

**School Improvement Fieldbook**  
**A Guide to Support College and Career Ready Graduates**

<b>SCHOOL IMPROVEMENT PLAN</b>					
<b>School Name: Thomasville High School</b>			<b>District Name: Thomasville City</b>		
<b>Principal Name: Todd Mobley</b>			<b>School Year: 2015-2016(Revised 8-18-2015)</b>		
<b>Title I Schoolwide Program:</b> <input checked="" type="checkbox"/>		<b>Title I Targeted Assistance:</b> <input type="checkbox"/>		<b>Non-Title I School:</b> <input type="checkbox"/>	
<b>ESEA WAIVER ACCOUNTABILITY STATUS</b>					
(Check all boxes that apply and provide additional information if requested.)					
<b>Priority School (SIG)</b> <input type="checkbox"/>		<b>Priority (Graduation Rate)</b> <input type="checkbox"/>		<b>Priority (Achievement)</b> <input type="checkbox"/>	
<b>Alert School</b> <input type="checkbox"/>			<b>Focus School</b> <input type="checkbox"/>		
Subject Alert	<input type="checkbox"/>	List Subject(s)	Graduation Gap	<input type="checkbox"/>	List High and Low Sub-Groups with Percentages:
Sub-Group Alert	<input type="checkbox"/>	List Sub-Group(s)	Achievement Gap	<input type="checkbox"/>	List High and Low Sub-Groups with Percentages:
Graduation Alert	<input type="checkbox"/>	List Sub-Group(s)			
<b>Principal's Signature:</b>				<b>Date:</b>	
<b>Title I Director's Signature:</b>				<b>Date:</b>	
<b>Superintendent's Signature:</b>				<b>Date:</b>	

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**SMART Goal: Improve teaching and learning practices to meet the designated academic targets for all students and subgroups.**

School Keys Strands	Actions, Strategies, Interventions	Timeline	Estimated Costs, Funding Sources, and Resources	Person(s) Responsible	Evaluation of Implementation and Impact on Student Learning	
					Artifacts	Evidence
C, I,A,PL	<p><b>1. Use collaborative planning time to design and revise lesson plans, curriculum maps, performance tasks, and common assessments to align with the required curricula including the GPSE and Literacy Standards.</b></p>	Aug 2015- July 2017	\$ 40, 000 Math and Science Lab Manipulatives, Resources for Performance Tasks, Summer PL Media Resources \$5,000	Administrators, Teachers Instructional Coordinator	Sign In sheets Agendas Lesson Plan Notebooks Curriculum Maps Videos Magazines Newspapers Journals	Lesson Plans Teacher discussions over FIP and curriculum Focus Walks TKES IC informal observations Destiny
L,A,PL	<p><b>2. Engage students in rigorous, appropriately challenging instruction that encourages critical and creative thinking and pushes students to achieve academic achievement goals.</b></p> <ul style="list-style-type: none"> <li>• Implement FIP rollout (also included later in plan).</li> <li>• IB training included</li> </ul>	Aug 2015- July 2017	\$10,000	Administrators, Teachers Instructional Coordinator IB Coordinator	Lesson Assessments, Score Reports – Item analysis on Unit, Benchmark Assessments Lesson Plans Curriculum Maps IC observation sheets, conferencing records	EOPA Data Milestones Data SLO Data Grad Rate Focus Walk Informal Observations Student work samples review

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C, I, A, PL	<p><b>3.</b> Use a variety of research-based instructional strategies including -- but not limited to -- graphic representations and organizers, note taking, homework, summarizing, vocabulary development, similarities and differences, formative assessment, differentiation, technology, grouping, goal setting, feedback, interdisciplinary connections, collaborative teaching, student retention of content and questioning techniques.</p>	Aug 2015	<p>\$20,000 Professional Development            \$30,000 Vizitech 3D Technology renewals (Professional Development included) Turnitin            \$2375 Title 1 Technology/Media Resources            Equipment \$10,000 Netbook computer carts            Title 1</p>	Curriculum Coordinator, (IC) Principal, Department Heads Media Specialist	<p>Lesson Plans            Assessments            Professional Development Sign In Sheets            PL agendas, Annual PL Plan, Copies of handouts and Powerpoints from the PL sessions            Student work samples</p>	<p>Item analysis on Milestones Data            Benchmarks EOPA Data            SLO Data            Focus walks, IC informal observations, IC conferencing forms,</p>
I, A	<p><b>4.</b> Identify struggling students and provide timely interventions as needed. for Title I core academic areas, via Saturday School, after school tutoring, Exalt</p>	Aug 2015 – July 2016	<p>\$7,000 Teacher Salaries Saturday School</p>	Guidance, Department Heads	<p>Progress monitoring sheets            Study Island Report            Milestones Report            EOPA/ Report            Century 21 Sign in sheets</p>	<p>Success Rate of Struggling Students            Study Island data discussion            Georgia Milestones SLO's</p>

