

Rutherford County (750) Public District - FY 2017 - Smyrna High School (750-0098) Public School - School Plan - Rev 0

Plan Items ()

G 1) District-Level: Recruit, retain and train Effective Teachers - School-Level: Recruit, retain and train Effective Teachers

Description:

District-Level: Recruit, retain, and train highly effective teachers to meet curricular needs of our growing, diverse, and mobile student population.

Performance Measure:

District-Level: Increase the number of teachers scoring at level 3 or better while decreasing the number of teachers scoring at level 1 and 2.

S 1.1) District-Level: Developing Staff and Mentoring Teachers - School-Level: Developing Staff and Mentoring Teachers

Description:

District-Level: Provide staff development emphasizing building leaders, mentoring new teachers, and supporting at-risk teachers.

AS 1.1.1) Recruitment and Retention

Description:

System and school administrators participate in district and off-site recruitment activities to seek applicants who possess characteristics and qualities of highly effective teachers focused on increased student achievement. Adjust district hiring practices to allow early hiring of hard to staff areas or areas in need based on projected growth to the district level. Utilize signing bonuses for hard to staff areas and promote these bonuses as part of the job posting process. Areas include, but are not limited to, math, science, and ELL.

Benchmark Indicator:

Teachers will stay with Smyrna High School.

Person Responsible:

Rick Powell

Estimated Completion Date:

12/30/2016

AS 1.1.2) Professional development and mentoring

Description:

Provide ASSIST program to support and initiate new teachers, provide train-the-trainer opportunities for academic coaches, and align in-services to the TEAM rubric to allow for prescriptive assignments by instructional leaders and administrators. Smyrna High will also employ a Teacher Mentoring Program.

Benchmark Indicator:

Teachers will feel more connected to Smyrna High and want to stay.

Person Responsible:

Rick Powell

Estimated Completion Date:

12/30/2016

§ 1.2) District-Level: Ensure highly qualified and trained teachers for all students. - School-Level: Ensure highly qualified and trained teachers for all students.

Description:

District-Level: Recruit, retain, and train highly effective teachers to meet identified curricular and instructional needs and to meet ESEA (ESSA) mandate regarding highly effective teachers to ensure students receive a well-rounded education.

AS 1.2.1) Highly Qualified Teachers and Educational Assistants

Description:

Assist current teachers and educational assistants to become highly qualified and highly effective in core courses with a focus on hard to staff areas by reimbursing teachers and paraprofessionals the preparation costs and testing fees for becoming highly qualified.

Benchmark Indicator:

Our goal is 100% highly qualified teachers.

Person Responsible:

Rick Powell

Estimated Completion Date:

12/30/2016

AS 1.2.2) Recruitment and Retention

Description:

System and school administrators participate in district and off-site recruitment activities to seek applicants who possess characteristics and qualities of highly effective teachers focused on increased student achievement. Adjust district hiring practices to allow early hiring of hard to staff areas or areas in need based on projected growth to the district level. Utilize signing bonuses for hard to staff areas and promote these bonuses as part of the job posting process. Areas include, but are not limited to, math, science, and ELL.

Benchmark Indicator:

Our goal is 100% highly qualified teachers.

Person Responsible:

Rick Powell

Estimated Completion Date:

12/30/2016

[S] 1.3) District-Level: Training to meet instructional needs - School-Level: Training to meet instructional needs

Description:

District-Level: Provide staff development and training to teachers and instructional staff to meet the instructional needs of our growing , diverse, and mobile student population.

[AS] 1.3.1) Differentiated Instruction focused on growth for all students

Description:

Provide a system-wide, two-day instruction conference with sessions emphasizing growth for all students. Provide intensive follow-up trainings throughout the year for differentiating instruction. Provide training to address the needs of homeless (ATLAS) and migrant students and poverty training for all Title I schools. Provide training for academic interventionists, occupational licensed teachers, and support staff for special education. Provide access to online professional development.

Benchmark Indicator:

Our staff is capable of meeting the instructional needs of all of our students.

Person Responsible:

Rick Powell

Estimated Completion Date:

12/30/2016

[AS] 1.3.2) Provide focus meetings for Hispanic, Arabic, and Karen meetings once a semester

Description:

Bilingual educational assistants will provide information for parents in the language of the home

Benchmark Indicator:

All ELL students' parents are contacted personally.

Person Responsible:

Rick Powell

Estimated Completion Date:

5/26/2017

G 2) District-Level: Rutherford County will increase ELA and Math achievement - **School-Level: Rutherford County will increase ELA and Math achievement**

Description:

District-Level: RCS will demonstrate expected or above average growth in ELA and Math.

Performance Measure:

District-Level: RCS will demonstrate a 3 or higher in TVAAS math and ELA for grades 3 - 12 while decreasing the percentage of students in grades 3 - 8 scoring below the 25th percentile.

