4. Appropriate time will be allotted during the day for team meetings.
Assigned to:	Rickey Nicks
Target Completion Date:	03/30/2016
Comments:	Specific dates and times of leadership team meetings have been established.
Implement Percent Task Complete:	0 of 4 (0%)