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A, PO	5. Collect, organize, and analyze student learning data, including grade distributions, on a quarterly basis throughout the year. To help with instructional and curricular decisions.	Aug 2015	\$0	Administrators Guidance	Report Cards Data Presentations Teacher Report Cards	Pass/Fail Rates
A	6. Ensure that teachers use common grading practices within the department throughout the year that accurately report mastery in relationship to standards and skills. Submission of grading policies	June 2015	\$0	Administrators, Principal, IC, AP Department Heads	Student Report Cards Syllabus Rubrics PowerSchool grade setup.	Pass/Fail Rates Milestones Data Benchmarks EOPA Data Student feedback/survey Teacher survey/feedback Review of classroom assessments, common assessments,

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L	7. Build capacity of the Leadership Team and departments to lead and monitor improvement efforts and to continuously review policies, practices, and procedures that impact student learning.	Aug 2015	\$5,000 Professional Learning	Principal Leadership Team Chair IC	Norms, Agendas Leadership Team Sign In Sheets Copies of training materials, Powerpoint, handouts,	Discussion of data and student learning Agendas and minutes
	8. Teachers will continue to implement Georgia FIP.  <ul style="list-style-type: none"> <li>• Review FIP Modules 1 – 3</li> <li>• Complete Modules 4 and 5</li> <li>• New teachers complete Modules 1 – 3 by September</li> </ul>	In Progress	Notebooks Books  Professional Learning	Administrators Instructional Coordinator	Sign In Sheets Lesson Plans Agendas, Powerpoint, handouts, FIP books	Lesson Plan Teacher discussion of FIP components Focus walk data, IC information observation data, IC conferencing records, pictures of learning targets posted, TKES data

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I, PO	<p><b>9. Maximize instructional time in all classes.</b></p> <ul style="list-style-type: none"> <li>• Instill Block Schedule two days every week</li> <li>• Extend school day</li> </ul>	Aug 2015	\$0	Administrators Teachers	Surveys of Students Lesson Plans PLP'sM	Walk Thru Data Student Survey Data
PO,PL	<p><b>10. Increase the number of AP certified teachers.</b></p> <p><b>Math, Science, English, SS, Art, Foreign Language</b></p>	Aug 2015 – July 2016	\$10,000 Costs vary based on subject area and location Local funding Training, Travel	Administrators Teachers	Teacher enrollment contracts	# of Teacher completing certification

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**SMART Goal: Increase the four year and five-year\* cohort graduation rates by the designated percentages for all students and subgroups.**

School Keys Strands	Actions, Strategies, Interventions	Timeline	Estimated Costs, Funding Sources, and Resources	Person(s) Responsible	Evaluation of Implementation and Impact on Student Learning	
					Artifacts	Evidence
A, Po, L	<b>1. Monitor student progress every 4.5 weeks in all classes.</b> Midterm grade distribution sheets Midterm progress reports	Aug 2015	\$0	Guidance Teachers	Mid Term Reports	Review Power School grades
I	<b>2. Provide additional learning opportunities: Credit Repair, Credit Recovery, Summer School, Milestones Interventions, Saturday School etc.</b>	June 2015	\$12,000	Guidance Intervention Teachers	Report Cards Transcripts Sign In Sheets	Milestones/SLO Data Pass/Fail Rates EOPA Data
I, A PC	<b>3. Utilize Statewide Longitudinal Data System to analyze data and improve student performance by making accommodations of instructional methods or curriculum resources used.</b>	In Progress	Training	Department Heads Teachers Student Information System Coordinator	Modification of Lesson Plans	Use of GOFAR Item analysis of data
FC	<b>4. Utilize mentoring program through Project Excel and other community resources.</b>	Aug 2015	Thomas University Gear Up Thomasville Resource Center	Guidance Principal	Front Desk Sign in Log	Graduation Success Rate

