# Escambia County School System

# Strategic Plan:



# 2020 Vision

# Escambia County School System
# 2020 Vision

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# Executive Summary

Escambia County is a rural county located in southern Alabama that spans an area of 953 square miles. There is a current population of approximately 38,000 people. The Escambia County School System employs 356 certified personnel (296 teachers) and 276 support personnel to serve 4,605 students. Our school system is organized into three feeder patterns, with high schools located in Atmore, Flomaton, and East Brewton.

Escambia County High School is located in Atmore, Alabama. The following schools are members of its feeder pattern: A. C. Moore Elementary School, Escambia County Middle School, Huxford Elementary School, and Rachel Patterson Elementary School. Flomaton High School is fed by Flomaton Elementary School and Pollard-McCall Junior High School. The W. S. Neal High School feeder pattern in East Brewton, consists of W. S. Neal Elementary School and W. S. Neal Middle School. Turtle Point Science Center and our alternative school are located in Flomaton, and the Escambia Career Readiness Center is in Brewton. There are two central office locations. The Brewton Central Office houses the superintendent, assistant superintendent, financial services, transportation and human resources. Federal programs, curriculum and instruction, and our child nutrition program staff are located at the Atmore Central Office.

Our school system has experienced a number of changes over the last three years. The superintendent, assistant superintendent, director of transportation/human resources, and director of federal programs/curriculum and instruction entered their current positions at the beginning of the 2012 - 2013 school year. Additionally, the current elementary and secondary curriculum supervisors are new to their positions for the 2013 -2014 school year. Two new school board members have been elected and there have been seven principal changes. We have also added an assistant principal at the Escambia Career Readiness Center.

The greatest challenges for the Escambia County School System are due mainly to the distances between our facilities and the cultural differences of the communities. The three high school feeder patterns are geographically isolated from each other and the communities they serve are diverse. There is little communication between feeder patterns and they operate very differently at times. We have begun to implement procedures and processes which should improve communication and lead to consistency across the district.

Our purpose is to develop career and college ready graduates with the knowledge and skills to be successful in the 21st Century. The Escambia County School System has embraced Alabama's Plan 2020 in an effort to better prepare our students for their chosen career paths. We have added several career technical courses for our students as well as expanding our dual enrollment program to include dual credit classes. There are plans to include Advanced Placement courses in the near future and several teachers attended training to begin the process for AP certification.

The system has placed a priority on professional development to support the implementation of the Alabama College and Career Ready Standards for math and English language arts. There are plans to improve our technology infrastructure and the curriculum and technology departments are collaborating to implement the most effective use of technology for the students. Through the improved use of technology for instruction, the addition of courses for college and non-college bound students, and an emphasis on the College and Career Ready Standards we hope to have all graduates prepared for whatever path they choose after high school.

The Escambia County School System's notable achievements over the past three years are due to the leadership provided by our school board and superintendents. Our school board has obtained the AASB President's Award for the past four consecutive years. The President's Award honors school boards which have had at least 60% of their members attend three or more AASB School Board Member Academy courses in an academic year. The Board has also been recognized for displaying leadership through commitment to high ethical standards for our school system. Board President, Willie J. Grissett has achieved the "Master's Honor Roll Level of distinction" with the Alabama Association of School Boards and earned State School Board Member of the year recognition in December 2013.

Our system has also maintained an excellent level of financial stability during proration. Currently, there is nearly a five month reserve on hand. This fiscal responsibility has allowed Escambia County Schools to hire an additional curriculum supervisor (secondary) and employ a number of teachers above the foundation units provided by the State of Alabama. We have also been in a position to purchase new textbooks for math and English language arts to support the implementation of the College and Career Ready Standards in all grade levels from kindergarten to 12th grade.

Through the leadership of the Escambia County School Board and the Superintendent of Education, our system is poised to address the challenges which exist in education today. The system leadership is committed to increasing the graduation rate (the graduation rate has improved from 74% in 2012 to 78% in 2013), and preparing our students for college or the work force. All of our schools have wireless access in every building and the majority of our classrooms have interactive whiteboards to support instruction. We have included significant infrastructure upgrades in our current E-Rate grant to prepare our system for future 1:1 technology implementation. Currently, we are working to achieve district accreditation with Advanc-Ed and develop an effective five-year strategic plan. The district's financial state has allowed for the creation of a long range capital plan. This plan includes the construction of a new W. S. Neal High School and renovations at Escambia County High School, Flomaton High School, and Rachel Patterson Elementary School over the next three years.

# Superintendent's Message

All organizations, including local school systems, must strategically plan if they are to be successful in attaining their goals and objectives. Failure to plan, is comparable with the analogy of a ship without a rudder and navigator. We must have direction and we must base our decisions on what is best for our students and the teaching-learning process.

Our approach is to provide strategic leadership to determine where our school system is and where it needs to be at least five to ten years from now. To accomplish this task, a consensus strategic plan must be developed and implemented if we are to have direction to achieve our mission of preparing our graduates to be career and college ready in the 21st century.

School systems tend to operate in bureaucracies; they are good at maintaining the status quo, but are not always adept to accepting change and innovation. One major tenet of having in place a viable, strategic plan is to enable our school system to be proactive and not reactive to innovative change. A systemic, strategic plan will allow us to build a culture of high expectations of what students can achieve and what we should be doing as a school system to help all of our students to become career and college ready.

Our strategic plan will lay a longitudinal course of action that includes the following objectives: begin a systemwide digital conversion, implement the common core standards, focus on preparation for college and career, focus upon student growth and achievement measured against external standards, implement the Advanced Placement program, expand dual enrollment and career technical articulation, expand our Fine Arts curriculum and programs, shift accreditation from the individual schools to the district level, expand professional development activities, fully implement the ACT Quality Core Curriculum and end of course assessments, and implement a capital project plan to improve the infrastructure of our facilities. Together, with the full implementation of all of these objectives, we will build a brighter future for the Escambia County School System and achieve our mission of academic excellence to ensure that all of our students upon graduation are career and college ready.

