

Liberty County School System

SY 11 SACS School Improvement Plan Update, Title I and Professional Development Plan

School: Jordye Bacon Elementary

Principal's Signature: _____

School Improvement Committee/Professional Development Committee

Chairman: Dr. James M. Johnson, Principal

Committee Members:

Debra Sukaratana – Assistant Principal
Susan Purser – Curriculum Coordinator
Tara Griffin – Media Specialist
Cherie Boyd – Counselor
Sandra Cader-Computer Operator
Amber Durrence – Kindergarten Teacher
Charlie Price – First Grade Teacher
Christine Moody – Second Grade Teacher
Cela Harris – Third Grade Teacher
Judy Lloyd– Fourth Grade Teacher
Monica Platt – Fifth Grade Teacher
Kathleen Nile – Special Education Teacher
Heather Garrido – Title I Teacher
Anthony Bullard-School Council Parent

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Items in red have been updated or deleted
Achievement Narrative

Jordye Bacon Elementary School (JBE) serves grades kindergarten through fifth grade. The student enrollment is 476 students. JBE has 41 certified employees and 29 classified employees. Eighty-five percent of JBE's student body is minority students and seventy-four percent of the students receive free or reduced lunch prices.

School level decisions are based on the continuous examination of data. Jordye Bacon Elementary School's Title I Improvement Plan focuses on the analysis of data using assessment to improve student performance. Through the implementation of GPS, and Professional Learning in Differentiated Instruction, Unit Planning, Writing, and Math, the staff of JBE will encompass all factor levels of the school – support staff, teacher, parent, and student; by creating a climate conducive to learning, ensuring the curriculum is organized and all students are provided with the opportunity to learn at all levels based on analysis of, "What Works in Schools" survey results, which found that teacher instruction and student motivation should be areas of improvement for JBE.

- GPS
- Leadership Team Meetings with set goals and plans
- School Technology Team – Implementation and Training
- Professional Learning Communities

JBE aligns instruction by disaggregating data from the Criterion Referenced Competency Test (CRCT), Georgia Kindergarten Inventory of Developing Skills (GKIDS), and the Third and Fifth Grade Writing Assessments. Close monitoring of student progress on these assessments reveal areas of progress and areas of needed improvement.

Math CRCT scores over the last three years are: 77% of JBE first through fifth grade students met or exceeded standards on the CRCT in 2008, 77% met or exceeded standards in 2009 and 82% met or exceeded standards in 2010. The percentage of students meeting or exceeding standards on the CRCT in Reading over the last three years are 89% in 2008, 87% in 2009, and 91% in 2010.

On the GA Fifth Grade Writing Assessment, in 2008, 27% of students did not meet standards, 69% met standards, and 4% exceeded standards. In 2009, 26% of students did not meet standards, 66% met standards, and 8% exceeded standards. In 2010, 40% of students did not meet standards, 55% met standards, and 5% exceeded standards.

In addition to the Criterion-Referenced Competency Test, teachers employ a variety of assessment techniques in their classes, including teacher-made test (constructed/selected response), learning and performance tasks, and portfolios.

The Pyramid of Intervention and Response to Intervention are initiatives to provide ways to help underachieving students. Peggy Bair, RTI/SST Coordinator, will meet with the JBE staff in regard to the RTI and the SST process.

The GA Keys serve as the summary document that identifies Jordye Bacon's level of implementation in each of the eight strands and correlated standards. It is an excellent tool that assists in the identification of what our school needs to know, understand, and be able to do. It is used as a guide for continuous improvement at the school level.

All certified staff members were given the opportunity to complete The NSDC Standards Assessment Inventory. The Spring 2010 results indicate improvement is needed in the following areas; Learning Communities (2.6 Average), Evaluation (2.8 Average), and Family Involvement (2.9 Average). These results will be used to develop a plan(s) to improve student learning. Based on the SAI results, JBE will also develop a plan(s) to improve instructional practices and student learning.

All staff and selected parents were given the opportunity to complete the Equity Needs Survey. The Spring 2010 results indicate improvement is needed in the following areas: Differentiated Instruction in the Standards Based Classroom 21.7%, Differentiated Instructional Strategies for economically disadvantage students 46.7%, and Parental Training for helping with homework 40%.

Jordye Bacon Elementary School Improvement Plan 2010/2011

Action Plan for Reading

Annual, Measurable Objective(s): The percentage of students who score at Level II or higher on the CRCT will increase to 94% in 2011, 95% in 2012, and 96% in 2013.

