



Executive Summary

Coffee County Board of Education

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Introduction

Every school system has its own story to tell. The context in which teaching and learning takes place influences the processes and procedures by which the school system makes decisions around curriculum, instruction, and assessment. The context also impacts the way a school system stays faithful to its vision. Many factors contribute to the overall narrative such as an identification of stakeholders, a description of stakeholder engagement, the trends and issues affecting the school system, and the kinds of programs and services that a school system implements to support student learning.

The purpose of the Executive Summary (ES) is to provide a school system with an opportunity to describe in narrative form the strengths and challenges it encounters. By doing so, the public and members of the community will have a more complete picture of how the school system perceives itself and the process of self-reflection for continuous improvement. This summary is structured for the school system to reflect on how it provides teaching and learning on a day to day basis.

Description of the School System

Describe the school system's size, community/communities, location, and changes it has experienced in the last three years. Include demographic information about the students, staff, and community at large. What unique features and challenges are associated with the community/communities the school system serves?

Coffee County/Community Demographics:

Coffee County was created by the Alabama legislature on December 29, 1841, from what had been part of Dale County. It was named for General John Coffee, a hero of the Creek War of 1813-14. Coffee County is located in the southeastern part of the state and is bordered on the north by Pike County, on the east by Dale County, on the south by Geneva County, and on the west by Covington and Crenshaw counties. It encompasses 680 square miles. The first county seat was at Wellborn. The county courthouse was destroyed by fire in 1851, and the following year the legislature authorized an election to be held to select another site. The town of Elba, then called Bentonville, was chosen. Other towns in the county include Enterprise, Kinston, and New Brockton.

County population in July 2011: 50,167 (44% urban, 56% rural)

County owner-occupied houses and condos: 12,436

Renter-occupied apartments: 4,985

Land area: 679 sq. mi.

Water area: 1.5 sq. mi.

Population density: 74 people per square mile

Type of workers:

Private wage or salary: 73%

Government: 19%

Self-employed, not incorporated: 7%

Races in Coffee County, Alabama:

White Non-Hispanic Alone (74.3%)

Black Non-Hispanic Alone (18.0%)

Hispanic or Latino (4.1%)

Two or more races (1.8%)

Asian alone (1.0%)

American Indian and Alaska Native alone (0.7%)

Estimated median household income in 2009: \$39,930

Percentage of residents living in poverty in 2009: 16.1%

(10.9% for White Non-Hispanic residents, 35.2% for Black residents, 36.3% for Hispanic or Latino residents, 15.6% for American Indian residents, 0.0% for Native Hawaiian and other Pacific Islander residents, 7.4% for other race residents, 9.3% for two or more races residents)

System Characteristics:

Coffee County School System includes four schools: Kinston School (K-12), New Brockton Elementary School (PreK-6), New Brockton High School (7-12), and Zion Chapel School (K-12). The Board of Education Office is centrally located in Elba, Alabama. The School Board is made up of members elected from the seven districts in the county, including a Board President and Vice-President. The Coffee County

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Schools' Central Office staff includes the Superintendent, Special Programs Coordinator, Special Education Coordinator, Technology Integration Facilitator, Computer Technician, Child Nutrition Director, Chief Financial Officer, Accounts Payable Payroll Clerk, and 3 part time employees.

Coffee County School System is committed to equipping our students to meet and exceed expectations in the classroom and beyond. The school system works diligently to employ a highly qualified staff. Currently, we employ 8 school-based administrators, 6 guidance counselors, 4 media specialists, 124 certified personnel, and 7 additional support staff. The Child Nutrition Program employs 18 full time employees and 2 part time employees. Currently, 77 certified employees hold advanced degrees and there are 14 bus drivers employed in our system.