In summary, our strategic plan will set high expectations for student achievement, better align all our resources and functions, use valid data to guide decisions and instruction, improve the quality of classroom instruction, and improve facility infrastructures. For the Escambia County Board of Education, I extend our appreciation and gratitude to our administrative and support staffs for their professionalism, dedication, and determination in promulgating our strategic plan to achieve academic excellence to fulfill our vision that all of our graduates will be career and college ready.

Sincerely,

Randall K. Little, Superintendent
Escambia County School System

# Purpose

Our purpose is to develop career and college ready graduates with the knowledge and skills to be successful in the 21st Century.

# Mission Statement

The Mission of the Escambia County School System is to provide engaging and comprehensive instructional and co-curricular programs that will enable our students to graduate career and/or college ready.

# Strategic Focus Area: Management

**Goal 1:** All teachers will be certified and highly qualified in their teaching field.

    **Challenge(s):** The schools in Escambia County compete with neighboring systems for teachers. Mobile County and Baldwin County are large districts with significant resources and opportunities. They are both within driving distance of the schools in Atmore.

    **Strategy 1:** The Escambia County School System will offer bonuses for certified, highly qualified math and science teachers in grades 7 through 12.

    **Strategy 2:** Escambia County Schools will use the Applitrack online application program to ensure that applications contain required information concerning Highly Qualified Status, Alabama Teaching Certification, and references. The applications can also be easily organized by desired position and referenced quickly for future vacant positions.

**Goal 2:** Consistent, effective leadership will be maintained at all schools.

    **Challenge(s):** The retirement of central office administrators and/or principals create a domino effect of vacancies in our small system. There is not a large pool of qualified employees to fill multiple administrative vacancies at one time. Many of the administrators at both the school and central office levels do not reside in Escambia County. Maintaining stability can be difficult. Escambia County High School has had ten different principals in the period from 1999 to 2012.

    **Strategy 1:** The Escambia County Schools Administrator Academy will be made available for all personnel in the system who have current administrative certification. This program will provide professional development in school administration for assistant principals and teachers aspiring to become administrators.

    **Strategy 2:** Escambia County Schools will use the Applitrack online application program to ensure that applications contain required information concerning Highly Qualified Status, Alabama Teaching Certification, and references. The applications can also be easily organized by desired position and referenced quickly for future vacant positions.

**Goal 3:** Communication will be coordinated throughout the system to ensure procedural consistency.

    **Challenge(s):** The three high school feeder patterns are geographically isolated from each other and the communities they serve are diverse. There is little communication between feeder patterns and they operate differently at times.

    **Strategy 1:** Regularly scheduled central office staff meetings will be conducted to organize information for dissemination to principals at monthly administrator meetings.

**Strategy 2:** Escambia County School System will achieve and maintain district accreditation through the process managed by Advanc-Ed.

**Strategy 3:** The district ACIP will provide system-wide goals, strategies, and activities to guide schools in a common direction.

## Strategic Focus Area: Curriculum

**Goal 1:** All graduates from the Escambia County School System will be prepared to enter college or the work force without the need for academic remediation.

**Challenge(s):** The percentage of high school students meeting ACT benchmarks in all four areas of the test increased from 2012 to 2013, but the percentage for the system is still lower than the state average in all areas. The graduation rate for the system has increased by 4% from 2012 to 2013. The current rate is 2% lower than the state average for graduation rate. The dropout rate for the system exceeds the state average. Analysis of state assessment data for the last two school years shows significant proficiency gaps between "All Students" and the Special Education subgroup for grades three through eight in both reading and math.

**Strategy 1:** All students in the Escambia County School System will develop a relevant 4-year plan, using data from their interest inventory and ACT Explore results before entering high school.

**Strategy 2:** The Director of Career Technical Education and the Secondary Curriculum Supervisor will collaborate concerning curriculum development to provide students with courses which will prepare them for college or the work force after graduating high school. This will include expansion of the Fine Arts program and the addition of Advanced Placement courses.

**Strategy 3:** Each school will develop a continuous improvement plan with goals, strategies, and activities which will enable them to meet or exceed annual accountability goals.

| Annual Proficiency Goals for State Assessments | | | | | | |
|---|---|---|---|---|---|---|
| | 2014 (Baseline) | 2015 | 2016 | 2017 | 2018 | 2019 |
| 3$^{rd}$ Grade Reading | | | | | | |
| 3$^{rd}$ Grade Math | | | | | | |
| 4$^{th}$ Grade Reading | | | | | | |
| 4$^{th}$ Grade Math | | Goals to be determined | | | | |
| 5$^{th}$ Grade Reading | | | | | | |
| 5$^{th}$ Grade Math | | once 2014 results are | | | | |
| 6$^{th}$ Grade Reading | | | | | | |
| 6$^{th}$ Grade Math | | available | | | | |
| 7$^{th}$ Grade Reading | | | | | | |
| 7$^{th}$ Grade Math | | | | | | |

| | | | | | | |
|---|---|---|---|---|---|---|
| 8th Grade Reading | | | | | | |
| 8th Grade Math | | | | | | |
| Quality Core Algebra I | **Goals to be determined** | | | | | |
| Quality Core English 10 | | | | | | |
| ACT English | **once 2014 results are** | | | | | |
| ACT Mathematics | | | | | | |
| ACT Reading | **available** | | | | | |
| ACT Science | | | | | | |
| Graduation Rate | | | | | | |

## Strategic Focus Area: Technology

**Goal 1:** Instruction will be enhanced through the use of technology to ensure all students graduate high school prepared for college or a career.