{NCLB, Title I, PL, GLISI, SACS, Tech}

Specific Academic Areas within Content (i.e. domains) and Subgroups (i.e. Special Education, LEP, etc.) to Address (based on analysis of AYP Report and School Student Performance Data over the last three years)

Reading for Information _____ All _____

Reading for Literary Comprehension _____ All _____

Factors Affecting Student Achievement to Address (based on analysis of What Works in Schools Survey Results and the Standards Assessment Inventory, Equity Needs Survey)

1) Differentiated Instruction 2) Student Motivation 3.) Teacher Collaboration 4) Evaluation {Title I, PL, Tech}

Actions/Strategies/Interventions	Timeline	Professional Development Resources/Est. Costs	Person(s) Responsible	Means of Evaluation	Assessment of Evaluation
<p>The principal will continue to implement collaboration between classroom teachers, teachers in the after school program, administrators, and support staff to ensure implementation of lessons to address skill deficiencies of those attending are addressed. {NCLB, Title I, Tech}</p>	<p>Oct.10/Mar. 11</p>	<p>None</p>	<p>Teachers/After-school coordinator</p>	<p>Lesson Plans/After-School Skills Inventory Student Samples</p>	<p>Analysis of CRCT Reports for Spring 2011</p>
<p>The teachers will implement lessons that incorporate differentiated instruction to ensure the learning of all students in reading comprehension {NCLB, Title I, PL, GLISI, SACS, }</p>	<p>Aug 10/May 11</p>	<p>None</p>	<p>Teachers</p>	<p>Teacher observation, Lesson Plans</p>	<p>100% of students will achieve mastery standard</p>

<p>The teachers will implement and incorporate higher order questioning techniques to model the relationship of implicitly stated main idea and story details. {NCLB, Title I, PL, GLISI, SACS, Tech}</p>	<p>Aug. 10/May 11</p>	<p>CRCT Higher Order...booklet (Ga.) Teacher's Desk Reference and Critical Thinking Guide (previously purchased)</p>	<p>Principal, Teachers, Curriculum Coordinator</p>	<p>Student work Focus Walks</p>	<p>100% of students will achieve mastery standard Focus Walks</p>
<p>The teachers will implement elements of classroom assessment. The teachers will implement assessments based upon an analysis of the benchmark data gathered and discussed in professional learning communities. {NCLB, Title I, PL, GLISI, SACS, SAI}</p>	<p>Aug. 10/May 11</p>	<p>Book for PLC <i>Classroom Assessment For Student Learning</i> Stiggins, Arter, J. Chappuis, and S. Cappuis (previously purchased)</p>	<p>Learning Communities</p>	<p>Teacher observation/Benchmark assessments</p>	<p>100% of students will achieve mastery standard</p>
<p>Title I resource teachers and Stimulus Title I resource teacher will implement remediation to EIP students daily. (NCLB, Title I)</p>	<p>Aug. 10/May 11</p>	<p>Salaries, approx. \$300,000.00 Title I, Title I Stimulus</p>	<p>Principal, Curriculum Coordinator</p>	<p>AR scores, Benchmarks, GRASP screenings</p>	<p>100% of students will achieve mastery standard</p>
<p>Professional Learning Communities will plan units and develop lessons to improve the teaching of Reading {NCLB, Title I, PL, GLISI, SACS, Tech}</p>	<p>Sept. 10-May 11</p>	<p>PLCs, Leadership team none</p>	<p>Teachers</p>	<p>Observations, Lesson plans, Meeting Agendas</p>	<p>Analysis of CRCT Reports for Spring 2011</p>
<p>GRASP Screenings will be administered to check student progress and plan instruction.</p>	<p>August 10, ongoing</p>	<p>Rt/SST Coordinator, Principal none</p>	<p>Principal, curriculum coordinator</p>	<p>Informal Assessments GRASP screening</p>	<p>Analysis of CRCT Reports for Spring 2011</p>

<p>The CRCT Benchmark will be administered at the end of each marking period to check student progress and plan instruction.</p>	<p>October 10/February 11</p>	<p>Provided by GA DOE no cost</p>	<p>Computer Lab teacher, Curriculum Coordinator</p>	<p>Lesson plans</p>	<p>Analysis of CRCT Reports for Spring 2011</p>
<p>Students from Head Start, daycares, and Liberty County School System Pre-Kindergarten will be provided with an on-campus orientation. The orientation will include discussions on dress code, reading and math curriculum, and GKIDS. Field trip to the local middle school for fifth to sixth grade orientation.</p> <p>{NCLB, Title I, SACS}</p>	<p>May 11</p>	<p>None</p>	<p>Kindergarten Grade Level Chair and Kindergarten teachers Fifth Grade Teachers</p>	<p>Observation</p>	<p>Informal observation by the presenters Informal conversations with the visitors to JBE</p>
<p>Students and staff will participate in DEAR (Drop Everything And Read) the last 15 minutes of each school day.</p>	<p>Aug. 10-May 11</p>	<p>None</p>	<p>Faculty and Staff</p>	<p>Observation</p>	<p>CRCT Reading scores Spring 11</p>

Jordye Bacon Elementary School Improvement Plan 2010/2011

Action Plan for Language Arts

Annual, Measurable Objective(s): The percentage of students who score at Level II or higher on the CRCT will increase to 91% in 2011, 92% in 2012, and 93% in 2013.