Unique features and challenges associated with the community and school system:

Coffee County, a rural county in southeast Alabama, has a population of over 49,948 with children accounting for almost 25% of the population. Of the children living in Coffee County over 14% are living in poverty. In recent years, Coffee County residents have been affected by several natural disasters that affected the stability of employment opportunities as well as living accommodations. Devastating floods that occurred along the Pea River caused economic as well as environmental catastrophe. Families lost jobs and homes due to the floods. This resulted in many families doubling up in dwellings; adults moving in and out of the county seeking temporary employment; and many local business closings. Further, in the aftermath of a devastating tornado that hit Coffee County in the March 2007 in the Enterprise area, many families were displaced and traumatized. According to the American Red Cross, 252 homes were destroyed; 500 families received assistance from the Red Cross; nine people lost their lives and dozens were injured. Fort Rucker, Alabama is a large military installation located adjacent to Coffee County. The economic health of Coffee County is heavily dependent on Fort Rucker. Recent adjustments to the assignments for Fort Rucker have created some instability in its employee population. Coffee County shares Fort Rucker with Dale County. Fort Rucker is a large military installation of over 63,000 acres and is the home of the US Army Aviation Medicine, and various other programs, employing thousands of military, civil service, and contract workers. The economic and cultural impacts of Fort Rucker are felt in all facets of life in Coffee County. Cost of living, employment opportunities, availability of medical care, and transiency of population are some of the aspects of life influenced by Fort Rucker.

Another unique characteristic of Coffee County is that it is the home to three separate public school systems: Coffee County Schools, Elba City Schools, and Enterprise City Schools. Approximately 7000 students in Coffee County are served by Elba and Enterprise City Schools, while Coffee County Schools serve nearly 2000 students.

Student Characteristics:

Coffee County Schools has a current enrollment of 1977 students for Pre-K through Grade 12.

System-wide enrollment includes:

89% White

6% Black

2% Hispanic

2% American Indian

1% More Than One Race

Over half of the students enrolled in Coffee County Schools qualify for Free or Reduced Lunch.

Zion Chapel School	57.16%
New Brockton High School	52.10%

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New Brockton Elementary School	62.23%
Kinston School	56.92%

Student Performance:

Alabama High School Graduation Exam

Language 88.60% Proficiency

Reading 91.90% Proficiency

Math 94.85% Proficiency

Social Studies 90.44% Proficiency

Biology 99.00% Proficiency

Alabama Science Assessment

Grade 5 82.39% Level III and IV

Grade 7 64.24% Level III and IV

Alabama Reading and Math Test+

Reading

Grade 3 95.63% Proficiency

Grade 4 94.93% Proficiency

Grade 5 95.07% Proficiency

Grade 6 93.97% Proficiency

Grade 7 93.62% Proficiency

Grade 8 89.34% Proficiency

Math

Grade 3 94.22% Proficiency

Grade 4 89.85% Proficiency

Grade 5 94.37% Proficiency

Grade 6 87.65% Proficiency

Grade 7 85.00% Proficiency

Grade 8 88.74% Proficiency

Programs and Services:

Transportation - A fleet of 31 buses are available to run our 23 bus routes that cover 1620 miles daily and transport 936 students.

Child Nutrition Program - Our four schools have served a total of 371,000 meals this year. New Brockton Elementary School provides nutritious snacks two days a week from the Fresh Fruit and Vegetable Grant. Free after-school snacks are provided to students enrolled in afterschool programs at New Brockton Elementary, Zion Chapel School and Kinston School. Breakfast and lunch are provided to students aged 18 and younger for three weeks during the summer at New Brockton and Zion Chapel. The CNP was the recipient of the USDA

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Equipment Grant and passed the School Meals Initiative with no findings. Another outstanding feature of the CNP is that one of the local schools has received a Garden Grant and is able to provide fresh vegetables for the lunchroom.

Gifted Program - The Coffee County Gifted Program provides services according to the guidelines of the State Department of Education. Our program provides two certified teachers in the Coffee County Gifted Program. This program provides services for students who perform at or who have demonstrated the potential to perform at high levels in academic or creative fields when compared to others of their age, experience, or environment. These students require services not ordinarily provided by the regular school program. Gifted students are found in all populations, across all economic strata, and in all areas of human endeavor. Teachers, counselors, administrators, parents or guardians, peers, self, or any other individuals with knowledge of the student's abilities may refer students. Additionally, all second grade students will be observed as potential gifted referrals using a gifted behavior checklist. For each student referred, information is gathered in the areas of aptitude, characteristics, and performance. The information is entered on a matrix where points are assigned according to established criteria. The total number of points earned determines if the students qualify for gifted services. The school system prohibits discrimination with respect to participation in the Gifted Program.