S 2.1) District-Level: High quality professional development for instructional staff - **School-Level: High quality professional development for instructional staff**

Description:

District-Level: Teachers will participate in state and local trainings dealing with WIDA standards, poverty workshops and simulations, and trainings that address SWD and at risk populations throughout FY 16.

AS 2.1.1) Professional development and mentoring

Description:

Provide ASSIST program to support and initiate new teachers, provide train-the-trainer opportunities for academic coaches, and align in-services to the TEAM rubric to allow for prescriptive assignments by instructional leaders and administrators.

Benchmark Indicator:

Improved ELA and Math Benchmark, Common Assessment, and EOC scores

Person Responsible:

Rick Powell

Estimated Completion Date:

5/26/2017

AS 2.1.2) New Standards training

Description:

summer sessions and site based PLC's on new standards for TNReady numeracy for teachers grades 3-12

Benchmark Indicator:

Improved Benchmark, Common Assessment, and EOC scores.

Person Responsible:

Rick Powell

Estimated Completion Date:

5/26/2017

S 2.2) District-Level: RCS will allocate staff to provide and support student instruction and intervention. - **School-Level: RCS will allocate staff to provide and support student instruction and intervention.**

Description:

District-Level: Schools will receive staffing for instructional technology, instructional interventions, tier I support, counselor and student support.

AS 2.2.1) Provide school level graduation coaches, counselors and Instructional interventionists

Description:

Staff will provide instruction and support directly to students based on need to increase student achievement

Benchmark Indicator:

Improve scores on Benchmarks, Common assessments, and EOCs

Person Responsible:

Rick Powell

Estimated Completion Date:

5/26/2017

AS 2.2.2) Differentiated Instruction focused on growth for all students

Description:

Provide a system-wide, two-day instruction conference with sessions emphasizing growth for all students. Provide intensive follow-up trainings throughout the year for differentiating instruction. Provide training to address the needs of homeless (ATLAS) and migrant students and poverty training for all Title I schools. Provide training for academic interventionists, occupational licensed teachers, and support staff for special education. Provide access to online professional development.

Benchmark Indicator:

Improved Benchmark, Common Assessments, and EOC scores.

Person Responsible:

Rick Powell

Estimated Completion Date:

5/26/2017

S 2.3) District-Level: Provide resources to enhance literacy and math instruction - **School-Level: Provide resources to enhance literacy and math instruction**

Description:

District-Level: Teachers will receive programs, software, and professional development on using resources that are designed to increase literacy and math achievement.

AS 2.3.1) District level RTI Coaches, Instructional Specialist, and High School Facilitators

Description:

These positions are a resource for teachers through mentoring, model lessons, professional development, non-evaluative feedback to improve instructional practices and student achievement.

Benchmark Indicator:

Increased performance on Benchmarks, Common Assessments, and EOC.

Person Responsible:

Rick Powell

Estimated Completion Date:

5/26/2017

AS 2.3.2) Differentiated Instruction focused on growth for all students

Description:

Provide a system-wide, two-day instruction conference with sessions emphasizing growth for all students. Provide intensive follow-up trainings throughout the year for differentiating instruction. Provide training to address the needs of homeless (ATLAS) and migrant students and poverty training for all Title I schools. Provide training for academic interventionists, occupational licensed teachers, and support staff for special education. Provide access to online professional development.

Benchmark Indicator:

Improved Benchmark, Common Assessments, and EOC scores.

Person Responsible:

Rick Powell

Estimated Completion Date:

5/26/2017

S 2.4) District-Level: Rutherford County will actively seek parents as partners - School-Level: Rutherford County will actively seek parents as partners

Description:

District-Level: The County will hold on-going parent meetings to keep parents informed of their child's academic progress and active in their children's education.

AS 2.4.1) Parent engagement activities

Description:

Progress reports and report cards will be issued, and followed up with parent contact. Parents are encouraged to schedule Parent - Teacher conferences each Wednesday afternoon, and two drop-in options (once per semester).

Benchmark Indicator:

Improve Benchmark, Common Assessments, and EOC scores.

Person Responsible:

Rick Powell

Estimated Completion Date:

5/26/2017

G 4) District-Level: Increase Academic Performance on ACT Composite. - **School-Level: Increase Academic Performance on ACT Composite.**

Description:

District-Level: Rutherford County will increase the ACT scores in ELA, Math, and Science.

Performance Measure:

District-Level: Increase ACT Composite score by .3 annually to surpass the state goal of 21 by 2020.

S 4.1) District-Level: High quality professional development for instructional staff - **School-Level: High quality professional development for instructional staff**

Description:

District-Level: Teachers will participate in local ACT literacy and numeracy trainings throughout FY17

AS 4.1.1) Highly Qualified Teachers and Educational Assistants

Description:

Assist current teachers and educational assistants to become highly qualified and highly effective in core courses with a focus on hard to staff areas by reimbursing teachers and paraprofessionals the preparation costs and testing fees for becoming highly qualified.

Benchmark Indicator:

Improved ACT scores.