**Challenge(s):** The current network infrastructure will not support a 1:1 technology initiative, nor does it provide enough download speed to allow for effective administration of the online version of ACT Aspire. Needs assessment surveys indicate that teachers desire additional training in the use of current technological equipment for instruction. 48% of the Windows based computers are four years old or older.

**Strategy 1:** The system technology team, with representatives from schools, central office, and the technology department will develop and lead all technology initiatives.

**Strategy 2:** Upgrades will be made to the network infrastructure to allow for the implementation of a 1:1 technology initiative and online administration of state assessments (see Appendix A).

**Strategy 3:** Teachers will be trained in the use of technological equipment, and tools such as Google Apps for Education to create a learning environment conducive to the use of technology (see Appendix A).

**Strategy 4:** Schools will develop a comprehensive technology plan which will include professional development for the use of purchased technology and a computer replacement schedule.

## Strategic Focus Area: Facilities

**Goal 1:** All students will be provided equitable educational facilities and the associated infrastructure needed to provide them with a quality 21st century education.

**Challenge(s):** Only two of our current school facilities are less than fifteen years old. Older buildings were not designed to meet the electrical or security needs of today. Some schools have reached their capacity to house students due to shifts in enrollment.

**Strategy 1:** Funding has been secured to finance a comprehensive capital improvement plan which includes the construction of one new high school and significant improvements to seven other facilities (see Appendix B).

# Strategic Focus Area: School Climate and Culture

**Goal 1:** All schools will provide a safe, caring, and welcoming environment where the unique qualities and diversity of students are respected.

**Challenge(s):** The majority of our school facilities require students to travel between buildings at some point during the school day. This issue is a safety concern throughout the system. We also serve a diverse student population in terms of socioeconomic status and culture. Over 75% of our students receive free or reduced lunch.

**Strategy 1:** All schools will have current floor plans uploaded to Virtual Alabama to provide law enforcement and emergency responders with essential information in the event of a crisis situation.

**Strategy 2:** The Escambia County School System will collaborate with the Poarch Band of Creek Indians to provide academic support and cultural education for Native American students.

**Strategy 3:** Counseling for students will be made available through the School Based Mental Health program in partnership with Southwest Mental Health.

**Strategy 4:** In order to foster a caring and welcoming school environment, professional development focused on public relations skills will be provided to employees.

**Goal 2:** Collaboration and support among teachers, staff, administrators, parents, and community members will be evident in all schools.

**Challenge(s):** Parent work schedules affect attendance at meetings. Scheduling common daily planning times for grade levels and/or departments is not logistically feasible at all schools.

**Strategy 1:** Schools will schedule parent meetings at various times to allow working parents the opportunity to meet with teachers. Information will also be provided to parents via SchoolCast, web sites, radio, newspapers, and school newsletters.

**Strategy 2:** All schools will establish a leadership team to assist with planning for continuous improvement and budget development. The team will include representation from the following stakeholder groups: parents, community, students (middle and high schools), administration, and faculty.

**Strategy 3:** Grade level/departmental data meetings will be conducted monthly (or more frequently) to provide an opportunity for teacher collaboration.

# Appendix A

# Technology Plan

# Plan for Alabama Technology Plan:

# Transform 2020

# Escambia County Board of Education

Mr. Randall Little, Superintendent
PO Box 307
Brewton, AL 36427-0307

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# Goals Summary

**The following is a summary of the goals encompassed in this plan. The details for each goal are available in the next section.**

| # | Goal Name | Goal Details | Goal Type | Total Funding |
|---|-----------|--------------|-----------|---------------|
| 1 | Prepare and Support Teachers and Leaders to Graduate College- and Career Ready Students. | Objectives: 1<br>Strategies: 1<br>Activities: 6 | Organizational | $35940 |
| 2 | All educators and students will have tools to access a comprehensive viable infrastructure when and where they need it. | Objectives: 1<br>Strategies: 1<br>Activities: 2 | Organizational | $2178250 |
| 3 | Engage and Empower the Learner Through Technology | Objectives: 1<br>Strategies: 1<br>Activities: 3 | Academic | $40 |

# Goal 1: Prepare and Support Teachers and Leaders to Graduate College- and Career Ready Students.

This plan includes progress notes which are at the very end of this document

**Measurable Objective 1:**

collaborate to increase the use of digital resources and technology tools (by teacher and students) for classroom instruction by 10% by 05/23/2014 as measured by observations, lesson plans, and technology survey responses..

**Strategy 1:**

Instructional Support - Teachers and administrators will be provided the tools and training necessary to ensure that all students have an opportunity to be successful and graduate career and/or college ready.

Research Cited: Benefits of Technology in Today's Classrooms (Boise State University) Evaluating the Effectiveness of Technology in Our Schools (ACT POLICY REPORT)

| Activity - System Technology Team | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|---|---|---|---|---|---|
| The team will consist of representatives from information technology, curriculum and instruction, school administration, library media, central office, and career technical education. This team will establish policies for the use of instructional technology throughout the school system. The library media specialist will be the main point of contact for the team at each school.<br>Schools: All Schools | Policy and Process | 08/12/2013 | 07/31/2017 | $0 | No Funding Required | Assistant Superintendent Technology Coordinator Secondary Curriculum Supervisor |

| Activity - Technology Initiative | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|---|---|---|---|---|---|
| Presenters from the Alabama State Department of Education will train two teachers from each school on how to develop a culture for effective use of technology for instruction. The teachers will train and support the faculty at their assigned schools. This is a 6 hour session, scheduled for January 2014.<br>Schools: All Schools | Professional Learning | 01/09/2014 | 05/23/2014 | $1540 | Title II Part A | Secondary Curriculum Supervisor Teachers Administrators |

| Activity - Google Apps for Education Training | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|---|---|---|---|---|---|