Our Gifted Program currently serves 104 students in 3rd through 6th grades in a pull-out program for approximately three hours each week. These students participate in activities that are based on higher order thinking processes, and are involved in units of study on different topics such as Greek Mythology, Presidential Elections, and Art History. Students in the Gifted Program also learn about using technology in new and creative ways, through presentations of their research on each topic of study. Students in grades K-2 and 7-12 are served through teacher consultation and collaboration.

The Coffee County Schools Program for Gifted was commended for compliance, support, and growth of the program.

Comprehensive Guidance and Counseling Plan - Coffee County School System's Counseling and Guidance program is to prepare every student socially, academically, and emotionally for present and future challenges. Students are provided with opportunities to gain an understanding of self and others, to participate in the educational and occupational exploration, and to pursue career planning opportunities in an environment that is safe, caring, and encouraging. Counselors work in collaborative partnerships with students, educators, parents, and community members to empower students to reach their highest level as productive members of society.

The CCSS's Counseling and Guidance programs are based on the following principles: 1) Every student has the right to experience respect and dignity as a human being and to benefit from the counseling and guidance services 2) Every student has the right to participate in activities that promote self-direction and self-development 3) Every student has the right to make choices and accept responsibility for choices made 4) Every student has the right to participate in a comprehensive school counseling and guidance program designed to assist all students in attaining their maximum potential in academic, career, and personal/social development.

The CCSS's Counseling and Guidance program is an essential integrated component of the total instructional program and involves a planned, purposeful, and sequential program of activities that begins in kindergarten and continues through the twelfth grade. Our comprehensive school counseling and guidance programs are data-driven by student needs and provide outcome-based accountability.

Federal Programs: The CCSS Federal Programs received no citations during the last compliance monitoring by the Alabama State Department of Education.

Homeless Education Program McKinney - Vento Homeless Education Assistance Act:

The McKinney-Vento Homeless Education Assistance Act is a federal law that ensures immediate enrollment and educational stability for homeless children and youth. The CCSS is a recipient of the McKinney -Vento competitive grant that provides federal funding to states for

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the purpose of supporting district programs that serve homeless students. There are 123 students served in Coffee County Schools' Homeless Education Program. Funds from this grant are used to provide health and school supplies, clothes, medical assistance, and counseling services for these students.

21st Century Community Learning Centers - The Coffee County Schools received two competitive grants for 21st Century Community Learning Centers at New Brockton and Zion Chapel. These programs support the creation of community learning centers that provide academic enrichment opportunities during non-school hours for children, particularly students who attend high-poverty and low-performing schools. These programs assist students to meet state and local standards in core academic subjects such as reading and math. This program offers students a broad array of enrichment activities that can complement their regular academic programs. The 21st Century Programs also offers literacy and other educational services to the families of participating children.

New Brockton Elementary School and Zion Chapel School both have 21st Century Learning Community extended day programs that are funded through Title IV, Part B. These schools serve approximately 200 students in grades K-8. Kinston School provides an after-school program funded through Title I. This program serves approximately 45 students in grades K-12.

Parent Involvement Program - In an effort to actively engage, encourage, and support parents as advocates, policy makers, advisors, and active participants in the education of their children, Coffee County Schools has implemented a Parent Involvement Plan. This plan includes all components required by Title I, Part A of NCLB including: hosting annual meeting of Parent-Teacher Advisory Council, conducting annual HOPE surveys, publishing the annual Parent/Student Information Guide, distributing newsletters to students, sponsoring professional development activities for teachers, maintaining a district and school website with Parent Portal, distributing Home/School Compacts annually, using SchoolCast to inform parents of school activities, emergencies, and attendance issues.

