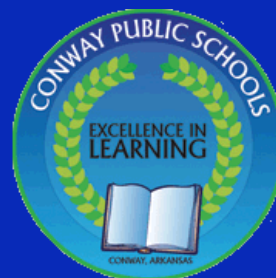


# 2009

## Conway Public Schools 10 Year Plan



## 10 Year Planning Process

Franklin Delano Roosevelt said, "We cannot always build the future for our youth, but we can build our youth for the future." This adage sums up what we in Conway Public Schools felt was our aspiration as we began looking into the future. In an effort to provide the highest quality education for our students, the district embarked on the development of a plan that would guide us into the next ten years. In the fall of 2009, Conway Public Schools began the ten year planning process by seeking input from a variety of sources. First, the principals garnered input from parents and patrons during PTO meetings, open houses, and grade level parent meetings. The principals asked parents to provide a list of "Grows & Glows." The district wants to continue to sustain our "Glows", but we want to develop a plan over time to address the "Grows."

The administrative team next asked our principals to conduct a similar activity with each staff. Based on all of this data, the Central Office Administrative team met to compile and synthesize it into a manageable format. In December after much deliberation, the Central Office team synthesized the data into six main areas of concern as identified by staff, parents, and members of the community. The identified areas of concern were the following: Facilities, Reconfiguration, Staffing, Technology, Program Review, and Curriculum-Instruction-Assessment.

Each central office team member was given charge of a committee that corresponded to his or her area of supervision. On January 5, the staff at each school was asked to develop specific questions pertaining to each of the six areas. After the school staff generated the clarifying questions, the central office team slated the steering committees with all building level administrators, curriculum leaders, and instructional support specialists. The committee chairs then set out to recruit staff, parents, and community members to serve on one of the six steering committees. The steering committees identified the major issues in each committee, and they formed sub-committees to address each one of the smaller topics. Additional teachers, staff members, parents, and community members participated in sub-committee work further expanding the breadth of participation. These steering and sub-committees met during the

months of February through May to develop goals, actions, and timelines for the next ten years. The directors presented the draft plan to the school board on June 19, 2009. Modifications were made, and the final proposal was presented to the school board for adoption on July 14, 2009. The school board unanimously approved the following document.

Each year during the spring, the 10 Year Plan will be revisited. The district administrative team will lead the six committees in any revisions or modifications as it relates to the actions or the timelines of the plan. As a result, the plan will change as our district changes so that we can ensure that we continue to make sound, responsible decisions for the future.



# 10 Year Planning Document Conway Public School District

(501) 450-4800 2220 Prince Street, Conway, Arkansas

**School Board** – Lena Hancock, President; Carolyn Lewis, Vice President; Susan McNabb, Secretary; Bill Clements; Chuck Shipp; Carl Barger; Dr. Adam Lamey;

**Purpose:** The purpose of the 10 Year Planning Report is to provide direction and guidance for our district over the next ten years in the following areas: Curriculum, Instruction, & Assessment, Technology, Reconfiguration, Facility, Program Review, and Staffing. This plan will be re-evaluated annually to make appropriate changes and modifications.

## Prepared By

Steering Committee	Committee
Greg Murry	Superintendent
Ann York	Curriculum, Instruction, and Assessment
Peggy Woosley	Curriculum, Instruction, and Assessment
Nick Stroman	Technology
K. K. Bradshaw	Technology
David Westmoreland	Reconfiguration
Ruth Ann Williams	Reconfiguration
Charlotte Vann	Staffing
Dianne Allen	Staffing
Buzz Bolding	Program Review
Donna Whiting	Program Review
Carroll Bishop	Facilities

## 1. Curriculum, Instruction, & Assessment

<b>Goal 1 – Improve student learning and achievement by improving and updating technology resources, programs, and instruction.</b>		
<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Update elementary, middle school, and high school computer labs by developing a curriculum in which students are able to design and implement projects that extend the learning in the classroom.	Elementary: 2009-2011  Middle: 2011-2013  High School: 2013-2015	Technology Supervisor  Curriculum Subcommittee
Investigate an electronic writing assessment tool to give instant feedback on student writing skills.	2009-2010	Curriculum, Instruction, & Assessment Committee

