2016-2017 DISTRICT IMPROVEMENT AND ASSISTANCE PLAN

61 - Suwannee

Ted Roush, Superintendent
Cassandra Brusca, Northeast Executive Director

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I. Current District Status

A. Supportive Environment

1. Mission and Vision

a. District Mission Statement
Suwannee County Schools will educate all students in a safe and supportive learning environment that will develop life-long learners and productive citizens.

b. District Vision Statement
Suwannee County School District will be a system of excellence ensuring all students are prepared for personal success.

c. Link to the district's strategic plan (optional).
https://digitalbell-bucket.s3.amazonaws.com/9B2FACFB-5056-907D-8D8D-A28D29800EDA.pdf

2. Supports for School Improvement

a. Alignment of Resources
Describe the process through which the district identifies and aligns all district resources (e.g., personnel, instructional, curricular, policy) in order to meet the needs of all students and maximize desired student outcomes. Include the methodology for coordinating and supplementing federal, state and local funds, services and programs to align to interventions in Priority and Focus schools. Provide the person(s) responsible, frequency of meetings, how an inventory of resources is maintained and any problem-solving activities used to determine how to apply resources for the highest impact.

The district administration and staff work closely with school based administration for the purpose of ongoing evaluation of student performance, needs, and resources. The size of the district allows for individualized attention at each of our schools without having to group schools into specific tiers or categories. Data is drilled down from the district to the school level so that resources can be allocated using a district to school problem-solving process. District directors meet with school principals at least monthly, if not more frequently, to discuss needs and progress. Staff and resources are allocated based on both quantitative and qualitative data. Coordination of programs and funding is one benefit of a small district. Multiple programs are supervised by the same individual making coordination and collaboration easier to maintain. When a decision needs to be made regarding two requests that are competing for the same funds, the school demonstrating the highest need for an increase in student achievement and performance will be funded first. Most likely, the other needs will be met at the next possible funding opportunity.

b. School Allocation Process
Describe the way in which the district allocates resources to schools. Include the person(s) responsible for this process, frequency of data review and decision making, and processes used to differentiate and monitor resource supports.

The process varies depending upon the need being assessed. Each school's overall budget is set annually by the CFO after meeting with principals, bookkeepers, and district directors to evaluate the current year's budget expenditures and needs for the following year. The budget is then presented to the Superintendent for feedback and approved by the school board. Each district department is also allocated their budgets in the same manner. As decisions are made regarding staffing, various departments analyze not only student projections in regards to class size but also the educational data for determining the specific needs of the students. Curricular resources are aligned from an elementary and secondary perspective from school to school and are shared for the purpose of correctly aligning the resources to the school/students. This problem-solving process is inclusive of all

departments and school based leaders for the purpose of continual improvement. Initial base amounts of funding are often calculated based on proportional share related to FTE with differentiation taking place based on individual school needs.

c. Modifications to System Policies and Practices
Identify specific policies and practices the district shall seek to add, modify or remove in order to establish or strengthen systems that support school-based leadership teams to implement interventions. Provide the rationale for the proposed changes and the steps required to make the modifications, including person(s) responsible for implementation and follow-up.

The recent development of the 2016-2020 Strategic Plan will guide us regarding priority practices that will be focused upon in the upcoming school year. Man practices will continue and grow such as the focus upon curricular alignment initiatives, building a stronger Human Capital Management System to cultivate and support our most valuable resource - our teachers and staff. Transforming the way of working within the district from working in isolation to working in collaboration is a high priority that was started in the 2015-2016 school year. The district has embraced the concept that the power in being excellent lies in working together to improve ourselves and one another. With the assistance of the Florida Inclusion Network we will continue working through the Best Practices for Inclusion (BPIE) system so to continually evaluate growth opportunities for out students with disabilities. The district has recently employed Teacher Support Colleagues that are working within the Instruction Department for the purpose of supporting not only the curricular and instructional needs of teachers across the district but also for the purpose of expansion as it relates to problem solving process and our practices as it relates to multi-tiered systems of support from the district to the classroom/student level. The district will be focusing on building capacity in all areas that will help provide continuity of programs and stronger, more technical support for schools in need.

d. Operational Flexibility
Provide the district's definition of "operational flexibility"Â? provided to schools implementing a District-Managed Turnaround option under section 1008.33, Florida Statutes, or a Turnaround, Transformation or Restart with EMO model under the SIG 1003(g) program as it applies to school-level autonomy over staffing, scheduling and budgeting.

