

**SO. MISS. COUNTY SCHOOL DIST.**  
**Arkansas Comprehensive School Improvement Plan**  
**REVIEW COPY ONLY**  
**2011-2012**

The mission of the South Mississippi  
County School District is to educate all students for success.

Grade Span:

Title I: Not Applicable

School Improvement:

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1 **Priority 1:** The District will provide administrative support and technical assistance to insure the academic success of the students and the implementation of the school improvement plans.

1.1 **Goal:** To improve student achievement .

**Benchmark:** The expected level of proficient performance (by percent) for schools is:SMC @ Luxora, SMC @ Wilson and SMC @ Keiser Literacy: 85.60; math 85.; Rivercrest High School: Literacy: 83.88; math: 82.30

**Benchmark:** The schools will meet AYP standards for 2011-2012 by examining proficiency and growth performance results.

<b>Intervention</b> To provide administrative support for improvement of schools				
<b>Scientific Based Research</b>				
"Transforming Schools: Creating a Culture of Continuous Improvement", Allison Zmuda et.al.: ASCD,2004				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Title I funds will be used to hire a Federal Programs administrator who will collaborate with all stakeholders to coordinate the use of Federal funds to supplement instruction and to increase student achievement. Agendas, sign-in sheets and minutes will be maintained as appropriate. Title I - FTE .25 Action Type: Collaboration	Gary Masters, Superintendent	Start: 07/01/2011 End: 06/30/2012	Central Office	Title I Employee Salaries: \$19,678.00 Title I Employee Benefits: \$5,903.39 <hr/> ACTION BUDGET: \$25,581.39
The Federal Coordinator will purchase office supplies, equipment and professional materials and will attend professional development trainings, conferences and workshops as appropriate to support the understanding of guidelines or requirements for successful preparation and implementation of school improvement plans. Action Type: Professional Development	Renella Clemons, Federal Coordinator	Start: 07/01/2011 End: 06/30/2012	None	<hr/> ACTION BUDGET:
A social worker who will serve as the homeless liason, will work with each school in the district to provide clothes, school supplies and other resources to students in need, and will make home visits to promote parent support of the students' academic efforts. The needs of the homeless will be addressed to remove barriers to learning for those students The social worker will keep a log of services provided and home visits that occur. Counselors, principals, teachers, and community members will work with the social worker in identifying the homeless in the communities. Title I - FTE 1.0	Gary Masters, Superintendent	Start: 08/08/2011 End: 05/22/2012	None	Title I Purchased Services: \$1,000.00 Title I Materials & Supplies: \$8,000.00 Title I Employee Salaries: \$14,500.00 Title I Employee Benefits: \$4,350.00 <hr/> ACTION BUDGET: \$27,850.00

<b>Intervention</b> To provide administrative support for improvement of schools				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The District Parent Coordinator, school board members, superintendent and Federal Coordinator will participate in the each school's annual public meeting. Sign In sheets and agendas will be maintained. Action Type: Parental Engagement	Gary Masters, Superintendent	Start: 08/09/2011 End: 09/24/2011	None	_____ ACTION BUDGET:

<b>Intervention</b> To provide administrative support for improvement of schools				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>Students will be instructed by certified teachers who are highly qualified. Staff will be expected to participate in quality professional development including, training provided by the Crowley’s Ridge Education Service Cooperative, conferences and other trainings to increase teaching competency in their subject areas with travel, food, lodging, materials, stipends for off contract training hours and consultants services provided as appropriate. Professional development planned include: classes for staff to become highly qualified; Comprehensive literacy training; Advanced Placement training for secondary science, social studies, math and literacy; My Access training; ALA Institutes; Common Core Standards training, curriculum alignment and pacing guide revisions; technology conferences; AR Reading state conferences; CGI; Parent Involvement conference; Adolescent Literacy training; Arkansas Association of Federal Coordinators; AAEEA conferences; Smart Accountability; AdvancED conferences; Arkansas Early Childhood conference; Arkansas Curriculum Conference for Teachers , Economic Education conference; trainings at the Crowley’s Educational Service Cooperative; technology training; Pre-AP and AP training; Stipends, subs for teachers involved in training, lodging, meals, and consultants for team leadership training; training from The Learning Institute for alignment and interim assessment implementation; consultant for High Yield Strategies with onsite coaching and follow-up training and implementation; training for ECERS for Pre-K;. These activities are reflected in the schools’ improvement plans. Participants will be responsible to provide training to other teachers in the school and/or district as appropriate. Documentation of attendance will be maintained at each school site. Evaluations of each training will be conducted at the site of the training. NSLA funds will be used for stipends for off contract training and materials and supplies for professional development. Title I and NSLA funds will be used for sub pay, training costs including registration, travel, meals and lodging, and other purchased services costs incurred for teachers to become highly qualified.</p> <p>Action Type: Collaboration                      Action Type: Professional Development                      Action Type: Title I Schoolwide</p>	Gary Masters, Superintendent	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office District Staff Outside Consultants Teachers	NSLA (State-281) Purchased Services: \$55,000.00 NSLA (State-281) Materials & Supplies: \$3,000.00 NSLA (State-281) Employee Benefits: \$13,500.00 NSLA (State-281) Employee Salaries: \$45,000.00 <hr/> ACTION BUDGET: \$116,500.00

<b>Intervention</b> To provide administrative support for improvement of schools				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>A professional development survey will be conducted annually by the Crowley’s Ridge Educational Service Cooperative to determine staff needs. Professional development will be job-embedded and specific to individual and school needs to support instructional programs.</p> <p>The survey indicates a focus for training on common core standards, classroom management, literacy, math, science, social studies, instructional strategies and educational technology.</p> <p>Action Type: Collaboration Action Type: Professional Development</p>	<p>Renella Clemons, Central Office Administrator</p>	<p>Start: 03/01/2012 End: 05/20/2012</p>	<p>District Staff Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The district school improvement plan will be reviewed and revised throughout the year. Members of the District Advisory Team will meet each semester for review of the plan. The schools’ ACSIP chairs will work with the District chair in this process. An end of the year planning will occur for collaboration for continuous progress. Agendas and sign-in sheets will be maintained.</p> <p>Action Type: Program Evaluation</p>	<p>Renella Clemons, Central Office Administrator</p>	<p>Start: 05/01/2011 End: 05/22/2012</p>	<p>Administrative Staff Central Office Community Leaders District Staff Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>Funds will be set aside for SES services and for transportation for school choice. Two weeks before school begins, parents will be provided written notification of the services for eligible students. Each semester follow up notification with enrollment and provider information will be provided by letters. The availability of services will be advertised in the community businesses and churches. The Federal Coordinator will coordinate the process with parents and the SES providers. The allowable for parent outreach and assistance cost will be accessed by the district. The SES services provided to the students will be monitored through online reports of student progress. Reports of student attendance and progress will be required for payment to the provider</p> <p>Action Type: Collaboration Action Type: Equity Action Type: Title I Schoolwide</p>	<p>Renella Clemons Federal Coordinator</p>	<p>Start: 08/05/2011 End: 05/22/2012</p>	<p>Outside Consultants</p>	<p>NSLA (State-281) Materials &amp; Supplies: \$1,003.00 NSLA (State-281) Purchased Services: \$102,293.00 _____</p> <p>ACTION BUDGET: \$103,296.00</p>