| We will begin training teachers to use Google Apps for Education in their classrooms to prepare for the first phase of a 1:1 technology initiative to begin August 2014. Secondary language arts teachers and media specialists will be trained initially, and will begin using the apps on a limited basis in their schools. Training for secondary math, science, and social science teachers will be provided in the Spring and Summer of 2014. New secondary teachers will be trained over the next three years, and training will be offered to upper elementary teachers upon request.<br><br>Schools: All Schools | Professional Learning | 12/09/2013 | 07/31/2017 | $4400 | Title II Part A | Secondary Curriculum Supervisor Technology Coordinator |
|---|---|---|---|---|---|---|

| Activity - First Friday Technology Training | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|---|---|---|---|---|---|
| Library media specialists meet on the first Friday of each month for a morning webinar provided by the Alabama State Department of Education. We schedule 3 hour afternoon technology training for them to make use of the entire day. The focus of the training is determined by the District Technology Team. This will enable the library media specialist at each school to support initiatives set in motion by the technology team.<br><br>Schools: All Schools | Professional Learning | 09/06/2013 | 05/04/2018 | $0 | No Funding Required | Technology Coordinator Secondary Curriculum Supervisor |

| Activity - Educational Impact for Library Media Specialists | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|---|---|---|---|---|---|
| Library media specialists will participate in an online course assigned through the Educational Impact program. The course addresses the needs of 21st Century students, and includes a significant technology component. They will learn strategies for using instructional technology which can then be shared with teachers at each school.<br><br>Schools: All Schools | Professional Learning | 10/11/2013 | 05/23/2014 | $30000 | District Funding | Secondary Curriculum Supervisor |

| Activity - Technology Equipment Training | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|---|---|---|---|---|---|
| It will be the responsibility of the administration at each school to ensure that professional development is provided to their faculties for the use of any technology tool/equipment/program purchased with federal funds. This will enable us to be certain that teachers are prepared to make the best use of the tools provided to them. The duration of these training session vary from school to school. They usually train from 3 to 6 hours, depending upon the complexity of the equipment.<br><br>Schools: Rachel Patterson Elementary School, Escambia County High School, Escambia County Middle School, Pollard-McCall Junior High School, Huxford Elementary School, W. S. Neal Elementary School, A. C. Moore Elementary School, W. S. Neal Middle School, Flomaton Elementary School | Professional Learning | 08/12/2013 | 07/31/2017 | $0 | Title I Part A | Principals Director of Federal Programs/Curriculum and Instruction |

# Goal 2: All educators and students will have tools to access a comprehensive viable infrastructure when and where they need it.

This plan includes progress notes which are at the very end of this document

**Measurable Objective 1:**

collaborate to provide a technological infrastructure capable of supporting a 1:1 technology initiative for grades 5-12 by 07/01/2014 as measured by a 50% reduction in technology requests for network issues.

**Strategy 1:**

Create an Environment Conducive to the Implementation of Instructional Technology - Key school system personnel will ensure that teachers have the infrastructure, equipment, training, and support to effectively implement the use of instructional technology in the classroom.

Research Cited: Technology in Education (Research Center; September 1, 2011)

| Activity - Network Improvements | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|---|---|---|---|---|---|
| Escambia County Schools has applied for a significant network upgrade with USAC in 2013. If funded we plan to provide a fiber optic connection to every two rooms. We will provide 10 drops of 1Gb switched network access with POE to each classroom. We will upgrade our WLAN capabilities by providing an access point to each classroom and common area. We also plan to install Active Directory. Once fully implemented we will be able to provide more age and job appropriate internet content filtering.<br><br>Schools: All Schools | Technology | 09/02/2013 | 07/31/2017 | $2178250 | District Funding, USAC Technology | Technology Coordinator Superintendent Assistant Superintendent Chief School Financial Officer |

| Activity - System Technology Team | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|---|---|---|---|---|---|
| The team will consist of representatives from information technology, curriculum and instruction, school administration, library media, central office, and career technical education. This team will establish policies for the use of instructional technology throughout the school system. The library media specialist will be the main point of contact for the team at each school.<br><br>Schools: All Schools | Policy and Process | 08/12/2013 | 07/31/2017 | $0 | No Funding Required | Assistant Superintendent Technology Coordinator Secondary Curriculum Supervisor |

# Goal 3: Engage and Empower the Learner Through Technology

This plan includes progress notes which are at the very end of this document

**Measurable Objective 1:**

80% of All Students  will demonstrate a behavior  by engaging in the use of digital resources and technology tools to complete educational activities planned by their teachers in English Language Arts by 05/23/2014 as measured by observations, student work samples, and survey responses.

**Strategy 1:**

Increase student use of technology tools and digital resources for learning - Students will use available classroom technology to complete activities designed by

teachers to increase student engagement.

Research Cited: Integrating Web 2.0 Tools into the Classroom: Changing the Culture of Learning (Center for Children & Technology; June 1, 2010)

| Activity - Google Apps for Education | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|---|---|---|---|---|---|
| Google Apps for Education will be available for use by teachers and students to increase the use of technology tools and digital resources for classroom instruction. Teachers will provide assignments for students to be completed using Google Apps. These may be shared with other students and teachers to encourage collaboration and cooperative learning.<br><br>Schools: All Schools | Technology | 02/03/2014 | 05/24/2018 | $40 | District Funding | Administrators Secondary Curriculum Supervisor Technology Coordinator Teachers |

| Activity - Use available technology | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|---|---|---|---|---|---|
| Most of our classrooms have interactive white boards, and all of our schools have iPads, laptops, or PC's available for student use. Teachers will design lessons to encourage student use of existing equipment to increase academic engagement.<br><br>Schools: All Schools | Technology | 08/19/2013 | 05/25/2017 | $0 | No Funding Required | Teachers Administrators |

| Activity - Technology Equipment Training | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|---|---|---|---|---|---|
| It will be the responsibility of the administration at each school to ensure that professional development is provided to their faculties for the use of any technology tool/equipment/program purchased with federal funds. This will enable us to be certain that teachers are prepared to make the best use of the tools provided to them. The duration of these training session vary from school to school. They usually train from 3 to 6 hours, depending upon the complexity of the equipment.<br><br>Schools: Rachel Patterson Elementary School, Escambia County High School, Escambia County Middle School, Pollard-McCall Junior High School, Huxford Elementary School, W. S. Neal Elementary School, A. C. Moore Elementary School, W. S. Neal Middle School, Flomaton Elementary School | Professional Learning | 08/12/2013 | 07/31/2017 | $0 | Title I Part A | Principals Director of Federal Programs/Curriculum and Instruction |