<b>Goal 2 – Develop and implement a district-wide K-12 foreign language program.</b>		
<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Design and develop a district foreign language program. Organize curriculum and assess the program following each phase.	2009-2019	Director of Curriculum & Instruction  Foreign Language Department

<b>Goal 3 – Align all subject areas vertically and horizontally from Kindergarten through Grade 12 and implement pacing guides district wide for every subject.</b>		
<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Maintain vertical alignment teams with representatives from each discipline at each grade level and building.	2009-2010	Director of Curriculum & Instruction  Principals
Form horizontal alignment teams for each core curriculum.	2009-2010	Director of Curriculum & Instruction  Principals
Teams will meet each year. Responsibilities will include making adjustments to pacing guides, preparing group assessments, and creating reviews for formative assessments.		
Implement pacing guides developed by teachers and based on the Arkansas State Frameworks for each subject area. Revise pacing guides annually.	2009-2019	Director of Curriculum & Instruction  Principals

Collaborate within each building to insure fidelity of implementation.	2009-2019	Principals
Hold teachers accountable for using the pacing guides.	2009-2019	Principals

**Goal 4 – Implement an intervention plan through eighth grade.**

<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Employ a reading teacher at Bob Courtway Middle School and another at Carl Stuart Middle School to work with students who are reading significantly below grade level.	2010-2011	Director of Curriculum & Instruction
Evaluate the level of success of the reading classes at Bob Courtway and Carl Stuart to determine employment of additional reading teachers at the middle school level.	2011-2012	Director of Curriculum & Instruction
Use a multiple-assessment approach to determine those 5-8 students who will be placed in a reading class the following year.	2013-2019	Director of Curriculum & Instruction Principals
Investigate contract time displacement for teachers willing to work before or after school to provide additional intervention services.	2009-2010	Director of Curriculum & Instruction

**Goal 5 – Investigate, develop, and implement a plan of accountability for students, teachers, and district administrators.**

<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Research models that hold all individuals accountable for maintaining the learning environment and following the prescribed curriculum.	2009-2010	Curriculum, Instruction, & Assessment Committee
Develop a district plan of accountability.	2009-2010	Committee Members
Implement a district plan of accountability. Assess the plan on a yearly basis.	2010-2019	Superintendent Director of Curriculum & Instruction

**Goal 6 – Study the expansion of the Comprehensive Literacy Model**

<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Continue to study implementation of the comprehensive literacy model in non-Title 1 schools as funds become available.	2009 - 2010	Director of Curriculum & Instruction Literacy Specialist

**Goal 7 – Research all current data to determine whether or not departmentalization would effectively meet the needs of children in grades Kindergarten through Fourth grade.**

Recommendation	Timeline	Person(s) Responsible
Establish a committee to begin the initial research of departmentalization.	2009 - 2010	Director of Curriculum & Instruction

**Goal 8 – Reduce the student drop-out rate and organize resources available for “at-risk” students.**

Recommendation	Timeline	Person(s) Responsible
Form a committee to conduct research concerning factors contributing to the drop-out rate and successful interventions known to decrease the drop-out rate.	2009-2010	Director of Curriculum & Instruction
Educate teachers and administrators as to why students are dropping out of school.  Offer one-on-one mentoring programs beginning at the intermediate level and continuing throughout high school.	2009-2012	Director of Curriculum & Instruction
Improve teaching and curricula to enhance the connection between school and work. Bring in community members to bridge the gap between school and the workplace.  Conduct workshops to help teachers provide necessary tools within their classrooms and content areas.	2012-2016	Director of Curriculum & Instruction
Implement interventions to support struggling students: -Smaller class sizes -More tutoring available at various times -Summer school and summer programs -Extra time with teachers	2016-2019	Director of Curriculum & Instruction  Principals

**Goal 9 – Incorporate the Plato Lab as an intervention and instructional tool for grades K-12.**

Recommendation	Timeline	Person(s) Responsible
Continue to execute Plato Lab within the 5-12 grade levels as a tier of intervention for students who score less than proficient on selected state assessments and as a means of credit recovery for students in grades 9-12.	2009 - 2010	Director of Curriculum & Instruction  Principals

