Coosa County Strategic Plan

Supporting College and Career Students

Purpose:

Dream It, Believe It, Achieve It

Shared Core Beliefs: We believe...

- The education of students is a responsibility shared by students, faculty and staff, parents and the community.
- All students must have opportunities to learn and to be successful.
- Maximum student learning takes place in a positive environment that includes consistency and structure.
- When engaged in rigorous, authentic learning activities that target a variety of learning styles, all students will gain the knowledge and skills necessary to attain personal and professional success.

Coosa County Profile

Coosa County is located in central Alabama. It is a rural area with only two incorporated towns, Rockford and Goodwater. In 2008, the county's population was 10,814. Sixty-eight percent of the county's population is white, 31% black, and 1% Hispanic. Much of the county is forest and timberland containing hardwood and pine trees. Some of this land is owned by individuals, however, several large tracts are owned by outside timber companies, paper mills, and large corporations. Only one industry is located in the county long with a small number of independently owned convenience stores and small businesses. This results in minimal local funding for the Coosa County School system. Job opportunities in neighboring counties have decreased causing the unemployment rate to increase to 15.6% in February 2010. Many of the Coosa County students live in one parent homes or with other relatives. According to a school culture survey which was administered January 2010, parents indicated they felt welcome at school; however, they responded that they did not attend school meetings and functions. In spite of efforts made by school personnel, parent involvement is limited.

In 2003 Coosa County Schools consolidated four elementary (K-8) schools into Central Elementary School (K-4) and Central Middle School (5-8). As of May 2012, the Coosa County School System's enrollment was one thousand one eighty-nine (1,189) students with, 76% free or reduced lunches. All students receive free breakfast supported by federal funding. Forty-four percent of the students are black, 51% are white, and 5% are identified in other race categories.

Coosa County School System

Student Learning	Professional Learning	Operations

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Curriculum And Technology	Continuous Improvement	Finance

	Community Partnership	Human Resources

At Risk	Safety and Discipline	Child Nutrition

Communication		Technology

Impacting Student Learning through Curriculum and Technology

All Coosa County Schools

Goal 1: Make necessary changes in instruction which increases rigor and prepares students for college and career readiness.

    Strategy 1: Incorporate teams such as subject based, grade level, and vertical teams to meet, discuss and develop instructional pacing and prerequisites necessary to have students on the correct instructional trajectory for success based upon the implementation of the College and Career Ready Standards for Alabama.

    Action Step 1: Develop teams per school, content, and grade levels and establish designated meeting dates to support the opportunities for meeting, discussing, and developing instructional pacing for standards in Math and English Language Arts.

    Action Step 2: The teams will meet with administrators from all levels discussing information and presenting reasoning to backing the pacing decisions developed by each group.

    Strategy 2: Develop partnerships with the Alabama State Department of Education through sections that will directly impact student learning.

    Action Step 1: Schedule times which will allow the Alabama Math, Science and Technology Initiative team to provide bi-monthly training sessions for teachers during grade level planning and job embedded professional development at other times.

All Coosa County Schools

Goal 1: Make necessary changes in instruction which increases rigor and prepares students for college and career
Cont.   readiness.

   Strategy 3: Focus on Standards Based Instruction and Assessments.

   Action Step 1: Teachers will attend or receive professional development with the implementation in the Alabama
          College and Career Ready Course of Study and standards based instruction.

   Action Step 2: Teachers will use assessments that directly reflect standards being taught and intervene with
          students not mastering the standards by re-teaching and/or small group instruction .

   Strategy 4: Incorporate more writing across the curriculum in ALL content areas since writing is more rigorous in
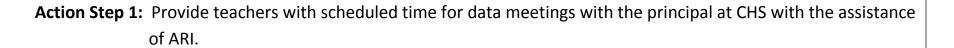   the Alabama Common Core Standards.

   Action Step 1: Teachers will attend a professional development session on writing and how to incorporate writing
          in the content area. This process will begin at the beginning of school modeling the expectations
          and a gradual release as students continue writing opportunities throughout the school year.