Program for Exceptional Children - The following services are provided for exceptional children and youth in accordance with the federal and state mandates concerning education for individuals with disabilities. Procedures for evaluation and diagnosis are provided to each school within the system. These procedures are reviewed yearly and presented to all administrators and staff at local school faculty meetings. Students who may qualify for services include the following: Specific Learning Disabilities, Emotional Disability, Gifted, Intellectual Disability, Speech/Language Impaired, Hearing Impaired, Orthopedically Impaired, Deaf/Blind, Multiple Disabilities, Other Health Impaired, Visually Impaired, Autism, Traumatic Brain Injury, and Developmentally Delayed. The special education staff has received training in effective strategies for teaching reading and math, behavior management, and compliance issues. Three special education case managers are participating in Multisensory Structured Language Education training in a two year longitudinal study. These teachers are implementing the strategies for MSLE and will be certified in this research based methodology upon completion of the study. A cadre of faculty and staff at each school has been trained in Crisis Management Techniques for dealing with escalating aggressive behavior. These professionals will receive updates to maintain their training status each year. Additionally, ongoing training is provided for special education staff in current compliance issues, effective techniques for working with children in autism, and other relevant topics. The Coffee County Schools Program for Students with Disabilities has attained the highest determination-Meets Standards-from the Alabama State Department of Education.

Title III, Language Instruction for Limited English Proficient and Immigrant Students -All schools in the Coffee County School district conduct the Home Language Survey to identify National Origin Minority students. Those with a non-English language background are assessed for English proficiency and assigned appropriate service. All English language learners (ELs) are placed in the regular education program at the age-appropriate grade level. Those whose ACCESS scores indicate a need for English language support receive EL services. In making the decision to place a student in EL, both linguistic proficiency and academic achievement of the student are taken into account. The decision to place a student in ESL is made by the EL Committee consisting of the ESL staff member serving the school, the principal or designee, and the parent.

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Career and Technical Education Program - Alabama's Career and Technical Education program is designed to empower students to meet the daily challenges of the twenty-first century with the work-readiness skills needed for success. This program provides a curriculum wherein students are actively engaged in learning through career-oriented activities.

The Coffee County School System offers career and technical education programs at Kinston High School, New Brockton High School, and Zion Chapel High School. These programs are designed to prepare youth for a broad range of employment and further education and are offered under the guidance of certified teachers.

Coffee County Schools offer 9 Career Clusters and programs in our Career and Technical Education Program. We have also established a Career Technical Dual Enrollment Program in partnership with Enterprise State Community College and Lurleen B Wallace Community College.

System's Purpose

Provide the school system's purpose statement and ancillary content such as mission, vision, values, and/or beliefs. Describe how the school system embodies its purpose through its program offerings and expectations for students.

Statement of Purpose:

The primary purpose of Coffee County Schools is to provide all students with a rich variety of educational experiences and opportunities. Our system strives to meet the needs of students with diverse learning styles and a wide range of abilities and goals. Coffee County School System believes that all students can become contributing members in today's society, and it is our responsibility to help students build lives so they ensure success for college or career readiness. The system promotes academic achievements, diversity, athletics, and extracurricular activities throughout all grade levels within the system.

Mission:

The mission of the Coffee County School System is to provide its students with the skills necessary to become well-rounded, productive citizens. To ensure this, the system provides a challenging curriculum presented by a dedicated staff in a safe, clean, and stimulating environment. Therefore, we feel the responsibility for educating young minds must be shared among parents, educators, and the students. The students will benefit when there is a clear understanding of each participant's role in the educational process. However, the student will suffer if any person fails to take that responsibility seriously.

Vision:

Coffee County Schools strives to provide an excellent education so that all students are empowered to reach their maximum potential.

Motto:

Educating Productive Citizens.

Beliefs:

- Educational decisions should be based on the best interests of students.

- All students deserve educational opportunities that prepare them to compete at a local, national, or global level.

- All students have the right to an adequate and equitable education.

- Our system believes that parents are their children's first and most important teacher. Our system works diligently to actively engage, encourage, and support parents as advocates, policy makers, advisors and active participants in the education of their children.