<p>Incorporate and execute Plato Lab within grade levels 3-12.</p> <p>Explore supplemental programs for K-2.</p> <p>Create viable labs in all schools.</p> <p>Train Plato lab facilitators.</p> <p>Increase Plato Lab licenses for district from 150 to 500.</p> <p>Provide teachers with professional development in utilizing Plato Lab as an instructional tool.</p>	<p>2009-2012</p>	<p>Director of Curriculum &amp; Instruction</p> <p>Principals</p>
<p>Incorporate and execute Plato Lab within grade levels K-12.</p> <p>Incorporate and execute Plato Lab as an instructional tool for regular classroom teachers.</p> <p>Continue to increase Plato Lab licenses for the district as needed.</p>	<p>2012-2016</p>	<p>Director of Curriculum &amp; Instruction</p>
<p>Analyze the effectiveness of Plato Lab based on data.</p>	<p>2009-2019</p>	<p>Director of Curriculum &amp; Instruction</p>

**Goal 10 – Develop a K-12 comprehensive staff development plan for the district using assessment/trend data.**

<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
<p>Form a committee to determine what should be included in a comprehensive staff development plan for K-12 teachers.</p>	<p>2009 - 2010</p>	<p>Director of Curriculum &amp; Instruction</p>
<p>Require all new teachers to Conway Public Schools, beginning with the 2010- 2011 school year, to have staff development courses in areas of classroom management, ACSIP overview, district assessment guidelines, lesson planning, Marzano’s High Yield Strategies, Connected Mathematics (6-8) , The Learning Institute portal, and introduction of literacy and math instruction for Conway schools.</p> <p>Offer content/ grade level specific staff development for all teachers throughout the school year. [Include subs as necessary if meetings are scheduled during a school day.]</p> <p>Provide additional professional development opportunities for struggling teachers as needed.</p>	<p>2009-2019</p>	<p>Director of Curriculum &amp; Instruction</p> <p>Principals</p> <p>Literacy Specialist</p> <p>Literacy and Math Coaches</p>



Explore adding professional development days into the school calendar in order to provide consistent and comprehensive training for all teachers.	2012-2016	Director of Curriculum & Instruction
Analyze data to determine if professional development is continuing to meet the needs of teachers. Build capacity as well as depth of professional knowledge through continual and modified training based on data.	2009-2019	Director of Curriculum & Instruction

Goal 11 – Initiate a District Assessment Team.		
Recommendation	Timeline	Person(s) Responsible
Form a District Assessment Team to be responsible for replying to assessment requests and suggestions of the schools, weighing decisions concerning changes to the 10 Year Assessment Plan, approving and making updates to assessment charts, communicating decisions, and providing direction for professional development.	2009-2010	Director of Curriculum & Instruction
The District Assessment Committee will meet as needed. [Include subs as necessary if meetings are scheduled during a school day.]	2009-2019	Director of Curriculum & Instruction
Grade math Interim Assessments (also called "chunk tests" or "module tests") from The Learning Institute (Grades 3 through secondary) according to calculation tables provided by the lead math coach based on 75% multiple choice and 25% open response.	2009-2019	Director of Curriculum & Instruction  Lead Math Coach
For each nine week grading period, a trial <u>minimum</u> number of grades to be entered in the grade book will be 10 per core subject area at the elementary level and 18 per core subject areas for secondary.	2009-2010	Director of Curriculum & Instruction
The District Assessment Team will investigate and develop a district-wide weighting policy. The goal of the policy will be to create consistent grading practices and prevent grade inflation.  The teachers will post grades/updates to Edline once each week if applicable.  The Team will review the trial minimum number of grades outlined in Recommendation 2 above and determine any adjustments to the minimum.	2009-2019	Director of Curriculum & Instruction  Supervisor Technology

**Goal 12 – Incorporate common assessments across grade levels. Determine common formative, summative, and diagnostic assessments.**

<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Provide all teachers with necessary assessment tools as identified in grade level district assessment charts.	2009-2019	Principals
Use a district web-server to house common assessments and other resource materials.  Provide teacher access to the server from home.	2009-2019	Supervisor of Technology  Literacy/Math Coaches
Provide subs for special education teachers when completing Alternate Portfolio Assessments.	2009-2019	Director of Special Education
Administer reading level assessments at the end of each school year.	2009-2019	Director of Curriculum & Instruction  Principals
Principals will gather assessment data and provide a summary to the District Director of Curriculum and share the information with faculty.	2009-2019	Principals