In SCSD principals are given operational flexibility in all aspects of the day-to-day operations of their schools. Staffing decisions are made at the site and supported by the district administration. Individual school instructional time schedules are developed by the school principal and approved by the district directors. Each principal has a site-based budget that includes funding for professional development, supplies, instructional materials, etc. Schools truly have a fully comprehensive ability to improve student achievement outcomes and increase graduation rates in their hands. The role of district administration has been defined as support and technical assistance.

3. Sustainability of Improvement

a. Describe how the district will sustain improvements that are a result of the interventions described in Part III of this plan after the schools' Differentiated Accountability designation of Focus or Priority is removed. Include any plans to reorganize personnel, redistribute resources or reach out to community organizations, unions and other partners to build capacity for and sustainability of improvements.

It will be the responsibility of the Assistant Superintendent of Instruction and the Director of Elementary Education to supervise and monitor and coordinate the continued supports needed for students in the schools, and to ensure that principals continue to have the adequate tools needed to carry on the interventions. By proactively planning for K-12 articulation in our district-wide academic plans and intervention maps, students success will be sustainable at the next level. The majority of funds received from funding sources that are short-term will be focused on building district-wide

capacity at all sites and levels. Technical assistance projects with plans such as K12 Reading Plan, Student Progression, HCMS Planning - Evaluation, Recruiting, Retention, and assistance with improving our way of work as a district that will move us to a full Professional Learning Community, will all be costly but long lasting. Once the initial expense is put into developing a strong plan and building a long-term support timeline for the newly updated plans and procedures, the district and schools will be able to sustain the improvements without have annually recurring expenses at the previous level of funding. Funds from short-term sources will be utilized on projects that will make us stronger long-term, for example: higher quality assessments for gathering necessary data to drive instruction, higher quality curriculum maps and lesson plan to provide a guaranteed and viable curriculum to all students, professional development that will improve the way teachers learn - not just what they know - so that the process will continue beyond special funding opportunities.

B. Stakeholder Involvement

1. Parental Involvement Plan (PIP) Link
https://www.floridacims.org/documents/361938

2. Family and Community Engagement
Describe the district's *ongoing* mechanisms for engaging families and the community in school improvement efforts.

The district is currently reviewing the District Parent Involvement Plan and the individual school plans which are due to be submitted by October 7, 2016. Those will be uploaded and school board approved in October. The most recent involvement of family and community in school improvement would be the 2016 creation of our Strategic Plan. This process involved a committee of 12 people representing parents, teachers, administration, community members, and students. The process was open to the public and all meetings were held with an audience that could listen and ask questions as the plan was being developed. A town hall style meeting was held to gather input from more of the community regarding goals and strategies that were felt to be beneficial for Suwannee County as a whole. The Strategic Plan itself dictates action items that will be focused upon in the upcoming years to improve parent communication and community involvement. The district is dedicated to being inclusive and transparent with goals, targets and progress being made toward the agreed upon actions. SCSD understands that engaging families and community in school improvement means continually problem-solving to find strategies to increase the involvement and contributions, in both school-based and home-based settings, of parents and community partners that are designed to support classroom instruction and increase student achievement. The district supports and encourages the establishment of organized parent groups, holding public meetings involving parents and community members to review school performance and help develop school improvement plans, using surveys to gauge parent and community satisfaction and support for local public schools, implementing complaint procedures for families, coordinating with local social and health service providers to help meet family needs, and parent education classes (including GED, adult literacy, and ESL programs).

3. Engagement of School Leadership
Describe how the district involves school leadership in the development and implementation of turnaround plans and other school-level interventions.