<b>Intervention</b> To provide administrative support for improvement of schools				
Actions	Person Responsible	Timeline	Resources	Source of Funds
A tutor, under the direction of certified staff, will work with LEP and migrant students individually and/or small groups to address academic needs at the school sites. Migrant Funds from the Northeast Arkansas Migrant Coop. will support this tutor. FTE 1.0 Action Type: Equity	Angela Elliott, Migrant tutor	Start: 08/08/2011 End: 05/22/2012	Teachers Teaching Aids	_____ ACTION BUDGET:
Recruitment and retention of highly qualified teachers will occur through participation in Job Fairs, online applications, newspaper ads and through district support of teachers' for attaining the highly qualified status in their teaching area. Action Type: Title I Schoolwide	Gary Masters, Superintendent	Start: 07/01/2011 End: 06/30/2012	Central Office	Title VI State Purchased Services: \$1,000.00 _____ ACTION BUDGET: \$1,000.00
A technology trainer will provide professional development for technology related instruction for improvement of instruction and to increase student engagement and achievement. The trainer will coordinate technology purchases and facilitate instruction related technology usage in the classrooms throughout the District. The trainer will maintain a log of services provided. NSLA - FTE .95 Action Type: Professional Development Action Type: Technology Inclusion	Dana Lane, Technology	Start: 07/25/2011 End: 06/06/2012	Administrative Staff Computers Teachers	NSLA (State-281) Employee Benefits: \$12,366.20 NSLA (State-281) Employee Salaries: \$41,223.00 _____ ACTION BUDGET: \$53,589.20
Web-based systems will be used to provide updated school information to parents as well as information to the community with electronic interactive access between the teachers and the parents. Action Type: Collaboration Action Type: Parental Engagement	Dana Lane, Technology	Start: 08/15/2011 End: 06/30/2012	Community Leaders Computers Teachers	NSLA (State-281) Purchased Services: \$13,552.00 _____ ACTION BUDGET: \$13,552.00
Licensed Pre-school classrooms for four-year olds meeting Quality Approval status will be in each elementary school. Teachers and support staff will receive required training and will implement the Arkansas Early Childhood Standards. Student growth will be measured with the pre-post Brigance assessment and through Work Sampling. Details of each program are in the school's ACSIP plans. The elementary principals will monitor student progress and evaluate teacher performance. Action Type: Professional Development Action Type: Title I Schoolwide	Principals: Gloria Phillips, Dixie Baker Renella Clemons, Asst. superintendent	Start: 08/15/2011 End: 05/22/2012		_____ ACTION BUDGET:

<b>Intervention</b> To provide administrative support for improvement of schools				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The elementary schools will plan a Step-up day for transition into Kindergarten of Pre-school children from each pre-school classroom in the District including those from Headstart. Collaboration with Headstart of health services and parent activities will occur as appropriate.</p> <p>Action Type: Collaboration Action Type: Title I Schoolwide</p>	Pre-school teachers elementary school principals	Start: 05/10/2012 End: 05/20/2012	Administrative Staff Teachers	<hr/> <p>ACTION BUDGET:</p>
<p>A District Parent Coordinator will work with the school parent facilitators and parents in development of a parent development policy for each school and will be involved in school planning and implementation of strategies for parent involvement. Sign in sheets, and documentation pictures will be maintained. NSLA - FTE .50 Title 1 - FTE .50</p> <p>Action Type: Collaboration Action Type: Parental Engagement</p>	Gary Masters, superintendent	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Teachers	<p>Title I</p> <p>Purchased Services: \$1,500.00</p> <p>Title I</p> <p>Employee Salaries: \$12,000.00</p> <p>Title I</p> <p>Employee Benefits: \$3,600.00</p> <p>NSLA (State-281)</p> <p>Employee Benefits: \$3,708.00</p> <p>NSLA (State-281)</p> <p>Employee Salaries: \$12,360.00</p> <hr/> <p>ACTION BUDGET: \$33,168.00</p>
<p>The District Parent Coordinator will maintain a District Parent/Teacher Center with resources to assist parents and teachers to improve student achievement. The Coordinator will develop mini-parent centers on each campus and will coordinate a delivery system for access of materials from the District Center to the schools. A checkout system for materials will be utilized. The Coordinator will coordinate the use of the "Magic Book Bus" which will travel to the communities to supply books and educational activities for the home. Materials for parent activities will be purchased.</p> <p>Action Type: Parental Engagement</p>	Portia Routon, Parent Coordinator	Start: 07/01/2011 End: 06/30/2012	Teaching Aids	<p>Title I</p> <p>Materials &amp; Supplies: \$3,081.00</p> <p>NSLA (State-281)</p> <p>Materials &amp; Supplies: \$2,045.00</p> <p>Title VI State</p> <p>Materials &amp; Supplies: \$3,000.00</p> <hr/> <p>ACTION BUDGET: \$8,126.00</p>
<p>The District Parent Coordinator will facilitate the volunteer program at each school, access parent involvement training for teachers and administrators, and coordinate the preparation of the Family kits at each school. Administrators will keep documentation of the 2 hr.parent involvement training for all teachers.</p> <p>Action Type: Parental Engagement Action Type: Professional Development</p>	Portia Routon, Parent Coord.	Start: 08/08/2011 End: 09/30/2012		<hr/> <p>ACTION BUDGET:</p>



<b>Intervention</b> To provide administrative support for improvement of schools				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The District Parent Coordinator will prepare learning kits for students identified at each school as needing the extra support at home. The Parent Coordinator and Social Worker will work with principals to identify children who will benefit from home visits connected to use of the "Magic Book Bus". The bus will be supplied with books and learning materials for at home use. Supplemental resources will fund the cost of gas for the Book Bus to visit homes. A log of visits will be maintained</p> <p>Action Type: Collaboration Action Type: Parental Engagement</p>	Portia Routon, Parent Coordinator	Start: 10/01/2011 End: 06/30/2112	Teachers Teaching Aids	NSLA (State-281) Purchased Services: \$1,000.00 NSLA (State-281) Materials & Supplies: \$2,045.00 <hr/> ACTION BUDGET: \$3,045.00
Indirect cost will be calculated for use of services provided by the District.	Renella Clemons, Fed. Coord.	Start: 09/20/2011 End: 06/30/2012		<hr/> ACTION BUDGET:
Library software will be provided for all schools to facilitate the use of library resources both during the school day and after the school day at home. These library resources are beyond the requirements to meet state standards.	Gary Masters, superintendent	Start: 08/05/2011 End: 05/30/2012	School Library	NSLA (State-281) Purchased Services: \$5,860.00 <hr/> ACTION BUDGET: \$5,860.00
<p>The District will provide resources to support district initiatives for improvement in instruction to increase student achievement including: materials and supplies to support instruction; purchasing, upgrading and maintenance of equipment and software to provide safe and effective use of technology for instruction in the schools; purchasing license for writing software for use in all schools which will give immediate feedback to students and teachers to guide improvement</p> <p>Action Type: Collaboration</p>	Gary Masters, Renella Clemons, Central Office Administrators	Start: 09/01/2011 End: 05/30/2012	Administrative Staff Central Office Teachers	NSLA (State-281) Capital Outlay: \$10,000.00 NSLA (State-281) Purchased Services: \$28,500.00 NSLA (State-281) Materials & Supplies: \$7,219.00 <hr/> ACTION BUDGET: \$45,719.00
<p>The district will transfer ALE, ELL, and PD-State into NSLA to enhance the use of funds for quality programs in the schools.</p> <p>Action Type: Collaboration Action Type: Professional Development</p>	Renella Clemons, Federal Coordinator	Start: 08/15/2011 End: 05/01/2012	Administrative Staff Central Office Teachers	<hr/> ACTION BUDGET:
The district will utilize the indirect costs option from Title 1 and Title 11A	Vickie Shannon, bookkeeper	Start: 06/01/2012 End: 06/30/2012	None	<hr/> ACTION BUDGET:

<b>Intervention</b> To provide administrative support for improvement of schools				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Title VI funds will be used for technology materials, supplies, software and equipment; materials and supplies districtwide to support quality instruction related technology in the schools. The safe and drug-free activities in each school will be supported, including: students' participation in Teen Summit, materials to support the safe and drug free and character education programs in the schools.	Gary Masters, superintendent	Start: 10/01/2011 End: 04/01/2012		Title VI State Purchased Services:      \$6,750.00 Title VI State Materials & Supplies:      \$23,110.23 <hr/> ACTION BUDGET:      \$29,860.23
			Total Budget	\$467,146.82

<b>Intervention</b> The District/LEA will provide leadership and support in the development of plans for improvement for schools as specified in the Smart Accountability Guide.				
<b>Scientific Based Research</b> "The Turnaround Challenge: Why America's Best Opportunity to Dramatically Improve Student Achievement Lies in Our Worst-Performing Schools". Mass Insight Education & Research Institute (Massinsight, 2007) <a href="http://www.massinsight.org/micontent/trnresources.aspx">http://www.massinsight.org/micontent/trnresources.aspx</a>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The District will provide training and funding for the technology needed for data collection for CWT. Summaries from principals' CWT data will be provided to the Superintendent. Data collected will guide improvement strategies in curriculum and/or instruction. Action Type: Collaboration	Gary Masters, Superintendent	Start: 08/15/2011 End: 05/22/2012	Administrative Staff Central Office	_____ ACTION BUDGET:
Rivercrest High School will provide intervention classes in math and/or literacy to targeted students. A list of those students served will be maintained. Action Type: Equity	Gary Masters, superintendent	Start: 08/15/2011 End: 05/22/2012	Administrative Staff Computers Teachers	_____ ACTION BUDGET:
Academic coaches will facilitate professional development for staff on analyzing and effectively using data to guide instruction and provide instruction and modeling of effective instructional strategies. Action Type: Professional Development	Gary Masters, superintendent	Start: 08/08/2011 End: 06/15/2012	Teachers	_____ ACTION BUDGET:
Parents of each school will be notified school improvement status in annual public meetings, by letter and through on-line access to the School Improvement Plan. Action Type: Parental Engagement	Gary Masters, superintendent	Start: 08/16/2011 End: 09/30/0012	Computers	_____ ACTION BUDGET:

<b>Intervention</b> The District/LEA will provide leadership and support in the development of plans for improvement for schools as specified in the Smart Accountability Guide.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The District administrative staff will work with the principals in review of policies, procedures and practices that may be barriers to students' achievement and principals will report quarterly to the superintendent on the progress of the school improvement plan. Student and adult learning achievements will be reported verbally at weekly District Leadership Team meetings with the superintendent. The leadership roles at the team meetings will be shared with the chairperson for week preparing the agenda for that meeting. A scholastic audit standard will be focused each month with research articles and other data studied to address that standard. Agendas with notation and sign-in sheets will be maintained.</p> <p>Action Type: ADE Scholastic Audit                      Action Type: Collaboration                      Action Type: Professional Development</p>	Gary Masters, Superintendent	Start: 07/18/2011 End: 06/30/2012	Administrative Staff	_____ ACTION BUDGET: _____
<p>The superintendent and/or assistant superintendent will attend professional development at the schools focused to teaching and learning at each campus. Summary of data findings from monthly interim assessments in literacy and math will be analyzed by staff members at the school.</p> <p>Action Type: Collaboration                      Action Type: Professional Development</p>	Gary Masters, superintendent	Start: 08/08/2011 End: 05/22/2012	Administrative Staff District Staff Outside Consultants Teachers	_____ ACTION BUDGET: _____
<p>The District administration will work with the ADE ACSIP supervisors and the State Smart Accountability Teams to assist in enhancing the quality and effectiveness of the school improvement system . .</p> <p>Action Type: Collaboration                      Action Type: Professional Development</p>	Gary Masters, superintendent	Start: 08/20/2011 End: 06/20/2012		_____ ACTION BUDGET: _____
<p>Leadership teams will function at each school. Sign in sheets, agendas and minutes will be maintained. Reports will be given as appropriate at the weekly District Leadership Team meetings The Distict will provide funding for the training and support for the development of effective teams.</p> <p>Action Type: Professional Development</p>	Gary Masters, superintendent	Start: 07/13/2011 End: 06/28/2012	Administrative Staff Outside Consultants Teachers	_____ ACTION BUDGET: _____

<b>Intervention</b> The District/LEA will provide leadership and support in the development of plans for improvement for schools as specified in the Smart Accountability Guide.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The Arkansas Leadership Academy will complete the 3-year contract as the turnaround model for school improvement. Year 3 professional development training will be provided to the School Board, district and school administrators and teachers at Luxora and Rivercrest High School to build leadership capacity in the schools. The Arkansas Leadership Academy will provide an instructional specialist to work on-site in those schools. The superintendent will receive timely reports from the school improvement specialist. Agendas for the on site trainings will be developed through the collaboration of the school staff, central office administrators and the school improvement specialist.</p> <p>Action Type: Collaboration Action Type: Professional Development</p>	Gary Masters, superintendent	Start: 07/01/2011 End: 06/30/2012	Administrative Staff District Staff Outside Consultants Teachers	_____ ACTION BUDGET:
<p>Data analysis will ongoing at SMC @ Luxora, SMC @ Wilson and SMC @ Keiser and RHS to provide a current tracking of student achievement. Data walls will be maintained to track achievement in math and literacy. The superintendent will expect a verbal report upon request from staff members on the analysis results</p> <p>Action Type: Equity</p>	Principals: Mike Smith, Gloria Phillips, Dixie Baker	Start: 09/20/2011 End: 05/22/2012	Performance Assessments Teachers	_____ ACTION BUDGET:
<p>The District ACSIP Chair will meet with the ACSIP chairs and principals from other school districts for a peer review of the district and school plans.</p> <p>Action Type: Collaboration</p>	Renella Clemons, District ACSIP Chair	Start: 09/08/2011 End: 09/14/2011	Administrative Staff Teachers	_____ ACTION BUDGET:
<p>After school tutoring will be provided through SES Providers at parent request at Rivercrest High School. Summer school will be offered on site at Wilson, Luxora and Rivercrest High School. The tutoring provided will be based on data showing student needs and qualification.</p> <p>Action Type: Equity</p>	MikeSmith, Gloria Phillips - principals, Renella Clemons, Fed. Coord.	Start: 11/01/2011 End: 06/30/2012	Teachers Teaching Aids	_____ ACTION BUDGET:

<b>Intervention</b> The District/LEA will provide leadership and support in the development of plans for improvement for schools as specified in the Smart Accountability Guide.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>Summer School for students will be planned and implemented by the principals at Rivercrest High School, SMC @ Wilson, SMC @ Luxora SMC @ Keiser and Rivercrest High School. Transportation will be provided for students. SMC @ Luxora, and SMC @ Wilson will be the sites to offer 80-100 hours with a focus on math and literacy. Teachers (10) will be paid \$30 per hour. The selection of students, the instructional plans, and the evaluation of effectiveness will be detailed in each school plan. This is a continuation of a 3 year plan to address specific needs of students.</p> <p>Action Type: Equity</p>	<p>Gloria Phillips, Dixie Baker, Mike Smith - Principals Renella Clemons, Fed. Coordinator</p>	<p>Start: 06/04/2012 End: 06/28/2012</p>	<p>Administrative Staff Teachers</p>	<p>NSLA (State-281) Purchased Services:     \$20,000.00 NSLA (State-281) Employee Benefits:       \$9,000.00 NSLA (State-281) Employee Salaries:       \$30,000.00 <hr/>ACTION BUDGET:         \$59,000.00</p>
<p>The District will focus use of supplemental funds for software, equipment, and materials which will enhance instruction in the classroom. The superintendent and Assistant Superintendent will monitor the purchase of materials and will require the principals to base approval of purchases on improvement of instruction and/or the academic needs of students in the classroom.</p>	<p>Gary Masters, superintendent</p>	<p>Start: 08/10/2011 End: 04/01/2012</p>	<p>Administrative Staff Teachers</p>	<p><hr/>ACTION BUDGET:</p>
<p>In collaboration with the Delta STEM Education Center, the Central Office will provide the following: 40 contact hours in the summer for mentor teachers; teacher training in how to use GK 12 equipment and Fellows' research topics in classroom instruction; materials, books and equipment for teachers needed for GK 12 class activities; GK faculty faculty in teachers' classrooms while Fellows and Mentor teachers team teach; GK 12 lessons &amp; lab activities at least 4 times during the school year; GK 12 Fellows teach lessons/lab in the schools one full day per week 2010-2011; and Saturday Follow-up trainings/meetings 4 times during the school year at ASU.</p> <p>Action Type: Collaboration Action Type: Professional Development</p>	<p>Gary Masters, superintendent</p>	<p>Start: 07/12/2011 End: 06/30/2012</p>	<p>Central Office Outside Consultants Teachers</p>	<p><hr/>ACTION BUDGET:</p>
			<p><b>Total Budget</b></p>	<p><b>\$59,000.00</b></p>

