

**AUGUSTA SCHOOL DISTRICT**  
**Arkansas Comprehensive School Improvement Plan**  
**REVIEW COPY ONLY**  
**2014-2015**

The mission of the Augusta School District is to provide a learning environment for every child. Our primary focus is to give each child an opportunity to develop intellectually in mathematics and literacy to his/her maximum potential. With a varied curriculum, motivated teachers and administrators, parent/teacher cooperation, and community involvement, we are providing the frameworks for the growth and development of the whole child. An educational program will be provided that helps each student to develop personal knowledge, skills, competence to maximum capacity, and to learn behavior patterns which will make each student a responsible member of society

Grade Span:

Title I: Not Applicable

School Improvement:

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1 **Priority 1:** Increase student achievement in math and literacy with administrative support for state and federal funds, professional development, restructuring concerns for schools in School Improvement.

1.1 **Goal:** To improve academic achievement and school environment

**Benchmark:** To meet state AMO and to improve secondary indicators

<b>Intervention</b> Provide executive administration for Title I programs				
<b>Scientific Based Research</b>				
Pawlas, G. E. and Olivia, P.F. (2008). Supervision for today's Schools (8th Ed.) John Wiley and Sons, Inc				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>Augusta School District will provide a Federal Programs Coordinator at a 1.0 FTE for district federal programs to ensure the Title I curriculum is aligned with the Arkansas state frameworks and Arkansas assessments.(Michael Manning) Title I resources of \$44,532.19 (Sal-35,625.75 and Ben-7,937.24), NSLA monies of \$44,532.19(Sal-36,625.75 and Ben-9,875.44) will be used for the Federal Coordinator salary. The Federal Coordinator will conduct PD and oversee the PD of the District to ensure that all teachers have their 60 hours of PD and that the hours are appropriate for their Teaching area and their needs. The Augusta School will spend \$2,500.00 for dues and registration and \$2,500.00 for materials and supplies to facilitate the PD. The monies will be used for post it easel chart pads, chart markers, post it notes, pens and pencils, card sock, folders and index cards.</p> <p>Action Type: Alignment Action Type: Collaboration</p>	<p>Dr. Ray Nassar, Superintendent</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<p>Administrative Staff Central Office District Staff</p>	<p>Title I Employee Salaries: \$35,625.75 Title I Employee Benefits: \$7,937.24 PD (State-223) Purchased Services: \$2,500.00 PD (State-223) Materials &amp; Supplies: \$2,500.00 NSLA (State-281) Employee Benefits: \$9,875.44 NSLA (State-281) Employee Salaries: \$35,625.75 <hr/>ACTION BUDGET: \$94,064.18</p>
<p>To ensure the Title I program continues to comply with state and federal guidelines, the Title I coordinator will attend relevant meetings and conferences, prepare reports, and maintain records concerning the Title I program.</p> <p>Action Type: Professional Development</p>	<p>Michael Manning, Federal Programs Coordinator</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<p>District Staff</p>	<p>_____ ACTION BUDGET:</p>
<p>Hold building responsible for programs by holding regular district level leadership meetings to review professional development plans, classroom walk through data, TLI data, principal audit forms, parental engagement, and building grade level meetings.</p> <p>Action Type: Collaboration</p>	<p>Michael Manning, Federal Programs Coordinator</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<p>Administrative Staff Community Leaders District Staff</p>	<p>_____ ACTION BUDGET:</p>

<b>Intervention</b> Provide executive administration for Title I programs				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The Augusta School has coordinated with the private school that our students could elect to attend to ensure that that Private School has the opportunity to be involved in the Title I program. The private school declined services. Action Type: Collaboration Action Type: Equity	Michael Manning, Federal Programs Coord	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:
			Total Budget	\$94,064.18

<b>Intervention</b> To provide services for the homeless (Title I, Code 2320)				
<b>Scientific Based Research</b>				
Popp, P.,PhD.Hindman, J., M.T. Stronge, J. PhD(2002) "Local Homeless Education Liasion Toolkit.", The national Center for Homeless Education.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Identify homeless students at the time of enrollment and throughout the school year. Action Type: Equity	Michael Manning, Federal Programs Coordinator	Start: 07/01/2014 End: 06/30/2015	Administrative Staff District Staff	_____ ACTION BUDGET:
The district will set aside 1% of the annual Title I allotment to purchase supplies, clothing, and services for homeless students as needed. Our funding formula is based on prior year needs. Action Type: Equity	Winningham, Counselor Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff District Staff	Title I Materials & Supplies: \$5,512.00 ACTION BUDGET: \$5,512.00
The district will employ a homeless facilitator for the district. Action Type: Parental Engagement	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Central Office	_____ ACTION BUDGET:
The number of homeless children will be evaluated by central office staff in May 2014 to determine whether funds were spent according to the ACSIP plan. We do not have any homeless children identified for the present year. Action Type: Program Evaluation	Dr. Ray Nassar, Superintendent/Parent Coordinator	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Central Office District Staff	_____ ACTION BUDGET:
The Augusta School District will provide professional development for the staff in the area of homeless. How to identify, who to report to along with the rules and regulations supporting the homeless. Action Type: Collaboration Action Type: Equity Action Type: Professional Development	Michael Manning, Federal Programs Coordinator	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Teachers	_____ ACTION BUDGET:
			<b>Total Budget</b>	<b>\$5,512.00</b>

<p><b>Intervention</b> The leadership team looked at testing data and determined that in order to maintain gains in literacy the district will implement a balanced literacy reading program K-12.</p>				
<p><b>Scientific Based Research</b>                  Slavin, Robert (2001). "One Million Children." Thousand Oaks CA:Corwin Press</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The district will hire a instructional facilitators for the K-6 and 7-12 buildings to provide professional development training in order to assist teachers, paraprofessionals and administrators in becoming highly qualified in the reading program. Materials and supplies such as post it charts, markers, paper and other items will be used for hands on professional development in the fashion that the Arkansas Leadership Academy conducts their professional development.</p> <p>Action Type: Collaboration                      Action Type: Professional Development</p>	<p>Dr. Ray Nassar,                      Superintendent</p>	<p>Start: 07/01/2014                      End: 06/30/2015</p>	<p>Central Office                      District Staff</p>	<p>PD (State-223)                      Materials &amp; Supplies: \$1,745.06                      NSLA (State-281)                      Materials &amp; Supplies: \$1,000.00  <hr/>                     ACTION BUDGET: \$2,745.06</p>
<p>The Augusta School District will provide travel for the Federal Coordinator to attend Conferences and workshops and to visit other schools Federal Coordinators to collaborate about Federal programs. The \$5,000.00 will be used for the registration, travel and lodging for the Federal Coordinator.</p> <p>Action Type: Alignment                      Action Type: Collaboration                      Action Type: Equity                      Action Type: Special Education</p>	<p>Michael Manning,                      Federal Programs Coordinator</p>	<p>Start: 07/01/2014                      End: 06/30/2015</p>	<p>Administrative Staff                      Central Office                      District Staff</p>	<p>NSLA (State-281)                      Materials &amp; Supplies: \$5,000.00  <hr/>                     ACTION BUDGET: \$5,000.00</p>
<p>Provide software and technology supplies to support our balanced literacy reading program.</p> <p>Action Type: Technology Inclusion</p>	<p>Michael Manning,                      Federal Programs Coordinator</p>	<p>Start: 07/01/2014                      End: 06/30/2015</p>	<p>District Staff</p>	<hr/> <p>ACTION BUDGET:</p>

