

SO. MISS. COUNTY SCHOOL DIST.
Arkansas Comprehensive School Improvement Plan
REVIEW COPY ONLY
2012-2013

The mission of the South Mississippi
County School District is to educate all students for success. The
educational needs of the whole child, academically and physically,
will be a focus of all planning.

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 increase student achievement .

Benchmark: The expected rate of growth for each school is: SMC @ Luxora: Literacy- 1.9%, math- .47% ; SMC @ Wilson math- 2.13%, literacy- 3.25%; and SMC @ Keiser Literacy- 2.42%; math- 1.32% ; Rivercrest High School: Literacy- 2.35% ; math: 3.23%

Intervention To provide administrative support for improvement of schools				
Scientific Based Research				
"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. Renella Clemons: Title I - FTE .25 Action Type: Collaboration	Gary Masters, Superintendent	Start: 07/01/2012 End: 06/30/2013	Central Office	Title I Employee Salaries: \$19,678.00 Title I Employee Benefits: \$5,902.43 <hr/> ACTION BUDGET: \$25,580.43
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: 07/01/2012 End: 06/30/2013	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 funding allocation for homeless is based on the prior year's need. 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. Debbie Girdley: Title I - FTE 1.0	Gary Masters, Superintendent	Start: 08/13/2012 End: 05/29/2013	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

Intervention 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: 07/01/2012 End: 06/30/2013	None	_____ ACTION BUDGET:

Intervention To provide administrative support for improvement of schools				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>PD-State, Title 1, and Title 11A funds will be used to support training for staff to support adult learning which will lead toward quality instruction for student achievement. 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; on-line writing 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; AAEA conferences; Art Educators Conference; 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; development of curriculum units; training for ECERS for Pre-K; on-going training throughout the year for K-8 math teachers . 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, materials and supplies for professional development, for sub pay, training costs including registration, travel, meals and lodging, and other purchased services costs incurred for teachers to become highly qualified. NSLA, PD State and Title IIA funds will be be used to purchase materials and supplies necessary for the professional development activity, including, but not limited to: books for professional book studies and technology necessary for a specific training.</p> <p>Action Type: Collaboration October 31, 2012 Action Type: Professional Development Action Type: Title I Schoolwide</p>	Gary Masters, Superintendent	Start: 07/01/2012 End: 06/30/2013	Administrative Staff Central Office District Staff Outside Consultants Teachers	<p>Title II-A Purchased Services: \$26,852.00 Title II-A Materials & Supplies: \$5,205.00 Title I Purchased Services: \$17,057.00 PD (State-223) Purchased Services: \$155,000.00 PD (State-223) Materials & Supplies: \$10,225.00 PD (State-223) Employee Benefits: \$9,000.00 PD (State-223) Employee Salaries: \$30,000.00 ACTION BUDGET: \$253,339.00</p>

Priority 1: Administrative support and technical assistance

Intervention 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: 07/01/2012 End: 06/30/2013</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: 07/01/2012 End: 06/30/2013</p>	<p>Administrative Staff Central Office Community Leaders District Staff Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>Parents will be provided written notification of the services for eligible students in schools in school improvement.</p> <p>Action Type: Collaboration Action Type: Equity Action Type: Title I Schoolwide</p>	<p>Renella Clemons Federal Coordinator</p>	<p>Start: 08/01/2012 End: 10/30/2012</p>	<p>Outside Consultants</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>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. ELL funds will be used materials and supplies including, but not limited to, books, e-books, e-readers for check in the library, and materials for small group instruction with the tutor. Migrant Funds from the Northeast Arkansas Migrant Coop. will support the salary for this tutor. FTE 1.0</p> <p>Action Type: Equity</p>	<p>Angela Elliott, Migrant tutor</p>	<p>Start: 07/01/2012 End: 06/30/2013</p>	<p>Teachers Teaching Aids</p>	<p>ELL (State-276) Materials & Supplies: \$4,186.00 _____</p> <p>ACTION BUDGET: \$4,186.00</p>

