

TCSPP TEMPLATE 5.1

GOAL 1 – Action Plan Development

Template 5.1 – (Rubric Indicator 5.1)

Revised DATE: May 2, 2008

Section A – Describe your goal and identify which need(s) it addresses. (Remember that your previous components identified the strengths and challenges/needs.)

Goal	Improving the student attendance and graduation rate toward the goal of meeting NCLB accountability standards of 93% attendance rate and 100% graduation by 2013-2014, meeting indicators 1S1 & 2S1 of the Perkins Report Card.
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Which need(s) does this Goal address?	Graduation rate of 81.8% is below the state goal of 90%, Attendance Rate, 1S1, 1S2, 3S1, 4S1, & 6S2.
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How is this Goal linked to the system’s Five-Year Plan?	Provide an environment that enables all students to achieve to their highest potential.
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ACTION STEPS – Template 5.2 – (Rubric Indicator 5.2)

IMPLEMENTATION PLAN – Template 5.3 – (Rubric Indicator 5.3)

Section B – Descriptively list the action you plan to take to ensure you will be able to progress toward your goal. Action steps are strategies and interventions which should be scientifically based where possible and *include professional development, technology, communication, and parent and community involvement initiatives within the action steps of each goal.*

Section C – For each of the Action Steps you list, give timeline, person(s) responsible, projected cost(s)/required resources, funding sources, evaluation strategy and performance results/outcomes. (For Evaluation Strategy, define how you will evaluate the action step.)

	Timeline	Person(s) Responsible	Required Resources	Projected Cost(s) & Funding Sources	Evaluation Strategy	Performance Results / Outcomes	
Action Step	Employ six graduation coaches to assist the high schools’ middle schools, and elementary schools in improving student attendance by monitoring attendance, making home/parent contacts, attending court procedures, and educating parents and community on attendance policy.	2008-2009	Hugh Clement Mike Watson	\$165,320	BEP 2.0	Review of end-of-year attendance/graduation report. Monthly reports from graduation coaches to administrators. Monthly attendance monitored by attendance supervisor.	Graduation Coaches to date have made weekly contact hours with students’ homes. Monthly attendance reports show slight improvement except for the flu season.
Action Step	Appoint a team of administrators and teachers to review the district’s use of Assertive Discipline and	Fall annually	Hugh Clement	\$ 1,000	Local	Meeting Notes School Surveys Suspension/Expulsion	

	determine continued use and/or changes in implementation, including training for new administrators and teachers.					Report	
Action Step	Review of Alternative School policies and the district policy on expelling students in order to eliminate inconsistencies.	Fall annually	Tami Morelock Hugh Clement	\$0	N/A	Meeting Notes and Proposals	
Action Step	Institute a middle school summer school program concentrating on reading/language arts and mathematics instruction of high academic rigor taught by certified high school teachers.	Summer 2008-2009	Brenda Dean	\$10,000	Extended Contract	Student achievement on Gateway and End of Course Exams. Student attendance	
Action Step	Increase & maintain academic integration through dual credit opportunities & dissemination of subgroup performance data on indicators 1S1, 1S2, 3S1, and 4S1.	2008-2009	Mike Watson Brenda Dean Howard Sisco	\$14,721	Carl Perkins	Walk Through	Increase in CTE Report Card Data
Action Step	Hire one part-time assistant principal in high poverty school with more than 500 students to increase family-school engagement, to increase student attendance, and to provide instructional coaching to meet the needs of at-risk learners.	2008-2009	Dale Lynch John Clawson	\$36,656	BEP 2.0	Parent survey Attendance reports Teacher survey NCLB Report Card	
Action Step	Provide funding to support student engagement in the school experience and learning, through academic competition, including skilled events through CTSO Clubs.	2007-2008 Continue through 08-09	Brenda Dean Traci Perkins Mike Watson	\$14,000 \$4,000	BEP 2.0 Carl Perkins	Student surveys Parent surveys CTE Report Card	Raise Skills Indicator for Carl Perkins

TCSPP TEMPLATE 5.1

GOAL 2 – Action Plan Development

Template 5.1 – (Rubric Indicator 5.1)

Revised DATE: May 2, 2008

Section A – Describe your goal and identify which need(s) it addresses. (Remember that your previous components identified the strengths and challenges/needs.)