<b>Intervention</b> The leadership team looked at testing data and determined that in order to maintain gains in literacy the district will implement a balanced literacy reading program K-12.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>TLI tests will be given to students district wide every 9 weeks to determine growth in deficient areas. Test outcomes will be shared at cluster meetings to develop plans to re-teach or remediate. TLI data for 2013-2014 showed a weakness in mechanics, writing (open response), and nonfiction reading passages. We addressed these deficiencies during grade level meetings. It was determined that each area would be targeted in the following order of importance, mechanics, writing and nonfiction reading passages. Benchmark test results showed a large gain in mechanics and written open response. Nonfiction reading passages will be targeted this year as an area of need. Will address these deficiencies for the 2014-2015 school year.</p> <p>Action Type: Program Evaluation</p>	Jessica Stone, Literacy Coach	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Outside Consultants Teachers	PD (State-223) Purchased Services: \$12,000.00 <hr/> ACTION BUDGET: \$12,000.00
<p>Use DIBELS testing and data to evaluate reading success in elementary students. The data will determine interventions that need prescribing. DIBELS data results show a need for more practice with practical text. Reading comprehension (practical text) continues to be a weak area for students throughout the grades. Guided reading will continue to devote more time to this area.</p> <p>Action Type: Program Evaluation</p>	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	<hr/> ACTION BUDGET:
<p>The district will ensure that AIP's are being developed at the building level for students who are not proficient.</p> <p>Action Type: AIP/IRI</p>	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Teachers	<hr/> ACTION BUDGET:
<p>The school district will pay for computers ordered in 2013-2014 (\$35,113.11). In the SIG 1003A, we received in 2013-2014 and payment for computers will be made in 2014-2015</p> <p>Action Type: Professional Development</p>	Manning	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Computers Teachers	Title I 1003(a) Materials & Supplies: \$35,113.11 <hr/> ACTION BUDGET: \$35,113.11
			<b>Total Budget</b>	<b>\$54,858.17</b>

<b>Intervention</b> Provide a Preschool program for the Augusta School District				
<b>Scientific Based Research</b>				
Yelton, Driscoll, Lounge, Miller "The Effect of participating in High Reach Learning" Praxis Research, inc., 2003.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Provide a lead teacher at .40 FTE for the Preschool Program. (salary-21,581.40 and fringe of 5,395.35) Action Type: Collaboration	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:
Provide travel to the Pre-School Director for relevant inservice and meetings pertaining to the function of the Pre-School. Action Type: Professional Development	Michael Manning, Federal Programs Coordinator	Start: 07/01/2014 End: 06/30/2015	Administrative Staff District Staff	_____ ACTION BUDGET:
The Early Prevention of School Failure test showing mental age vs chronological age will be given to all entering kindergarten students. The results will be used to compare student success in pre-school. Results for the 2012-2013 school year showed 3 out of 23 students at risk for school failure. RTI strategies will be used using an intervention teacher to ensure these children are on level by the end of kindergarten. Action Type: Equity	Paulette Shields, Director Dr. Ray Nassar, Supt.	Start: 07/01/2014 End: 06/30/2015	Administrative Staff District Staff	_____ ACTION BUDGET:



<b>Intervention</b> Provide a Preschool program for the Augusta School District				
<b>Actions</b>	<b>Person Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Source of Funds</b>
Augusta Pre-School will provide several transitional and integrated services including: Field trip to kindergarten: eat in cafeteria, tour classrooms, play on playground and have involvement in the Kindergarten classroom. Information on Kindergarten registration, dates, requirements given to families, posted throughout town and advertised. Information provided to parents on preparing children for Kindergarten and for a smooth transition to the public school We will hold transition conferences for children with special needs Photos of elementary staff are displayed in the classroom. Kindergarten staff is invited to participate in Augusta child care activities as consultants Families are invited to Kindergarten Open House Elementary staff is invited to visit the preschool classroom to interact with children (reading, singing, lunch, annual hot dog picnic) Augusta Child Care assists with Kindergarten registration. Information transferred to Elementary School (Social Security card, birth certificate, etc.) IEP information transferred to Elementary staff by and to Special Education staff Kindergarten staff is invited to participate in preschool activities as consultants Preschool and Kindergarten staff serve on committees/advisory groups, etc. Action Type: Parental Engagement Action Type: Special Education	Paulette Shields, Director Ray Nassar Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Central Office	<hr/> ACTION BUDGET:
			<b>Total Budget</b>	<b>\$0.00</b>

<p><b>Intervention</b> The leadership team reviewed test data and the professional development surveys completed by teachers to provide appropriate professional development for teachers and staff of the Augusta School District that assists them in helping all students attain adequate academic achievement.</p>				
<p><b>Scientific Based Research</b>                  Marzano, R., &amp; Waters, T. (2009). District leadership that works: Striking the right balance. Bloomington, IN: Solution Tree Press.</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Teachers and staff will receive a minimum of six hours professional development training in technology Action Type: Professional Development	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Computers District Staff Outside Consultants	_____ ACTION BUDGET:
Teachers and staff will receive a minimum of two hours, and administration a minimum of three hours, of professional development in parent involvement Action Type: Professional Development	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	District Staff Outside Consultants	_____ ACTION BUDGET:
Teachers and staff will be provided opportunities for appropriate professional development throughout the school year. All professional development will relate to approved programs in place in the district and schools. Professional development will be provided by outside consultants, staff members, and the Wilbur D. Mills Co-Op. Substitutes will be provided to release teachers to attend professional development training. Funds used for these activities will be used for teachers who take professional development above a total of sixty hours of in service from June 1 to May 31 of each year. The materials and supplies monies will be used for chart boards, markers, snacks and books for our local professional development. The PD State and Title I purchase services will be used to pay for travel to attend PD and for subs while the teachers are attending PD. Action Type: Professional Development	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	District Staff Outside Consultants	_____ ACTION BUDGET:
All first year teachers will be provided a mentor who will work with them throughout the school year to assure a successful teaching experience the mentoring program will be connected to the professional development plan of the teacher to improve the knowledge and skills of teachers that is directly tied to increasing student achievement. Literacy and math coaches will be responsible for providing assistance to teachers. Action Type: Professional Development	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff District Staff	_____ ACTION BUDGET:

<b>Intervention</b> The leadership team reviewed test data and the professional development surveys completed by teachers to provide appropriate professional development for teachers and staff of the Augusta School District that assists them in helping all students attain adequate academic achievement.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>A 1.0 full-time Literacy specialist will provide assistance to all classroom teachers, particularly new teachers, to insure a successful teaching experience, provide professional development and support teachers. Jessica Stone 0.5 elementary with a salary of 25,844.00 with fringe of 6461.00 and 0.5 high school with a salary of 25,844.00 with fringe of 6461.00.</p> <p>Action Type: Collaboration Action Type: Professional Development Action Type: Special Education</p>	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff District Staff Teachers	NSLA (State-281) Employee Benefits: \$12,929.04 NSLA (State-281) Employee Salaries: \$51,688.00 <hr/> ACTION BUDGET: \$64,617.04
<p>Each faculty member and administrator will have an individual professional development plan that includes all ADE requirements for annual professional development.</p> <p>Action Type: Professional Development</p>	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff District Staff	<hr/> ACTION BUDGET:
<p>All administrators will complete professional development activities that include data disaggregation, instructional strategy, and fiscal management training.</p> <p>Action Type: Professional Development</p>	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff District Staff	<hr/> ACTION BUDGET:
<p>Teachers providing instruction in Arkansas history will complete two hours of training in Arkansas history.</p> <p>Action Type: Professional Development</p>	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	<hr/> ACTION BUDGET:
<p>Those teachers providing Advanced Placement class instruction will attend AP training annually.</p> <p>Action Type: Professional Development</p>	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Outside Consultants	<hr/> ACTION BUDGET:
<p>Approved three-hour undergraduate or graduate-level college courses will count as 15 hours of professional development</p> <p>Action Type: Professional Development</p>	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff District Staff	<hr/> ACTION BUDGET:
<p>Teachers may receive professional development credit for up to 12 hours for the time spent in planning and preparing curriculum at the beginning of the school year as approved by the building principal.</p> <p>Action Type: Professional Development</p>	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	<hr/> ACTION BUDGET:

<p><b>Intervention</b> The leadership team reviewed test data and the professional development surveys completed by teachers to provide appropriate professional development for teachers and staff of the Augusta School District that assists them in helping all students attain adequate academic achievement.</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The district professional development committee will annually review and evaluate the district’s professional development plan. All teachers completed the required professional development for the 2013-2014 school year. The district leadership team will continue to monitor this to ensure 100% completion for the 2014-2015 school year. Additionally, the district will enhance teacher performance by requiring improvement plans for all teachers throughout the year. In order to improve on instruction, teachers will be required to obtain additional professional development above the 60 required hours. This will promote teacher quality.</p> <p>Action Type: Professional Development Action Type: Program Evaluation</p>	<p>Dr. Ray Nassar, Superintendent</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<p>Administrative Staff Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The district will support principals through classroom walk through training and Arkansas Leadership academy principal institute. Through these programs we will better evaluate our program effectiveness in schools. Classroom Walk Through (CWT) data revealed a need for higher level questioning throughout the building. Data showed that our questioning level was predominantly at the knowledge and comprehension level.</p> <p>Action Type: Collaboration Action Type: Professional Development Action Type: Program Evaluation</p>	<p>Michael Manning, Federal Programs Coordinator</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<p>Administrative Staff District Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The district will support both schools (Augusta Elementary and Augusta High School), by developing and presenting a series of at least 5 after school training sessions on desegregation of data and using test data in the classroom.</p> <p>Action Type: Collaboration Action Type: Professional Development</p>	<p>Michael Manning, Federal Programs Coordinator</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<p>Administrative Staff District Staff Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The district will participate in the recruitment, hiring, and retention of highly qualified teachers.</p> <p>Action Type: Equity</p>	<p>Dr. Ray Nassar, Superintendent</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<p>Administrative Staff District Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>

<b>Intervention</b> The leadership team reviewed test data and the professional development surveys completed by teachers to provide appropriate professional development for teachers and staff of the Augusta School District that assists them in helping all students attain adequate academic achievement.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The district will supply professional development for eight faculty members to attend a National Symposium to help raise test scores and raise the quality of teaching in the district. Emphasis will be on middle level grades which is our lowest scoring students. (Nuts and Bolts) Action Type: Professional Development Action Type: Technology Inclusion	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff District Staff Teachers	PD (State-223) Purchased Services: \$12,000.00 ACTION BUDGET: \$12,000.00
The Augusta School District will send a team to the ISTE Conference, (use of technology and best practices for education) to help move our School forward with the ever changing technology side of education. Cost will be 5,000.00. Action Type: Professional Development Action Type: Technology Inclusion	Ray Nassar, Supt	Start: 07/01/2014 End: 06/30/2015	Teaching Aids	PD (State-223) Purchased Services: \$5,000.00 ACTION BUDGET: \$5,000.00
The District will use \$12,000.00 of NSLA monies to pay for substitutes when Teachers are sent to Professional Development to support research based programs implemented in the District	Manning, Dir of Learning	Start: 01/07/2014 End: 06/30/2015		PD (State-223) Purchased Services: \$12,000.00 ACTION BUDGET: \$12,000.00
The District will spend \$10,000.00 to cover the cost of travel, motel and meals for certified staff to attend high quality professional development to support programs that are used in the Augusta School District Action Type: Professional Development	Manning, Dir of Learning	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Teachers	PD (State-223) Purchased Services: \$10,000.00 ACTION BUDGET: \$10,000.00
The district will use monies of \$2,500.00 to pay fees and dues for teachers attending Professional Development to improve our teaching performance in order to raise test scores and better educate our students. Action Type: Professional Development	Manning	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Teachers	PD (State-223) Purchased Services: \$2,500.00 ACTION BUDGET: \$2,500.00
Teachers will be attending the Young Adult Author Series at Harding University. The YAAS has famous young adult authors come in and present strategies on getting reluctant readers interested in reading and continuing to provide support for students in selecting reading materials. Teachers will attend all four sessions on November 7th/8th, February 6th/7th, March 6th/7th, and April 17th/18th. Teachers attending will be Heather Hite, Ann Neal, Kelsea Garner, Jessica Stone, and Angela Sanders.	Michael Manning, Federal Programs Coordinator	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Teachers	NSLA (State-281) Materials & Supplies: \$1,200.00 ACTION BUDGET: \$1,200.00
			<b>Total Budget</b>	<b>\$107,317.04</b>