Intervention To provide administrative support for improvement of schools				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>Title 11A funds will support the purchase of materials and supplies for the recruitment and retention of highly qualified teachers including, but limited to, brochures, materials for the displays at job fairs. A District representative will attend Job Fairs across the state. Online recruiting applications, newspaper ads will be utilized. The district will support teachers in the process of attaining the highly qualified status in their teaching area.</p> <p>Action Type: Title I Schoolwide</p>	Gary Masters, Superintendent	Start: 07/01/2012 End: 06/30/2013	Central Office	<p>Title II-A Purchased Services: \$1,500.00 Title II-A Materials & Supplies: \$500.00 ACTION BUDGET: \$2,000.00</p>
<p>An instructional facilitator will provide professional development 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.</p> <p>PD-State - FTE .95 Action Type: Professional Development Action Type: Technology Inclusion</p>	Dana Lane, Technology	Start: 07/01/2012 End: 06/30/2013	Administrative Staff Computers Teachers	<p>PD (State-223) Employee Benefits: \$12,366.28 PD (State-223) Employee Salaries: \$41,223.00 ACTION BUDGET: \$53,589.28</p>
<p>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.</p> <p>Action Type: Collaboration Action Type: Parental Engagement</p>	Dana Lane, Technology	Start: 07/01/2012 End: 06/30/2013	Community Leaders Computers Teachers	<p>ACTION BUDGET:</p>
<p>Licensed Pre-school classrooms for four-year olds meeting Better Beginnings Level 3 status will be in each elementary school. Teachers and support staff will received 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.</p> <p>Action Type: Professional Development Action Type: Title I Schoolwide</p>	Principals: Gloria Phillips, Dixie Baker Renella Clemons, Asst. superintendent	Start: 07/01/2012 End: 06/30/2013		<p>ACTION BUDGET:</p>
<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: 07/01/2012 End: 06/30/2013	Administrative Staff Teachers	<p>ACTION BUDGET:</p>

Intervention To provide administrative support for improvement of schools				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<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 parents to help their children in the areas of literacy and math. The purchased services funds will be used for gas for the coordinator to travel to the schools and communities for parent involvement activities and for professional development costs. NSLA funds will be used for materials and supplies including, but not limited to books, literature, homework help materials for math & literacy, supplies for the parent center. Sign in sheets and documentation pictures will be maintained. Portia Routon: NSLA - FTE. .50 Title 1 - FTE .50 Action Type: Collaboration Action Type: Parental Engagement</p>	Gary Masters, superintendent	Start: 07/01/2012 End: 06/30/2013	Administrative Staff Teachers	Title I Purchased Services: \$1,500.00 Title I Employee Salaries: \$12,000.00 Title I Employee Benefits: \$3,600.00 NSLA (State-281) Purchased Services: \$2,000.00 NSLA (State-281) Materials & Supplies: \$3,955.00 NSLA (State-281) Employee Benefits: \$3,600.77 NSLA (State-281) Employee Salaries: \$12,000.00 <hr/> ACTION BUDGET: \$38,655.77
<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 "Book Bus" which will travel to the communities to supply books and educational activities for the home. To support involvement by parents in their student(s)'s education, materials for parent activities and for the book bus will be purchased with NSLA and Title 1 funds. Purchased Services will provide gas for the vehicles traveling to the communities and schools, including the use of the "Book Bus". Action Type: Parental Engagement</p>	Portia Routon, Parent Coordinator	Start: 07/01/2012 End: 06/30/2013	Teaching Aids	Title I Materials & Supplies: \$3,000.00 <hr/> ACTION BUDGET: \$3,000.00