Goal

Providing reading intervention and systematic reading and writing instruction at all grades in order to achieve the increasing NCLB goals for Reading/Language and reducing the percentage of students from all subgroups that are below proficient in Reading/Language.

Which need(s) does this Goal address?

Reading/Language achievement 3rd-8th is below state standards.
Failure to achieve AYP goal for Hispanic, disabled, and LEP students in Reading/Language.

How is this Goal linked to the system's Five-Year Plan?

Provide quality instruction, utilizing varied methods, strategies, and technologies.
Develop and organization of learners to critically think and evaluate current educational research and program development.

ACTION STEPS – Template 5.2 – (Rubric Indicator 5.2)

IMPLEMENTATION PLAN – Template 5.3 – (Rubric Indicator 5.3)

Section B – Descriptively list the action you plan to take to ensure you will be able to progress toward your goal. Action steps are strategies and interventions which should be scientifically based where possible and *include professional development, technology, communication, and parent and community involvement initiatives within the action steps of each goal.*

Section C – For each of the Action Steps you list, give timeline, person(s) responsible, projected cost(s)/required resources, funding sources, evaluation strategy and performance results/outcomes. (For Evaluation Strategy, define how you will evaluate the action step.)

Timeline	Person(s) Responsible	Required Resources	Projected Cost(s) & Funding Sources	Evaluation Strategy	Performance Results / Outcomes
Beginning Summer 2008	Eva Thompson Brenda Dean Mike Watson	\$60,000 \$72,103	Title I A Title IIA Title V Local IDEA BEP 2.0	Diagnostic Assessment Reports including SRA Review Performance of CTE students	Scores were reviewed. Response to Intervention (RTI) program is in the process of being approved by the state department. The SRA Corrective Reading Program will continue for the 2008-2009 year. STAR and TCAP scores assessed. Carl Perkins indicators were monitored.

Action Step

Conduct a review and analysis of middle school and high school reading instruction. Adopt a system model and provide personnel, materials, supplies, and equipment for identification and remediation for at-risk learners K-12 .

Action Step	Provide new and existing teacher training on comprehensive literacy instruction, 6 Trait Writing model, and diagnostic assessment of reading skills.	2008-2009	Eva Thompson	\$22,000	Title IA Title IIA Local	Training Evaluations Teacher Professional Development Survey	
Action Step	Summer Standards Awareness Training, Gateway Training and AP Institutes for middle and high school teachers.	Summer and Fall 2008	Kim Fox Brenda Dean	\$12,000	Title IIA	Teacher Professional Development Survey Feedback from teachers implementing new state standards.	Prof. Dev. Survey results from the 2006-07 year indicate increased, high quality professional development participation. Gateway and AP trainings are scheduled for the 2008- 09 year.
Action Step	Maintain Pre-K program offerings including teacher and parent training, materials and supplies.	2008-2009	Kim Fox Anne Nelson Brenda Dean	\$560,000 \$187,250	Governor's Voluntary Pre-K Grant Title V IDEA Local	Longitudinal study of students as they enter and progress through school.	
Action Step	Retain one reading intervention teacher for middle school in school improvement to work with students at-risk of failing to meet NCLB standards in all subgroups.	2008-2009	Ron Wright Dale Lynch	\$58,533	BEP 2.0	ThinkLink Benchmark Assessments and SRA assessments. TCAP Achievement Data Disaggregated Data.	
Action Step	Hire two ESL teachers to provide intensive reading/language instruction to most at-risk ELL students.	2008-2009	Dr. Brenda Dean	\$115,000	BEP 2.0	ELDA Assessment and AYP for this subgroup	
Action Step	Hire two additional ESL teachers to reduce pupil/teacher ratio.	2008-2009	Dr. Brenda Dean	\$112,000	BEP 2.0	Class Rosters	ELL class average class size was reduced.
Action Step	Hire two part-time highly qualified teachers who are trained in balanced/comprehensive literacy to provide continuity of instruction to meet the requirements of NCLB.	2007-2008 2008-2009	Dale Lynch Hugh Clement	\$50,726	BEP 2.0	Percentage of students meeting NCLB benchmarks on report card	
Action Step	Provide after-school tutoring to students in Meadowview, a high priority school in Public School Choice.	2007-2008	Kim Fox Brenda Dean	\$11,072	Title IA School Improvement Grant,	Benchmark Assessments, TCAP Achievement	