2 **Priority 2:** The South Mississippi County School District will adopt a Wellness Policy to improve the health and academic performance of students.

2.1 **Goal:** Better health education, more physical activity and healthier school environments will be provided.

**Benchmark:** The percent of at risk overweight and overweight students will be reduced.

<b>Intervention</b> The District will support schools in providing school environments that promote and protect children’s health, well-being, and ability to learn.				
<b>Scientific Based Research</b> Let’s Get Physical - Promotion and Education Strategies by Hal Wechster. <a href="http://www.usdagov/oane/menu/NNEC/Files/2003/Lets GetPhysical.pdf">http://www.usdagov/oane/menu/NNEC/Files/2003/Lets GetPhysical.pdf</a>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Each school will complete the School Health Index to determine the status of the healthy school environment. Action Type: Wellness	School Nurses, members of the NPAC Wellness Committee, school principals	Start: 09/01/2011 End: 05/01/2012	District Staff Teachers	ACTION BUDGET:
A district Wellness Policy will be developed and then approved by the Board of Education. Action Type: Collaboration Action Type: Wellness	Gary Masters, Supt. Nancy Duncan, wellness coordinator	Start: 03/21/2011 End: 05/22/2012	Administrative Staff District Staff Teachers	ACTION BUDGET:
Physical Education teachers will be hired to provide a minimum of 1 hour of physical education weekly at the elementary schools. Action Type: Wellness	Gary Masters, Superintendent	Start: 08/08/2011 End: 05/22/2012	Administrative Staff	ACTION BUDGET:
The District Cafeteria Manager will provide guidelines for nutritional and healthy meals provided to students in the cafeteria. Action Type: Wellness	Evelyn Murphy, Cafeteria Manager	Start: 08/15/2011 End: 05/22/2012	District Staff	ACTION BUDGET:
The BMI will be administered by the school nurses yearly with results examined to determine improvement and/or weaknesses. Action Type: Wellness	Leighann Williams, Kathy Morgan, Nancy Duncan, School nurses	Start: 09/16/2011 End: 12/16/2011	District Staff	ACTION BUDGET:
Two additional nurses will be hired to address student wellness. This is above requirements for State Standards. Total NSLA FTE - 1.0 each Action Type: Collaboration Action Type: Wellness	Gary Masters, Superintendent	Start: 08/08/2011 End: 05/22/2012		ACTION BUDGET:

<b>Intervention</b> The District will support schools in providing school environments that promote and protect children’s health, well-being, and ability to learn.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The School Wellness specialist at the Crowley’s Ridge Cooperative will be utilized to support the schools efforts toward a healthy school environment for all students Action Type: Collaboration Action Type: Wellness	School nurses members of the District Wellness Committee	Start: 09/07/2011 End: 05/22/2012		ACTION BUDGET:
Each school will have a Wellness Committee to facilitate the completion and analysis of the School Health Index. Members of the school committee will serve on the District Wellness Committee. Action Type: Collaboration Action Type: Wellness	Dixie Baker, Gloria Phillips, Mike Smith, principals	Start: 08/08/2011 End: 05/22/2012	Administrative Staff Teachers	ACTION BUDGET:
Each school will provide time for physical activity to promote physical fitness. Action Type: Wellness	Dixie Baker, Gloria Phillips, Mike Smith, Principals	Start: 08/15/2011 End: 05/22/2012	Administrative Staff Teachers	ACTION BUDGET:
The 9 days permitted for events which include food snacks beyond the nutrition guidelines will be determined by the principals at each campus Action Type: Wellness	Gloria Phillips, Dixie Baker, Mike Smith, principals	Start: 08/15/2011 End: 05/22/2012	Administrative Staff Teachers	ACTION BUDGET:
			<b>Total Budget</b>	<b>\$0.00</b>



3 **Priority 3:** The District Central Office will provide support for the development of Standards identified for improvement from the schools' Scholastic Audit report.

3.1 **Goal:** To improve leadership and academic capacity in the schools.

**Benchmark:** Principals will spend a minimum of 25% of each student interaction day in the classrooms as documented through CWTs to improve accountability in the schools.

<b>Intervention</b> To support the development of leadership capacity in the schools.				
<b>Scientific Based Research</b> Lambert, Linda. Leadership Capacity for Lasting School Improvement; Association of Supervision and Curriculum Development, 2003.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The Central Office will plan and expect all principals to be participants in a Leadership Training Retreat with representatives of all the schools to assist in the development of Leadership Teams in each school. Materials and supplies necessary for the training will be purchased. Evaluations from the ALA consultants as a reflection of the effectiveness of the training. 7.1g Action Type: ADE Scholastic Audit Action Type: Professional Development Action Type: Program Evaluation	Gary Masters, Superintendent	Start: 07/13/2011 End: 05/16/2012	Administrative Staff Central Office District Staff Outside Consultants Teachers	_____ ACTION BUDGET:
The superintendent and/or assistant superintendent will attend the Leadership Teams meetings at the schools. Minutes, agendas, and sign-in sheets of the meetings will be maintained. Action Type: ADE Scholastic Audit Action Type: Professional Development	Gary Masters, Renella Clemons	Start: 08/13/2011 End: 05/16/2012	Administrative Staff District Staff Teachers	_____ ACTION BUDGET:
The leadership team members will share the roles of facilitator, time keeper, and recorder in conducting of the team meetings. The principal will be a team member, but will not serve in the role of facilitator. Leadership decisions will be based on student academic data. The team members are responsible to communicate with and to disseminate information to the other staff members. 7.1b Action Type: ADE Scholastic Audit	Gloria Phillips, Mike Smith	Start: 07/13/2011 End: 05/16/2012	Administrative Staff District Staff Teachers	_____ ACTION BUDGET:

<b>Intervention</b> To support the development of leadership capacity in the schools.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Technical support for implementation of the school leadership teams will be provided by the the instructional facilitator, Mr Blaine Alexander. Action Type: ADE Scholastic Audit Action Type: Collaboration Action Type: Professional Development	Gary Masters, Superintendent	Start: 07/01/2011 End: 06/30/2012	None Outside Consultants	_____ ACTION BUDGET:
Consultants from the Arkansas Leadership Academy will provide training for members of the school leadership teams and will conduct school visits during the school year to meet with each team. Action Type: ADE Scholastic Audit Action Type: Professional Development	Gary Masters, Superintendent	Start: 07/13/2011 End: 05/22/2012	Administrative Staff District Staff Outside Consultants Teachers	_____ ACTION BUDGET:
The District administration will work with staff, students, parents and community in the development of Core Values and Beliefs for South Mississippi County School District. 7.1a Action Type: ADE Scholastic Audit Action Type: Collaboration Action Type: Parental Engagement Action Type: Professional Development Action Type: Program Evaluation	Gary Masters, Superintendent	Start: 08/08/2011 End: 05/22/2012	Administrative Staff Community Leaders District Staff Teachers	_____ ACTION BUDGET:
The Superintendent will support and attend training in leadership and teaming for the District staff and will demonstrate the concepts in governance. 7.1a Action Type: ADE Scholastic Audit Action Type: Collaboration Action Type: Professional Development	Gary Masters, Superintendent	Start: 07/13/2011 End: 05/16/2012	Administrative Staff Central Office District Staff Teachers	_____ ACTION BUDGET:
All administrators will develop professional growth plan in collaboration with the superintendent. Action Type: Collaboration	Gary Masters, superintendent	Start: 10/01/2011 End: 11/20/2011	Administrative Staff Central Office	_____ ACTION BUDGET:
			<b>Total Budget</b>	<b>\$0.00</b>

<b>Intervention</b> The District Central Office will support the schools in the implementation of the selected Scholastic Audit domains and in the process of continuous improvement.				
<b>Scientific Based Research</b> Zmuda, Allison et.al, Transforming Schools-Creating a Culture of Continuous Improvement, ASCD, 2004				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The selected Scholastic Audit domains will be included in the Schools' ACSIP Plans. The District ACSIP Chair will assist in this process. Action Type: ADE Scholastic Audit	Renella Clemons, Assistant Superintendent	Start: 07/21/2011 End: 09/30/2011	Administrative Staff District Staff Teachers	ACTION BUDGET:
The District will provide resources to assist in implementation of school improvement in the selected domains of the Scholastic Audit. The ACSIP Plans will be reviewed periodically in collaboration with the leadership teams for progress of implementation and for revision. 7.1d 7.1e 7.1g 7.1h Action Type: ADE Scholastic Audit Action Type: Collaboration	Renella Clemons, Assistant Superintendent Gloria Phillips, Luxora Principal Mike Smith, RHS Principal	Start: 08/08/2011 End: 05/22/2012	Administrative Staff Central Office District Staff Teachers	ACTION BUDGET:
The superintendent and/or assistant superintendent will establish a District Team to collaborate in the formation of goals for improvement. 7.1a Action Type: ADE Scholastic Audit Action Type: Collaboration	Gary Masters, Superintendent Renella Clemons, Assistant Superintendent	Start: 07/18/2011 End: 06/30/2012	Administrative Staff Central Office Community Leaders District Staff Outside Consultants Teachers	ACTION BUDGET:
The principals will monitor classroom instruction closely to insure success in the implementation of State Standards and effective instruction by: documentation of 90-120 minutes daily in the classrooms with Classroom Walk Throughs reports submitted weekly to the superintendent; the provision of "pressure and support" for all staff with written documentation of concerns will be maintained and professional development initiated as necessary. 7.1b Action Type: ADE Scholastic Audit Action Type: Collaboration	Gary Masters, superintendent	Start: 08/16/2011 End: 05/22/2012	Administrative Staff Teachers	ACTION BUDGET:
The principals will facilitate data-driven professional development with a focus on best practices and effective instructional strategies to address academic needs of students. Faculty members who attend workshops and other professional development will share with all school faculty. Agendas, sign-in sheets and minutes/handouts will be maintained for local professional development. 7.1b Action Type: Professional Development	Gary Masters, superintendent	Start: 08/08/2011 End: 05/22/2012	Administrative Staff Teachers	ACTION BUDGET:

<b>Intervention</b> The District Central Office will support the schools in the implementation of the selected Scholastic Audit domains and in the process of continuous improvement.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
To promote a positive culture, decision making within the schools will be addressed through the use of teaming strategies. The superintendent will model the commitment of teaming process through district implementation. 4.1d Action Type: ADE Scholastic Audit Action Type: Collaboration	Gary Masters, superintendent	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office District Staff Teachers	ACTION BUDGET:
The District leadership will provide funds for various forms of communicate within the district and with parents and community, including on-line services 4.1i Action Type: ADE Scholastic Audit Action Type: Parental Engagement	Gary Masters, superintendent	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office Computers Teachers	ACTION BUDGET:
The superintendent and assistant superintendent will meet weekly for professional development with the District Leadership Team. The role of facilitator will be shared among the members of the team. The focus will be on teaching and learning. The superintendent is holding all members of the team to the practice of data driven decision making. Agendas, which will be jointly developed, agenda notes and sign-in sheets will be maintained. 4.1d Action Type: ADE Scholastic Audit Action Type: Collaboration Action Type: Professional Development	Gary Masters, superintendent	Start: 07/10/2011 End: 06/30/2012	Administrative Staff Central Office	ACTION BUDGET:
The Arkansas Leadership Academy will provide professional development training for School Board members to support effective service to the District. 7.1h 7.1i 7.1j Action Type: Professional Development	Gary Masters, superintendent	Start: 06/28/2009 End: 05/26/2012	Community Leaders Outside Consultants	ACTION BUDGET:
The School Board will receive a report from each school on the student academic performance. Agendas and minutes of meetings will be maintained	Gary Masters, superintendent	Start: 09/27/2011 End: 09/27/2011	Administrative Staff	ACTION BUDGET:
The District Leadership Team will participate in professional development in weekly meetings with one standard being studied and discussed each month. Action Type: Professional Development	Gary Masters, superintendent	Start: 08/17/2011 End: 05/22/2012	Administrative Staff Central Office District Staff Outside Consultants	ACTION BUDGET:
			<b>Total Budget</b>	<b>\$0.00</b>

<b>Intervention</b> Interim and formative assessments will be used to provide teachers and students with the information needed to move learning forward.(new intervention)				
<b>Scientific Based Research</b> "Formative Assessments: What Do Teachers Need to Know and Do?", PhiDelta Kappan, October, 2007.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Teacher-made and commercially prepared interim assessments of various forms will be used in every discipline. The teachers will meet after each TLI interim assessment to analyze results. The data will be used to improve instruction and guide intervention services for students. 2.1a 2.1b 2.1e Action Type: ADE Scholastic Audit	Principals: Mike Smith, Gloria Phillips, Dixie Baker	Start: 09/20/2011 End: 05/22/2012	Performance Assessments Teachers	ACTION BUDGET:
The Learning Institute assessments will be used for literacy, math and science with the pacing determined by the teachers' mapping of the curriculum standards. The immediate results which will be available through the use of a local scanner for grading will be analyzed following each assessments with the results used to guide further instruction. Principals will be involved with the teachers in the analyzing of data with a monthly report submitted to the Central Office. Performance on the assessments will be shared with students and the interventionists who serve those students. 2.1a 2.1b 2.1d 2.1e Action Type: ADE Scholastic Audit Action Type: AIP/IRI Action Type: Alignment Action Type: Collaboration	Gary Masters, Superintendent	Start: 09/20/2011 End: 05/15/2012	Administrative Staff Outside Consultants Teachers	NSLA (State-281) Purchased Services: \$34,000.00 ACTION BUDGET: \$34,000.00
The alignment of curriculum guides and pacing guides for mapping of the assessments will be reviewed annually. Consultants from The Learning Institute will provide support in this process. The academic coaches and content teachers in math, science and literacy will developed the maps. 1.1a 1.1b 1.1f 1.1g Action Type: Alignment Action Type: Collaboration Action Type: Professional Development	Renella Clemons, Asst. Superintendent	Start: 08/08/2011 End: 05/23/2012	Administrative Staff Computers Outside Consultants Teachers	ACTION BUDGET:

<b>Intervention</b> Interim and formative assessments will be used to provide teachers and students with the information needed to move learning forward.(new intervention)				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The AIP/IRI for students not meeting AYP will be developed collaboratively with teachers and parents using all pertinent data sources for support of the plans. The AIP/IRI will be maintained electronically with the plan being implemented by the classroom teacher, remediation teachers, and interventionists. The interventions may occur during school, after school, summer school or a combination thereof. 4.1g 4.1c Action Type: ADE Scholastic Audit Action Type: AIP/IRI Action Type: Collaboration Action Type: Equity Action Type: Parental Engagement	Principals: Mike Smith, Gloria Phillips, Dixie Baker	Start: 08/08/2011 End: 09/30/2012	Teachers Teaching Aids	_____ ACTION BUDGET:
The District Test coordinator will coordinate with the schools the implementation of ACTAAP requirements including training for testing, preparation of a testing calendar and communication of information. 2.1g Action Type: ADE Scholastic Audit Action Type: Collaboration Action Type: Professional Development	Renella Clemons, District Test Coordinator	Start: 08/08/2011 End: 05/15/2012		_____ ACTION BUDGET:
			Total Budget	\$34,000.00

4 **Priority 4:** The District will follow State guidelines for restructuring of schools in School Improvement.

4.1 **Goal:** To increase efficiency in the schools through building leadership capacity.

**Benchmark:** Rivercrest will meet AYP with a growth of 5.70% in math and 12.35% in literacy.

<b>Intervention</b> The District will contract with the Arkansas Leadership Academy to develop leadership capacity in the schools. (second year intervention)				
<b>Scientific Based Research</b> "The Turnaround Challenge", pp. 59-63. <a href="http://www.massinsight.org/micontent/trnresources.aspx,2007Scholastic">http://www.massinsight.org/micontent/trnresources.aspx,2007Scholastic</a> Audit reports - Standard 7				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The Arkansas Leadership Academy (ALA) will provide a school improvement supervisor at Rivercrest High School and SMC @ Luxora. The school improvement supervisor will work within the school and with the principals to facilitate school improvement. The superintendent will monitor the implementation of the improvement process through observation of implementation of concepts by the principals, through attendance to professional development sessions at the schools, and collaboration with principals in development of their professional growth plans with follow up conferences with principals. Action Type: Collaboration	Gary Masters, superintendent	Start: 07/03/2009 End: 06/30/2012	Outside Consultants	ACTION BUDGET:
An ALA teacher institute will provide leadership training to selected teachers at Rivercrest and Luxora. Action Type: Professional Development	Belinda Akin, ALA program manager	Start: 07/21/2009 End: 06/30/2012	Outside Consultants	ACTION BUDGET:
The Principals at Rivercrest High School, SMC @ Wilson, Keiser and Luxora will be trained for 2 years in the ALA Principal's Institute. The principals will complete all requirements as specified by the Academy and will implement the leadership strategies in their respective schools. Agendas will reflect the use of the methods of facilitating received in the training. Action Type: Professional Development	Gary Masters, Superintendent	Start: 07/01/2010 End: 06/30/2012	Outside Consultants	ACTION BUDGET:

<b>Intervention</b> The District will contract with the Arkansas Leadership Academy to develop leadership capacity in the schools. (second year intervention)				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The School Board, school and central office administration will participate training provided by ALA with follow up trainings provided throughout the year. The Scholastic Audit reports will be studied and progress in the improvement process will be provided. Sign in sheets and the agenda will be maintained.</p> <p>Action Type: Collaboration Action Type: Professional Development</p>	Gary Masters, superintendent	Start: 09/28/2009 End: 06/30/2012	Outside Consultants	_____ ACTION BUDGET: _____
<p>The Arkansas Leadership Academy and other consultants will train school staff in the schools in the process of restructuring the internal organization of the school to reduce principal's governance by building leadership capacity within the school</p> <p>Action Type: Professional Development</p>	Gary Masters, superintendent	Start: 07/01/2009 End: 06/30/2012	Outside Consultants	_____ ACTION BUDGET: _____
<p>The leadership teams will meet regularly to study data to make decisions for school improvement. The members of the leadership teams will be responsible for involving all stakeholders in the decision-making. The principal will be a member of the leadership team but will not serve as facilitator. Agendas, sign-in sheets and minutes will be maintained. The schools are in year 3 of training and implementation. The superintendent and/or assistant superintendent will attend the meetings.</p> <p>Action Type: Collaboration Action Type: Professional Development Action Type: Program Evaluation</p>	Gary Masters, superintendent	Start: 08/10/2009 End: 05/26/2012	Central Office Outside Consultants Teachers	_____ ACTION BUDGET: _____
<p>The superintendent (at RHS) and assistant to the superintendent (at Luxora) will work with the instructional leadership teams at each school to develop Smart Goals for building capacity to be a high performance school. Data will be collected to analyze adult and student progress toward meeting the goals.</p> <p>Action Type: Collaboration Action Type: Professional Development</p>	Gary Masters, superintendent	Start: 07/24/2009 End: 05/26/2012	Administrative Staff District Staff Outside Consultants Teachers	_____ ACTION BUDGET: _____



<b>Intervention</b> The District will contract with the Arkansas Leadership Academy to develop leadership capacity in the schools. (second year intervention)				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The superintendent will partipate in the two year Superintendent's Institute through the Arkansas Leadership Academy. The training will include book studies as well as assignments to be completed through implementation by the superintendent through the District Leadership Team. Action Type: Professional Development	Gary Masters, Superintendent	Start: 09/14/2010 End: 06/30/2012	Outside Consultants	ACTION BUDGET:
The Arkansas Leadership Academy will be contracted for 3 years as the turnaround model for school improvement. Professional development training will be provided to the School Board, district and school administrators and teachers at Luxora and Rivercrest High School to build leadership capacity in the schools. The Arkansas Leadership Academy will provide an instructional specialist to work on-site in those schools. The superintendent will receive timely reports from the school improvement specialist. Agendas for the on site trainings will be developed through the collaboration of the school staff, central office administrators and the school improvement specialist. Action Type: Collaboration Action Type: Professional Development	Gary Masters, superintendent	Start: 07/01/2009 End: 06/30/2012	Administrative Staff Community Leaders District Staff Outside Consultants Teachers	ACTION BUDGET:
Rivercrest High School will submit for approval a plan for improvement as specified in the Smart Accountability handbook. The ACSIP supervisor and the content specialists at the Crowley's Ridge Educational Cooperative will provide support in this effort. The superintendent, academic coach, and principal of Rivercrest High School will attend meetings with the Smart Accountability team for training and for reporting of progress in implementation of the plan. Action Type: Collaboration Action Type: Professional Development	Mike Smith, principal	Start: 09/09/2010 End: 05/26/2012	Administrative Staff District Staff Outside Consultants	ACTION BUDGET:
			Total Budget	\$0.00

4.2 **Goal:** To promote a positive learning environment in the schools

**Benchmark:** Student engagement will be at a high level in 85% of the Grades 7-12 classrooms as measured by the Classroom Walk Thru documents.