{NCLB, Title I, PL, GLISI, SACS, Tech}

Specific Academic Areas within Content (i.e. domains) and Subgroups (i.e. Special Education, LEP, etc.) to Address (based on analysis of AYP Report and School Student Performance Data over the last three years)

Grammar Sentence Construction

All

Research and Writing Process

All

Factors Affecting Student Achievement to Address (based on analysis of What Works in Schools Survey Results, and Standards Assessment Inventory, Equity Needs Survey)

1) Differentiated Instruction 2) Student Motivation 3.)Teacher Collaboration 4.) Evaluation{Title I, PL, Tech}

Actions/Strategies/Interventions	Timeline	Professional Development Resources/Est. Costs	Person(s) Responsible	Means of Evaluation	Assessment of Evaluation
The principal will implement collaboration between classroom teachers and teachers in the after school program to ensure implementation of lessons where skill deficiencies of those attending are addressed. {NCLB, Title I, Tech}	Oct.10/March 11	None	Teachers/After-school coordinator	Benchmarks, Performance Tasks	Analysis of CRCT Reports for Spring 2011
The principal will implement remediation of students with after-school instruction. {NCLB, Title I, Tech}	Oct. 10/April 11	Teachers' salaries-\$50,000.00 Title II	Teachers, After-School Coordinator	Performance Tasks, Benchmarks	Analysis of CRCT Reports for Spring 2011
The staff will implement the dissemination of information to parents through weekly homework sheets outlining standards for the week. {NCLB, Title I, SACS, Tech}	Aug. 10/May 11	None	Principal	Increase in the actual completion of homework	100% of students will achieve mastery standard

<p>The teachers will implement elements of classroom assessment. Revisions will be based upon an analysis of the benchmark data. {NCLB, Title I, PL, GLISI, SACS, SAI}</p>	Aug. 10/May 11	None	Curriculum Coordinator/Principal	Teacher observation and analysis of written work Benchmark assessments	100% of students will achieve mastery standard
<p>Technology will be implemented by the staff to assist the planning of instruction that incorporates research process and source materials to improve research development. {NCLB, Title I, PL, GLISI, SACS}</p>	Aug. 10/May 11	None	Teachers/Principal/ Media Specialist	Teacher observation Lesson Plans Benchmark assessments	100% of students will achieve mastery standard
<p>The principal will implement a school Technology Team working with central office technology specialist providing PL to improve the use of technology and increase the success of all students in Language Arts. {NCLB, Title I, PL, GLISI, SACS}</p>	August 10-ongoing	None	Central Office Technology specialist and Principal	Regular visits by trainers, Benchmark assessments	Spring 11 CRCT results
<p>The teachers will implement collaborative lessons based on the GPS. Teachers will plan with the computer lab teacher in order to use technology to enhance daily lessons in the school's computer lab. {NCLB, Title I, PL, GLISI, SACS}</p>	Aug. 10/May 11	None	Principal, curriculum coordinator	Lesson Plans	Spring 2011 Writing scores
<p>The teachers will implement effective writing strategies to enhance students' usage and understanding {NCLB, Title I, PL, GLISI, SACS, Tech}</p>	Aug. 10/May 11	None	Principal, curriculum coordinator	Analysis of Writing Rubrics, and student samples	Spring 11 CRCT results

The Media Specialist will provide students with lessons and activities to reinforce classroom instruction.	Aug.10/May 11	none	Media Specialist	Work samples/report card	GA Writing Assessment
Teachers and the Media Specialist will collaborate using picture books for writing instruction in order to enhance the students' writing skills.	Aug.10/May 11	None	Kindergarten through Fifth Grade Teachers; Media Specialist	Teacher Observation & Student Performance	GA Writing Assessment

Jordye Bacon Elementary School Improvement Plan 2010/2011

Action Plan for Math

Annual, Measurable Objective(s): The percentage of students who score at Level II or higher on the CRCT will increase to 85% in 2011, 87% in 2012, and 89% in 2013.