		2008-2009			Extended Contract, Douglas-Cherokee Education Authority	disaggregated data for nine subgroups, male, and female, ELDA	
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TCSPP TEMPLATE 5.1

GOAL 3 – Action Plan Development

Template 5.1 – (Rubric Indicator 5.1)

Revised DATE: May 2, 2008

Section A – Describe your goal and identify which need(s) it addresses. (Remember that your previous components identified the strengths and challenges/needs.)

Goal

To address the needs of all students through the use of research-based strategies to improve the achievement of all student subgroups, with an emphasis on males, African American, Hispanic, ELL, and low socioeconomic populations in order to close the achievement gap between these subgroups and all students in Hamblen County and to recruit, train, and retain highly qualified teachers and paraprofessionals.

Which need(s) does this Goal address?

Failure to achieve AYP goal for Hispanic, disabled, and LEP students in Reading/Language.
 Failure to achieve AYP goal for Hispanic, disabled, and LEP students in Math.
 Male students scoring below females in writing at 5th, 8th, & 11th grades.
 Fewer male students scoring at levels 5 & 6 of the Writing Assessment at all grades.
 Failure to achieve AYP goal with African American and disabled students in English II.
 Failure to achieve AYP goal with disabled students in Algebra I.

How is this Goal linked to the system’s Five-Year Plan?

Expand educational opportunities for enrichment and remediation.
 Provide for the needs of a culturally diverse student body.

ACTION STEPS – Template 5.2 – (Rubric Indicator 5.2)

IMPLEMENTATION PLAN – Template 5.3 – (Rubric Indicator 5.3)

Section B – Descriptively list the action you plan to take to ensure you will be able to progress toward your goal. Action steps are strategies and interventions which should be scientifically based where possible and *include professional development, technology, communication, and parent and community involvement initiatives within the action steps of each goal.*

Section C – For each of the Action Steps you list, give timeline, person(s) responsible, projected cost(s)/required resources, funding sources, evaluation strategy and performance results/outcomes. (For Evaluation Strategy, define how you will evaluate the action step.)

Timeline	Person(s) Responsible	Required Resources	Projected Cost(s) & Funding Sources	Evaluation Strategy	Performance Results / Outcomes
2008-2009	Kim Fox	\$100,000	Title IA Title IIA Title IID Local	Teacher Professional Development Survey Student Achievement Data CTE Report Card	Prof. Dev. Survey reveals an increase of respondents' participation in high-quality professional development activities.
	Brenda Dean	\$34,000			
	Mike Watson	\$2,000			

Action Step

Teacher/administrator training in differentiating instruction through Thoughtful Classroom collaborative training model and Career and Technical professional development. Formal