   Action Step 2: Teachers will create writing rubrics reflective of ARMT+ scoring rubrics but increase the rigor of
          scoring as the year progresses.

Goal 1: Make necessary changes in instruction which increases rigor and prepares students for college and career
Cont. readiness.

Strategy 5: Provide scientifically researched based instructional programs and resources where necessary to support college and career readiness.

Action Step 1: Purchase math resources for kindergarten through sixth grades providing text and manipulative support for students.

Action Step 2: AMSTI trainers and coaches will provide professional development for teachers to support the assurance that students have understanding in standards being taught.

Action Step 3: Provide more support to resource teachers in the program area which will impact student learning with State Department Initiatives and other job embedded professional development.

Action Step 4: Provide Special Education Teachers at CMS and CHS a scientifically based researched reading program to use in the resource room for reading instruction.

Strategy 6: Support the Coosa County Science and Technology Center in efforts to achieve credentials.

Action Step 1: Career technical teachers will attend trainings and complete the process that will lead to students being able to receive credentials after completing the coursework in business, and nursing.

Action Step 2: In the business field, the instructor and director will attend a Microsoft Information Technology Academy, a two-day required workshop in order to receive the free software that will enable the students to be prepared for the credentialing process.

Action Step 3: Health Science Program will have a certified Nursing Assistant Program by the end of the 2012 – 2013 school year.

Action Step 4: The Automotive Tech Department will receive certification through NATEF after meeting requirements.

Goal 2: To equip schools with technology and provide students experiences with 21st Century equipment and learning in order to fully become college and career ready.

Strategy 1: Provide Distance Learning labs to be used in ways that will increase learning experiences at all schools.

Action Step 1: Retrain teachers in the Distance equipment and also provide enough time for teachers to investigate sessions offered that will increase student engagement and experiences based upon the standards taught allowing ALL participants opportunities to experience places and ideas that would have otherwise been not attainable.

Action Step 2: Require at least **one** distance opportunity **per semester** per subject area/grade level.

Action Step 3: Student centered follow-up learning projects based upon Distance Learning experience.

Strategy 2: Provide Special Education Resource rooms with 21st Century equipment and computers.

Action Step 1: Train special education resource teachers on how to use the 21st century equipment and continue professional development opportunities throughout the school year with job embedded coaching and training.

Action Step 2: Technology equipment will be used on a regular basis in the high school resource room providing students with multiple needs many opportunities for learning with technology.

Goal 3: To create a feeder pattern approach to technology for students from one school to the next.

Strategy 3: Develop a Technology pacing guide for Central Elementary designed to address developmental abilities based upon the Alabama Course of Study in Technology that will incorporate the implementation of highly used programs at Central Middle School.

Action Step 1: Provide second through fourth grade teachers professional development in using Microsoft Word and Power Point in order for them to instruct students in those programs.

Action Step 2: Provide training with for K-1 teachers as it relates to the technology pacing guide developed by the system.

Action Step 3: Ensure that CES school's schedule accommodates ample time to allow technology instruction once a week for students in grades K - 4 .

Goal 4: To provide teachers with professional development and job-embedded training during data meetings to use formative assessments as an instructional tool to drive instruction.

Strategy 1: The Alabama Reading Initiative team will coach principals with disaggregating data while assisting teachers with instructional feedback based upon data results.

Action Step 1: Provide teachers with scheduled time for data meetings with the principal at CHS with the assistance of ARI.

Action Step 2: Provide teachers at CHS/CCSTC support in planning instruction based upon formative results in all content areas.

Action Step 3: Provide teachers at CES support in planning instruction based upon formative results in reading and math.

Impacting Learning with At-Risk Issues

Goal 1: To provide students with an environment conducive to learning and where learning is encouraged.

Strategy 1: Purchase a Character Education Curriculum that can be implemented system wide to educate students on quality character with an underlining message of not being or becoming a bully.

Action Step 1: Adopt an anti-harassment policy that supports the idea of "bully-free".