**Goal 13 – Research and implement a computerized storage and retrieval system for assessment data.**

<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Establish a timeline for purchasing assessment tools for classroom use based on priority, subject, and grade level.	2009-2010	Director of Curriculum & Instruction
Research developing a plan for digital student portfolios.	2009-2010	Director of Curriculum & Instruction
Investigate hiring a person for tracking statistics and maintaining a computerized storage and retrieval system.	2009-2010	Director of Curriculum & Instruction  Director of Technology
Based on the outcome of research, create a timeline to <ul style="list-style-type: none"> <li>- implement the use of digital student portfolios</li> <li>- develop a storage and retrieval system</li> <li>- hire personnel as needed</li> </ul>	2010-2011	Director of Curriculum & Instruction  Supervisor of Technology

<b>Goal 14 – Provide professional development.</b>		
<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Train and recalibrate all teachers in administration of assessments relevant to subject area and/or grade level. [Include subs as necessary if trainings are scheduled during a school day.]	2009-2019	Principals  Literacy Specialist  Literacy and Math Coaches
Train math, literacy, and science teachers in the use of The Learning Institute Portal, interim assessment design, and data disaggregation.  Train math teachers in the use of the calculation tables for The Learning Institute assessments. These tables will be used for determining grades to place in the grade book.  [Include subs as necessary if trainings are scheduled during a school day.]	2009-2019	Director of Curriculum & Instruction  Principals  Literacy Specialist  Literacy and Math Coaches
Train secondary teachers in the use of Grade Quick.  Explore Grade Quick training for elementary teachers as appropriate for grade level and/or subject area.  Provide ongoing training as needed to incorporate Grade Quick software updates.  [Include subs as necessary if trainings are scheduled during a school day.]	2009-2019	Principals  Literacy and Math Coaches
Provide staff development for new curriculum. [Include subs as necessary if meetings are scheduled during a school day.]	2009-2019	Director of Curriculum & Instruction
Provide professional development for electronic, digital, and/or computerized assessment tools as needed. [Include subs as necessary if trainings are scheduled during a school day.]	2012-2019	
Require intensive professional development for K-4 teachers, 5-12 English teachers, and K-6 reading teachers in instructional strategies for reading. [Include subs as necessary if meetings are scheduled during a school day.]	2009-2010	Director of Curriculum & Instruction  Literacy Specialist  Principals

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<p>Provide intensive professional development in reading for new K-6 teacher and new 7-12 English teachers.</p>	<p>2009-2010</p>	<p>Director of Curriculum &amp; Instruction Literacy Specialist Principals</p>
<p>Continuous professional development will be provided annually for K-6 teachers and 7-12 English teachers to reinforce and further develop teachers' knowledge and practice of reading strategies.</p>	<p>2009-2019</p>	<p>Director of Curriculum &amp; Instruction Literacy Specialist English Focus Teachers Principals</p>
<p>Require all 7-12 content teachers and media specialists to have reading professional development to aid them in their instruction.</p>	<p>2009-2019</p>	<p>Director of Curriculum &amp; Instruction Principals</p>



## 2. Technology

<b>Goal 1 – Wide Area Network</b>		
Consolidate the CPS network serving greater speed, reliability, and consolidated services to the classroom. Pool administrative technology resources saving time and cost. Encourage consistent instruction by providing network licenses for curricular needs.		
<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Connect Schools to Admin Building	2009	TechDept/ConwayCorp/Bradshaw
Consolidate Servers	2009	TechDept/Bradshaw
Implement Server Virtualization	2010	TechDept/Bradshaw
Install / Test WAN Fiber Hardware	2010	TechDept/ConwayCorp/Bradshaw
Implement WAN Connectivity	2010	TechDept/ConwayCorp/Bradshaw
Implement District-Wide Curricular Server based Software	2010	TechDept/Bradshaw

<b>Goal 2 – Technology Utilization</b>		
Annual assessment on utilization as it relates to student engagement.		
<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Software being employed	2010	Woosley/Bradshaw/Principals
Use of computer labs	2010	Woosley/Bradshaw/Principals
Student access for writing, research, and integrated computer skill instruction	2013	Curriculum Committee/Principals

<b>Goal 3 – Professional Development</b>		
Continue to provide professional development for teachers about the use of technology to facilitate its use.		
<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Conduct needs survey to meet the needs of staff as it relates to technology	2010	Bradshaw
Explore the possibility of developing a “train the trainer” model for staff development at the building level	2010	Bradshaw/District Technology Committee

Expand professional development opportunities to increase technological integration.	2010	Bradshaw/District Staff/Outside Consultants
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**Goal 4 – Equipment**

Continue to equip schools with appropriate technology.

