**GOAL**: We will monitor and maintain key performance indicators to assess progress toward goals.

**SPECIFIC RESULT**: Ensure that all students meet and exceed state accountability achievement standards.

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</table>
| 1. Set annual district and campus goals for student achievement as measured by the state accountability system, and monitor progress toward these goals by addressing needs and celebrating successes | • Curriculum, Instruction & Assessment  
• Research, Assessment & Accountability  
• Campus Administrators | Fall 2014 | Beginning of Year  
Middle of Year  
End of Year | Ongoing | No additional costs | • Alignment of campus and district priorities focused on student achievement  
• Allows campuses to analyze progress toward goals and adjust instructional practices, as needed  
• Provides teachers with the necessary support to address the needs of diverse learners |

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</table>
| 2. Evaluate annual and five-year plans, taking into account both Level II and Level III performance standards | • Curriculum, Instruction & Assessment  
• Research, Assessment & Accountability  
• Campus Administrators | Fall 2014 | September 2014 | Ongoing | No additional costs | • Alignment of campus and district priorities focused on student achievement  
• Allows campuses to analyze progress toward goals and adjust instructional practices, as needed  
• Provides teachers with the necessary support to address the needs of diverse learners |
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<tr>
<td>3. Align Campus Improvement Plans with the District Improvement Plan goals and the Strategic Plan</td>
<td>• Campus Administrators • Special Programs</td>
<td>June 2014</td>
<td>November February April June</td>
<td>Ongoing</td>
<td>No additional costs</td>
<td>• Promotes high expectations and college and career readiness for all learners</td>
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<tr>
<td>4. Provide ongoing professional development for all instructional staff focused on data analysis, accountability measures, and researched based intervention/enrichment strategies - especially those for English Language Learners</td>
<td>• Curriculum, Instruction &amp; Assessment • Professional Development • Research, Assessment, &amp; Accountability • Bilingual/ESL • Campus Administrators</td>
<td>Fall 2014</td>
<td>January 2015</td>
<td>Ongoing</td>
<td>No additional costs</td>
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</table>

**Responsible:**
Dr. Jovan Wells – Associate Superintendent of Curriculum, Instruction & Assessment  
Dr. Kim Klakamp – Director of Research, Assessment & Accountability  
Dr. Rhonda Davis – Director of Special Programs  
Nelson Orta – Director of Professional Development  
Shannon Terry – Director of Bilingual/ESL  
Campus Administrators
ACTION PLAN: Accountability

GOAL NUMBER: 6  SPECIFIC RESULT NUMBER: 2

GOAL: We will monitor and maintain key performance indicators to assess progress toward goals.

SPECIFIC RESULT: Increase academic performance to ensure one year or better growth for every student.

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| 1. Establish a summer reading initiative for Pre-K to first grade | - Parent Enrichment | Summer 2014 | September 2014 | Annually | $220,000 for summer reading initiative | - Increases student achievement  
- Increases communication with parents  
- Builds a collaborative relationship between home and school  
- Increases student opportunities for learning through enrichment  
- Reduces summer regression  
- Increases awareness of high school offerings which are included in endorsements |
| 2. Expand and enhance summer enrichment programs for middle school students | - Educational Operations  
- Campus Administrators  
- Campus Teachers | Summer 2015 | Fall 2015 | Ongoing | $500,000 annually for expansion of middle school summer programs | |
| 3. Provide three districtwide parent training opportunities per year to increase awareness of how healthy eating, exercise, and sleep habits can improve student performance | - Health Services  
- Communications & Public Relations  
- Athletics  
- Food Services  
- Student Services  
- Case Workers  
- Campus Counselors  
- LIGHT Counselors | Fall 2015 | Summer 2016 | Ongoing | $25,000 for parent trainings | - Increases student achievement  
- Increases communication with parents  
- Builds a collaborative relationship between home and school  
- Increases student opportunities for learning through enrichment  
- Reduces summer regression  
- Increases awareness of high school offerings which are included in endorsements |
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| 4. Provide parents with information quarterly that supports student achievement through emotional and physical well-being | • Communications & Public Relations  
• Health Services  
• Student Services  
• Athletics  
• Guidance & Counseling  
• Special Programs  
• Parent Enrichment  
• Title I | Fall 2015 | Summer 2016 | Ongoing | No additional costs | through HB 5  
• Growth in student reading ability over the summer |