Intervention To provide administrative support for improvement of schools				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<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.</p> <p>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: 07/01/2012 End: 06/30/2013		<hr/> ACTION BUDGET:
<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: 07/01/2012 End: 06/30/2013	Teachers Teaching Aids	NSLA (State-281) Materials & Supplies: \$2,045.00 <hr/> ACTION BUDGET: \$2,045.00
<p>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.</p>	Gary Masters, superintendent	Start: 07/01/2012 End: 06/30/2013	School Library	NSLA (State-281) Purchased Services: \$5,860.00 <hr/> ACTION BUDGET: \$5,860.00

Intervention To provide administrative support for improvement of schools				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The District will provide resources to support district initiatives for improvement in instruction to increase student achievement in literacy and math 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 software such as Quizmo, Successmaker, Type to Learn, Reflex Math and on-line writing, for use in schools which will give immediate feedback to students and teachers to guide improvement. Capital Outlay purchases will include but not be limited to equipment such as carts for mobile labs. NSLA funds will be used for materials and supplies including but not limited to: electronic devices such as laptops or Ipad for all fifth and ninth grade students for school and home use, computers to enhance the use of technology for instruction in the classroom and literacy, math or science materials for the classrooms to improve student achievement across the curriculum.</p> <p>Action Type: Collaboration</p>	<p>Gary Masters, Renella Clemons, Central Office Administrators</p>	<p>Start: 07/01/2012 End: 06/30/2013</p>	<p>Administrative Staff Central Office Teachers</p>	<p>NSLA (State-281) Capital Outlay: \$17,000.00 NSLA (State-281) Purchased Services: \$41,100.00 NSLA (State-281) Materials & Supplies: \$49,090.00 <hr/>ACTION BUDGET: \$107,190.00</p>
<p>The district will transfer ALE into NSLA and NSLA funds into PD-State to enhance the use of funds for quality programs throughout the district.</p> <p>Action Type: Collaboration Action Type: Professional Development</p>	<p>Renella Clemons, Federal Coordinator</p>	<p>Start: 07/01/2012 End: 06/30/2013</p>	<p>Administrative Staff Central Office Teachers</p>	<p>_____ ACTION BUDGET:</p>
<p>Title VI funds will be used for technology materials, supplies, software and equipment including computers and/or Ipad; 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. Capital Outlay funds will be used to purchase equipment for schools to enhance the use of instructional technology in the classrooms including equipment for a classroom mobile lab.</p>	<p>Gary Masters, superintendent</p>	<p>Start: 07/01/2012 End: 06/30/2013</p>		<p>Title VI State Purchased Services: \$750.00 Title VI State Materials & Supplies: \$45,879.72 Title VI State Capital Outlay: \$3,000.00 <hr/>ACTION BUDGET: \$49,629.72</p>
<p>Schools will track requests for records for exiting students for current data concerning exiting of students to private schools to assist in the provision of equitable services to private schools.</p> <p>Action Type: Equity</p>	<p>School secretaries counselors</p>	<p>Start: 08/01/2012 End: 06/30/2013</p>	<p>Administrative Staff</p>	<p>_____ ACTION BUDGET:</p>
			<p>Total Budget</p>	<p>\$572,925.20</p>

Intervention The District/LEA will provide leadership and support in the development of plans for improvement for schools.				
Scientific Based Research "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) http://www.massinsight.org/micontent/trnresources.aspx				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The Principals will provide training for teachers to conduct peer Classroom Walk Throughs. Principals will conduct CWTs weekly with summaries from principals' CWT data being provided to the Superintendent. Data collected will guide improvement strategies in curriculum and/or instruction. Action Type: Collaboration	Gary Masters, Superintendent	Start: 09/01/2012 End: 05/29/2013	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: 07/01/2012 End: 06/30/2013	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: 07/01/2012 End: 06/30/2013	Teachers	_____ ACTION BUDGET:
Parents of each school will be notified of the school's status in annual public meetings, and through on-line access to the School Improvement Plan. Action Type: Parental Engagement	Gary Masters, superintendent	Start: 07/01/2012 End: 06/30/2013	Computers	_____ ACTION BUDGET:
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 Framework for Teaching" by Charlotte Danielson will be one the book studies by the DLT. Agendas with notation and sign-in sheets will be maintained. Action Type: ADE Scholastic Audit Action Type: Collaboration Action Type: Professional Development	Gary Masters, Superintendent	Start: 07/01/2012 End: 06/30/2013	Administrative Staff	_____ ACTION BUDGET:

Intervention The District/LEA will provide leadership and support in the development of plans for improvement for schools.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
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. Action Type: Collaboration Action Type: Professional Development	Gary Masters, superintendent	Start: 07/01/2012 End: 06/30/2013	Administrative Staff District Staff Outside Consultants Teachers	_____ ACTION BUDGET:
The District administration will work with the ADE ACSIP supervisors and Coop specialists to assist in enhancing the quality and effectiveness of the school improvement system. . Action Type: Collaboration Action Type: Professional Development	Gary Masters, superintendent	Start: 07/01/2012 End: 06/30/2013		_____ ACTION BUDGET:
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. Action Type: Professional Development	Gary Masters, superintendent	Start: 07/01/2012 End: 06/30/2013	Administrative Staff Outside Consultants Teachers	_____ ACTION BUDGET:
The Arkansas Leadership Academy will continue the contract as the turnaround model for school improvement. The Arkansas Leadership Academy will provide an instructional specialist to work on-site at Rivercrest High School. The superintendent will receive timely reports from the school improvement specialist. Action Type: Collaboration Action Type: Professional Development	Gary Masters, superintendent	Start: 07/01/2012 End: 06/30/2013	Administrative Staff District Staff Outside Consultants Teachers	_____ ACTION BUDGET:
Data analysis will ongoing at SMC @ Luxora, SMC @ Wilson and SMC @ Keiser and RHS to provide a current tracking of student acheivement. Electronic 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 Action Type: Equity	Principals: Tom Bennett, Gloria Phillips, Dixie Baker	Start: 07/01/2012 End: 06/30/2013	Performance Assessments Teachers	_____ ACTION BUDGET:
The District ACSIP Chair will meet with the ACSIP chairs and principals from the schools for a peer review of the district and school plans. Action Type: Collaboration	Renella Clemons, District ACSIP Chair	Start: 08/31/2012 End: 09/30/2012	Administrative Staff Teachers	_____ ACTION BUDGET:

Intervention The District/LEA will provide leadership and support in the development of plans for improvement for schools.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
After school tutoring will be provided at parent request at Rivercrest High School. Summer school will be offered for K-8 students. The tutoring provided will be based on data showing student needs and qualification. Action Type: Equity	Tom Bennett, Gloria Phillips - principals, Renella Clemons, Fed. Coord.	Start: 09/01/2012 End: 06/27/2013	Teachers Teaching Aids	ACTION BUDGET:
Summer School for students will be planned and implemented by the principals at Rivercrest High School, SMC @ Wilson, SMC @ Luxora and SMC @ Keiser . Transportation will be provided for students. SMC @ Wilson will be the site to offer 80-100 hours with a focus on math and literacy. Teachers (10) will be paid \$30 per hour. NSLA funds will be used to purchase materials and supplies for learning projects in literacy and math. 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 plan to address specific needs of students. Action Type: Equity	Gloria Phillips, Dixie Baker, Tom Bennett - Principals Renella Clemons, Fed. Coordinator	Start: 06/03/2013 End: 06/27/2013	Administrative Staff Teachers	NSLA (State-281) Materials & Supplies: \$1,000.00 NSLA (State-281) Employee Benefits: \$9,000.00 NSLA (State-281) Employee Salaries: \$30,000.00 NSLA (State-281) Purchased Services: \$20,000.00 ACTION BUDGET: \$60,000.00
The District will focus the 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.	Gary Masters, superintendent	Start: 07/01/2012 End: 06/30/2013	Administrative Staff Teachers	ACTION BUDGET:
In collaboration with the Delta STEM Education Center, the Central Office in 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 & lab activities at least 4 times during the school year; GK 12 Fellows teach lessons/lab in the schools one full day per week in 2010-2011 and 2011-2012; and Saturday Follow-up trainings/meetings 4 times during the school year at ASU. Action Type: Collaboration Action Type: Professional Development	Gary Masters, superintendent	Start: 07/01/2012 End: 06/30/2013	Central Office Outside Consultants Teachers	ACTION BUDGET:
			Total Budget	\$60,000.00