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	<p><b>5. Transition services:</b></p> <ul style="list-style-type: none"> <li><b>A. Track all placed students from the middle school.</b></li> <li><b>B. Place SST referrals on weekly progress reports.</b></li> <li><b>C. Refer students to tutoring services.</b></li> <li><b>D. Conference with failing students each 4 ½ weeks.</b></li> <li><b>E. Maintain Grad Plan required under “Bridge Bill.”</b></li> <li><b>F. Notify parents on the need for conferences and student progress.</b></li> <li><b>G. Coordinate 504 Plans to support students</b></li> <li><b>H. Implement Teachers as Advisors</b></li> </ul>	<p>Aug 2015</p>	<p>\$17,000 Odysseyware Title I District</p> <p>Study Island Gizmo UStest Prep Thomasville Resource Center Agenda Books \$6,000</p>	<p>Guidance Teachers Administrators CTAE Dept Head</p>	<p>Milestones EOPA Score Reports Minutes from SST Conference sign in Sheets Student surveys</p>	<p>Analysis of Milestones Data EOPA Data Graduation Rates Report Card Data</p>
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L,A,PO	<b>6. Increase the number of students earning a national industry recognized credential, or IB career related certificate, or passing score on EOPA.</b>	Aug 2015	Perkins Grant	Guidance CTAE Director Dept. Head	Schedules EOPA Certifications Credentials	Certifications Data EOPA Data Credential Data
	<b>7. Provide information through guidance and advisement to ensure students complete either a CTAE pathway, Academic pathway, or in Fine arts pathway, or a World Language pathway within their program of study.</b>	Aug 2015	Local Funds CTAE	Administrators CTAE Director Guidance Counselor Teacher as Advisors	Advisement Activities Student Handbook with requirements Summary report of Pathway completers Transcripts EOY Assessment Data	Teacher will monitor student participation to increase number of pathway completers Students awarded Graduation Cords and certificates
	<b>8. Increase the numbers of graduates earning high school credit for accelerated enrollment</b>	Aug 2015	Thomas University Southern Regional Technical College	Principal Guidance Counselor Thomas University SRTC High School Coordinator	TU an SRTC enrollment data Schedules Master Schedule Registration Form	Students will receive both high school postsecondary credit 3-5 year trend data

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**SMART Goal: Decrease the total number of students with 3 or more referrals by 25% from 146 for the 2014-2015 school year to 109 for 2015-2016 school year as measured by the ABE discipline report.**

School Keys Strands	Actions, Strategies, Interventions	Timeline	Estimated Costs, Funding Sources, and Resources	Person(s) Responsible	Evaluation of Implementation and Impact on Student to Learning	
					Artifacts	Evidence
PO, SC, L	<b>1. Collect and analyze discipline data from each year.</b>	Aug 2015	\$500 Title I Charts Markers	AP Discipline PBIS Coordinator	ABE State Reported Discipline Data Report	State Discipline Data ABE Data Power School Data
PO, SC, L	<b>2. Review/Revise current discipline policies, procedures, consequences, roles, and duties.</b>	June 2015	\$0	Principal AP Discipline PBIS Team	PBIS Team Sign In sheets	ABE Data Power School Data
PO, SC, L	<b>3. Collect and analyze discipline referrals for all students and subgroups on a monthly basis.</b>  To be shared at faculty meetings, PBIS meetings, Leadership Team meetings	June 2015	ABE	PBIS Team	ABE Reports	Discipline Referral Data ABE Data
PO, SC, L	<b>4. Identify chronic offenders and address their needs.</b>	Aug 2015	\$0	PBIS Team	PBIS Team minutes	Referral Data ABE Data

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					Artifacts	Evidence
PO, SC, L	<b>5. Identify teachers who may need additional training and support.</b>	Aug 2015 – July 2016	\$10,000 (dependent upon number of teachers needing training and cost of training) Professional Development Conferences RESA	Principal AP Discipline	Discipline Referrals classroom observations	Referral Data Discipline Referrals ABE Data Power School Data
PO, L, SC	<b>6. Ensure consistent monitoring of non-classroom areas such as hallways, lunchroom, parking lot, and other outside locations.</b>	Aug 2015	\$0	AP Discipline teachers	Discipline Referral	% Of Referrals in those areas ABE Reports
PO, SC, L	<b>7. Provide preemptive guidance for chronic offenders in the freshman class.</b>	July 2015	\$5000 Motivational Speakers	PBIS Team	Guidance Sign in Sheets	% of referrals for freshman class ABE Reports
PO, L	<b>8. Utilize guidance services as much as possible for minor offenses.</b>	Aug 2015	\$0	Guidance	Guidance Sign In Sheets	% of referrals for minor infractions