{NCLB, Title I, PL, GLISI, SACS, Tech}

Specific Academic Areas within Content (i.e. domains) and Subgroups (i.e. Special Education, LEP, etc.) to Address (based on analysis of AYP Report and School Student Performance Data over the last three years)

Geometry and Measurement _____ All _____
 Numbers and Operations _____ All _____

Factors Affecting Student Achievement to Address (based on analysis of What Works in Schools Survey Results and Standards Assessment Inventory, Equity Needs Survey):

1) Differentiated Instruction 2) Student Motivation 3.) Teacher Collaboration 4.) Evaluation {Title I, PL, Tech}

Actions/Strategies/Interventions	Timeline	Professional Development Resources/Est. Costs	Person(s) Responsible	Means of Evaluation	Assessment of Evaluation
The teachers will implement the dissemination of information to parents through weekly homework sheets outlining our Essential standards for the week. {NCLB, Title I, SACS, Tech}	Aug. 10/May 11	None	Teachers	Samples of parent report	Spring 11 CRCT results
The Leadership Team will identify areas of need at each grade level based on a comprehensive analysis of the CRCT. {NCLB, Title I, GLISI, SACS}	August 10	None	Principal	Analysis of CRCT Data	Spring 11 CRCT results
Title I resource teachers and Stimulus teacher will implement remediation to EIP students daily. {NCLB, Title I, PL, GLISI, SACS, Tech}	Aug. 10/May11	Salary - \$300,000.00 Title I & Stimulus Teacher training will be school wide training using past mentors.	Teachers	Peer observations	Spring 11 CRCT results

The principal will implement peer observations to help teachers develop lessons that provide remediation and enhancement for students. {NCLB}	Aug. 10/May 11	None	Principal	Focus Walks Lesson Plans	Spring 11 CRCT results
The principal will provide Professional Learning to all staff members in teaching the GA GPS Math curriculum.	Ongoing	PL-Math Specialist (LCBoE) No cost	Principal, curriculum coordinator	Focus Walks Lesson Plans	Spring 11 CRCT results
The teachers will implement lessons that incorporate differentiated instruction to ensure the learning of all students in Math basic skills and problem solving. {NCLB, Title I, PL, GLISI, SACS}	Ongoing	None	Principal, curriculum coordinator	Lesson Plans, Focus Walks, Benchmarks	Spring 11 CRCT results
To increase student achievement, school leaders and staff members may participate in RESA GaDOE, and GLRS content related job specific, and / or leadership development sessions as appropriate for school improvement. {NCLB, Title I, PL, GLISI, SACS}	Ongoing	PL funds	Principal	Lesson Plans, Focus Walks	Spring 11 CRCT results
The Physical Education Teacher will be trained on implementing the new Health/PE GPS during physical education lessons. (NCLB, Title 1, GLISI, SACS)	Sept. 2010	Title II funds-sub	Principal, curriculum coordinator	Lesson plans, observations	Observations

<p>EIP, Title I, and Stimulus teachers will be trained how to create a classroom environment where struggling learners can thrive and be successful. (NCLB, Title 1, GLISI, SACS)</p>	<p>Aug. 2010 May 2011</p>	<p>None</p>	<p>LCSD Curriculum Team</p>	<p>Lesson plans, observations</p>	<p>Observations</p>
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Jordye Bacon Elementary School Improvement Plan 2010/2011

Action Plan for Attendance

Annual, Measurable Objective(s): Students will raise attendance to 98% in 2011, and 99% in 2012.

{NCLB, Title I, PL, GLISI, SACS, Tech}

Specific Academic Areas within Content (i.e. domains) and Subgroups (i.e. Special Education, LEP, etc.) to Address (based on analysis of AYP Report and School Student Performance Data over the last three years)

Less than 15% of the students will be absent 15 days or more _____ SWD

Factors Affecting Student Achievement to Address (based on analysis of What Works in Schools Survey Results and Standards Assessment Inventory):

1) Instruction 2) Student Motivation 3)Teacher Collaboration 4) Evaluation {Title I, PL, Tech}

Actions/Strategies/Interventions	Timeline	Professional Development Resources/Est. Costs	Person(s) Responsible	Means of Evaluation	Assessment of Evaluation
<p>The principal will implement a monthly attendance celebration for all students with 100% attendance. Teachers will stand by their door and greet all students as they arrive each morning. {NCLB}</p>	<p>Aug. 10/May 11</p>	<p>\$600.00 School Funds</p>	<p>Counselor/Principal</p>	<p>Review of the 20 day attendance report</p>	<p>Student attendance will increase to 98% by May 11.</p>
<p>The teachers will refer students who are absent 5 days to the Visiting Teacher/School Social Worker. {NCLB}</p>	<p>Aug. 10/May 11</p>	<p>None</p>	<p>Assistant Principal/Visiting Teacher</p>	<p>Review of the 20 day attendance report</p>	<p>Student attendance will increase to 98% by May 11</p>
<p>The Physical Education Teacher will implement lessons that help students develop good health habits through physical education lessons.</p>	<p>Aug. 2010 May 2011</p>	<p>Healthy School Program \$200.00 School Funds</p>	<p>Homeroom teachers, Nurse, and Physical Education Teacher</p>	<p>Review of the 20 day attendance report</p>	<p>Student attendance will increase to 98% by May 11.</p>

<p>The counselor will train student conflict eliminators to implement individual counseling, small group counseling, and classroom counseling with the assistance of teachers. (SACS)</p>	<p>November 10 March 11</p>	<p>None</p>	<p>Counselor</p>	<p>Agenda</p>	<p>Observation</p>
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Plan for Improving Student Achievement in Media Literacy

Data analysis indicated the greatest area of need is:

Student understanding of media literacy skills.