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.

Intervention The District will support schools in providing school environments that promote and protect children’s health, well-being, and ability to learn.				
Scientific Based Research Let’s Get Physical - Promotion and Education Strategies by Hal Wechster. http://www.usdagov/oane/menu/NNEC/Files/2003/Lets GetPhysical.pdf				
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 Council, school principals	Start: 07/01/2012 End: 06/30/2013	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: 07/01/2012 End: 06/30/2013	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: 07/01/2012 End: 06/30/2013	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: 07/01/2012 End: 06/30/2013	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: 07/01/2012 End: 06/30/2013	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: 07/01/2012 End: 06/30/2013		_____ ACTION BUDGET:

Intervention 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: 07/01/2012 End: 06/30/2013		_____ 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, Tom Bennett, principals	Start: 07/01/2012 End: 06/30/2013	Administrative Staff Teachers	_____ ACTION BUDGET:
Each school will provide time for physical activity to promote physical fitness. Action Type: Wellness	Dixie Baker, Gloria Phillips, Tom Bennett, Principals	Start: 07/01/2012 End: 06/30/2013	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, Tom Bennett, principals	Start: 07/01/2012 End: 06/30/2013	Administrative Staff Teachers	_____ ACTION BUDGET:
			Total Budget	\$0.00

3 **Priority 3:** The District will follow State guidelines for restructuring of schools in School Improvement.

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

Benchmark: All schools will meet growth in math and in literacy.

Intervention The District will contract with the Arkansas Leadership Academy to develop leadership capacity in the schools.				
Scientific Based Research "The Turnaround Challenge", pp. 59-63. http://www.massinsight.org/micontent/trnresources.aspx,2007Scholastic Audit reports - Standard 7				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The Arkansas Leadership Academy (ALA) will provide a school improvement facilitator at Rivercrest High School. The school improvement facilitator will work within the school and with the staff to facilitate school improvement. The superintendent will monitor the implementation of the improvement process through observation of implementation of concepts by the principal, through attendance to professional development sessions at the schools, and through collaboration with principals in development of their professional growth plans. The superintendent will receive timely reports from the school improvement specialist. Action Type: Collaboration	Gary Masters, superintendent	Start: 07/01/2012 End: 06/30/2013	Outside Consultants	_____ ACTION BUDGET:
The Principal at Rivercrest High School will complete all requirements as specified by the Arkansas Leadership Academy and will implement the leadership strategies. Agendas will reflect the use of the methods of facilitating received in the training. Action Type: Professional Development	Tom Bennett, Principal	Start: 08/13/2012 End: 05/29/2013	Administrative Staff Outside Consultants	_____ ACTION BUDGET:
The Arkansas Leadership Academy principles will be implemented with 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 Action Type: Professional Development	Gary Masters, superintendent	Start: 07/01/2012 End: 06/30/2013	Outside Consultants	_____ ACTION BUDGET:

Intervention The District will contract with the Arkansas Leadership Academy to develop leadership capacity in the schools.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
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. Action Type: Collaboration Action Type: Professional Development	Gary Masters, superintendent	Start: 08/13/2012 End: 05/29/2013	Administrative Staff Central Office Teachers	<hr/> ACTION BUDGET:
			Total Budget	\$0.00