Recommendation	Timeline	Person(s) Responsible
Maintain 4 year replacement cycle	On-going	Technology Staff
Explore the expansion of Plato labs, computer labs, and individual computers in classrooms to increase student access to technology.	2009-2010	Administrative Staff/Principals/Technology Staff
Continue to purchase LCDs, Smartboards, Mimios, Document Cameras and other peripherals to enhance student engagement and achievement.	2009-2019	Administrative Staff/Principals

**Goal 5 – Database Creation**

Develop various databases to increase information dissemination across the district.

Recommendation	Timeline	Person(s) Responsible
Develop a teacher resource database that contains teacher resources, integrated technology lessons, and planning tools.	2013-2015	Technology Staff/Teachers
Design and build a database for assessment data for district students.	2012-2014	Technology Staff/Principals

**Goal 6 – Explore the Possible Expansion of Technology Staff**

Explore the possibility of creating building level technology consultants as well as technology instructional specialist.

Recommendation	Timeline	Person(s) Responsible
Consultants would receive periodic training from technology staff.	2012-2015	Technology Staff/Teachers
Consultants would serve as first point of contact for technological issues.	2012-2015	Technology Staff/Principals
Consultants must be well-versed in technology.	2012-2015	Administrative Team/Principals/Teachers



### 3. Reconfiguration

<b>Goal 1 – Transition reduction</b>		
The Conway School District will have fewer than five grade group transitions, Pre-Kindergarten through Grade 12.		
<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Continued consideration of appropriate grade groupings in each school of the Conway School District.	2009-2010	10 Year Reconfiguration Committee

<b>Goal 2 – Rezoning for excellence</b>		
The Conway Board of Education will examine periodically all district school zone boundaries.		
<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Designate a single school facility for the education of all preschool students in the Conway School District.	2013-2014	David Westmoreland Peggy Woosley Carroll Bishop



## 4. Facility

<b>Goal 1 – Renovation</b>		
To modernize all learning facilities in both elementary and secondary schools.		
<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Life cycle replacement of HVAC units	2009-2012	Bishop/Maintenance Department
Life cycle replacement of ceiling tiles	2009-2012	Bishop/Maintenance Department
Life cycle replacement of flooring	2009-2012	Bishop/Maintenance Department
Life cycle replacement of windows and doors	2009-2012	Bishop/Maintenance Department
Life cycle replacement of lighting fixtures	2009-2012	Bishop/Maintenance Department
Install additional electrical outlets	2009-2012	Bishop/Maintenance Department

<b>Goal 2 – Renovation of Conway High School West</b>		
To modernize the existing high school to include new construction to provide a facility that can accommodate growth as well as meet the programmatic needs of a secondary learning facility.		
<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Procure the services of an architect to review current plans and make projections about future construction	2009-2010	Murry/Bishop
Solidify architectural services and plans for comprehensive redesign of high school	2010-2011	Murry/Bishop
Begin the process of acquiring funding for building project on the campus of high school west.	2011-2016	Murry
Begin the construction of a new facility on CHSW.	2013-2016	Murry/Bishop

<b>Goal 3 Safety/Security</b>		
To provide a safer more secure environment for students and teachers.		
<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Acquisition of surveillance cameras at all schools in district that do not currently have them	2009	Bishop/Maintenance
Replacement of fire alarms in all schools	2009-2012	Bishop/Maintenance



**Goal 4-Construction of Additional Elementary School**

To build an additional elementary school to accommodate the elementary growth needs as it becomes appropriate.

<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Begin process of land acquisition for additional elementary school	2009	Murry/Bishop
Maintain annual review of student data/growth projections to determine appropriate timeframe of when school is needed.	Current/on-going	Murry/Bishop/Administrative Team
Based on above data analysis, procure architect to begin developing plans for construction of elementary school.	2010-2012	Murry/Bishop
Build additional elementary school when appropriate.	2011-2014	Murry/Bishop/Board of Education

**Goal 5-Construction of Second High School**

To build an additional high school to accommodate the secondary growth needs as it becomes appropriate.