Measurable Student Goals:

- 1- Students will have increased access to math, science, and social studies print resources which support the Georgia Performance Standards, in order to aid in system improvement goals.**
- 2- Students will receive collaborative instruction from teachers and their media specialist(s) to increase reading comprehension and information literacy scores on the CRCT and High School graduation test (see system goals).**
- 3- Student understanding of current technology etiquette and media production will increase student participation in the Georgia State Media Festival by 1% each year.**
- 4- Student utilization of the media center will increase by 1% for each school site.**

Actions/Strategies/ Interventions	Timeline for Implementation	Needed Professional Learning (including materials)	Funding Source	Person (s) Responsible	Monitoring of Intervention (Artifacts)	Evidence of Impact (Student Learning Data)	Means of Evaluation
<p>Goal 1. The media specialist will identify and secure selections/materials/resources to support the Georgia Performance Standards.</p>	<p><i>Annually</i></p>	<p><i>Titlewave demonstration, professional journals and reviews, attendance at media/ literary conferences, media collection analysis using tools like Title wave</i></p>	<p><i>642 media account for professional journals and reviews, school professional learning budget for conferences, free access to www.titlewave.com</i></p>	<p><i>Media specialists will purchase print and digital resources to support GPS Standards</i></p>	<p><i>642 purchase orders, collection analysis/purchasing tool</i></p>	<p><i>circulation statistics</i></p>	<p><i>review of collection analysis/ purchasing tool and 642 media account purchase orders, Destiny collection reports, Titlewave collection analysis</i></p>

<p>Goal 1. The media specialist will maintain the school media collection based on SACS CASI and GAC standards for accreditation.</p>	<i>Annually</i>	<i>review of SAC CASI and GAC standards via review of Liberty County Media Handbook Policy</i>	<i>642 media account for book and periodical purchases</i>	<i>media coordinator</i>	<i>Annual media report</i>	<i>circulation statistics</i>	<i>collection statistics from the annual media report</i>
<p>Actions/Strategies/ Interventions</p>	<p>Timeline for Implementation</p>	<p>Needed Professional Learning (including materials)</p>	<p>Funding Source</p>	<p>Person (s) Responsible</p>	<p>Monitoring of Intervention (Artifacts)</p>	<p>Evidence of Impact (Student Learning Data)</p>	<p>Means of Evaluation</p>
<p>Goal 2: The media specialist will implement programs and provide resources to support student achievement by collaborating with teachers to provide reading incentive programs, research lessons, and literature appreciation programs.</p>	<i>ongoing</i>	<i>Media Share Sessions: Media Supporting the Standards of Instruction, Professional Learning Course: Media Throughout the Standards, and Helen Ruffin Book Club</i>	<i>Technology Department</i>	<i>media coordinator</i>	<i>media specialist collaborative lesson units that are standard-based (GPS, NETS, Standards for 21st Century Learners) , Helen Ruffin Reading Bowl participation</i>	<i>Accelerated Reader reports, CRCT and high school graduation test results</i>	<i>review of Accelerated Reader Reports, site visits, media/ teacher collaboration lesson plans posted to communal location</i>
<p>Goal 2: The media specialist will provide technology mini-workshops/ lessons for teachers and students, to include but not limited to: Nettekker, Galileo, United</p>	<i>ongoing</i>	<i>Galileo Share Sessions, Nettekker training, Atomic Learning training, Teacher Tools training, Renaissance</i>	<i>Technology Office, 642 media account will provide funding for professional journals, school professional learning budget will provide conference funding</i>	<i>media coordinator and media specialists</i>	<i>teacher workshop sign-in page, media center scheduling documentation, site visits, photographs; usage statistics generated by select online resources</i>	<i>The number of students using Galileo resources for media festival projects will increase, student performance on technology-</i>	<i>Annual media report, assessment via rubric of student technology-oriented projects, the media festival spreadsheet for school level media festivals will be monitored</i>