Regularly monthly meetings are held with district directors and school principals, however that is only the formal interaction regarding implementation of plans and interventions. On a more informal basis, the Director of Elementary Education is in communication with the four elementary principals on a daily basis. Visits to schools and classrooms occur on a regular unscheduled basis. Because discussion is ongoing, when it comes time to create plans and document interventions, the district and school administration are on the same page regarding progress and needs assessment. The Assistant Superintendents of Instruction and Administration are similarly involved in the daily operation of the

secondary schools. Daily communication allows for a well informed district office ready to make needed decisions knowing that the school principals are continually formulating the plans for their schools. One of the benefits of being a small district is the ability to call all stakeholders to the table as necessary. It's not difficult to find a way for all elementary or all secondary principals to meet with district directors when needed, there are only 9 principals in the district.

C. Effective Leadership

1. District Turnaround Lead

a. Employee's Name and Email Address
Fitzpatrick, Janene, jfitzpatrick@suwannee.k12.fl.us

b. Employee's Title
Assistant Superintendent

c. Employee's Phone Number
(386) 647-4647

d. Employee's Phone Extension

e. Supervisor's Name
Jerry A. Scarborough

f. Supervisor's Title
Superintendent

g. Employee's Role and Responsibilities

Assistant Superintendent of Instruction - responsible for Departments of Elementary Education, Secondary Education, Curriculum, Assessment, Students Services, and Federal Programs; directly or indirectly supervises all Principals in the Suwannee County School District.
Planning, developing, implementing and evaluating all district instructional programs and curriculum.
Assisting in determining types of programs needed
Reporting on status of district programs and services at the request of the Superintendent
Oversee the coordination of research activities pertaining to programs and special projects
Review and analyze contracts and agreements
Coordinate and oversee FTE audits, surveys, and reports
Oversee the student data system and project FTE for the district
Oversee the development and implementation of the Digital Classrooms Plan
Coordinate with Federal Programs
Coordinate with Student Services/ESE
Assist in the management of the HR Department and teacher training
Supervise the teacher certification department
Oversee the development and implementation of the supplemental academic instructional plan
Oversee the 21st CCLC afterschool program
Provide leadership in identifying and acquiring appropriate teaching materials, textbooks, and equipment.
Conduct meetings with principals, curriculum coordinators, and guidance counselors.
Interpret Florida Statutes and State Board of Education Rules, SCSB Rules, and other regulations
Oversee the reporting to regulating agencies such as FLDOE and AdvancED
School Improvement initiatives
Assist in preparation of school board agenda.
Assist Superintendent in organization analysis and development

Supervise assigned personnel
Provide leadership, oversight and direction for the academic services in the district
Serve on the Superintendent's Executive Leadership Team
Assume additional responsibilities as assigned by the Superintendent.

2. District Leadership Team:

Fitzpatrick, Janene, jfitzpatrick@suwannee.k12.fl.us	
Title	Assistant Superintendent
Phone	(386) 647-4647
Supervisor's Name	Jerry A. Scarborough
Supervisor's Title	Superintendent
Role and Responsibilities	Assistant Superintendent of Instruction Curriculum, Instruction, Assessment, Federal Programs, Student Services, ESE, School Principals

Udell, Lila, lila.udell@suwannee.k12.fl.us	
Title	Director
Phone	(386) 647-4638
Supervisor's Name	Janene Fitzpatrick
Supervisor's Title	Assistant Superintendent
Role and Responsibilities	Federal Programs Migrant, Homeless, ELL, PAL

Simpson, Elizabeth, elizabeth.simpson@suwannee.k12.fl.us	
Title	Director
Phone	386-647-4631
Supervisor's Name	Janene Fitzpatrick
Supervisor's Title	Assistant Superintendent
Role and Responsibilities	Director of Student Services, ESE

Campbell, David, david.campbell@suwannee.k12.fl.us	
Title	Director
Phone	386-647-4635
Supervisor's Name	Janene Fitzpatrick
Supervisor's Title	Assistant Superintendent
Role and Responsibilities	Director of Elementary and Early Childhood Education

Brothers, Bill, bill.brothers@suwannee.k12.fl.us	
Title	Director
Phone	(386) 647-4633
Supervisor's Name	Ted Roush
Supervisor's Title	Assistant Superintendent
Role and Responsibilities	Director of Human Resources

Scarborough, Jerry, jascarborough@suwanneeschools.org	
Title	Superintendent
Phone	(386) 647-4600
Supervisor's Name	
Supervisor's Title	
Role and Responsibilities	The Superintendent leads the district. All directors report directly to the superintendent.