- A variety of extracurricular activities are available for students. Participation in extracurricular activities can contribute to students becoming a more well-rounded individuals. In addition, involvement in extracurricular activities may lead to scholarships, honors, and better job opportunities.

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- A safe and disciplined environment is important for learning to occur. Coffee County School System considers self-discipline as a learning process whereby the individual progressively learns to develop habits of self-control and recognizes his or her own responsibilities to society.

- A commitment to continuous improvement is imperative for students to successfully become confident, self-directed learners.

Notable Achievements and Areas of Improvement

Describe the school system's notable achievements and areas of improvement in the last three years. Additionally, describe areas for improvement that the school system is striving to achieve in the next three years.

Notable Achievements and Areas of Improvement

Academics:

A great education starts in the classroom, and at Coffee County Schools, our classroom education is excellent. Last school year, Coffee County Schools graduated a total of 157 students. Ninety-nine students received an Honor or Advanced Diploma, forty students received a regular diploma, and ten students received an Alabama Occupational Diploma. The system's graduation rate for 2012-2013 was 94%. All Coffee County Schools made Adequate Yearly Progress (AYP) for 2012-2013. Since the implementation of No Child Left Behind (NCLB) all schools have consistently made (AYP) and have never been recommended for School Improvement. The students of Coffee County School System have received over \$1,661, 000 in Academic Scholarships. The CCSS central office leadership team worked with core academic teachers to update and refine the Honors Program for high school students seeking the Honors Endorsed Diploma. The Honors Program is now a project based learning experience in English and Social Science as well as requirements to take higher level math and science courses. The goal of the Honors Program is to prepare our students to succeed at the college level and in honors programs at universities.

Coffee County School System offers the opportunity for students to participate in dual enrollment classes in a collaborative effort with Enterprise State Community College in Enterprise, Alabama; Lurleen B. Wallace Community College, Andalusia, AL; Ozark Aviation College, Ozark, AL. Enrollment in these courses increases each school year.

Coffee County School System (CCSS) is working toward full implementation of College and Career Readiness Standards in the areas of Reading and Math. The system has established a College and Career Readiness Standards Team (CCRS Team) to assist in professional development training and acquisition of the new standards. The system has also implemented and provided clear guidelines for Response to Instruction (Rtl), Problem Solving Team (PST), and developed a plan for our Becoming Effective Strategic Teachers Initiative (BEST) in grades 5-12. This initiative is a collaborative effort with our regional ARI Coach. Four years ago, in August of 2009, training in strategic teaching was provided for all core teachers in grades 7-12 and continues to be a focus for professional development.

Career Technical Education:

One of the most significant advances in K-12 education in recent years has been the growing emphasis on career training and how public education can assist in producing productive citizens for our local, state, national, and global workforce. Coffee County Schools offer 9 Career Clusters and programs in our Career and Technical Education Program. A Work-Based Learning Program (Co-Op) was established in August 2012 for students in grades eleven and twelve. The Co-op program is a structured component of the Career and Technical Education curriculum that integrates classroom instruction with productive, progressive, supervised, and paid work-based experiences in fields' related to students' career objectives. We have also established a Career Technical Dual Enrollment Program in partnership with Enterprise State Community College and Lurleen B. Wallace Community College. Currently, we have approximately 38 students participating system wide.

Alternative Education Program:

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CCSS has implemented an alternative education program, SAFE (Supporting Alternative for Education) School. This program was established with a competitive grant of \$50,000 in 2002 and has been sustained through a variety of sources. An additional PASS grant from the Alabama Department of Education was awarded in 2008. Currently, local, state, and federal funds are used to support this program. Students receive long and short term placements in a setting conducive to the student's needs and the family's accessibility. Counseling services, tutoring, behavioral instruction, and instructional services are provided to keep the student on track to graduate and to return to the regular school schedule. This program has been highlighted at the State Department of Education meetings and Alabama Juvenile Justice Conference.