# Activity Summary by Funding Source

**Below is a breakdown of your activities by funding source**

### District Funding

| Activity Name | Activity Description | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|---|---|---|---|---|---|---|
| Google Apps for Education | Google Apps for Education will be available for use by teachers and students to increase the use of technology tools and digital resources for classroom instruction. Teachers will provide assignments for students to be completed using Google Apps. These may be shared with other students and teachers to encourage collaboration and cooperative learning. | Technology | 02/03/2014 | 05/24/2018 | $40 | Administrators Secondary Curriculum Supervisor Technology Coordinator Teachers |
| Network Improvements | Escambia County Schools has applied for a significant network upgrade with USAC in 2013. If funded we plan to provide a fiber optic connection to every two rooms. We will provide 10 drops of 1Gb switched network access with POE to each classroom. We will upgrade our WLAN capabilities by providing an access point to each classroom and common area. We also plan to install Active Directory. Once fully implemented we will be able to provide more age and job appropriate internet content filtering. | Technology | 09/02/2013 | 07/31/2017 | $565000 | Technology Coordinator Superintendent Assistant Superintendent Chief School Financial Officer |
| Educational Impact for Library Media Specialists | Library media specialists will participate in an online course assigned through the Educational Impact program. The course addresses the needs of 21st Century students, and includes a significant technology component. They will learn strategies for using instructional technology which can then be shared with teachers at each school. | Professional Learning | 10/11/2013 | 05/23/2014 | $30000 | Secondary Curriculum Supervisor |
| | | | | **Total** | $595040 | |

### USAC Technology

| Activity Name | Activity Description | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|---|---|---|---|---|---|---|

| Network Improvements | Escambia County Schools has applied for a significant network upgrade with USAC in 2013. If funded we plan to provide a fiber optic connection to every two rooms. We will provide 10 drops of 1Gb switched network access with POE to each classroom. We will upgrade our WLAN capabilities by providing an access point to each classroom and common area. We also plan to install Active Directory. Once fully implemented we will be able to provide more age and job appropriate internet content filtering. | Technology | 09/02/2013 | 07/31/2017 | $1613250 | Technology Coordinator Superintendent Assistant Superintendent Chief School Financial Officer |
|---|---|---|---|---|---|---|
| | | | | **Total** | $1613250 | |

## Title I Part A

| Activity Name | Activity Description | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|---|---|---|---|---|---|---|
| Technology Equipment Training | It will be the responsibility of the administration at each school to ensure that professional development is provided to their faculties for the use of any technology tool/equipment/program purchased with federal funds. This will enable us to be certain that teachers are prepared to make the best use of the tools provided to them. The duration of these training session vary from school to school. They usually train from 3 to 6 hours, depending upon the complexity of the equipment. | Professional Learning | 08/12/2013 | 07/31/2017 | $0 | Principals Director of Federal Programs/Curriculum and Instruction |
| Technology Equipment Training | It will be the responsibility of the administration at each school to ensure that professional development is provided to their faculties for the use of any technology tool/equipment/program purchased with federal funds. This will enable us to be certain that teachers are prepared to make the best use of the tools provided to them. The duration of these training session vary from school to school. They usually train from 3 to 6 hours, depending upon the complexity of the equipment. | Professional Learning | 08/12/2013 | 07/31/2017 | $0 | Principals Director of Federal Programs/Curriculum and Instruction |
| | | | | **Total** | $0 | |

## Title II Part A

| Activity Name | Activity Description | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|---|---|---|---|---|---|---|

| Google Apps for Education Training | We will begin training teachers to use Google Apps for Education in their classrooms to prepare for the first phase of a 1:1 technology initiative to begin August 2014. Secondary language arts teachers and media specialists will be trained initially, and will begin using the apps on a limited basis in their schools. Training for secondary math, science, and social science teachers will be provided in the Spring and Summer of 2014. New secondary teachers will be trained over the next three years, and training will be offered to upper elementary teachers upon request. | Professional Learning | 12/09/2013 | 07/31/2017 | $4400 | Secondary Curriculum Supervisor Technology Coordinator |
|---|---|---|---|---|---|---|
| Technology Initiative | Presenters from the Alabama State Department of Education will train two teachers from each school on how to develop a culture for effective use of technology for instruction. The teachers will train and support the faculty at their assigned schools. This is a 6 hour session, scheduled for January 2014. | Professional Learning | 01/09/2014 | 05/23/2014 | $1540 | Secondary Curriculum Supervisor Teachers Administrators |
| | | | | **Total** | $5940 | |