<b>Intervention</b> The district will exceed the minimum requirements of the state standards of accreditation in order to better serve all students.				
<b>Scientific Based Research</b> Educational Research Service, "Class Size Reduction", 2002				
Actions	Person Responsible	Timeline	Resources	Source of Funds
We will hire a Design Coach (Lisa Martin) at 1.0 FTE exceeding minimums required by the State Standards of Accreditation for the school enrollment. Ms Martin will work .5 in Elementary and .5 in High School. Monies will come from Title 1 at Sal-60,828.60 and fringe at 15,207.00 with a total of 76,035.00. Action Type: Alignment	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	Title I Employee Salaries: \$60,828.00 Title I Employee Benefits: \$15,207.00 <hr/> ACTION BUDGET: \$76,035.00
The district employs 2 nurses. The district will exceed minimums required by the State and will provide a 1.0 fe school nurse. We will pay salaries (28,876.80) and benefits (7,219.20). (Moore) Action Type: Equity Action Type: Wellness	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Central Office District Staff	NSLA (State-281) Employee Benefits: \$7,219.20 NSLA (State-281) Employee Salaries: \$28,876.80 <hr/> ACTION BUDGET: \$36,096.00
The district will provide materials and supplies to teachers for students who are not making AMO goals. Action Type: Collaboration Action Type: Equity Action Type: Special Education	Michael Manning, Federal Programs Coordinator	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Teachers Teaching Aids Title Teachers	<hr/> ACTION BUDGET:
The district will hire a .1403 FTE Technology Coordinator to provide professional development, help teachers and students with technology use in all schools.(Manning) Action Type: Technology Inclusion	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	Central Office Computers District Staff	<hr/> ACTION BUDGET:
We will use NSLA funds of \$48,000.00 for the cost associated with being a provision 2 school. Action Type: Wellness	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	Central Office District Staff	NSLA (State-281) Other Objects: \$48,000.00 <hr/> ACTION BUDGET: \$48,000.00
			<b>Total Budget</b>	<b>\$160,131.00</b>

<b>Intervention</b> The district will provide supplemental education services				
<b>Scientific Based Research</b> Booker, J.R. Lockwood, Georges Vernez, Beatrice Birman, Michael Garett and Jennifer O'Day. Do Title I School Choice and Supplemental Educational Services Affect Student Achievement?. Santa Monica, CA: RAND Corporation, 2007				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Parents will be notified of each school's improvement status, and what services the district will offer to ensure academic improvement for students. Supplemental education services available for their children will be explained, including where services are located, times available, and deadlines for enrollment decisions Action Type: Equity Action Type: Parental Engagement	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff District Staff	_____ ACTION BUDGET:
The district will provide summer school for those students in need of remediation. Action Type: Collaboration Action Type: Equity	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff District Staff Performance Assessments Teachers	_____ ACTION BUDGET:
The district will provide before and after school tutoring for those students in need of remediation. Action Type: Collaboration Action Type: Equity Action Type: Special Education	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff District Staff Performance Assessments Teachers Teaching Aids	_____ ACTION BUDGET:
The purpose for ALE is to provide a second chance for students who do not succeed in a normal school environment. Students can be referred by administrators, teachers, or parents for this service.	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:

<b>Intervention</b> The district will provide supplemental education services				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The purpose of the ALE program is to meet the needs of students who are not functioning in the regular setting. Also, is for students who need credit recovery to get caught up on required credits for graduation.</p> <p>The Counselor, Principal, and ALE Director will evaluate each student assigned to the ALE program. Students placed in the ALE program will be re-evaluated at the end of 21 days or at the end of the semester. Also, behavior referrals, academic progress and attendance will be closely monitored by the committee.</p> <p>Measurements used to define success in the ALE program consist of: graduation rate, number of students returned to the class setting and credit recovery success rate.</p> <p>Placement criteria: prior to a student being considered for placement in the ALE program, the RTI committee, reviews attendance records, behavior plans, discipline referrals, test scores, report cards/transcript, mid-term reports, teacher/staff input, and any pertinent student academic plans (APIs, IEP, and/or behavior). When all required components of the referral are completed, the referral is sent to the ALE Director. The referral is presented to the ALE placement team. The team reviews the referral and determines if the student meets the criteria for placement in the ALE program.</p> <p>Exit Criteria: In order for students to be considered for return to the regular education environment, students must demonstrate honesty and responsibility for self, academics, and mistakes and meet the following criteria in addition to the individualized criteria established in the student's SAP: achieve at the appropriate behavior level for a full nine weeks ; attendance is in compliance with the Bald Knob High School's student handbook attendance policy ; discipline meets the established guidelines for behavior in the Bulldog Academy's student handbook ; maintain a C average in the four core subjects and have the appropriate number of credits for a regular education student at the same grade level ; student and teacher/principal narrative stating progress on the goals and objectives established in the student's SAP .</p> <p>All instruction is supervised and performed by certified personnel and follows the state adopted Arkansas Frameworks and Common Core State Standards. Successful transition will allow the student to remain in the traditional classroom while non-successful at any time could allow for an adjustment of the student transition plan or placement back in to the ALE program. The goal for these students is to be prepared to enter into a college and career pathway.</p> <p>The ALE Director, ALE teacher, and general classroom teacher(s) monitor the transition process. Transition is monitored for 10-20 academic days with daily communication between program staff and building level teachers.</p>	<p>Joe Brown, Principal</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<p>Administrative Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>

October 2, 2014

Priority 1: Student Achievement



<b>Intervention</b> The district will provide supplemental education services				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The Learning Institute (TLI) assessments will be given to students and data collected to identify strengths and weaknesses for each student. Action Type: Collaboration Action Type: Technology Inclusion	Michael Manning, Federal Programs Coordinator	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Computers District Staff Performance Assessments	ACTION BUDGET:
Provide an computer lab with Compass and Apex learning software for high school and elementary students to use math and literacy interventions. Action Type: Technology Inclusion	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Computers	ACTION BUDGET:
The Augusta School District will send our ALE students to the newly formed consortium at Bald Knob, where they will receive instruction from HQT and receive social and coping skills. The District will use the 15,220.00 in ALE funds to provide this service. Action Type: Equity Action Type: HQT-Section 2141	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Teachers	ALE (State-275) Purchased Services: \$15,220.00 ACTION BUDGET: \$15,220.00
			<b>Total Budget</b>	<b>\$15,220.00</b>

