

Peach County School District's Strategic Plan



- 1.1.1 Train and support teachers on effective implementation of state adopted standards in math, ELA, science and social studies.
- 1.1.2 Implement and provide instructional support for effective use of research-based programs and strategies:
- 1.1.3: Provide one to one technology and training for students and staff for effective integration of technology.
- 1.1.4: Design and implement effective and balanced assessment techniques
- 1.1.5: Data Teams developed, trained in analysis and use of data in each school
- 1.1.6: Monitor implementation of system and schools' continuous improvement plans.

GOAL 1: All students will reach high standards, at a minimum attaining proficiency or better in reading/language arts, mathematics, science, and social studies.

PERFORMANCE TARGET:

To increase percentage of all students meeting or exceeding state performance targets.

Goal 2: All students will graduate from high school, college and career ready.

PERFORMANCE TARGET:

Continue to ensure that 100% of Peach County teachers are highly effective

- 2.1.1: Provide PCHS assistance in expanding and maintaining industry certification status for Career Technical and Agriculture Education (CTAE) programs
- 2.1.2 Provide technical assistance to school counselors to include student advisement on appropriate course work, leadership opportunities and career lessons in all schools.
- 2.1.3 Monitor and provide technical assistance to implement Multi-Tiered System of Support (MTSS) with fidelity in all schools
- 2.1.4 Increase family engagement and community involvement at all schools

To Graduate College and Career Ready Students.
Goal 3: All students will be taught by highly effective teachers.
Goal 4: Operations will enhance learning environments that are healthy, safe, orderly, and conducive to learning.

PERFORMANCE TARGET:

To increase the high school graduation rate to meet or exceed state performance targets

PERFORMANCE TARGET:

To reduce student discipline referrals and increase the School Climate rating annually.

- 3.1.1: Recruit highly effective and/or qualified teachers by developing a districtwide plan to recruit teachers.
- *Expand signing bonuses and retention incentives for highly effective teachers
- 3.1.2: Increase numbers of trained substitutes
- 3.1.3: Continue to implement a comprehensive induction and mentoring programs for new teachers, newly hired instructional staff and administrators
- 3.1.4: Provide continuous job-embedded differentiated professional learning for teachers and leaders
- 3.1.5: Provide endorsement opportunities for teachers to meet the diverse learning needs of students (i.e.: gifted, ESOL, coaching, reading, STEM endorsements)
- 3.1.6: Continue to implement TKES and LKES evaluation system for teachers and administrators.

- 4.1.1: Provide technical assistance for School administrators to
- *use data to refine school-wide discipline plans,
- *obtain a 3 or higher CCRPI Star Climate rating
- 4.1.2: Ensure that the District and School Crisis Response Plan is current and meets Georgia Emergency Management Agency (GEMA) guidelines
- 4.1.3: Monitor all district buildings for cleanliness to ensure a healthy environment using best practices and safe methods



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Goal #1- District Baseline Data and Annual Targets

Goal 1: All students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
 Baseline Data and Annual Targets (Annual targets are based on state and Charter Performance Targets)

Performance Measure	Baseline Data 2015-2016		Year 1 2016-2017		Year 2 2017-2018		Year 3 2018-2019		Year 4 2019-2020		Year 5 2020-2021	
	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual
GA Milestones Data												
English Language Arts (Reading) EOG	63.6%	44.5%	66.9%	47.5%	70.2%	48.1%	73.5%	52.1%	76.8%	N/A	N/A	57.2%
Math EOG	66.8%	51.0%	69.8%	52.2%	72.8%	53.7%	75.8%	57.4%	78.8%	N/A	N/A	59.5%
Ninth Grade Lit EOC	64.7%	55.1%	67.9%	62.7%	71.1%	66.1%	74.3%	68.5%	77.5%	N/A	N/A	N/A
American Lit/Comp EOC	62.4%	61.1%	65.8%	60.1%	69.2%	57.5%	72.6%	55.9%	76.0%	N/A	N/A	49%
Geometry EOC	N/A	N/A	N/A	84.5%	*87.5%	64.4%	*90.5%	64.9%	*93.5%	N/A	N/A	N/A
Analytic Geometry EOC	59.3%	54.6%	63.0%	N/A	66.7%	N/A	70.4%	N/A	74.1%	N/A	N/A	N/A
Algebra I EOC	60.0%	67.7%	63.6%	58.8%	67.2%	48.7%	70.8%	47.9%	74.4%	N/A	N/A	37%
Biology EOC	60.2%	95.6%	63.8%	98.6%	67.4%	53.2%	71.0%	61.4%	74.6%	N/A	N/A	47%
Physical Science EOC	54.3%	61.7%	58.5%	62.6%	62.7%	64.9%	66.9%	54.2%	71.1%	N/A	N/A	N/A
U.S History EOC	64.8%	67.3%	68.0%	64.6%	71.2%	67.1%	74.4%	71.5%	77.6%	N/A	N/A	28%
Economics EOC	61.8%	68.3%	65.3%	68.9%	68.8%	64.1%	72.3%	73.9%	75.8%	N/A	N/A	N/A

Goal #2- District Baseline Data and Annual Targets

Goal 2: All students will graduate from high school, college and career ready.