Action Step 2: Educate administrators, faculty and staff, students and parents through a system/community presentation by Jay Banks, National presenter on Bullying.

Action Step 3: The guidance counselors will continue to reiterate the message of not becoming a bully by using the resources from the purchased program.

Strategy 2: Provide students with information and resources that will enhance decision making and their future.

Action Step 1: Guidance Counselors at all schools will provide guidance on the topic of preparing for the future and developing plans for a possible career path. Early intervention, even in kindergarten, will be critical to the success of this mindset.

Action Step 2: Graduation coach will maintain a schedule throughout the year that will allow time to be spent meeting with parents and students, ensuring both entities of what lies ahead once graduation has occurred and what path a student may wish to take, college or career.

Action Step 3: Conduct Teacher and Parent (TAP) Conferences per nine weeks for students throughout the system to keep parents informed on behavioral, attendance and instructional problems. (Promise kids – students that are considered at-risk in behavior, attendance, and instruction)

Action Step 4: Support EL students and parents with meetings strictly on their behalf with a translator on hand for interpretation and translation.

Strategy 3: Teachers will be supported more as they learn more about reading and writing instruction to support proficiency increases in these areas.

Action Step 1: School Reading Coaches and ARI staff will coach and led mini-PD sessions that support reading and writing in all areas of instruction.

Action Step 2: Students will be given more opportunities to respond by writing, focusing on summarization and argumentative discussion questions.

Strategy 4: Students will be supported in credit recovery and remediation with every effort made to prevent failure or dropout.

Action Step 1: Data meetings will help target students in danger of failure before the end of a nine week period.

Action Step 2: Immediate schedule change to provide student with remedial support will be quickly implemented while a conference request is made to the parent so all parties are on board with supporting the student. Documentation will be kept in all situations, with or without parental support.

Action Step 3: Lower performing high school students will participate in a study skills class to provide extra support in the area of reading.

Communication for All

Goal 1: To create an open line of communication between administrators, faculty, staff, students, parents and the community.

Strategy 1: Superintendent will hold monthly meetings with administrators and department heads keeping all abreast of latest information.   Administrators and others will inform the superintendent on local school progress.

Action Step 1: Develop a superintendent/administrator/department head yearly calendar of scheduled meetings for the school year.

Action Step 2: Encourage all participants to attend monthly meeting so that all information can be discussed by all administrators. Administrators will be responsible for informing faculty of necessary information as soon as possible.

Action Step 3: Familiarize faculty and staff with ethics standards through a professional development session.

Strategy 2: Provide teachers with feedback from walk-throughs/observations as soon as possible.

Action Step 1: Conduct weekly grade level walk-throughs, one grade level/content level per week for reflection/feedback as a minimum for giving feedback to the Superintendent.

Action Step 2: Immediate feedback is important to change. When walk-throughs or observations have occurred, administrators are ultimately responsible for providing the feedback to the teachers. Information to the superintendent can be relayed during Superintendent/Administrator meetings.

Goal 1: To create an open line of communication between administrators, faculty, staff, students, parents and the community.

Strategy 3: To keep all parents informed, with emphasis on EL parents, about student attendance, behavioral, and academic successes/concerns.

Action Step 1: Keep detailed records per classroom/class of attendance, behavior or academic concerns/praises.

Action Step 2: Inform parents by phone call or scheduled conference of concerns during progress report/nine week grading period as needed. Documentation will be recorded based upon responses from conference.

Action Step 3: Further action will be taken by administrators or designee when parents or guardians do not respond by the end of each nine week period.

Action Step 4: Counselors, Parental Involvement Representatives, and Teachers will meet on a one-on-one basis to discuss EXPLORE and PLAN results preparing students for their next steps toward future success.

Strategy 4: Prepare administrators and teachers for formative evaluation systems such as EDUCATE Alabama and LEAD Alabama by providing professional development sessions for each specific group that will thoroughly describe the purpose of both tools, each participants role and responsibility, and encourage the thoughtfulness necessary to produce growth as a leader or teacher.