	trainings offered 5 times per year. Instructional Learning Teams meeting monthly at each school and at the district office.				BEP 2.0 Carl Perkins		Benchmarks for Title IIA increased and were met.
Action Step	International Center to provide intensive language acquisition instruction to ELL students new to US schools as well as providing coordination of services, adult ESL classes and technology training for parents. Daily instruction at the International Center.	2008 – 2009	Dr. Dale Lynch	\$64,000	Walters State C.C. Title V Title III Local ABE/Carl Perkins Adult Education	CELLA assessments TCAP/Gateway/End-of-Course Assessments	ELL subgroups at all schools met AYP. LEA met AYP.
Action Step	Identification and intensive services for at-risk students in all schools. Services include tutoring, extended school opportunities, summer program, and Credit Recovery. Identification of at-risk students is a continual process throughout the school year. Tutoring and extended school opportunities offered throughout the calendar year. Credit Recovery and summer programs offered May, June, and July.	2008-2009	Dr. Brenda Dean Anne Nelson	\$600,000	Title I, Part C Title III McKinney Vento Grant Douglas Cherokee Extended Contract Local IDEA	Attendance data Disaggregated achievement data CTE Report Card	Hamblen County met AYP for grades K-8 and all subgroups.
Action Step	Teacher/administrator mentoring program and instructional leadership training. Mentoring program is continuous. ILT training 5 times per year.	2008-2009	Dr. Brenda Dean	\$14,000	Title IIA	Teacher Surveys Professional Development Survey	
Action Step	Academic support for at-risk Technical Career Education students. Each vocational class integrates academic support daily throughout the school year. Participation in Credit Recovery is on-going. Provide teacher travel to benchmark and identify best practices.	2008-2009	Mike Watson	\$48,906 \$40,000	Local Carl Perkins	CTE Report Card	Increased performance and maintenance 1S1,1S2, 4S1.
Action Step	Retain 20 highly qualified teachers to decrease class size, to provide timely interventions in reading/language arts and mathematics, to provide for the needs of students with disabilities, and to provide intensive services for ELL students who are most at-risk.	2008-2009	Adrian Rucker Dale Lynch Hugh Clement Brenda Dean	\$1,089,822	BEP	Benchmark assessments Think Link, progress monitoring reports ELDA AYP progress	

Action Step	Retain 3 highly qualified paraprofessionals to provide intervention support for students who are at-risk of failing to meet NCLB standards for reading/language arts, mathematics, and attendance.	2008-2009	Anne Nelson Danny Templin Lynn Sullivan R. Barnard	\$79,901	BEP	Student attendance reports Benchmark assessments Formative assessments	
Action Step	Provide competitive salary & benefits for teachers and paraprofessionals in order to recruit and retain highly qualified teachers and paraprofessionals, particularly to address the issue of staffing in areas of critical shortages.	2008-2009	Dale Lynch Janice Haun and Hamblen Co School Board	\$ 0		HQ statistics on state report card Preliminary report	On state report card, Hamblen County has 100% of core teachers highly-qualified.

Action Step

Provide highly qualified paraprofessionals to assist special education students in accessing the general curriculum through support for individuals and small groups to increase student achievement

2007-2008
Continuing through
2008-09

Anne Nelson

\$1,908,763

IDEA

NCLB Report Card

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TCSPP TEMPLATE 5.1

GOAL 4 – Action Plan Development

Template 5.1 – (Rubric Indicator 5.1)

Revised DATE: May 2, 2008

Section A – Describe your goal and identify which need(s) it addresses. (Remember that your previous components identified the strengths and challenges/needs.)

Goal

In order to promote student achievement in all subgroups and meet the accountability standards under NCLB in Reading/Language, Mathematics, Science, Social Studies, attendance, and graduation rate we will implement effective, data-driven programs designed to meet the needs of diverse learners and provide teachers with research-based strategies, materials and equipment necessary to differentiate instruction so students in all achievement subgroups.

Which need(s) does this Goal address?

Failure to achieve AYP goal for Hispanic, disabled, and LEP students in Reading/Language.
 Failure to achieve AYP goal for Hispanic, disabled, and LEP students in Math.
 Male students scoring below females in writing at 5th, 8th, & 11th grades.
 Fewer male students scoring at levels 5 & 6 of the Writing Assessment at all grades.
 Failure to achieve AYP goal with African American and disabled students in English II.
 Failure to achieve AYP goal with disabled students in Algebra I.

How is this Goal linked to the system’s Five-Year Plan?

Provide excellence in academic programs.
 Provide challenging and relevant curriculum, aligned to performance standards.
 Provide quality instruction, utilizing varied methods, strategies, and technologies.