Streaming, Renaissance Enterprise and Star, Media Festival, and Atomic Learning.		<i>Enterprise and Star training Media Share Sessions, professional journals, professional listservs, technology focused conferences to include, but not limited to: COMO, GAETC, NECC, Media Consortium</i>				<i>oriented project, number of teacher workshops to be noted on the annual report</i>	
Goals 2: The media specialist will maintain instructional web site links for students and teachers to use during collaboration units.	<i>ongoing</i>	<i>Destiny homepage links, Trackstar pathfinders and worksheets</i>	<i>Funding is not required</i>	<i>Media specialist and media coordinator</i>	<i>media center web/catalog homepage site</i>	<i>student performance on unit assessment</i>	<i>The web links provided to support instruction will be posted on the internet</i>
Goal 3: The media specialist will increase their awareness of new and current trends, issues in technology, literature, and information access.	<i>Ongoing</i>	<i>Media Share Sessions, Helen Ruffin Book Club, professional journals, professional listservs, technology focused conferences to include, but not limited to: COMO, GAETC, NECC, Media</i>	<i>642 media account will provide funding for professional journals, school professional learning budget will provide conference funding</i>	<i>media coordinator and media specialists</i>	<i>Presentation at Media Share sessions/ redelivery of conference information</i>	<i>Number of students participating in the media festival, and achievement in school, county, state, and international media festival</i>	<i>Media festival project rubric, year end final report</i>

		<i>Consortium</i>					
<p>Goal 3: The media specialist will assist students and teachers with media production.</p>	<i>ongoing</i>	<p><i>Helen Ruffin Book Club, Media Share sessions, professional journals, professional listservs, technology focused conferences to include, but not limited to: COMO, GAETC, NECC, Media Consortium</i></p>	<p><i>Technology Department, 642 media account will provide funding for professional journals, school professional learning budget will provide conference funding</i></p>	<p><i>media coordinator and media specialists</i></p>	<p><i>presentation at Media Share Sessions/ redelivery of conference information, site visits, student media festival projects, school media festival</i></p>	<p><i>student projects, photographs</i></p>	<p><i>Number of media festival projects participating at each level, project rubrics, annual media report</i></p>

<p>Goal 4: The media specialist will promote events and services to include, but not limited to one evening technology related event per year.</p>	<p><i>ongoing</i></p>	<p><i>Media Share Session: Focus Marketing Your Media Program, site visits to other media centers in Liberty County, professional journals, professional listservs, technology focused conferences to include, but not limited to: COMO, GAETC, NECC, Media Consortium</i></p>	<p><i>642 media account will provide funding for professional journals, school professional learning budget will provide confereence funding</i></p>	<p><i>media coordinator, parent involvement coordinator, and media specialists</i></p>	<p><i>media center newsletters, media center website, email, video productions, media center brochure, education page of Coastal Courier, media blog, Liberty County Board of Education Good News</i></p>	<p><i>The increase in teacher and student use of services will be visible in the media center scheduling, circulation statistics, Nettekker usage statistics, and Accelerate Reader participation statistics, and Annual Media Report.</i></p>	<p><i>site visits, annual media report, and promotional materials produced by the media specialist</i></p>
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Appendices

Appendix A

Recruitment and Retention of Highly Qualified Employees

The Liberty County School District adheres to a well defined hiring process. In order to reach potential candidates at the local, state, and national level, all openings for certified positions are posted on the Teach Georgia website. In addition, job vacancies are posted at all schools. This distribution allows staff to be notified in a prompt and effortless manner. In addition, the school district makes a concerted effort to attend job fairs at various colleges and universities, the regional education service agency, and other applicable venues.

Applicants are encouraged to initiate the process of obtaining employment through the personnel office. If there happens to be multiple openings for a particular job, the personnel office attempts to match the candidates in locations that will best suit the employee and the administrator. Building administrators interview candidates and make an initial hiring determination. The personnel office accumulates these recommendations for referral to the Superintendent. The Superintendent then takes the personnel recommendations to the Board of Education for final approval.

The cultural belief instilled in our employees is one of a team effort. The attitude stresses that if one is treated fairly, armed with the necessary tools, and given the chance to perform, that one will excel in his or her job duties and become a vital component of the team. This attitude is further enhanced by the overwhelming support offered from peers, as well as from the community as a whole. The school district feels this corporate culture is the main factor that influences the retention of our staff.

Also, the school district enhances its retention of employees through financial support. Upon the successful completion of the GACE testing, the school district has agreed to reimburse employees for registration expenses. In addition, the Liberty County School District offers a competitive local supplement. Local supplements in Liberty County range from 8.75% to 9.75% of the state base. These supplements considerably increase the amount of the paychecks of our employees.

The Liberty County School District offers a variety of professional learning activities that positively impact the retention of its employees. Depending upon the individual needs of the employees, activities are made available at the school, system, and state levels. These activities provide enrichment opportunities for our employees, as well as an avenue to help facilitate the process of certificate renewal.

At the present time all teachers and paraprofessionals at Jordye Bacon Elementary (JBE) are Highly Qualified. The administration at JBE reviews resumes and applications of candidates and makes sure the applicant is highly qualified before contacting the applicant for the purpose of an interview. If hired at JBE the administration pairs new teachers with mentors and assigns them to teach in a grade that will maximize their instructional potential.