**No Funding Required**

| Activity Name | Activity Description | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|---|---|---|---|---|---|---|
| System Technology Team | The team will consist of representatives from information technology, curriculum and instruction, school administration, library media, central office, and career technical education. This team will establish policies for the use of instructional technology throughout the school system. The library media specialist will be the main point of contact for the team at each school. | Policy and Process | 08/12/2013 | 07/31/2017 | $0 | Assistant Superintendent Technology Coordinator Secondary Curriculum Supervisor |
| Use available technology | Most of our classrooms have interactive white boards, and all of our schools have iPads, laptops, or PC's available for student use. Teachers will design lessons to encourage student use of existing equipment to increase academic engagement. | Technology | 08/19/2013 | 05/25/2017 | $0 | Teachers Administrators |
| First Friday Technology Training | Library media specialists meet on the first Friday of each month for a morning webinar provided by the Alabama State Department of Education. We schedule 3 hour afternoon technology training for them to make use of the entire day. The focus of the training is determined by the District Technology Team. This will enable the library media specialist at each school to support initiatives set in motion by the technology team. | Professional Learning | 09/06/2013 | 05/04/2018 | $0 | Technology Coordinator Secondary Curriculum Supervisor |

| System Technology Team | The team will consist of representatives from information technology, curriculum and instruction, school administration, library media, central office, and career technical education. This team will establish policies for the use of instructional technology throughout the school system. The library media specialist will be the main point of contact for the team at each school. | Policy and Process | 08/12/2013 | 07/31/2017 | $0 | Assistant Superintendent Technology Coordinator Secondary Curriculum Supervisor |
|---|---|---|---|---|---|---|
| | | | | **Total** | $0 | |

# Activity Summary by School

**Below is a breakdown of activity by school.**

**All Schools**

| Activity Name | Activity Description | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|---|---|---|---|---|---|---|
| Network Improvements | Escambia County Schools has applied for a significant network upgrade with USAC in 2013. If funded we plan to provide a fiber optic connection to every two rooms. We will provide 10 drops of 1Gb switched network access with POE to each classroom. We will upgrade our WLAN capabilities by providing an access point to each classroom and common area. We also plan to install Active Directory. Once fully implemented we will be able to provide more age and job appropriate internet content filtering. | Technology | 09/02/2013 | 07/31/2017 | $2178250 | Technology Coordinator Superintendent Assistant Superintendent Chief School Financial Officer |
| Google Apps for Education | Google Apps for Education will be available for use by teachers and students to increase the use of technology tools and digital resources for classroom instruction. Teachers will provide assignments for students to be completed using Google Apps. These may be shared with other students and teachers to encourage collaboration and cooperative learning. | Technology | 02/03/2014 | 05/24/2018 | $40 | Administrators Secondary Curriculum Supervisor Technology Coordinator Teachers |
| Use available technology | Most of our classrooms have interactive white boards, and all of our schools have iPads, laptops, or PC's available for student use. Teachers will design lessons to encourage student use of existing equipment to increase academic engagement. | Technology | 08/19/2013 | 05/25/2017 | $0 | Teachers Administrators |
| System Technology Team | The team will consist of representatives from information technology, curriculum and instruction, school administration, library media, central office, and career technical education. This team will establish policies for the use of instructional technology throughout the school system. The library media specialist will be the main point of contact for the team at each school. | Policy and Process | 08/12/2013 | 07/31/2017 | $0 | Assistant Superintendent Technology Coordinator Secondary Curriculum Supervisor |
| Technology Initiative | Presenters from the Alabama State Department of Education will train two teachers from each school on how to develop a culture for effective use of technology for instruction. The teachers will train and support the faculty at their assigned schools. This is a 6 hour session, scheduled for January 2014. | Professional Learning | 01/09/2014 | 05/23/2014 | $1540 | Secondary Curriculum Supervisor Teachers Administrators |

| Google Apps for Education Training | We will begin training teachers to use Google Apps for Education in their classrooms to prepare for the first phase of a 1:1 technology initiative to begin August 2014. Secondary language arts teachers and media specialists will be trained initially, and will begin using the apps on a limited basis in their schools. Training for secondary math, science, and social science teachers will be provided in the Spring and Summer of 2014. New secondary teachers will be trained over the next three years, and training will be offered to upper elementary teachers upon request. | Professional Learning | 12/09/2013 | 07/31/2017 | $4400 | Secondary Curriculum Supervisor Technology Coordinator |
|---|---|---|---|---|---|---|
| First Friday Technology Training | Library media specialists meet on the first Friday of each month for a morning webinar provided by the Alabama State Department of Education. We schedule 3 hour afternoon technology training for them to make use of the entire day. The focus of the training is determined by the District Technology Team. This will enable the library media specialist at each school to support initiatives set in motion by the technology team. | Professional Learning | 09/06/2013 | 05/04/2018 | $0 | Technology Coordinator Secondary Curriculum Supervisor |
| Educational Impact for Library Media Specialists | Library media specialists will participate in an online course assigned through the Educational Impact program. The course addresses the needs of 21st Century students, and includes a significant technology component. They will learn strategies for using instructional technology which can then be shared with teachers at each school. | Professional Learning | 10/11/2013 | 05/23/2014 | $30000 | Secondary Curriculum Supervisor |
| System Technology Team | The team will consist of representatives from information technology, curriculum and instruction, school administration, library media, central office, and career technical education. This team will establish policies for the use of instructional technology throughout the school system. The library media specialist will be the main point of contact for the team at each school. | Policy and Process | 08/12/2013 | 07/31/2017 | $0 | Assistant Superintendent Technology Coordinator Secondary Curriculum Supervisor |
| | | | | **Total** | $2214230 | |

## W. S. Neal Middle School

| Activity Name | Activity Description | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|---|---|---|---|---|---|---|
| Technology Equipment Training | It will be the responsibility of the administration at each school to ensure that professional development is provided to their faculties for the use of any technology tool/equipment/program purchased with federal funds. This will enable us to be certain that teachers are prepared to make the best use of the tools provided to them. The duration of these training session vary from school to school. They usually train from 3 to 6 hours, depending upon the complexity of the equipment. | Professional Learning | 08/12/2013 | 07/31/2017 | $0 | Principals Director of Federal Programs/Curriculum and Instruction |

| Activity Name | Activity Description | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|---|---|---|---|---|---|---|
| Technology Equipment Training | It will be the responsibility of the administration at each school to ensure that professional development is provided to their faculties for the use of any technology tool/equipment/program purchased with federal funds. This will enable us to be certain that teachers are prepared to make the best use of the tools provided to them. The duration of these training session vary from school to school. They usually train from 3 to 6 hours, depending upon the complexity of the equipment. | Professional Learning | 08/12/2013 | 07/31/2017 | $0 | Principals Director of Federal Programs/Curriculum and Instruction |
| | | | | **Total** | $0 | |