Action Step 1: Set up professional development sessions based upon the tool and the participants.

Action Step 2: LEA provides support to principals and principals provide support to teachers as needed during the learning process.

Action Step 3: All participants will take ownership as to their responsibilities and meet timelines as noted in the evaluation system.

Strategy 5: Contact the media with scheduled meetings or special events will occur in the school system.

Action Step 1: Regularly scheduled monthly meetings are currently published in the events section of the newspaper. Other events will be publicized and follow-up articles will be presented to the newspaper for printing for the community to read about by the person(s) responsible for the project.

Action Step 2: All job openings will be posted in the newspaper and the Alabama State Department website for everyone with internet access to view in order to locate the most qualified applicants for the position available.

Professional Learning for Administrators, Faculty and Staff

Goal 1: To continue efforts in assisting new employees in making the transition to become successful education employees.

Strategy 1: Prepare new certified employees with the basic information for the world of education.

Action Step 1: Provide all new certified employees with 2010 Alabama Course of Study objectives.

Action Step 2: Provide all new certified employees with an introduction to EDUCATE Alabama.

Action Step 3: Provide all new employees with required paperwork necessary for employment.

Action Step 4: Support employees through Central LINKS Project as a means of mentoring .

Strategy 2: Support and encourage the gain of CEUs and PLUs through E-learning courses and other avenues.

Action Step 1: Provide information to all certified employees about E-Learning courses being offered and use the suggestions as possible strategies/requirements in EDUCATE/LEAD Alabama.

Action Step 2: Encourage participation in after school professional development sessions as participants earn CEUs toward participation.

Action Step 3: Administrators will work closely with new employees on preparing Professional Learning Plans for the school year narrowing the focus to areas that will have the most impact on student learning and professional growth.

Community Partnerships

Goal 1: To make efforts in developing partnerships with community entities building stronger educational programs.

Strategy 1: Collaborate with businesses to improve science and math related subjects at CHS and CCSTC.

Action Step 1: Form administrative teams to begin discussions with Madix, Incorporated on the vision of building future employees for their business through science and math subjects .

Action Step 2: Develop a collaboration that would involve current Madix employees participating in science and math classes held at CHS and CCSTC building entry level position employees.

Action Step 3: Provide students opportunities for real world experiences and application of math and science knowledge through "job-shadowing" or such avenues.

Action Step 4: Develop student delivered distance learning projects based upon knowledge gained from experiences at the end of each school year.

Action Step 5: Continue partnership between Central High School and Central Alabama Community College through dual enrollment for high school students.

Strategy 2: Increase effective communication with parents and community.

Action Step 1: Research "Best Practice" ideas on involving parents and the community more in student achievement.

Action Step 2: Discuss research found in a "roundtable" format developing ideas and next steps to make this happen.

Assessments

Goal 1: To use assessments in all areas to drive instruction and increase the achievement of ALL students in the Coosa County School System.

Strategy 1: Provide professional development sessions that will best inform teachers on each assessment indicator used at each school in the Coosa County School System.

Action Step 1: Differentiate professional development sessions based upon teacher knowledge of assessment and how it can be used to drive instruction.

Action Step 2: Data meetings will be held in all subject areas monthly led by the principals of each school. These meetings will provide additional opportunities for all entities to learn more about data while discussions on individual students occur. Plans for support for "Promise Kids" will be developed at that time.

Action Step 3: Parent conferences will be scheduled by teacher with counselor and principal attending, as well, to offer support and solutions. For parents not attending, plans will be discussed and created and changes can be made if necessary.

Action Step 4: Response to Instruction/Intervention procedures will be followed as documentation for all discussion and conferences.

Assessments

Strategy 2: Develop feeder pattern data opportunities for teachers.

Action Step 1: Hold beginning-of-the-year data meetings for all grade levels based upon end of year data with the intention of discussing data for students moving to the next grade or school. All data meetings where students move from school to school will include both principals.