<b>Intervention</b> A variety of instructional strategies will be used in the classrooms with the incorporation of Higher Order Thinking Skills to address rigor and alignment of nstruction. (Second year intervention)				
<b>Scientific Based Research</b> "Classroom Instruction that Works", Marzano, R. et.al.; ASCD, 2001				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Advanced Placement and/or Pre-AP courses in the core areas taught by AP certified staff will be available to all students in Grades 7-12. Students who received a 3,4,or 5 on the AP exams will receive a monetary award from the AAIMES foundation grant. Action Type: Professional Development	Mike Smith - principal	Start: 08/19/2011 End: 05/25/2012	Teachers Teaching Aids	_____ ACTION BUDGET:
The principals will spend 90 to 120 minutes per day in the classrooms with Classroom Walk Throughs occurring in each classroom weekly. Documentation of the Classroom Walk Through results will be submitted to the superintendent. Action Type: Collaboration Action Type: Program Evaluation	Gary Masters, superintendent	Start: 08/21/2011 End: 05/25/2012	Administrative Staff	_____ ACTION BUDGET:
Literacy, math and science teachers will map the curriculum for scheduling of 6 to 8 interim assessments throughout the year. Consultants will assist in this process. Analyzing of the Student Learning Expectations will lead to an understanding of the level of Bloom's required in the instruction for proficiency in student performance on the interim assessments. Action Type: Alignment Action Type: Collaboration Action Type: Professional Development	Mike Smith, Dixie Baker, Gloria Phillips - principals	Start: 05/11/2011 End: 08/19/2012		_____ ACTION BUDGET:
Student performance results on the interim assessments will be used to reflect on instrumental practices, to make revisions and to guide further instruction. Teachers will meet following each interim assessments to reflect and plan. Principals will participate in meetings to analyze results and plan for future instruction Action Type: Collaboration	Mike Smith, Gloria Phillips, Dixie Bakr.	Start: 09/18/2011 End: 04/15/2012	Administrative Staff Teachers	_____ ACTION BUDGET:

<b>Intervention</b> A variety of instructional strategies will be used in the classrooms with the incorporation of Higher Order Thinking Skills to address rigor and alignment of nstruction. (Second year intervention)				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The District will support a School Improvement Grant to provide a consultant from Elbow to Elbow. The consultant will work weekly to train, model, and process with teachers at RHS on implementation of high yield instructional strategies. This is year 2 of this action.  Action Type: Professional Development	Mike Smith, principal	Start: 10/31/2011 End: 05/26/2012	Outside Consultants	ACTION BUDGET:
			Total Budget	\$0.00

<b>Intervention</b> A positive School Culture promoting academic improvement will be created with input and implementation from all stakeholders.				
<b>Scientific Based Research</b> "Mobilizing the Community to Help Students Succeed", Price, Hugh. ASCD: 2008. "Tools for Teaching", Jones, Fred. Fredric H. Jones & Associates, Inc., 2000				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The District leadership team will meet weekly for professional learning focused on school improvement. The facilitator role will rotate to each member of the team and teach team member will have input for the agenda. Agendas, sign-in sheets, and meeting notes will be maintained. Action Type: Collaboration Action Type: Parental Engagement Action Type: Program Evaluation	Gary Masters, superintendent	Start: 07/05/2011 End: 06/30/2012	Administrative Staff Central Office	ACTION BUDGET:
The superintendent will provide training and leadership in teaming to all staff and will solicit input from all stakeholders in decision making for the district. Action Type: Collaboration Action Type: Parental Engagement	Gary Masters, superintendent	Start: 08/08/2011 End: 05/26/2012	Administrative Staff Community Leaders Teachers	ACTION BUDGET:
Each school will establish core values and beliefs for their school in collaboration with teachers, staff, parents and students. Those will be referenced in decision making, and will support the District Core Values and mission. Action Type: Collaboration Action Type: Parental Engagement Action Type: Professional Development	Mike Smith, Dixie Baker, Gloria Phillips - Principals	Start: 08/16/2011 End: 11/30/2012	Administrative Staff Teachers	ACTION BUDGET:
The atmosphere in the schools will promote a positive academic environment with a focus on student learning and effective instructional practices. The superintendent will be in the schools and classrooms on a regular basis and the Principals will conduct CWTs' weekly. Reports of the visits will be documented and discussed between the principal,superintendent and teaching staff. Action Type: Collaboration	Gary Masters, superintendent	Start: 08/19/2011 End: 05/25/2012	Administrative Staff Central Office Teachers	ACTION BUDGET:

<b>Intervention</b> A positive School Culture promoting academic improvement will be created with input and implementation from all stakeholders.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Students at Rivercrest High School will respond to a student voice survey to determine their perception of issues pertaining to the culture of the school. The results will be tabulated, analyzed by the faculty and will be used to guide the process of change that may be needed as indicated by the results. Action Type: ADE Scholastic Audit Action Type: Professional Development Action Type: Program Evaluation	Mike Smith, principal, Gary Masters, superintendent, Blaine Alexander, ALA school improvement staff	Start: 08/04/2011 End: 09/23/2012	Outside Consultants	ACTION BUDGET:
			<b>Total Budget</b>	<b>\$0.00</b>

4.3 **Goal:** To increase academic performance through curriculum and instruction.

**Benchmark:** Ninety percent (90%) of the teachers will implement the curriculum as established

<b>Intervention</b> Instruction and assessment will be aligned in each discipline with a focus on rigor.				
<b>Scientific Based Research</b> Scholastic Audit - Standard 1 "Total Instructional Alignment", Carter, Lisa (2007). Bloomington, IN: Solution Tree.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Teacher lesson plans will indicate the level of instruction and the instruction will be aligned to the curriculum. Principal will monitor through CWT and TLI mapping documents. Documentation will be provided to the superintendent through the CWT reports and in the weekly reports of data in the District Leadership meetings. Agendas, sign in sheets and meeting notes will reflect the academic data presented to the Leadership Team. Action Type: Alignment Action Type: Program Evaluation	Tom Bennett, Mike Smith, Dixie Baker, Gloria Phillips- Administrators	Start: 08/19/2011 End: 05/22/2012	Teachers	ACTION BUDGET:
Teachers will include open response questions on regular basis on classroom assessments. Rubrics will be used regularly for evaluating student performance. The principals will collect random samples of classroom assessments to monitor implementation	Gary Masters, superintendent	Start: 09/01/2011 End: 05/22/2012	Teachers	ACTION BUDGET:
The teachers will diary in the curriculum documents for use in revision and updating of the curriculum. The academic coaches will work with the curriculum committees for revision and updating. Action Type: Collaboration	Principals - Dixie Baker, Gloria Phillips, Mike Smith	Start: 08/19/2011 End: 05/22/2012	Teachers	ACTION BUDGET:
The principal and academic coach at Rivercrest High School will facilitate a process of working with students, families and staff to develop a plan to remove barriers to learning. Action Type: ADE Scholastic Audit Action Type: Collaboration Action Type: Parental Engagement	MikeSmith, principal	Start: 09/30/2011 End: 05/20/2012	Community Leaders Outside Consultants Teachers	ACTION BUDGET:
A class size reduction teacher will be used at Grades 7-8 to provide focused, intense instruction in writing.	Gary Masters, Superintendent	Start: 08/15/2011 End: 05/22/2012		ACTION BUDGET:

<b>Intervention</b> Instruction and assessment will be aligned in each discipline with a focus on rigor.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>AIPS will be developed with parents for students performing below proficient on the NRT and CRT exams. The district will provide funding for double blocking, computer assisted instruction and class sized reduction classes to address the needs of these identified students. The principals will give academic data reports at the weekly District Leadership Team meetings. Principals will also give a summary report of student performance at the annual Board report to the public.</p> <p>Action Type: AIP/IRI                      Action Type: Collaboration                      Action Type: Parental Engagement</p>	Gary Masters, superintendent	Start: 08/30/2011 End: 05/25/2012	Administrative Staff District Staff	ACTION BUDGET:
<p>A rubric developed with input from teachers to measure the proficiency of teachers, counselors, school board members and administrators in the understanding of data and the ability to use the data results to make academic decisions to increase student achievement will be used. The superintendent expects all stakeholders to hold each other accountable for this level of proficiency.</p> <p>Action Type: Professional Development                      Action Type: Program Evaluation</p>	Gary Masters, superintendent	Start: 08/30/2011 End: 09/20/2012	Administrative Staff District Staff Teachers	ACTION BUDGET:
			Total Budget	\$0.00