Person Responsible:

Rick Powell

Estimated Completion Date:

4/1/2017

AS 4.1.2) New Accountability Assessment training

Description:

Summer sessions and site based PLC's on incorporating ACT College and Career Ready strategies into the district's new scope and sequence for TNReady literacy and numeracy

Benchmark Indicator:

Improved ACT scores.

Person Responsible:

Rick Powell

Estimated Completion Date:

4/1/2017

S 4.2) District-Level: RCS will allocate and identify staff to provide and support student instruction and resources; such as, research based interventions - **School-Level: RCS will allocate and identify staff to provide and support student instruction and resources; such as, research based interventions**

Description:

District-Level: Schools will receive staffing for instructional technology, instructional interventions, tier I support, counselor and student support, and work to help schools access/gain resources; such as, instructional tools to increase overall academic performance

AS 4.2.1) Provide school level Tech Coaches and Instructional Coaches

Description:

Coaches will provide instruction and support for teachers to differentiate instruction in their classroom to address academic needs of all learners

Benchmark Indicator:

Improved ACT scores.

Person Responsible:

Rick Powell

Estimated Completion Date:

4/1/2017

AS 4.2.2) RCS will allocate staff to provide and support student instruction

Description:

Schools will receive staffing for instructional technology, instructional interventions, tier I support, counselor and student support

Benchmark Indicator:

Improved ACT scores.

Person Responsible:

Rick Powell

Estimated Completion Date:

4/1/2017

S 4.3) District-Level: Provide resources to enhance ACT achievement. - **School-Level: Provide resources to enhance ACT achievement.**

Description:

District-Level: Teachers will receive programs, support, and professional development for ACT instruction.

AS 4.3.1) New Standards training

Description:

Teachers receive specialized training to work with students during RTI to increase ACT scores.

Benchmark Indicator:

Improved ACT scores.

Person Responsible:

Rick Powell

Estimated Completion Date:

4/1/2017

AS 4.3.2) : Provide school level Tech Coaches and RTI Coaches, identify ACT expert teachers to share strategies for PLC Common Formative Assessments, and help access instructional tools for ACT improvement

Description:

Coaches will provide instruction and support for teachers to differentiate instruction in their classroom to address academic needs of all learners

Benchmark Indicator:

Improved ACT scores.

Person Responsible:

Rick Powell

Estimated Completion Date:

4/1/2017

G 5) District-Level: Increase Graduation Rate - **School-Level: Increase Graduation Rate**

Description:

District-Level: Rutherford County will demonstrate expected or above expected growth on the graduation rate

Performance Measure:

District-Level: Increase graduation rate by +0.2 to increase RCS status to a 95.34% from our current standing at 95.14%,

§ 5.1) District-Level: High quality professional development for instructional staff, counselors, and graduation coaches - School-Level: High quality professional development for instructional staff, counselors, and graduation coaches

Description:

District-Level: Teachers, counselors, and graduation coaches will participate in local graduation requirement trainings and strategies to meet at-risk students' needs throughout FY17.

AS 5.1.1) Provide school level graduation coaches, counselors and Instructional interventionists

Description:

Staff will provide instruction and support directly to students based on need to increase student achievement

Benchmark Indicator:

Improved graduation rate.

Person Responsible:

Rick Powell

Estimated Completion Date:

5/26/2017

AS 5.1.2) Differentiated Instruction focused on growth for all students

Description:

Provide a system-wide, two-day instruction conference with sessions emphasizing growth for all students. Provide intensive follow-up trainings throughout the year for differentiating instruction. Provide training to address the needs of homeless (ATLAS) and migrant students and poverty training for all Title I schools. Provide training for academic interventionists, occupational licensed teachers, and support staff for special education. Provide access to online professional development.

Benchmark Indicator:

Improved graduation rates.

Person Responsible:

Rick Powell

Estimated Completion Date:

5/26/2017

S 5.2) District-Level: RCS will allocate staff to provide and support on-time graduation attainment; such as, counselors, graduation coaches, and interventionist - **School-Level: RCS will allocate staff to provide and support on-time graduation attainment; such as, counselors, graduation coaches, and interventionist**

Description:

District-Level: Schools will receive staffing for counselors, graduation coaches, and interventionist who will work to help student access/gain resources; such as, strategies to increased coursework attainment and progress on graduating within the four year time frame of the cohort

AS 5.2.1) Provide school level graduation coaches, counselors and Instructional interventionists

Description:

Staff will provide instruction and support directly to students based on need to increase student achievement

Benchmark Indicator:

Improved graduation rates.

Person Responsible:

Rick Powell

Estimated Completion Date:

5/26/2017

AS 5.2.2) Reading Intervention Course

Description:

This course is designed to offer extensive training in reading intervention instruction in the specific grade bands: K-3, 4-5, 6-12. Teachers are selected based on principal recommendations or teacher interest. This course is offered in the Spring and the Fall.

Benchmark Indicator:

Improved graduation rates.

Person Responsible:

Rick Powell

Estimated Completion Date:

5/26/2017