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

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

Intervention 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 instruction. (Second year intervention)				
Scientific Based Research "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	Tom Bennett - principal	Start: 07/01/2012 End: 06/30/2013	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: 07/01/2012 End: 06/30/2013	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 Standards 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	Tom Bennett, Dixie Baker, Gloria Phillips - principals	Start: 07/01/2012 End: 06/30/2013		_____ 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	Tom Bennett, Gloria Phillips, Dixie Bakr.	Start: 07/01/2012 End: 06/30/2013	Administrative Staff Teachers	_____ ACTION BUDGET:
			Total Budget	\$0.00

Intervention A positive School Culture promoting academic improvement will be created with input and implementation from all stakeholders.				
Scientific Based Research "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: 07/01/2012 End: 06/30/2013	Administrative Staff Central Office	ACTION BUDGET:
The superintendent will support 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: 07/01/2012 End: 06/30/2013	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	Tom Bennett, Dixie Baker, Gloria Phillips - Principals	Start: 07/01/2012 End: 06/30/2013	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: 07/01/2012 End: 06/30/2013	Administrative Staff Central Office Teachers	ACTION BUDGET:

Intervention 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	Tom Bennett, principal, Gary Masters, superintendent, Blaine Alexander, ALA school improvement staff	Start: 08/20/2012 End: 05/30/2013	Outside Consultants	<hr/> ACTION BUDGET:
			Total Budget	\$0.00

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

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

Intervention Instruction and assessment will be aligned in each discipline with a focus on rigor.				
Scientific Based Research 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, Dixie Baker, Gloria Phillips- Principals	Start: 07/01/2012 End: 06/30/2013	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: 07/01/2012 End: 06/30/2013	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, Tom Bennett	Start: 07/01/2012 End: 06/30/2013	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	Tom Bennett, principal	Start: 07/01/2012 End: 06/30/2013	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: 07/01/2012 End: 06/30/2013		_____ ACTION BUDGET:

Intervention 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 meeings. 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: 07/01/2012 End: 06/30/2013	Administrative Staff District Staff	<hr/> ACTION BUDGET:
			Total Budget	\$0.00

Intervention Instruction,evaluation and student performance and will be aligned. (new intervention)				
Scientific Based Research				
"Total Instructional Alignment: From standards to student success", Carter, L. (2007). Bloomington, IN: Solution Tree				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>Access to interim assessments to measure student performance on mapped standards will be purchased. The results 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.</p> <p>Action Type: Alignment Action Type: Collaboration</p>	Gary Masters, superintendent	Start: 09/01/2012 End: 05/30/2013	Administrative Staff Central Office Teachers	NSLA (State-281) Purchased Services: \$34,000.00 <hr/> ACTION BUDGET: \$34,000.00
<p>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.</p>	Gary Masters, superintendent	Start: 07/01/2012 End: 06/30/2013	Teachers	<hr/> ACTION BUDGET:
<p>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.</p> <p>Action Type: ADE Scholastic Audit Action Type: Alignment</p>	Tom Bennett, Gloria Phillips, principals	Start: 08/20/2012 End: 05/29/2013	Teachers	<hr/> ACTION BUDGET:
<p>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.</p> <p>Action Type: Collaboration Action Type: Professional Development</p>	Gary Masters, superintendent	Start: 07/01/2012 End: 06/30/2013	Administrative Staff Outside Consultants Teachers	<hr/> ACTION BUDGET:
<p>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.</p> <p>Action Type: Collaboration Action Type: Professional Development</p>	Gary Masters, superintendent	Start: 07/01/2012 End: 06/30/2013	Administrative Staff Teachers	<hr/> ACTION BUDGET:

Intervention Instruction,evaluation and student performance and will be aligned. (new intervention)				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>All schools will participate in the ABC (Acheive By Change) grant initiative for implementation of Common Core Standards. Teachers and administrators will attend professional development trainings and will participate in the development of cross curricular units. An ABC Coach will provide monthly trainings for the teams and will visit the district monthly. The leadership teams at each school will facilitate the professional development training for Common Core.</p> <p>Action Type: Collaboration Action Type: Professional Development</p>	<p>Tom Bennett, Gloria Phillips, Dixie Baker, Principals Gary Masters, Superintendent</p>	<p>Start: 07/17/2012 End: 05/29/2013</p>		<p>NSLA (State-281) Purchased Services: \$0.00 ACTION BUDGET: \$0.00</p>
<p>The alignment of curriculum with pacing for the development of a map for 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 develop the maps.</p> <p>Action Type: ADE Scholastic Audit Action Type: Alignment Action Type: Collaboration Action Type: Professional Development</p>	<p>Principals: Dixie Baker, Tom Bennett, Gloria Phillips</p>	<p>Start: 07/01/2012 End: 08/20/2012</p>		<p>ACTION BUDGET:</p>
<p>The District Test Coordinator will coordinate with the schools in the implementation of ACTAAP requirements including training for test coordinators, preparation of a testing calendar, and communication of information.</p> <p>Action Type: Professional Development</p>	<p>Renella Clemons, DTC</p>	<p>Start: 08/10/2012 End: 05/15/2013</p>		<p>ACTION BUDGET:</p>
			Total Budget	\$34,000.00

4 **Priority 4:** An Alternate Learning Environment classroom will be available for students in Grades 7-12.

4.1 **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%.

Intervention 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.				
Scientific Based Research 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 (Murphy Smith:FTE.-.875-NSLA)and an instructional assistant (Judy Brown: 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: 08/13/2012 End: 05/29/2013	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 20 days of success in the ALE program. The ALE Director will continue to provide support to the student as he/she moves back into the regular classroom.	ALE coordinator Tom Bennett, Principal	Start: 08/20/2012 End: 05/29/2013	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: 07/01/2012 End: 06/30/2013		_____ 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.	Tom Bennett, principal	Start: 08/20/2012 End: 05/29/2013		_____ ACTION BUDGET:

Intervention 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
Classroom guidance, small group and individual counseling will be provided to address needs of the students. Action Type: Equity	Counselor	Start: 07/01/2012 End: 06/30/2013	Administrative Staff Community Leaders Teachers	_____ ACTION BUDGET:
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. In 2011-2012 there were 62 out of school suspensions and 6 in school suspensions compared to 54 out of school suspensions in 2010-2011 and 3 in school suspensions. Action Type: Program Evaluation	Renella Clemons, Fed. Coord.	Start: 08/20/2012 End: 05/29/2013		_____ ACTION BUDGET:
Teachers will follow the Common Core Standards in providing curriculum for the students. Computers and other technology will be available as a tool for learning. Action Type: Collaboration Action Type: Technology Inclusion	Tom Bennett, principal	Start: 08/20/2012 End: 05/29/2013	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: 07/01/2012 End: 06/30/2013	Administrative Staff Teachers	_____ ACTION BUDGET:
			Total Budget	\$0.00

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	Sherry Henton	Luxora parent	District Advisory
Community Representative	Jamie Brigance	Community member	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	Debbie Girdley	Homeless liason	District Advisory
Non-Classroom Professional Staff	Portia Routon	Parent Coordinator	District Advisory
Non-Classroom Professional Staff	Thelma Benson	Luxora ACSIP chair	District Advisory
Non-Classroom Professional Staff	Tom Bennett	Secondary Academic Coach	District Advisory
Parent	Eunice Stewart	Parent - Luxora	District Advisory
Parent	Linda Hildebrand	RHS parent representative	District Advisory
Parent	Nicky Brigance	Keiser Parent	District Advisory
Parent	Opal Loven	Parent	District Advisory
Parent	Regina Strop	Wilson parent	District Advisory
Parent	Sheri Adams	Keiser parent	District Advisory
Parent	Sherry Talley	Luxora 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