ACTION STEPS – Template 5.2 – (Rubric Indicator 5.2)

IMPLEMENTATION PLAN – Template 5.3 – (Rubric Indicator 5.3)

Section B – Descriptively list the action you plan to take to ensure you will be able to progress toward your goal. Action steps are strategies and interventions which should be scientifically based where possible and *include professional development, technology, communication, and parent and community involvement initiatives within the action steps of each goal.*

Section C – For each of the Action Steps you list, give timeline, person(s) responsible, projected cost(s)/required resources, funding sources, evaluation strategy and performance results/outcomes. (For Evaluation Strategy, define how you will evaluate the action step.)

		Timeline	Person(s) Responsible	Required Resources	Projected Cost(s) & Funding Sources	Evaluation Strategy	Performance Results / Outcomes
Action Step	Increase AP course offerings in high school.	Fall 2009	Brenda Dean	\$330,000	Local & State Funds	ACT Data AP Test Data	
Action Step	Increasing access to educational technology for students and teacher training on integrating technology into instruction. Technology classes	Fall 2008-2009	Brenda Dean Howard Sisco Anne Nelson	\$1,112,943 \$14,975 \$21,200	Title I A Title IID Local BEP 2.0	Principals’ Performance Report Professional Development Survey	Increased attainment by skill subgroups all

	required for each new teacher in the fall. Technology training available throughout the calendar year for all teachers.		Mike Watson		Carl Perkins	E TOTE Survey	
Action Step	High School Credit Recovery program	Summer 2008-2009	Brenda Dean	\$25,000	Extended Contract Title II D	Graduation Rate	
Action Step	Expanding new pre-engineering classes in both high schools to increase rigor and relevance. Courses offered daily at both high schools.	2008-2009	Mike Watson	\$6,000	Carl Perkins	CTE Report Card	Increased performance on Academic Attainment
Action Step	Providing parents opportunities for effective involvement in schools including information on academic expectations, College Night for upcoming high school students, training on assessments and interpreting student achievement results, and training on Parent ConnectsXP for parents and administrators two times per year..	2008-2009	Kim Fox Teresa Ayers Howard Sisco	\$58,000	Title I A Title V IDEA	Parent Surveys Data from ParentConnectsXP usage	
Action Step	Provide training, materials and resources to enable teachers to differentiate instruction. Training offered 5 times per year and Instructional Learning Teams meeting monthly.	2008-2009	Kim Fox	\$75,000	Title IA Title IIA Title V IDEA	Professional Development Survey Disaggregated Achievement Data	Professional Development surveys for 06-07 year show gains in HQ activities. Achievement data shows all student subgroups meeting AYP in reading and math for the district.
Action Step	Retain one part-time program evaluator and data specialist to assist school leaders, teachers, and parents on the effectiveness of programs and the progress of students toward the attainment of NCLB standards.	2008-2009	Brenda Dean	\$39,187	BEP 2.0	Survey of Central Office Leadership Team and Assessment Team documentation Data Notebooks, Implementation of Data Analysis System to streamline data	COLT surveys show data specialist increased knowledge of district data and individual school data. Data notebooks created by the specialist were available in each department office and in each at each school. Sign-in sheets for each school's data team were

							available.
Action Step	Providing funding for equipments, programs, materials, technology, and supplies to meet the needs of diverse learners and to increase student achievement. Upgrading PLTW labs and software.	2008-2009	Dale Lynch Mike Watson	\$150,000 \$59,340	BEP 2.0	Percentage of students meeting NCLB benchmarks on report card	Upgraded Equipment
Action Step	Provide early intervention for student's with disabilities to optimize student achievement outcomes.	2008-2009	Anne Nelson	\$63,000	IDEA	BATTELLE Inventory Skills	
Action Step	Purchase a research-based, comprehensive reading program which addresses the needs of diverse learners, is aligned to Tennessee curriculum standards, provides three-tiered intervention and supports RTI to reduce the number of children identified for special education.	2007-2008 Continued in 2008-2009	Brenda Dean Anne Nelson	\$412,150	BEP 2.0	Percentage of students meeting NCLB benchmarks on report card in reading/language arts Number of children identified for SPED	Evaluation will take place when scores are received in Summer.
Action Step	Provide research-based trainings on the use of new technology and purchase Elmo projectors and computers to aid in improving reading, math, science, and social studies scores for students attending Meadowview Middle school, a high priority school.	Continued from 2007-2008 through 2009.	Kim Fox Brenda Dean Gail Rice Ron Wright Howard Sisco	\$40,000	Title I SIP Grant	Student Achievement Scores from state assessments, Benchmark assessments, and technology survey	