<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Begin process of land acquisition for additional high school	2009	Murry/Bishop
Maintain annual review of student data/growth projections to determine appropriate timeframe of when school is needed.	Current/on-going	Murry/Bishop/Administrative Team
Based on above data analysis, procure architect to begin developing plans for construction of second high school.	2016-2019	Murry/Bishop
Build additional high school when appropriate.	2019	Murry/Bishop/Board of Education

**Goal 6- Pre-School Facility**

To prepare for the possibility of locating a stand alone facility for Pre-K education.

<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
To review Pre-K student numbers as it relates to elementary classroom utilization.	2010-2019	Bishop/Woosley/Mason
Continue to stay abreast of the funding sources and allocations made to Pre-K in regard to facilities to offset some of the district expense associated.	2010-2019	Mason/Bishop/Woosley

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Evaluate annually building utilization to explore the possibility of converting an elementary into a Pre-K center	2010-2019	Bishop/Woosley/Administrative Team
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## 5. Program Review

<b>Goal 1 – Advanced Placement Studio Art and Advanced Placement Music Theory</b>		
To add AP Studio Art and AP Music Theory to the High School Curriculum		
<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Meetings will be held to discuss adding AP Studio Art and AP Music Theory to the course offerings in the AP Program.	2009 – 2010 school year	Curriculum Director, G/T Supervisor, High School Principals, Art and Music Specialists

<b>Goal 2 – ESL Strategies Training, Community Partnerships, Newcomer Program</b>		
To add training in ESL strategies, develop partnerships with colleges and businesses to provide bilingual mentors, and to develop a newcomer program for English language learners		
<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Train all classroom teachers to use strategies which help English Language Learners to be successful in the classroom.	2009 - 2020	Director of ESL Program, ELL Teachers
Partner with UCA to provide hands-on field experience with ELLs for students majoring in Education. Create a subcommittee to develop this partnership.	2009 - 2020	Director of ESL Program, ELL Teachers
Research and visit Newcomer Schools which will generate ideas for forming an orientation for new students in the Conway community who speak English as a second language.	2009- 2012 school year	Director of ESL Program, ELL Teachers

<b>Goal 3-Professional Development</b>		
Provide professional development and building level support to assist with inclusion/co-teaching, students with challenging behavior, and those considered at risk of being identified with a disability.		
<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Provide professional development opportunities in Differentiated Learning, Response to Intervention (RTI), and Teacher Assistance Teams (TAT).	2009 - 2011	SPED Supervisors  School Psychology Specialists
Provide staff development to certified staff on special education eligibility criteria.	2009 - 2019	SPED Supervisors  School Psychology Specialist

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Establish and maintain Co-Teaching Teams per subject area, provide professional development regarding co-teaching strategies/models and core content curriculum.	2009 - 2019	SPED Supervisors, Director of Curriculum, and Principals
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## 6. Staffing

<b>Goal 1 – Class Sizes: Teacher / Student Ratios</b>		
Annual assessment of teacher assignment based primarily on student enrollment, and secondarily, on factors such as building capacity, poverty level, student demographics, mobility/transfer rates, transportation, etc.		
<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Decrease class sizes in Title I elementary schools in grades K,1, 2, 3, 4 (by 3 – 5 students per class)	2009 - 2014	Administrative Staff

<b>Goal 2 – Assistant Principals</b>		
Annual assessment of assistant principal assignments to adequately meet the needs of the students, staff members, and families while focusing on instructional leadership, student achievement, and a safe, secure learning environment.		
<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Assess assistant principal assignment needs for all school campuses.	2009 - 2014	Administrative Staff
Increase K-6 assistant principal staff by one position	2009 – 2011	Administrative Staff
Reassess assignments annually and add staff as additional schools are opened or as enrollment dictates addition(s) based on state standards	2011 - 2019	Administrative staff