<b>Intervention</b> The district will support parental and community involvement in each school building.				
<b>Scientific Based Research</b> Henderson, A. T., Mapp, K. L., New Wave of Evidence: The Impact of School, Family, and Community Connections on Student Achievement. Annual Synthesis, 2002.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The district will form a process for resolving parental concerns in the school handbooks. Action Type: Collaboration Action Type: Parental Engagement	Dr. Ray Nassar, Parent Coordinator	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Central Office Community Leaders	_____ ACTION BUDGET:
The district will increase parental involvement by keeping them informed of school events via a web based all call program designed to remind parents of upcoming events. Action Type: Parental Engagement	Michael Manning, Federal Coordinator Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff District Staff	_____ ACTION BUDGET:
The schools will hold an open house/orientation for all students and parents to ease the transition between grades. Action Type: Parental Engagement	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:
School will solicit parent volunteers to assist with school functions, classroom participation, tutoring, and mentoring of students. Volunteers will receive training as a volunteer from the district. Action Type: Parental Engagement	Joe Brown, Principal Michael Manning, Federal Coordinator	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:
Parents will receive a copy of the school board's policy concerning the board's commitment to parental involvement. Action Type: Parental Engagement	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:
A volunteer resource book listing volunteers and times available to be compiled and made available to each school. Action Type: Parental Engagement	Michael Manning, Federal Programs Coordinator	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:
The parental involvement committee will assess the parent involvement needs of each grade and the school while monitoring parental participation and parental activities Action Type: Parental Engagement	Michael Manning, Federal Programs Coordinator	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Community Leaders	_____ ACTION BUDGET:
Schools will hold Student/Parent Orientation to provide parents with parental information and family kits, student schedules, personnel listings, student handbooks, parenting tips, volunteer programs, parental policies for visitation, pickups, and the classroom. Action Type: Parental Engagement	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:

<b>Intervention</b> The district will support parental and community involvement in each school building.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The parent resource center will be available to parents and community members. The center will have informational packets for parents on ways they can help their children become better learners, strategies for transitioning from high school to college or the workforce, as well as, parenting. Action Type: Parental Engagement	Michael Manning, Federal Programs Coordinator	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:
Teachers will be trained in methods of increasing parental involvement in their classrooms, clubs, and organizations Action Type: Parental Engagement Action Type: Professional Development	Michael Manning, Federal Programs Coordinator	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:
The district will follow the school board's policy concerning resolution of parental concerns. Action Type: Parental Engagement	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	District Staff	_____ ACTION BUDGET:
Each student and his/her parents will sign an agreement with teachers and administration to each do their part in the educational process of the student. Action Type: Parental Engagement	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:
Support the formation of a local Parent Teacher Organization by allowing parents time to meet after school using school resources. Action Type: Collaboration Action Type: Equity Action Type: Parental Engagement	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	District Staff	_____ ACTION BUDGET:
Parent participation numbers will be monitored to determine the effectiveness of parent activities and programs. The district parent and community outreach coordinator will obtain baseline data during the 2013-2014 school year to evaluate in 2014-2015. Action Type: Equity Action Type: Parental Engagement	Michael Manning, Federal Programs Coordinator	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:
Eschool will be used increase parental involvement to monitor students grades and assignments in order to educate the parents regarding the whole child's education. Action Type: Parental Engagement	Michael Manning, Federal Programs Coordinator	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Computers District Staff	_____ ACTION BUDGET:

<b>Intervention</b> The district will support parental and community involvement in each school building.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The district will support Parental Involvement with funds totaling 5,512.00 which is set aside for items such as news letters, snacks, pamphlets and other items as necessary. Action Type: Parental Engagement Action Type: Title I Schoolwide	Micheal Manning, Federal Programs Coordinator	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:
The school will partner with Connect Arkansas and the University of Arkansas at Monticello to provide parent and student classes on computer use. Families that participate will receive a refurbished desktop computer for their home, increasing the students success at school, due to information literacy skills. The school will provide dinner and childcare for the families that participate in the classes.	Michael Manning, Federal Programs Coordinator	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Teachers	_____ ACTION BUDGET:
			Total Budget	\$0.00

<b>Intervention</b> The district will support our math curriculum K-12.				
<b>Scientific Based Research</b> Bryant, D. P., Bryant, B. R. Three-Tier Mathematics Assessment & Intervention Model. Bryant, D. P., Bryant, B. R., 2006. University of Texas.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The Augusta School District will purchase math materials to be shared by all schools for their student population. Action Type: Equity	Michael Manning, Federal Programs Coordinator	Start: 07/01/2014 End: 06/30/2015	District Staff	ACTION BUDGET:
TLI tests will be given to students every 9 weeks to determine growth in deficient areas. Test outcomes will be shared with at staff/faculty meetings to develop plans to re-teach or remediate Action Type: Collaboration	Lisa Martin, Design Coach Jessica Stone, Literacy Coach Richard Greer, Math Coach	Start: 07/01/2014 End: 06/30/2015	Administrative Staff District Staff Outside Consultants	ACTION BUDGET:
The district will hire an Instructional Facilitator to provide professional development training in order to assist teachers, paraprofessionals and administrators in becoming highly qualified in the Math program. Richard Greer will be 0.5 Elementary with sal of 24,551.40 and fringe of 6,137.85 and 0.5 at the High School with a sal of 24,551.40 with fringe of 6,137.85. Action Type: Collaboration Action Type: Professional Development	Michael Manning, Federal Programs Coordinator	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Outside Consultants	ACTION BUDGET:
The district will ensure that AIP's are being developed at the building level for students who are not proficient. Action Type: AIP/IRI	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	ACTION BUDGET:
			<b>Total Budget</b>	<b>\$0.00</b>

2 **Priority 2:**

2.1 **Goal:** The Augusta School District will provide support for schools as they aid students in making healthy lifestyle choices by implementing systems to aid in decreasing the average BMI on routine annual student screening and by increasing collaboration between all segments of the school community in support of positive lifestyles

**Benchmark:** By the school year 2014-2015 there will be a decrease of the average Body Mass Index for students by %

<b>Intervention</b> Administrative Support for Wellness				
<b>Scientific Based Research</b>				
Journal of the American Dietetic Association, 103(7): 887-93. 2003.NAL Call Number: 389.8 Am34, Position of the American Dietetic Association: Child and adolescent food and nutrition programs. J. Stang, C.T. Bayerl.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The Augusta School District has developed District wellness policies in collaboration with the district Nutrition and Physical Activity Committee. Policies have been approved by the district school board. Policies include the five federal requirements: Goals for nutrition education, physical activity and other school-based activities, Nutrition guidelines, Guidelines for reimbursable school meals, a plan for measuring implementation of the local wellness policy, and community involvement. The policy statement has been submitted to ADE, Child Nutrition Unit, per the required submission deadline of May 15, 2015. Action Type: Collaboration Action Type: Wellness	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Central Office Community Leaders District Staff Outside Consultants	_____ ACTION BUDGET:
The district will provide support to schools to ensure successful implementation of the Wellness Policies, provide resources and professional development to district and school staff to improve overall school nutrition environment, and will promote the health and physical activity curriculum and student health. Action Type: Professional Development Action Type: Wellness	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Community Leaders District Staff	_____ ACTION BUDGET:

<b>Intervention</b> Administrative Support for Wellness				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The district will ensure each school provides a pleasant environment and monitors schedules and other factors which may interfere with students access to health information, resources, and a healthy environment. The School Health Index (SHI) Modules will be used to evaluate district and school effectiveness.</p> <p>Action Type: Equity                      Action Type: Program Evaluation                      Action Type: Wellness</p>	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Community Leaders District Staff	_____ ACTION BUDGET:
<p>The district will support schools in the alignment and implementation of the current Arkansas Nutrition and Physical Education and Physical Activity Standards and Arkansas Curriculum Frameworks. Resources, professional development opportunities and training will be provided to increase knowledge and advanced skills for successful implementation.</p> <p>Action Type: Alignment                      Action Type: Professional Development</p>	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Community Leaders District Staff Teachers	_____ ACTION BUDGET:
<p>The Nutrition and Physical Activity Committee, as part of the ACSIP Committee, will frequently monitor Wellness goals and will evaluate the effectiveness of interventions by reviewing data results, and other assessments related to Wellness (SHI Modules, Wellness Policy checklist, etc.) . ACSIP will be modified as needed.</p> <p>Action Type: Collaboration                      Action Type: Program Evaluation                      Action Type: Wellness</p>	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Community Leaders District Staff	_____ ACTION BUDGET:
			Total Budget	\$0.00

<p><b>Intervention</b> Schools will implement practices to provide opportunities for students to practice healthy behaviors at school and encourage them to make healthy food and physical activity choices resulting in increased academic performance.</p>				
<p><b>Scientific Based Research</b>                  Guidelines for School Health Programs to Promote Lifelong Healthy Eating (June 14, 1996/Vol. 45/No. RR-9); Guidelines for School Health Programs to Promote Lifelong Physical Activity (March 7, 1997/Vol. 46/No. RR-6).</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The Augusta School District will support the schools in making physical activity and healthy foods widely available in all areas of the school campus and encourage students to make healthy behavior choices outside the school.                      Action Type: Wellness</p>	<p>Dr. Ray Nassar,                      Superintendent                      Carla Williams</p>	<p>Start: 07/01/2014                      End: 06/30/2015</p>	<p>Administrative Staff                      Community Leaders                      District Staff                      Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The district will support school staff exhibiting qualities of positive role models for healthy eating and physical activity.                      Action Type: Collaboration                      Action Type: Wellness</p>	<p>Dr. Ray Nassar,                      Superintendent</p>	<p>Start: 07/01/2014                      End: 06/30/2015</p>	<p>Administrative Staff                      Community Leaders                      District Staff                      Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The district will ensure that the Wellness Committee will observe and assist in the evaluation of the various methods used to distribute and collect free and reduced price meal applications in order to support the Child Nutrition Director in making appropriate changes that improve access to the program by all students.                      Action Type: Program Evaluation                      Action Type: Wellness</p>	<p>Dr. Ray Nassar,                      Superintendent</p>	<p>Start: 07/01/2014                      End: 06/30/2015</p>	<p>Administrative Staff                      Community Leaders                      District Staff                      Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The district will ensure that the Wellness Committee will evaluate the effectiveness of Health and Wellness policies and activities by evaluating School Health Index Module results. Results of evaluation will be shared with staff and modifications will be made based upon data.                      Action Type: Collaboration                      Action Type: Equity                      Action Type: Program Evaluation                      Action Type: Wellness</p>	<p>Carla Williams</p>	<p>Start: 07/01/2014                      End: 06/30/2015</p>	<p>Administrative Staff                      Central Office                      Community Leaders                      District Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The district will purchase equipment for student use for physical activity in all schools.                      Action Type: Wellness</p>	<p>Roy Daniels,                      Coach</p>	<p>Start: 07/01/2014                      End: 06/30/2015</p>	<p>Teachers                      Teaching Aids</p>	<p>_____</p> <p>ACTION BUDGET:</p>
			<p><b>Total Budget</b></p>	<p><b>\$0.00</b></p>



3 **Priority 3:** To Serve an ELL/ESL population

3.1 **Goal:** Meet the needs of all ELL students

**Benchmark:** Meet the needs of all ELL students

<b>Intervention</b> Address the needs of ELL Students				
<b>Scientific Based Research</b>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The district will have available, as needed, staff serving as an interpreter for ELL parents in the district. Action Type: Equity	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	District Staff	_____ ACTION BUDGET:
Purchase materials and supplies for our ELL student population. \$269.07 Action Type: Equity	Micheal Manning, Federal Programs Coordinator	Start: 07/01/2014 End: 06/30/2015	Administrative Staff District Staff Teaching Aids	ELL (State-276) Materials & Supplies: \$269.07 ACTION BUDGET: \$269.07
			<b>Total Budget</b>	<b>\$269.07</b>

4 **Priority 4:** The District will support special education in triggered areas.

4.1 **Goal:** Support the schools in child find and timely evaluation

**Benchmark:** Schools will maintain proper documentation in Special Education records.

<b>Intervention</b> The district will ensure that schools follow child find and adhere to timely evaluation.				
<b>Scientific Based Research</b> Individuals With Disabilities Education Improvement Act of 2004, 20 U.S.C. §§ 1400 et seq. (2004).				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The District will ensure that schools staff are trained for data entry in ESchool. Action Type: Special Education	Jimmy Dunn, LEA Supervisor	Start: 07/01/2014 End: 06/30/2015	Central Office District Staff Outside Consultants	_____ ACTION BUDGET:
Wilbur Mills Educational Cooperative will train staff for cycle 2-7 Action Type: Special Education	Wilbur Mills Cooperative	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Outside Consultants	_____ ACTION BUDGET:
District will monitor progress through a due process person. Action Type: Special Education	Jimmy Dunn, LEA Supervisor	Start: 07/01/2014 End: 06/30/2015	District Staff Outside Consultants	_____ ACTION BUDGET:
School improvement supervisor will monitor progress of referrals on a monthly basis. They will ensure folders are up to date. Action Type: Special Education	Jimmy Dunn, LEA Supervisor	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Outside Consultants	_____ ACTION BUDGET:
LEA Supervisor will receive checklist from due process clerk to monitor progress as needed. Action Type: Special Education	Jimmy Dunn, LEA Supervisor	Start: 07/01/2014 End: 06/30/2015	District Staff Outside Consultants	_____ ACTION BUDGET:
LEA supervisor will monitor transition of students from K-6 campus to the 7-12 Campus. Action Type: Special Education	Jimmy Dunn, LEA Supervisor	Start: 07/01/2014 End: 06/30/2015	District Staff Outside Consultants	_____ ACTION BUDGET:
Psychological examiner will be contracted to complete testing within 60 days of referral. LEA supervisor will monitor this every two weeks. Action Type: Special Education	Jimmy Dunn, LEA Supervisor	Start: 07/01/2014 End: 06/30/2015	District Staff Outside Consultants	_____ ACTION BUDGET:
			<b>Total Budget</b>	<b>\$0.00</b>

5 **Priority 5:** The district will assist schools in restructuring efforts

5.1 **Goal:** Schools determined to be a Priority or Focus school will complete a needs assessment and PIP.