<b>Intervention</b> Instruction,evaluation and student performance and will be aligned. ( new intervention)				
<b>Scientific Based Research</b>				
"Total Instructional Alignment: From standards to student success", Carter, L. (2007). Bloomington, IN: Solution Tree				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The interim assessments to measure student performance on mapped Student Learning Expectations will be analyzed for instructional planning to increase student achievement. Teachers and principals will meet after each assessment to analyze student performance and instruction. Reports and planning from the disaggregation results will be reported to the superintendent and the District Leadership Team. Action Type: Collaboration	Gary Masters, superintendent	Start: 09/18/2011 End: 05/19/2012	Administrative Staff Central Office Teachers	ACTION BUDGET:
The teachers will include higher order thinking skills in all curriculum areas to ensure rigor in instruction. The principals will monitor through lessons plans and CWT's with reports given to the superintendent.	Gary Masters, superintendent	Start: 08/15/2011 End: 05/22/2012	Teachers	ACTION BUDGET:
The principals/academic coaches will observe classroom formative assessments to insure that a variety of assessment strategies are being used to continuously monitor and modify instruction to meet students needs. Action Type: ADE Scholastic Audit Action Type: Alignment	Mike Smith, Gloria Phillips, principals	Start: 09/01/2011 End: 05/22/2012	Teachers	ACTION BUDGET:
The principals will expect a minimum of a 85% level of student engagement in each classroom. CWT data will be used to monitor with results given to the superintendent weekly. Support will be provided through professional development to address concerns detected by the CWT data. Action Type: Collaboration Action Type: Professional Development	Gary Masters, superintendent	Start: 09/01/2011 End: 05/22/2012	Administrative Staff Outside Consultants Teachers	ACTION BUDGET:
The superintendent will developed the school calendar to include contracted time for professional development and collaboration including teacher paid extended days at a minimum of monthly with a total of 12 hours during the school year. Agendas, sign in sheets minutes and evaluations of the professional development activities will be maintained. Action Type: Collaboration Action Type: Professional Development	Gary Masters, superintendent	Start: 09/28/2011 End: 03/28/2012	Administrative Staff Teachers	ACTION BUDGET:
			<b>Total Budget</b>	<b>\$0.00</b>



5 **Priority 5:** An Alternate Learning Environment classroom will be available for students in Grades 7-12.

5.1 **Goal:** A classroom environment will be provided for those students who are not successful in the regular school setting.

**Benchmark:** The number of out of school suspensions Rivercrest High School will decrease by 10%.

<b>Intervention</b> An environment for learning conducive to the needs of those students who are not successful in the regular classroom will be implemented at Rivercrest High School.				
<b>Scientific Based Research</b> DuFour, Rick, et.al.(2004). "Whatever it Takes: How Professional Learning Communities Respond when Kids Don't Learn". Bloomington, IN, Solution Tree.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
An ALE coordinator (FTE.,625-NSLA)and an instructional assistant (FTE 1.0-NSLA) will work under the supervision of the teachers of record to meet the academic needs of students in the ALE classroom. The student to teacher ratio in the ALE classroom will be 15:1 with an aide to assist. Action Type: Collaboration	Gary Masters, superintendent	Start: 08/15/2011 End: 05/22/2012	Teachers Teaching Aids	ACTION BUDGET:
Placement in ALE will be based on the needs of the students. Placement of students may be due to suspensions,upon tendencies toward truancy, or on factors contributing to the risk of academic failure. The placement committee will include the parent, teachers, administrators, ALE Coordinator and/or the ALE instructional assistant. Progress will be charted by academics, behavior, and attendance. Incremental transition back into the regular environment will start after 30 days of success in the ALE program.	ALE coordinator	Start: 08/15/2011 End: 05/22/2012	Computers Teachers Teaching Aids	ACTION BUDGET:
The ALE classroom will be a place of help and support with each student, regardless of reason for inclusion, will receive behavior modification based on their particular need. Small group and individual counseling and guidance will be provided.	Counselor	Start: 08/15/2011 End: 05/22/2012		ACTION BUDGET:
The placement into the ALE Classroom will not be punitive, but will be viewed as a place of support and help toward academic success of academically at risk students. Documentation of progress will be maintained in individual student folders.	Mitzi Smith, principal	Start: 08/15/2011 End: 05/22/2012		ACTION BUDGET:
Classroom guidance, small group and individual counseling will be provided to address needs of the students. Action Type: Equity	Counselor	Start: 10/01/2011 End: 05/22/2012	Administrative Staff Community Leaders Teachers	ACTION BUDGET:

<b>Intervention</b> An environment for learning conducive to the needs of those students who are not successful in the regular classroom will be implemented at Rivercrest High School.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The number of suspensions and expulsions at RHS will be compared from year to year to measure the effectiveness of ALE for keeping students in school. Action Type: Program Evaluation	Renella Clemons, Fed. Coord.	Start: 08/15/2011 End: 05/22/2012		ACTION BUDGET:
Teachers will follow the Arkansas Frameworks in providing curriculum for the students. Computers will be available as a tool for learning. Action Type: Collaboration Action Type: Technology Inclusion	Mike Smith, principal	Start: 08/15/2011 End: 05/22/2012	Computers Teachers	ACTION BUDGET:
All pertinent data ( attendance records, discipline reports, student progress etc.) will be compiled and examined during the year and at the end of the year to measure the success of the program. Action Type: Collaboration Action Type: Program Evaluation	ALE Coordinator	Start: 08/15/2011 End: 05/22/2012	Administrative Staff Teachers	ACTION BUDGET:
			<b>Total Budget</b>	<b>\$0.00</b>

## A School Improvement Planning Team

SCHOOL IMPROVEMENT PLANNING TEAM MEMBERS			
Classification	Name	Position	Committee
Classroom Teacher	Henrietta Chipman	Librarian-Wilson Elem.	District Advisory
Classroom Teacher	Kaci Jones	Keiser Parent Facilitator	District Advisory
Classroom Teacher	Leslie Lancaster	ACSIP Chair - Keiser	District Advisory
Classroom Teacher	Marcie Sheldon	Luxora ACSIP chair	District Advisory
Classroom Teacher	Sherry Henton	Luxora parent	District Advisory
Community Representative	Jimmy Walker	Business manager	District Advisory
Community Representative	Sherri Bennett	AR Northeastern College Representative	District Advisory
Community Representative	Steve Kirk	Business owner	District Advisory
District-Level Professional	Gary Masters	Superintendent	District Advisory
District-Level Professional	Renella Clemons	Federal Coordinator	District Advisory
Non-Classroom Professional Staff	Portia Routon	Parent Coordinator	District Advisory
Non-Classroom Professional Staff	Sandy Walker	RHS parent facilitator	District Advisory
Non-Classroom Professional Staff	Tom Bennett	Secondary Academic Coach	District Advisory
Non-Classroom Professional Staff	Wendy Williams	Wilson paraprofessional	District Advisory
Parent	Debra Robertson	Wilson parent	District Advisory
Parent	Latoria Carter	Parent	District Advisory
Parent	Linda Hildebrand	RHS parent representative	District Advisory
Parent	Lori Griffin	Parent	District Advisory
Parent	Opal Loven	Parent	District Advisory
Parent	Sheri Adams	Keiser parent	District Advisory
Principal	Dixie Baker	Principal- Wilson	District Advisory
Principal	Gloria Phillips	Principal-SMC @ Luxora and SMC @ Keiser	District Advisory
Principal	Mike Smith	Principal-RHS	District Advisory