<b>Goal 3 – Supplemental Staff (School Nurses, Intervention Teachers, Literacy &amp; Math Coaches), Professional Development</b>		
Annual assessment of assignment of school nurses, Intervention teachers, literacy and math coaches based on the needs of individual schools and as related to student achievement data and state/federal funding for supplemental positions..		
<b>Recommendation</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
Assess assignment of school nurses based on the health needs of the individual school campus and as schools are opened	2009 - 2019	Administrative & RN Staff
Consider addition of .50 RN as student needs dictate	2009 - 2012	Administrative & RN Staff
Reassess assignments annually for possible increase in RN staff based on student health needs	2012 - 2019	Administrative & RN Staff



Committee	Members	
Curriculum Instruction & Assessment	Ann York, Director Peggy Woosley, Director Betty Ford, Principal Jerry Whitmore, Principal Linda Hargis, Asst. Principal Kathy Tilson, Asst. Principal Sue Farris, Patron Michelle Keithly, Patron Heather Nutt, Teacher Margaret Razor, Patron	Pam East, Literacy Specialist Lauren Choate, Teacher Dana Autry, Teacher Crystal Voegelé, Teacher Vickie Bull, Instructional Para Pattie Howse, Special Education Talisha Givan, Teacher Sue Fabert, Math Coach Leanna Floyd, Teacher
Technology	Cindy Thacker, Principal Larry J. Smith, Principal Cathy Dunn, Principal Ben Broyles, Asst. Principal Sloan Powell, Media Specialist Carolyn Rhodes, Math Coach Jo Henry, Special Education Nelda Reed, Business/Intern Lynn Duran, Elem. GT	Sheila Counts, Counselor Susan Lawrence, 4th grade Weeji Niswonger, Teacher Bernard Coleman, Patron Cindy Smith, Patron Kirk Glenn, Patron Nick Stroman, Director KK Bradshaw, Director
Reconfiguration	Dave Westmoreland, Director Ruth Ann Williams, Director Debi Avra, Principal Charlotte Green, Principal Kim Starr, Asst. Principal Claire Crumpler, Counselor Donna Magee, Patron Belinda Claunch, Counselor	Jeanne Trawick, Asst. Principal Geary Bradke, Teacher Crystal Rehm, Media Specialist Granger Davis, Patron Jeannie Moore, Counselor Alisa Paladino, Reading Specialist Paula Scaife, Counselor
Facility	Carroll Bishop, Asst. Superintendent Rodney Matheney, Principal Kent Mathis, Teacher Katie Speights, Teacher Junior Storie, Patron Bruce Harrell, Maintenance Supervisor Garry Church, Asst. Maintenance Supervisor	Brenda Mason, ABC Asst. Principal Andre Acklin, Patron Cindy Kordsmeier, Teacher Clint Ashcraft, Coach Keisha Garland, Asst. Principal Mark Lewis, Principal Cherri Wilson, Principal KK Bradshaw, Director
Program Review	Mickey Siler, Principal DeLanna Lacy, Principal Ernestine Acklin, Asst. Principal Vicki Holt, Supervisor Sp. Ed. Dean Newell, Supervisor Sp. Ed. Mike Maggio, Patron Tim Cunningham, Music Teacher Melinda Wright, Asst. Principal	Teresa McConnell, Secretary Starla Gresham, GT Teacher Julie Haynes, GT Teacher Margaret West, Patron Anita Mathis, Special Education Renee Bennett, Asst. Principal Sharon Nichols, ELL William Richardson, Teacher
Staffing	Charlotte Vann, Director Dianne Allen, Director Debi Avra, Principal Harvey Benton, Principal Sam Nelson, Principal Tammy Woosley, Principal Tina Antley, Assistant Principal Steve Daniels, Assistant Principal Linda Hargis, Assistant Principal Michelle Bowman, Parent Sherry Edwards, Parent Rosa Abernathy, Literacy Coach Vicki Altland, Literacy Coach Vickie Bailey, Plato Alicia Brown, Teacher Lynn Wilson, Literacy Coach	Sara Hefley, Teacher Amy Jordan, Literacy Coach Becca Keith, Intervention Teacher Nan Keathley, Teacher Teresa Mallett, Teacher Cheryl Morris, Teacher Gail Page, Literacy Coach Anita Stevens, RN Renee Taylor, Elem. Math Coach Dana Villines, RN Treva Widener, Literacy Coach Lynn Wilson, Literacy Coach Cindy DeRosa, ELL Kay Hall, Speech Pathologist Alisa Paladino, Reading Specialist Sonya Smith, Reading Specialist