**Benchmark:** Replace staff in low performing areas and partner with outside agencies.

<b>Intervention</b> Replace staff in low performing areas				
<b>Scientific Based Research</b>				
<p>There is growing evidence that, of all school resources, teachers have the largest impact on student achievement. Principals arguably play the most important role in ensuring that excellent teaching occurs in their school. How principals hire teachers, assign them to specific positions, evaluate them, and provide growth opportunities for them likely have major ramifications regarding teacher quality. For this reason, New York City, Washington D.C., and numerous other districts have undertaken large reforms to enable principals to hire higher-quality teacher candidates and use teacher evaluations to fire poorly performing instructors and identify and reward exceptional ones. Influential stakeholders such as the Gates Foundation, the Carnegie Foundation, and the Aspen Institute have launched human capital initiatives aimed at developing talent in public schools and districts. And states have increased their focus on the work of the principal in large part due to Race to the Top and other funding priorities initiated by the U.S. Department of Education and supported by Congress. Despite this interest from practitioners, grant-makers, and policymakers, there has been little research regarding how principals attempt to raise teacher quality at their school site. Donaldson, Morgaen L. (2011). Principals Approaches to Developing Teacher Quality Constraints and Opportunities in Hiring, Assigning, Evaluating, and Developing Teachers, National Centers for Academic Excellence</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>Augusta Elementary and High School met their literacy AMO for the 2012-2013 school year. Neither school met their AMO in math for the 2012-2013 school year. The elementary school had a math AMO of 73.42%, achievement score was 70.75%. The high school had a math AMO of 47.15%, achievement was 39.86%. Program alignment was analyzed and adjustments made in the assignments of the the instructors of middle school math. New math curriculum tools were purchased, an analysis of benchmark standards and common core frameworks was completed, utilized math specialist from Wilbur D. Mills Education Cooperative as well as capacity building leader from the Arkansas Leadership Academy.</p>	<p>Joe Brown, Principal</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<p>Administrative Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The Elementary school met standards in literacy but did not meet standards in math for the 2011-2012 school year. One math teacher was reassigned.</p>	<p>Joe Brown, Principal</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<p>Administrative Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>

<b>Intervention</b> Replace staff in low performing areas				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The Augusta District will use \$30,000.00 of the NSLA Monies to pay the Fringe on the High Priority Recruitment Bonus that the State gives at the end of the year, the school will break down the cost into 25,000.00 salary and 5,000.00 fringe. Action Type: Equity	Manning	Start: 07/01/2014 End: 06/30/2015	Teachers	NSLA (State-281)
				Employee Salaries: \$25,000.00
				NSLA (State-281)
				Employee Benefits: \$5,000.00
			<b>Total Budget</b>	<b>\$30,000.00</b>

<b>Intervention</b> The leadership team analyzed test data, teacher surveys and determined to partner with outside agencies for school support.				
<b>Scientific Based Research</b>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The District will Partner with Wilbur D. Mills Cooperative with a cost of \$5,000.00 to improve instruction and student achievement at Augusta Elementary.	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	PD (State-223) Purchased Services: \$5,000.00 ACTION BUDGET: \$5,000.00
Will contract with Arkansas Leadership Academy as an outside consultant to improve instruction and student achievement at a cost of \$94,558.00.	Michael Manning Federal Programs Coordinator	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Outside Consultants	Title I Purchased Services: \$94,588.00 ACTION BUDGET: \$94,588.00
			<b>Total Budget</b>	<b>\$99,588.00</b>

<p><b>Intervention</b> Augusta will develop a PIP plan in partnership with all stakeholders for the building including teacher, support staff, community members, administrators and parents by looking a testing data to determine our students’ needs.</p>				
<p><b>Scientific Based Research</b>                  Research shows that learning-focused leaders employ the following structural activities to facilitate the development of staff collaboration: developing school wide goals and objectives and clearly articulating the rationale and foci of new programs; establishing and using formal mechanisms for professional interchanges (e.g., staff meetings, professional development, activities, common planning periods); promoting staff stability; providing resources and a supportive work milieu for cooperative planning; giving faculty a formal role in communication and decision making;; and using a variety of methods of decision making. On a less formal level, learning-focused leaders promote staff collaboration by discussing instructional issues regularly in informal exchanges with teachers, by soliciting teachers opinions, by showing respect and consideration for staff and their ideas, and by encouraging direct, informal communication among staff. In many schools that fail to reach their academic goals, there is a profound disconnect between the school and it customers parents and members of the larger community. Indeed, the legitimization of customer voice is deeply woven into the NCLB restructuring options. Many highly successful schools, in turn, have high levels of parental involvement and support. Source: Joseph Murphy, Handbook on Restructuring and Substantial School Improvement</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
We aligned our reading and writing curriculum with Common Core State Standards and Benchmark assessments during the summer professional development as suggested by the Scholastic Audit team.	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	————— ACTION BUDGET:
Training in curriculum mapping and alignment was provided through The Learning Institute and Wilbur Mills Cooperative during the summer prior to the start of school.	Wilbur Mills Cooperative Staff	Start: 07/01/2014 End: 06/30/2015	Administrative Staff District Staff Outside Consultants	————— ACTION BUDGET:
Each teacher of reading and writing will have developed a curriculum map to address deficiencies in our Scholastic Audit (Scholastic Audit 1.4a) by August 31, 2012.	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	————— ACTION BUDGET:
Teachers will correlate reading and writing curriculum maps to Common Core State Standards. Monitored and adjusted reading and writing curriculum based on recent student achievement data by August 31, 2012	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	————— ACTION BUDGET:

<b>Intervention</b> Augusta will develop a PIP plan in partnership with all stakeholders for the building including teacher, support staff, community members, administrators and parents by looking a testing data to determine our students' needs.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Teachers will be involved in decision-making based on needs assessment. Teachers will participate and follow the district professional development plan in choosing and attending professional development activities. The school and district leadership should revise the evaluation and professional growth processes. School leadership will use the evaluation process to assist in identifying growth needs of individual staff and learning goals for students. Leadership will provide mentoring, coaching with regular and meaningful feedback to challenge teacher thinking and to change teacher behavior. Professional development will be customized through individual growth plans in order to address instructional practices and needs analysis of students and staff. These plans will be evaluated annually. (Standards 6.2c, 6.2d and 6.2f)	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:
The school will develop curriculum aligned with the Common Core State Standards and Student Learning Expectations (Standard 1.1a) prior to the start of the 2012-2013 school year.	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:
The school leadership team will establish a committee that includes representatives of all stakeholders to develop core beliefs, a vision and mission statement by October 1, 2012. (Standards 7.1a & 9.1a)	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:
Teachers will implement practices that assure students are engaged in meaningful learning activities directly related to the curriculum for the entire instructional day. Based on staff book study High Yield Strategies, the staff will identify four to five high yield strategies and implement these strategies in classrooms. Book study will begin September 7, 2012. Instruction should accommodate the learning styles and needs of all students. Evaluation will come through The Learning Institute chunk testing at the end of every 4 1/2 weeks. Results are used to identify remediation and intervention needs. (Standard 2.1f). First TLI chunk test will be administered September 29, 2013.	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:

<b>Intervention</b> Augusta will develop a PIP plan in partnership with all stakeholders for the building including teacher, support staff, community members, administrators and parents by looking a testing data to determine our students’ needs.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
School leadership will provide professional development on analysis of test data and classroom assessments to aid in the development and use of rigorous, relevant and authentic assessments. School leadership will assist the staff in a complete analysis of assessments in all subjects with an intentional focus on core subjects. Assessment results will be used to plan instruction to meet the needs of individual students. TLI testing, Classroom Walkthrough using Palm software and observation protocols will be used to evaluate these programs (Standard 9.2a). Based on classroom observation all teachers post SLE data daily.	Michael Manning, Federal Programs Coordinator	Start: 07/01/2014 End: 06/30/2015		ACTION BUDGET:
The school evaluates the degree to which it achieves the goals and objectives for student learning. Through TLI testing, DIBLES, DRA and Math Screeners.(Standard 9.6b)	Michael Manning, Federal Programs Coordinator	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	ACTION BUDGET:
District and school leadership will establish a committee that includes representatives of all stakeholders to develop core beliefs, a vision and mission statement by October 1, 2012.	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015		ACTION BUDGET:
School leadership will establish content area curriculum committees to develop and align a standards curriculum with the Common Core State Standards and Student Learning expectations. A school wide curriculum committee will review the documents to identify overlaps, gaps, and opportunities for interdisciplinary connections.	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	ACTION BUDGET:
A curriculum committee will be established to review the documents to identify overlaps, gaps, and opportunities for interdisciplinary connections.	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	ACTION BUDGET:
We will hold weekly staff/faculty meetings for the purpose of discussing student data with teachers, first staff meeting will be August 22,2012. The teachers will identify classroom strategies to address the data.	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015		ACTION BUDGET:
Ongoing professional development will be provided by Wilbur D. Mills Cooperative.	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	ACTION BUDGET:



<b>Intervention</b> Augusta will develop a PIP plan in partnership with all stakeholders for the building including teacher, support staff, community members, administrators and parents by looking a testing data to determine our students' needs.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Test data and student work will be used for decision-making regarding instruction and to measure/inform student learning over time.	Lisa Martin, Design Coach Jessica Stone, Literacy Coach Richard Greer, Math Coach	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:
Augusta will support the Priority and Focus schools in developing their PIP plans and conducting a Scholastic Audit as needed.  Action Type: ADE Scholastic Audit	Dr. Ray Nassar, Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff District Staff	_____ ACTION BUDGET:
			Total Budget	\$0.00

6 **Priority 6:** To use the 2006 Scholastic Audit to improve school performance.

6.1 **Goal:** Increase the school performance rating

**Benchmark:** The school will work toward removing deficiencies indicated by the 2006 Scholastic Audit.

<b>Intervention</b> District and school leadership will establish a committee that includes representatives of all stakeholders to develop core beliefs, a vision and mission statement.				
<b>Scientific Based Research</b> 2002. America’s Choice school design: A research-based model. National Center on Education.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The school will develop a leadership team consisting of all stakeholders to develop and implement plans for school improvement. Action Type: ADE Scholastic Audit	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:
The school leadership team will meet weekly. Action Type: ADE Scholastic Audit	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:
			<b>Total Budget</b>	<b>\$0.00</b>

<b>Intervention</b> School leadership will establish content area curriculum committees to develop and align a standards curriculum with the Common Core State Standards and Student Learning expectations. A school wide curriculum committee will review the documents to identify overlaps, gaps, and opportunities for interdisciplinary connections				
<b>Scientific Based Research</b> 2002. America’s Choice school design: A research-based model. National Center on Education.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
A curriculum committee will be established to review the documents to identify overlaps, gaps, and opportunities for interdisciplinary connections. Action Type: ADE Scholastic Audit	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____
			Total Budget	\$0.00

<p><b>Intervention</b> Teachers will implement practices that assure students are engaged in meaningful learning activities directly related to the curriculum for the entire instructional day. The staff will identify four to five high yield strategies and implement these strategies in classrooms. Instruction will accommodate the learning styles and needs of all students.</p>				
<p><b>Scientific Based Research</b> 2002. America’s Choice school design: A research-based model. National Center on Education.</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>We will hold weekly staff meetings for the purpose of discussing students data with teachers. The teachers will identify classroom strategies to address the data. Action Type: ADE Scholastic Audit</p>	<p>Joe Brown, Principal</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<p>Administrative Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>Literacy and math coaches will model lessons for teachers. Action Type: ADE Scholastic Audit</p>	<p>Joe Brown, Principal</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<p>Administrative Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>Literacy and math coaches will instruct teachers on how to accommodate the learning styles of students. Action Type: ADE Scholastic Audit</p>	<p>Joe Brown, Principal</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<p>Administrative Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>
			<p>Total Budget</p>	<p>\$0.00</p>

<p><b>Intervention</b> We will use the evaluation process to assist in identifying growth needs of individual staff and learning goals for students. Leadership will provide coaching and regular and meaningful feedback to challenge teacher thinking and to change teacher behavior. Professional development will be customized in order to address instructional practices and needs analysis of students and staff.</p>				
<p><b>Scientific Based Research</b> 2002. America’s Choice school design: A research-based model. National Center on Education.</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Academic coaches will be provided to assist teachers in performance. Action Type: ADE Scholastic Audit	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:
Teachers will be evaluated continually in order to identify growth needs. Action Type: ADE Scholastic Audit	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:
Test data and student work will be used for decision making regarding instruction and to measure/inform student learning over time. Action Type: ADE Scholastic Audit	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:
			Total Budget	\$0.00

<b>Intervention</b> Test data and student work will be used for decision making regarding instruction and to measure/inform student learning over time.				
<b>Scientific Based Research</b>				
2002. America's Choice school design: A research-based model. National Center on Education.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Student work will be posted in the rooms and hallways. Action Type: ADE Scholastic Audit	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:
Teachers will use weekly staff/faculty meetings to discuss data and student work. Action Type: ADE Scholastic Audit	Joe Brown, Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff	_____ ACTION BUDGET:
			Total Budget	\$0.00

A School Improvement Planning Team

SCHOOL IMPROVEMENT PLANNING TEAM MEMBERS			
Classification	Name	Position	Committee
Classroom Teacher	Diane Tyree	Special Education Teacher	District ACSIP Committee
Community Representative	Brenda Key		District ACSIP Committee
District-Level Professional	Michael Manning	Director of Learning Services	District ACSIP Committee
District-Level Professional	Paulette Shields	Early Childhood Director	District ACSIP Committee
District-Level Professional	Ray Nassar	Superintendent	District ACSIP Committee
Parent	Maria Hinojosa		District ACSIP Committee
Parent	Virginia Browning		District ACSIP Committee
Principal	Joe Brown	Principal	District ACSIP Committee