Art Program:

CCSS is committed to the idea of educating the whole child. In the school year 2012-2013, visual arts classes were implemented at all three high schools. These classes offer an array of opportunities to engage in the history, influence, and production of the visual arts. Art classes and activities that promote fine arts have also been implemented into the 21st Century Extended Day Programs. Students have had the opportunity to engage in painting, trash art, sculpture, and music. All schools have an active band program and some of our local FFA organizations have string bands.

Athletics:

CCSS supports all athletic teams associated with each school. Kinston High School, home of the Bulldogs, has participated in football, softball, volleyball, and baseball playoffs. Over the years, Kinston Lady Dogs has participated and won several state championships for softball and volleyball. Kinston has also won the AHSAA award for Sportsmanship for the past few years.

New Brockton High School, home of the Gamecocks, has been recognized for 5 Alabama Powerlifting State Champions and 7 State Champion Runners-Up for the 2012 season. For the current school year, New Brockton Varsity Football and Boys' Varsity Basketball teams competed in the first round of their respective playoffs. New Brockton High School has also received the AHSAA Sportsmanship Award for receiving no ejections in any games for the second consecutive year.

Zion Chapel School, home of the Rebels, has participated in football, baseball, volleyball, and softball playoffs. The boys Powerlifting Team won 1st place at the state level two years ago and placed this past year. The Lady Rebels Softball team was last year regional runner up in region play and the volleyball team has made the elite 8 for the past two years. Zion Chapels Varsity Cheerleaders competed at the state level for the first time ever this school year and placed 3rd in the 2A division.

Extracurricular and Community Service:

CCSS offers many opportunities outside of the classroom for students. A high percentage of our students participate in extracurricular activities and community service projects. Some of the community service projects include United Way, Relay for Life, Cystic Fibrosis Foundation, American Heart Association, PTO projects, school supply drives, projects for the military, and canned food drives during the holidays for local food banks. All schools have community sport programs which allow children ages 4-12 to participate in athletic programs offered by the organization. The organizations work directly with the local schools, as well as, the system to enable our students the opportunity to participate in these activities.

Local schools have received community grants from Lowe's, Wal-Mart, Wal-Mart Distribution Center, and Dollar General.

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Technology:

The integration of computers into the entire educational process is essential if students are to function as lifelong learners in the rapidly changing technological society in which we live. Students must become knowledgeable of operational techniques that will enhance the use of computers as productivity tools while also developing problem-solving, critical-thinking, and decision-making skills. The skills and techniques of the teachers will remain the key instructional focus, with technology strengthening the overall teaching/learning process. The school system and administration will need information in timely, accurate, accessible, and usable forms to make decisions that will affect the quality and efficiency of the education delivered to students.

Coffee County students will have the opportunity through diverse technology activities and resources to increase academic productivity while preparing for the challenges of life in the 21st century. To improve and sustain technology for the Coffee County School System, we have employed a Technology Integration Facilitator, purchased over 100 iPads, provided professional development on new equipment and software programs, added wireless access to all buildings, and launched two major academic programs. The two academic programs include the Academy of Reading and Math for remediation purposes and A+ for core and enrichment instruction. Our technology team also completed a site visit to Piedmont City Schools as a first step for moving toward producing 21st Century learners through a Bring Your Own Device (BYOD). Future plans include purchasing 200 more iPads for classrooms, updating computers, implementing a BYOD plan, and improving infrastructure at all schools.

Kinston School and Zion Chapel School have been honored by Project Tomorrow for tapping into students' ideas to inform local decision making for schools. Both schools have been nationally recognized as a designated Speak Up 200 school, Kinston School and Zion Chapel School will be prominently featured on the Project Tomorrow website. Additionally, Project Tomorrow will promote our distinction to our Congressional representative and state Governor to demonstrate the power of educational innovation at the local level.

Capital Plan Projects:

Extensive renovation, facility upgrades, and building projects have been completed over the past few years totaling 8.9 million dollars. Future projects planned include: security upgrades, field house at Kinston, baseball/softball complex at New Brockton, gymnasium addition at Zion Chapel, CNP kitchen at New Brockton Elementary and Bus Shop.

Additional Information

Provide any additional information you would like to share with the public and community that were not prompted in the previous sections.

CCSS