TCSPP TEMPLATE 5.1

GOAL 5 – Action Plan Development

Template 5.1 – (Rubric Indicator 5.1)

Revised DATE: May 2, 2008

Section A – Describe your goal and identify which need(s) it addresses. (Remember that your previous components identified the strengths and challenges/needs.)

Goal	Continuing to increase the safety of our schools in order to maintain Safe School status for all students and parents in Hamblen County.
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Which need(s) does this Goal address?	Increase in 7 th grade (38%) and 10 th grade (41%) suspensions from 2004. Large increase in suspensions for “Other” cause (123%) from 2004. Increase in 10 th grade expulsions (58%) from 2004. Large increase in expulsions for “Other” cause (50%) from 2004. 19 bomb threats in Hamblen County 2005-2006.
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How is this Goal linked to the system’s Five-Year Plan?	Provide an environment that enables all students to achieve to their highest potential.
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ACTION STEPS – Template 5.2 – (Rubric Indicator 5.2)

IMPLEMENTATION PLAN – Template 5.3 – (Rubric Indicator 5.3)

Section B – Descriptively list the action you plan to take to ensure you will be able to progress toward your goal. Action steps are strategies and interventions which should be scientifically based where possible and *include professional development, technology, communication, and parent and community involvement initiatives within the action steps of each goal.*

Section C – For each of the Action Steps you list, give timeline, person(s) responsible, projected cost(s)/required resources, funding sources, evaluation strategy and performance results/outcomes. (For Evaluation Strategy, define how you will evaluate the action step.)

	Timeline	Person(s) Responsible	Required Resources	Projected Cost(s) & Funding Sources	Evaluation Strategy	Performance Results / Outcomes
Action Step	2008-2009	Hugh Clement	\$100,000 \$30,000	Safety Grant Title IV Local Funds Hamblen County Sheriff’s Dept. Morristown Police Dept. BEP 2.0	Fight Report Suspension/Expulsion Report Safe School Status	The number of suspensions for violence-related incidents in K-12 for FY07 was reduced 26% from FY06. Number of suspensions fighting in the middle & high schools was reduced 12% in FY07 from FY06. We will monitor FY08

							and FY09 as data becomes available.
Action Step	Update surveillance technology & equipment in all school buildings.	2008-2009	Hugh Clement Howard Sisco	\$40,000	Local Funds	Safety Plan Assessment Results	
Action Step	Employing school counselors to provide Character Education. Providing teachers and administrators No Bullying training and materials, training on violence prevention, suicide prevention, and conflict resolution. Trainings offered three times per year. Invite community members and parents to appropriate trainings, partnering with local law enforcement and Cherokee Health Systems to offer trainings.	2008-2009	Kim Fox Hugh Clement	\$130,000	Local & State Funds Title IV Safe Schools Grant	Suspension/Expulsion Report Discipline referrals	The number of suspensions for violence-related incidents in K-12 for FY07 was reduced 26% from FY06. Number of suspensions fighting in the middle & high schools was reduced 12% in FY07 from FY06. We will monitor FY08 and FY09 as data becomes available.
Action Step	Provide nurses to promote a healthy environment and training for staff and students in health & safety. Training offered in the fall. Nurses in schools daily during the academic year.	2008-2009	Anne Nelson	\$156,756 \$143,244	Local Title V IDEA	Attendance Report Accident Reports Documentation of Training	
Action Step							