Action Step 2: "Promise Kids" will have individualized instructional plans developed based upon needs and will be presented to parents as communication and a link between school and parents.

Action Step 3: Lessons, student and teacher attendance and other factors which may have a direct impact on student achievement will be documented through RTI procedures and used as evidence of instruction/intervention made available to stakeholders associated with the students.

Human Resources

Goal 1: To seek and hire the most highly qualified applicants for available positions in the Coosa County School System.

    Strategy 1: To use the Alabama State Department website, local newspapers and school sites for posting vacancies. Applications are only accepted through the ALSDE website.

    Action Step 1: Use the website from the district level to input information applicable to the vacancy.

    Action Step 2: Check periodically to screen possible applicants.

    Action Step 3: Administrators will select and contact applicants for positions to interview through e-mail or phone.

    Action Step 4: Administrators will interview applicants in an administrative team approach.

    Action Step 5: Applicants may be called back for a second interview based upon the pool.

    Action Step 6: Administrators will select applicants for positions to interview.

    Action Step 7: Applicant's name will be presented to the board for approval.

    Action Step 8: If an applicant is not approved by the board, the interview process will begin again until an applicant is approved.

Child Nutrition Program

Goal 1: To operate in accordance with the regulations of the National School Lunch Act and the regulations of the State Board of Education and the Coosa County Board of Education.

Strategy 1: To provide attractive, nutritious, well-balanced meals to every child and staff member in the Coosa County School System.

Action Step 1: Use the requirements of the Food Buying Guide to support the development of well-balanced meals.

Strategy 2: Work toward providing a nutritional analysis of each meal served.

Action Step 1: Use the National Analysis Program from Lunch Box as the guide for healthy meal development.

Strategy 3: To positively promote the Child Nutrition Program to the school and community.

Action Step 1: Publish the weekly menu in the newspaper, school website and in each classroom so students and parents are familiar with what will be served daily. Students and teachers will be notified of changes in the menu.

Action Step 2: Parents will have access to make automated payments on the website for convenience and to encourage participation in the school lunch program.

Finance Department

Goal 1: To provide the sound management of the financial resources provided to the school system by local, state, federal, and other entities. .

Strategy 1: To make effective and efficient use of resources , while supporting the mission of our school system .

Action Step 1: Develop and monitor budgets which comply with all federal, state, and local laws.

Action Step 2: Prepare and submit annual financial statements in a timely manner and reconcile accounts on a monthly basis.

Action Step 3: Accurately record revenues, expenditures, transfers, and other disbursements with supporting documentation.

Action Step 4: Upload financial statements to the State Department of Education and on the District Website which is required by the School Fiscal Accountability Act No. 2006-196.

Action Step 5: Ensure that local schools follow regulations as set forth in the Financial Procedures for Local Schools approved by the Alabama Department of Education.

Action Set 6: Ensure that local schools are following internal controls in place to provide reasonable assurance that the schools are managing their funds in compliance with applicable policies, laws, and regulations.

Action Step 7: Keep up-to-date records of all fixed assets and inventory maintained.

Action Set 8: Communicate to employees accounting and fiscal operations, policies and procedures.

District Technology

Goal 1: To support the system's technology vision by purchasing as much technology funds will allow and encouraging its use by ALL stakeholders.

    Strategy 1: Support the School District's mission through adaptive and innovative use of technology.

    Action Step 1: Acquire and provide new, cost-effective technology to keep the Coosa County School System as current as possible.

    Action Step 2: Empower administrators, teachers, and students through access to the information, tools, and Training needed for successful performance and learning.

    Action Step 3: Provide a highly reliable infrastructure and set of computer-based administrative, teaching, learning, and research tools to meet ever-growing needs.

Goal 2: Build on technology and plans already in use.

    Action Step 1: Provide technical support for those using information technologies in the Coosa County School System.

    Action Step 2: Optimize the use of existing and planned technology by putting more technology into CES and CHS based upon the technology CMS currently has in place.

    Action Set 3: Protect information resources and systems from illegal access and use.