Overarching Needs from CNA: Retention of Effective Teachers with knowledge of content, pedagogy, and effective interventions.

Increased Student Achievement

Performance Target: (1) To increase the high school graduation rate to meet or exceed state performance targets.
 (2) To train and implement Multi-Tiered System of Supports (MTSS) at each school.



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District Baseline Data and Annual Targets (Annual targets are based on the Elementary and Secondary Education Act (ESEA) state performance targets – Cohort Rate)

Performance Measure	Baseline Data 2015-2016	Year 1 2016-2017		Year 2 2017-2018		Year 3 2018-2019		Year 4 2019-2020		Year 5 2020-2021	
		<i>Target</i>	<i>Actual</i>	<i>Target</i>	<i>Actual</i>	<i>Target</i>	<i>Actual</i>	<i>Target</i>	<i>Actual</i>	Target	Actual
High school graduation rate	<i>Actual</i>										
	91%	82.4%	83.3%	84.2%	81.3%	86.0%	84.4%	86.0%	87.6%	NA	NA

Performance Measure	Baseline Data 2020-2021	Year 1 2021-2022		Year 2 2022-2023		Year 3 2023-2024		Year 4 2024-2025		Year 5 2025-2026	
		<i>Target</i>	<i>Actual</i>	<i>Target</i>	<i>Actual</i>	<i>Target</i>	<i>Actual</i>	<i>Target</i>	<i>Actual</i>	Target	Actual
Number of School training and Implementing MTSS	<i>Actual</i>										
	6 Schools*	6 Schools									

* Year 1 Training

Goal #3- District Baseline Data and Annual Targets

Goal 3: All students will be taught by highly effective teachers.

Overarching Need from CNA: Retention of Effective Teachers with knowledge of content, pedagogy, and effective interventions.

Increased Student Achievement

Performance Target: Continue to ensure that 100% of Peach County teachers are highly effective.

District Baseline Data and Annual Targets (Based on data from the TKES Summative Evaluation Ratings of Proficient or Higher)

Performance Measure	Baseline Data 2015-2016	Year 1 2016-2017		Year 2 2017-2018		Year 3 2018-2019		Year 4 2019-2020		Year 5 2020-2021	
		<i>Target</i>	<i>Actual</i>	<i>Target</i>	<i>Actual</i>	<i>Target</i>	<i>Actual</i>	<i>Target</i>	<i>Actual</i>	<i>Target</i>	<i>Actual</i>
Percentage of highly effective/professional qualification teachers	97.1%	100%	98.3%	100%	87%	100%	84%	100%	85%	100%	88%



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Goal #4- District Baseline Data and Annual Targets

Goal 4: Operations will ensure learning environments that are healthy, safe, orderly, and conducive to learning.

Overarching Needs from CNA: Retention of Effective teachers with knowledge of content, pedagogy, and effective interventions.
Increased Student Achievement

Performance Targets: (1) Each school will obtain a CCRPI Climate Star rating of at least 3 stars or higher.

District Baseline Data and Annual Targets: (Discipline incidences as reported in Infinite Campus)

Performance Measure	Baseline Data 2015-2016	Year 1 2016-2017		Year 2 2017-2018		Year 3 2018-2019		Year 4 2019-2020		Year 5 2020-2021	
	<i>Actual</i>	<i>Target</i>	<i>Actual</i>	<i>Target</i>	<i>Actual</i>	<i>Target</i>	<i>Actual</i>	<i>Target</i>	<i>Actual</i>	<i>Target</i>	<i>Actual</i>
Number of system student discipline referrals (grades K-2)	409	Decrease by 5%	551	Decrease by 5%	523	Decrease by 5%	409	Decrease by 5%	241	Decrease by 5%	117
Number of system student discipline referrals (grades 3-8)	1550	Decrease by 5%	2017	Decrease by 5%	1916	Decrease by 5%	1291	Decrease by 5%	1016	Decrease by 5%	597
Number of system student discipline referrals (grades 9-12)	1081	Decrease by 5%	985	Decrease by 5%	935	Decrease by 5%	919	Decrease by 5%	576	Decrease by 5%	620

Performance Measure	Baseline Data 2015-2016	Year 1 2016-2017		Year 2 2017-2018		Year 3 2018-2019		Year 4 2019-2020		Year 5 2020-2021	
	<i>Actual</i>	<i>Target</i>	<i>Actual</i>	<i>Target</i>	<i>Actual</i>	<i>Target</i>	<i>Actual</i>	<i>Target</i>	<i>Actual</i>	<i>Target</i>	<i>Actual</i>
CCRPI Climate Star Ratings	BES - 4 KRES - 2 HES - 2 BMS - 4 FVMS - 3 PCHS - 3	3 or higher	BES - 3 KRES - 3 HES - 1 BMS - 4 FVMS - 2 PCHS - 3	3 or higher	BES-4 KRES-3 HES-3 BMS-4 FVMS-4 PCHS-3	3 or higher	BES-4 KRES-4 HES-3 BMS-5 FVMS-4 PCHS-4	3 or higher	BES-n/a KRES-n/a HES-n/a BMS-n/a FVMS-n/a PCHS-n/a	3 or higher	BES KRES HES BMS FVMS PCHS