Responsible:
John Washington – Assistant Superintendent of Student Services & Community Relations  
Homer Johnson – Executive Director of Athletics  
Chris Moore – Executive Director of Communications & Public Relations  
Babetta Hemphill – Executive Director of Student Services  
Maggie Willis – Director of Health Services  
Glenda Lewis – Director of Food Services  
Ruby Armstrong – Director of Guidance & Counseling  
Pat Mullins – Facilitator of Parent Enrichment
## ACTION PLAN: Accountability

**GOAL NUMBER:** 6  
**SPECIFIC RESULT NUMBER:** 3

**GOAL:** We will monitor and maintain key performance indicators to assess progress toward goals.

**SPECIFIC RESULT:** Close achievement gaps to empower all students to be academically successful.

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| 1. Improve student attendance percentages at each campus | • Case Workers  
• School Resource Officers  
• Truancy Officers  
• Attendance Administrators  
• Campus Clerks | Fall 2014 | Every six weeks | Ongoing | No additional costs | • Decreases dropout rates  
• Increases Average Daily Attendance  
• Increases completion and graduation rates  
• Increases student instructional time and improves student achievement  
• Improves campus climate and culture |
| 2. Campus attendance review committees will meet three times per school year to create strategies to address attendance issues at their school | • Campus Administrators  
• Campus Counselors  
• Campus Teachers | Fall 2014 | October January May | Ongoing | No additional costs |
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| 3. Reduce the number of discipline referrals for minority students (ISS, OSS, DAEP) | • Campus Administrators  
• Campus Counselors  
• LIGHT Counselors  
• Campus Teachers  
• Student Services  
• Community Liaisons | August 2014 | January 2015  
June 2015 | Ongoing | No additional costs | • Decreases drop-out rates  
• Increases Average Daily Attendance  
• Increases completion and graduation rates  
• Increases student instructional time and improves student achievement  
• Improves campus climate and culture |
| 4. Implement and monitor failure prevention and intervention procedures at each campus (cycle recovery, credit recovery) | • Area Directors  
• Campus Administrators  
• Campus Counselors  
• Campus Teachers  
• Campus Support Teams  
• Special Programs  
• Intervention | August 2014 | Every six weeks | Ongoing | No additional costs |
## ACTION PLAN: Accountability

**GOAL NUMBER:** 6  
**SPECIFIC RESULT NUMBER:** 4

**GOAL:** We will monitor and maintain key performance indicators to assess progress towards goals.

**SPECIFIC RESULT:** Ensure that all students are college and career ready.

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<tbody>
<tr>
<td>1. Expand Advancement Via Individual Determination (AVID) Program to include all campuses in the next five years</td>
<td>Special Programs</td>
</tr>
<tr>
<td>2. Set annual district and campus goals for student achievement as measured by national assessments and college ready benchmarks, and monitor progress toward these goals by addressing needs and celebrating successes</td>
<td>Curriculum, Instruction &amp; Assessment, Research, Assessment &amp; Accountability, Special Programs</td>
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| 1. Expand **Special Programs** | **Fall 2014** | Annually | **2018-19 school year** | $1,200,000 for AVID expansion for 2014-15 Years two through five cost will vary depending on number of schools added | • Promotes college and career readiness  
• Increases access to advanced courses  
• Provides scholarship opportunities  
• Equips students with skills for post-secondary readiness  
• Provides accountability for goal attainment  
• Parent and student awareness of strengths, |
<p>| 2. Set <strong>Curriculum, Instruction &amp; Assessment</strong>, <strong>Research, Assessment &amp; Accountability</strong>, <strong>Special Programs</strong> | <strong>Fall 2014</strong> | Annually | <strong>Ongoing</strong> | No additional costs |</p>
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| 3. Communicate and promote career and technical opportunities offered throughout the district | • Communications & Public Relations  
• Career & Technical Education  
• Guidance & Counseling  
• Community Liaisons | Spring 2013 | Annually | Ongoing | No additional costs | interests, and career options  
• Provides awareness of entrance requirements for CTE programs to staff, students, and parents  
• Informed choices for planning endorsement options through HB 5 implementation |
| 4. Provide a nighttime parent meeting at each high school campus to promote and educate parents on career and technical opportunities | • Campus Counselors | October – November 2014 | June 2015 | Annually | Title I campus budget/parental involvement funds |

**Responsible:**  
Dr. Jovan Wells - Associate Superintendent of Curriculum, Instruction & Assessment  
John Washington – Assistant Superintendent of Student Services & Community Relations  
Chris Moore – Executive Director of Communications & Public Relations  
Dr. Kim Klakamp – Executive Director of Research, Assessment & Accountability  
Phil Gilbreath – Director of Career & Technical Education  
Ruby Armstrong – Director of Guidance & Counseling