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PO, FC, L	<b>9. Ensure that teachers have engaged parents as needed regarding student behavior.</b>	Aug 2015	\$0	Principal AP Discipline teachers	Discipline Referrals -ABE Data Parent Contact Logs	Increased Parent Attendance at Parent Conferences Decrease of Behavior Incidences
PO, SC, L	<b>10. Establish clear expectations for classroom rules, routines, and procedures and enforce them consistently and appropriately.</b>	Aug 2015	\$0	Department Heads PBIS team Administrators	Posted Classroom rules	Walk Through ABE Data

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**SMART Goal: Decrease the percentage of students absent from school 6 days or more from ? to ? by May 2016.**

School Keys Strands	Actions, Strategies, Interventions	Timeline	Estimated Costs, Funding Sources, and Resources	Person(s) Responsible	Evaluation of Implementation and Impact on Student Learning	
					Artifacts	Evidence
PO, L	<b>1. Monitor student attendance on a monthly basis.</b>	Aug 2015	\$0	Social Worker Student Services Specialist	Teacher Attendance Records Student Attendance	Power School Report
PO, L	<b>2. Identify students with poor attendance habits (absences, tardy to school), especially rising ninth graders.</b> <ul style="list-style-type: none"> <li>• Send letters</li> <li>• Inform Social Worker</li> </ul>	Aug 2015	\$0	Student Services Specialist Social Worker	Teacher Attendance Reports Tardy Sign in	Attendance Protocol Letters
PO, L	<b>3. Reward good attendance</b>	Aug 2015	\$500 Principals fund	PBIS Team	Discipline Referrals	Power School Lunch Reward

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**SMART Goal: Increase Stakeholder Communications by 25% (Use the previous year as baseline data.)**

School Keys Strands	Actions, Strategies, Interventions	Timeline	Estimated Costs, Funding Sources, and Resources	Person(s) Responsible	Evaluation of Implementation and Impact on Student Learning	
					Artifacts	Evidence
FC, L, A	<b>1. Ensure that teachers and staff communicate expectations and student progress with families in a timely and constructive manner.</b>	Aug 2015	\$3000 Title I Postage Cards	Principal	Teacher Letters Phone Logs	Phone Log Data Letter Data
FC	<b>2. Have parents sign in when they come to the school for a conference or an event (Financial Aid Meeting, Probe College Night, etc.)</b>	Aug 2015	\$2000 Title I Supplies	Parent Involvement Coordinator	Sign In Sheets Agendas/Programs	Percent of Parents Attending
FC	<b>3. Have teachers and staff keep logs of parent conferences.</b>	Aug 2015	\$0	Principal	Teacher Logs	Teacher report Card

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FC	<b>4. Tally parent contact data each semester.</b>	Aug 2015	\$0	AP Discipline	Parent Logs	Teacher Report Card
FC	<b>5. Provide a Parent and Student Resource Center at the school with materials and media that can be given away or checked out.</b>	Aug 2015	\$2000 Title I Printed Material	Parent Involvement Coordinator	Parent Sign In Sheets	Percent of Parents Use
FC, A	<b>6. Encourage parents to use the online service to check grades, attendance and behavior.</b>	Aug 2015	\$0	Guidance	Power School signup sheets	Power School Data
FC	<b>7. Communicate parent involvement activities by email, parent connect calls, flyers, newsletters, public television station, newspapers, marquee, and radio.</b>	Aug 2015	\$8000 Title I Postage Envelopes Card Stock Paper	Parent Involvement Coordinator	Newspaper Power School Call	Power School Data

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FC	<b>9. Continue Report Card Night.</b>	In Progress	\$0	Principal	Student/Parent sign in Sheets	Percent of Students/Parents attending



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**SMART Goal:**

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**SMART Goal:**

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**SMART Goal:**


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