**W. S. Neal Elementary School**

| Activity Name | Activity Description | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|---|---|---|---|---|---|---|
| Technology Equipment Training | It will be the responsibility of the administration at each school to ensure that professional development is provided to their faculties for the use of any technology tool/equipment/program purchased with federal funds. This will enable us to be certain that teachers are prepared to make the best use of the tools provided to them. The duration of these training session vary from school to school. They usually train from 3 to 6 hours, depending upon the complexity of the equipment. | Professional Learning | 08/12/2013 | 07/31/2017 | $0 | Principals Director of Federal Programs/Curriculum and Instruction |
| Technology Equipment Training | It will be the responsibility of the administration at each school to ensure that professional development is provided to their faculties for the use of any technology tool/equipment/program purchased with federal funds. This will enable us to be certain that teachers are prepared to make the best use of the tools provided to them. The duration of these training session vary from school to school. They usually train from 3 to 6 hours, depending upon the complexity of the equipment. | Professional Learning | 08/12/2013 | 07/31/2017 | $0 | Principals Director of Federal Programs/Curriculum and Instruction |
| | | | | **Total** | $0 | |

**Rachel Patterson Elementary School**

| Activity Name | Activity Description | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|---|---|---|---|---|---|---|
| Technology Equipment Training | It will be the responsibility of the administration at each school to ensure that professional development is provided to their faculties for the use of any technology tool/equipment/program purchased with federal funds. This will enable us to be certain that teachers are prepared to make the best use of the tools provided to them. The duration of these training session vary from school to school. They usually train from 3 to 6 hours, depending upon the complexity of the equipment. | Professional Learning | 08/12/2013 | 07/31/2017 | $0 | Principals Director of Federal Programs/Curriculum and Instruction |

| Technology Equipment Training | It will be the responsibility of the administration at each school to ensure that professional development is provided to their faculties for the use of any technology tool/equipment/program purchased with federal funds. This will enable us to be certain that teachers are prepared to make the best use of the tools provided to them. The duration of these training session vary from school to school. They usually train from 3 to 6 hours, depending upon the complexity of the equipment. | Professional Learning | 08/12/2013 | 07/31/2017 | $0 | Principals Director of Federal Programs/Curriculum and Instruction |
|---|---|---|---|---|---|---|
| | | | | **Total** | $0 | |

### Pollard-McCall Junior High School

| Activity Name | Activity Description | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|---|---|---|---|---|---|---|
| Technology Equipment Training | It will be the responsibility of the administration at each school to ensure that professional development is provided to their faculties for the use of any technology tool/equipment/program purchased with federal funds. This will enable us to be certain that teachers are prepared to make the best use of the tools provided to them. The duration of these training session vary from school to school. They usually train from 3 to 6 hours, depending upon the complexity of the equipment. | Professional Learning | 08/12/2013 | 07/31/2017 | $0 | Principals Director of Federal Programs/Curriculum and Instruction |
| Technology Equipment Training | It will be the responsibility of the administration at each school to ensure that professional development is provided to their faculties for the use of any technology tool/equipment/program purchased with federal funds. This will enable us to be certain that teachers are prepared to make the best use of the tools provided to them. The duration of these training session vary from school to school. They usually train from 3 to 6 hours, depending upon the complexity of the equipment. | Professional Learning | 08/12/2013 | 07/31/2017 | $0 | Principals Director of Federal Programs/Curriculum and Instruction |
| | | | | **Total** | $0 | |

### Huxford Elementary School

| Activity Name | Activity Description | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|---|---|---|---|---|---|---|
| Technology Equipment Training | It will be the responsibility of the administration at each school to ensure that professional development is provided to their faculties for the use of any technology tool/equipment/program purchased with federal funds. This will enable us to be certain that teachers are prepared to make the best use of the tools provided to them. The duration of these training session vary from school to school. They usually train from 3 to 6 hours, depending upon the complexity of the equipment. | Professional Learning | 08/12/2013 | 07/31/2017 | $0 | Principals Director of Federal Programs/Curriculum and Instruction |

| Technology Equipment Training | It will be the responsibility of the administration at each school to ensure that professional development is provided to their faculties for the use of any technology tool/equipment/program purchased with federal funds. This will enable us to be certain that teachers are prepared to make the best use of the tools provided to them. The duration of these training session vary from school to school. They usually train from 3 to 6 hours, depending upon the complexity of the equipment. | Professional Learning | 08/12/2013 | 07/31/2017 | $0 | Principals Director of Federal Programs/Curriculum and Instruction |
|---|---|---|---|---|---|---|
| | | | | **Total** | $0 | |

### Flomaton Elementary School

| Activity Name | Activity Description | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|---|---|---|---|---|---|---|
| Technology Equipment Training | It will be the responsibility of the administration at each school to ensure that professional development is provided to their faculties for the use of any technology tool/equipment/program purchased with federal funds. This will enable us to be certain that teachers are prepared to make the best use of the tools provided to them. The duration of these training session vary from school to school. They usually train from 3 to 6 hours, depending upon the complexity of the equipment. | Professional Learning | 08/12/2013 | 07/31/2017 | $0 | Principals Director of Federal Programs/Curriculum and Instruction |
| Technology Equipment Training | It will be the responsibility of the administration at each school to ensure that professional development is provided to their faculties for the use of any technology tool/equipment/program purchased with federal funds. This will enable us to be certain that teachers are prepared to make the best use of the tools provided to them. The duration of these training session vary from school to school. They usually train from 3 to 6 hours, depending upon the complexity of the equipment. | Professional Learning | 08/12/2013 | 07/31/2017 | $0 | Principals Director of Federal Programs/Curriculum and Instruction |
| | | | | **Total** | $0 | |