Appendix B

Jordye Bacon Elementary Title I Parent Involvement Policy

Parents and staff members of Jordye Bacon Elementary work together as partners to ensure the best possible education for all students. This includes working together to plan, design, implement, and evaluate the educational programs at Jordye Bacon Elementary.

To accomplish this goal, a Parent Involvement Committee was established to plan activities throughout the year to increase participation at JBE:

1. Host an annual Open House at the beginning of the school year. At this meeting, questions and concerns will be addressed and teachers will hold informative sessions in their classrooms concerning expectations of students.
2. Encourage parents to volunteer, observe, and participate in their child's class and school. The staff will always be reasonably accessible to parents.
3. Provide frequent reports to the parents about their child's progress.
4. Conduct at least five parent-teacher conferences to discuss and interpret individual student progress. Make an effort to meet with parents when requested. Meetings can be in person, telephone, or through electronic mail.
5. Provide strategies for parents that will assist in the improvement of their child's educational experiences. A variety of Parent Workshops will be conducted.
6. Send home monthly calendars and newsletters providing information concerning school activities.
7. Provide parents with materials that are available for check-out in the school's Parent Resource Center.

Other ways we keep parents informed are as follows:

- School Level Open House: The purpose of this meeting is to explain and describe the school's mission statement, curriculum, and policies. Time to visit classrooms is also allotted.
- Double AR Night: Families are invited to check out books and take Accelerated Reader Tests to earn double points.
- Red Ribbon Week: A week long celebration to remind students, parents, community, and staff to be Drug Free.
- Parent/Teacher Conference Afternoon: School is dismissed at 12:00 for parents that may not be able to attend evening conferences.
- Book Fair: Includes, "Dad's Day Out", "Mom's Day Out", and Parent's Night. Parents are invited to shop for books with their children.
- Parent/Child Dance: This yearly event is a huge success.
- Career Week: Parents are encouraged to come out and share positive aspects about their career with our students, as well as the education required.
- Parent/Teacher Conference Night: Teachers are available to meet with parents concerning academic progress.
- Field Day: Parents are invited to come out and cheer for their children and their class. They can even show their school pride by participating in "Parents Tug of War" which occasionally gets a little rough☺
- End-of-the-Year Programs: During this month, each grade level has an Award's Program to recognize students for their accomplishments. Most students receive at least one award. Parents are encouraged to attend this special occasion.
- Liberty County School District Website
- School Compact
- School Council

Monthly activities include:

October- “AR Masquerade Night”- Students and parents are invited out to enjoy a night of reading. Students are allowed to read books or have their parents read stories to them. They are given the chance to take an Accelerated Reader Test to check for comprehension. Parents receive a firsthand look at the Accelerated Reading Program. The media specialist and other certified staff are on hand to answer any questions regarding the program. The night is made even more special since the students are wearing their favorite costume to the event.

November- “Bring A Special Person To School Day”- This day is designed to give the parents a look at their child’s school day. Parents are given the opportunity to spend one hour in their child’s classroom. Parents spend time listening to student presentations, completing activities, and taking tests just as the students do. Some teachers use this time to review procedures and rules. Parents are also treated to Thanksgiving Dinner on that day as well.

December- “JBE Movie Night”- JBE students and parents come out to enjoy a night out at the movies! Families watch a movie together while enjoying a cup of hot chocolate along with a snack. The students may come dressed in their pajamas and slippers.

January- “JBE Math Carnival Night”- Parents and students are invited to Math Carnival Night. They join us and explore the wonders of math with their child/ren. We want them to come out and experience math in a fun and exciting way. A variety of math activities are set up in stations. Students are able to rotate from station to station. They earn tickets to be redeemed for prizes.

February- “CRCT/Technology Night”- Parents are given a few test taking tips to guarantee success on the CRCT. They may even take a practice test themselves! They are also given a list of valuable websites to provide additional practice on skills and enrichment on others. These websites are divided by grade level and subject area.

March- “JBE Revitalization Day”- Staff/community volunteers pitch in to do some spring cleaning at JBE. Everyone will work together to clean playground equipment, pick up pinecones, clean sidewalks, as well as revitalize other areas of the school. Volunteers will also be able to plant several vegetable gardens.

Appendix C
Parent/Teacher/Student Compact

JORDYE BACON ELEMENTARY SCHOOL

100 Deen Street
Hinesville, GA 31313
Telephone (912) 876-3959 Fax (912) 876-3012

Dr. James M. Johnson
Principal

Debra Sukaratana
Assistant Principal

2010-2011 School Compact

It is important that families and schools work together to help students achieve high academic standards. The Jordye Bacon Elementary staff, parents, and students will work as partners to foster a positive learning environment. This compact has been developed and describes school and family responsibilities. Our signatures indicate agreement to fulfill this compact to the best of our abilities.