### Escambia County Middle School

| Activity Name | Activity Description | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|---|---|---|---|---|---|---|
| Technology Equipment Training | It will be the responsibility of the administration at each school to ensure that professional development is provided to their faculties for the use of any technology tool/equipment/program purchased with federal funds. This will enable us to be certain that teachers are prepared to make the best use of the tools provided to them. The duration of these training session vary from school to school. They usually train from 3 to 6 hours, depending upon the complexity of the equipment. | Professional Learning | 08/12/2013 | 07/31/2017 | $0 | Principals Director of Federal Programs/Curriculum and Instruction |

| | It will be the responsibility of the administration at each school to ensure that professional development is provided to their faculties for the use of any technology tool/equipment/program purchased with federal funds. This will enable us to be certain that teachers are prepared to make the best use of the tools provided to them. The duration of these training session vary from school to school. They usually train from 3 to 6 hours, depending upon the complexity of the equipment. | Professional Learning | 08/12/2013 | 07/31/2017 | $0 | Principals Director of Federal Programs/Curriculum and Instruction |
|---|---|---|---|---|---|---|
| Technology Equipment Training | | | | | | |
| | | | | **Total** | $0 | |

**Escambia County High School**

| Activity Name | Activity Description | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|---|---|---|---|---|---|---|
| Technology Equipment Training | It will be the responsibility of the administration at each school to ensure that professional development is provided to their faculties for the use of any technology tool/equipment/program purchased with federal funds. This will enable us to be certain that teachers are prepared to make the best use of the tools provided to them. The duration of these training session vary from school to school. They usually train from 3 to 6 hours, depending upon the complexity of the equipment. | Professional Learning | 08/12/2013 | 07/31/2017 | $0 | Principals Director of Federal Programs/Curriculum and Instruction |
| Technology Equipment Training | It will be the responsibility of the administration at each school to ensure that professional development is provided to their faculties for the use of any technology tool/equipment/program purchased with federal funds. This will enable us to be certain that teachers are prepared to make the best use of the tools provided to them. The duration of these training session vary from school to school. They usually train from 3 to 6 hours, depending upon the complexity of the equipment. | Professional Learning | 08/12/2013 | 07/31/2017 | $0 | Principals Director of Federal Programs/Curriculum and Instruction |
| | | | | **Total** | $0 | |

**A. C. Moore Elementary School**

| Activity Name | Activity Description | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|---|---|---|---|---|---|---|
| Technology Equipment Training | It will be the responsibility of the administration at each school to ensure that professional development is provided to their faculties for the use of any technology tool/equipment/program purchased with federal funds. This will enable us to be certain that teachers are prepared to make the best use of the tools provided to them. The duration of these training session vary from school to school. They usually train from 3 to 6 hours, depending upon the complexity of the equipment. | Professional Learning | 08/12/2013 | 07/31/2017 | $0 | Principals Director of Federal Programs/Curriculum and Instruction |

| Technology Equipment Training | It will be the responsibility of the administration at each school to ensure that professional development is provided to their faculties for the use of any technology tool/equipment/program purchased with federal funds. This will enable us to be certain that teachers are prepared to make the best use of the tools provided to them. The duration of these training session vary from school to school. They usually train from 3 to 6 hours, depending upon the complexity of the equipment. | Professional Learning | 08/12/2013 | 07/31/2017 | $0 | Principals Director of Federal Programs/Curriculum and Instruction |
|---|---|---|---|---|---|---|
| | | | | **Total** | $0 | |

# Progress Notes

| Type | Name | Status | Comments | Created On | Created By |
|------|------|--------|----------|------------|------------|

# Appendix B

# Capital Improvement Plan

Login | Forgot Password | Application

**2014 Capital Plan as of 9/20/2013**
**Escambia County Board of Education**
**Capital Plan last signed off on: 9/20/2013**

Create New Projects

| Delete | Edit/View | Priority | Project Name | Budget | Classification | Funding Year |
|--------|-----------|----------|--------------|--------|----------------|--------------|
| Delete | Edit/View | 1 | Escambia County High School | $50,000.00 | Roofing Only | 2014 |
| Delete | Edit/View | 2 | W S Neal High School | $40,000.00 | Roofing Only | 2014 |
| Delete | Edit/View | 3 | Flomaton High School | $75,000.00 | Roofing Only | 2014 |
| Delete | Edit/View | 4 | W S Neal High School | $15,600,000.00 | Building Replacement | 2014 |
| Delete | Edit/View | 5 | Rachel Patterson Elementary School | $2,600,000.00 | HVAC Only | 2014 |
| Delete | Edit/View | 6 | Flomaton High School | $500,000.00 | Renovations | 2014 |
| Delete | Edit/View | 7 | Huxford Elementary School | $50,000.00 | Electrical Only | 2014 |
| Delete | Edit/View | 8 | Pollard-McCall Junior High School | $55,000.00 | Electrical Only | 2014 |
| Delete | Edit/View | 9 | Huxford Elementary School | $50,000.00 | Roofing Only | 2015 |
| Delete | Edit/View | 10 | W S Neal Elementary School | $360,000.00 | Roofing Only | 2015 |
| Delete | Edit/View | 11 | Escambia County High School | $350,000.00 | Renovations | 2016 |
| Delete | Edit/View | 12 | Flomaton High School | $250,000.00 | Additions and Renovations | 2017 |
| Delete | Edit/View | 13 | W S Neal Middle School | $40,000.00 | Electrical Only | 2018 |
| Delete | Edit/View | 14 | Rachel Patterson Elementary School | $3,000,000.00 | Additions | 2018 |

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Technical Support Only: Web Administrator

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