Teacher Pledge:

I agree to carry out the following responsibilities to the best of my ability:

- Provide high-quality curriculum and instruction.
- Endeavor to motivate my students to learn.
- Have high expectations and help every child to develop a love of learning.
- Communicate regularly with families about student progress.
- Provide a warm, safe, and caring learning environment.

- Provide meaningful, daily homework assignments to reinforce and extend learning
- Participate in professional development opportunities that improve teaching and learning and support the formation of partnerships with families and the community.
- Actively participate in collaborative decision making and consistently work with families and my school colleagues to make schools accessible and welcoming places for families which help each student achieve the school's high academic standards.
- Respect the school, students, staff and families.

Student Pledge:

I agree to carry out the following responsibilities to the best of my ability:

- Come to school ready to learn and work hard.
- Bring necessary materials, completed assignments and homework.
- Know and follow school and class rules.
- Ask for help when I need it.
- Communicate regularly with my parents and teachers about school experiences so that they can help me to be successful in school.
- Limit my TV watching and instead study or read every day after school.
- Respect the school, classmates, staff and families.

Family/Parent Pledge:

I agree to carry out the following responsibilities to the best of my ability:

- Provide a quiet time and place for homework and monitor TV viewing.
- Read to my child or encourage my child to read every day.
- Communicate with the teacher or the school when I have a concern.
- Ensure that my child attends school every day, gets adequate sleep, regular medical attention and proper nutrition.
- Regularly monitor my child's progress in school.
- Participate at school in activities such as school decision making, volunteering and/or attending parent-teacher conferences.
- Communicate the importance of education and learning to my child.
- Respect the school, staff, students, and families.

Administrator Pledge:

I agree to carry out the following responsibilities to the best of my ability:

- Work to ensure a positive learning climate at the school, and hold high expectations for student achievement.
- Provide instructional leadership to inspire and encourage staff to learn and practice a variety of effective teaching strategies.
- Create a welcoming environment for students, families, and community members.
- Ensure that a high quality curriculum that addresses student needs and enables students to meet or exceed district standards is in place at our school.
- Foster a safe and positive learning environment conducive to learning.
- Respect the school, staff, students, and families.

Student

Teacher

Parent/Guardian

Administrator/Representative

Appendix D
Jordye Bacon Elementary School
Mission and Belief Statement

Our Mission ~

Our mission is to provide all students with an education that will increase their quality of life and prepare them to become productive citizens in an ever-changing world.

Our Beliefs ~

- Student learning is the main priority of JBE.
- Students can learn regardless of socioeconomic backgrounds, physical or mental abilities.
- Education is a shared responsibility between the students, teachers, parents and the community.
- A good school provides opportunities that educate all aspects of the student
- High teacher expectations increase individual student performance
- A quality education provides students with access to current technology and learning resources.
- A nurturing environment promotes respect for self and others.
- An effective faculty is united and supportive of each other and the goals of the school.

Jordye Bacon Elementary School
2010-11 Title I PARENT SURVEY

Student's grade level: _____

The concerns and comments of parents are very important. Thank you for taking the time to complete this survey and return it to your child's teacher by Monday, August 30, 2010.

Please circle the response that you believe to be most accurate:

1. I am kept well informed of the activities at the school. YES NO

2. I received clear information regarding my child's academic progress. YES NO

3. How often do you visit with your child's teacher?
_____ once a week _____ once a month _____ other: _____

4. What is/are the best way(s) to communicate with you and your family?
(check all that apply)
_____ letters, newsletters _____ phone calls _____ email
_____ school website _____ home visit _____ meetings
_____ other: _____

5. What limits your participation in your child's school activities, meetings, or conferences? (check all that apply)
_____ not enough information or notice _____ transportation
_____ inconvenient schedule/times _____ language
_____ childcare/babysitting _____ location
_____ other: _____

6. When would it be most convenient for you to attend meetings?

_____ Morning _____ Afternoon _____ Evening

Circle one: Monday Tuesday Wednesday Thursday Friday

7. Are you familiar with the Student/Teacher/Parent Compact? YES NO

8. Do you feel your child is safe at school? YES NO

9. Are you a member of the "School Council" for this school? YES NO

10. Is this your first year in this school? YES NO

11. The school is parent-friendly.

STRONGLY AGREE AGREE DISAGREE STRONGLY DISAGREE

12. Parents and volunteers have opportunities to become involved in activities that support the instructional program.

STRONGLY AGREE AGREE DISAGREE STRONGLY DISAGREE

13. Parents are provided training and encouraged to work with their children at home.

STRONGLY AGREE AGREE DISAGREE STRONGLY DISAGREE

14. Teachers show caring and encouragement when working with students and pay attention to student interests, problems, and success, both in and out of the classroom.

STRONGLY AGREE AGREE DISAGREE STRONGLY DISAGREE

15. Students are provided recognition for success in the classroom.

STRONGLY AGREE AGREE DISAGREE STRONGLY DISAGREE