Roush, Ted, ted.roush@suwannee.k12.fl.us	
Title	Assistant Superintendent
Phone	386-647-4610
Supervisor's Name	Jerry Scarborough
Supervisor's Title	Superintendent
Role and Responsibilities	Assistant Superintendent of Administration Facilities, Personnel, Technology, Food Service, Transportation

3. Educator Quality

a. School Leadership Teams
Describe the process and criteria by which the district determines and ensures each Focus and Priority school has a school leadership team of high quality, including a principal and assistant principal with a record of increasing student achievement in a setting with similar challenges. Include how the district determines whether to retain or replace members of the leadership team.

The district's procedure for ensuring high quality leadership teams is framed by the District's School Based Administrators Performance Appraisal System. The appraisal system's framework is based upon the Florida Principal Leadership Standards, which are the core expectations for effective school administrators. The Standards are based on contemporary research on multi-dimensional school leadership, and represent skill sets and knowledge bases needed in effective schools.

b. Instructional Staff
Describe the process by which the district determines whether to retain or replace members of the teaching staff in Focus and Priority schools whose data shows they have not contributed to improved student outcomes.

The district's procedure for ensuring high quality instructional staff is framed by the District's Instructional Performance Appraisal System. The appraisal system's framework is based upon the core expectations for effective instructional staff. The Standards are based on contemporary research

and represent skill sets and knowledge bases needed in effective schools. The procedure utilizes student performance objectives, as well as professional practice observational data by the principal.

All instructional decisions are made by school principals with the support of the district administration. The final approval of any personnel decision lies in the hands of the Superintendent.

D. Professional Capacity

1. Common Planning Time
Describe how the district ensures appropriate resources are allocated to ensure the master schedule at Focus and Priority schools allows for common planning time, as defined in Rule 6A-1.099811(2)(e), F.A.C.

The district has established that its first fiscal priority is the classroom. Any staffing allocation required for common planning at Focus schools is approved by the Director of Elementary Education and the Director of Human Resources.

2. Instructional Coaches
Describe how the district provides Focus and Priority schools with a reading coach, mathematics coach and science coach to model effective lessons, lead lesson study, analyze data and provide professional development on Florida's standards. Include how the district monitors the daily activities of the coaches and their impact on instruction.

Suwannee Elementary School has an Academic Coach on campus that provides training to teachers in the given areas. The Academic Coach works closely with the School Administration, Director of Elementary Education, District Math Coach, and District Teacher Support Colleagues (Reading Specialist, Science Specialist, STEM Specialist). All coaches keep a log of activities that is kept at the school and reviewed by school and district administration.

Suwannee Intermediate School also has an Academic Coach on campus and the same district support.

E. Ambitious Instruction and Learning

1. Instructional Programs

a. Reading

1. Verify that the district has an approved K-12 Comprehensive Research-based Reading Plan.

Yes

District Reading Plans
https://www.floridacims.org/districts/suwannee?current_tab=reading

b. Writing

1. Description of Programs
List and describe the core, supplemental and intensive intervention programs for writing the district currently uses at the elementary, middle and high school levels:

Top Score Writing

Program Type	Core
School Type	Elementary School, Middle School
Description	A simple and effective approach to informative/explanatory, opinion/argumentative and narrative teaching that prepares 3rd-5th grade students for the state writing assessment.

Write Score

Program Type	Core, Supplemental, Intensive Intervention
School Type	Middle School, High School
Description	Write Score provides corrective feedback to ELA teachers in support of students grades 6-10.

c. Mathematics

1. Description of Programs
List and describe the core, supplemental and intensive intervention programs for mathematics the district currently uses at the elementary, middle and high school levels:

iReady - Diagnostic, Instruction, and Standards Mastery

Program Type	Core, Supplemental, Intensive Intervention
School Type	Elementary School, Middle School, High School
Description	iReady is a comprehensive math program that is utilized for assessment, instruction, and standards mastery in grades K-5. It is the diagnostic and progress monitoring tool used for grades 6-8. Special populations in grades 6-8 are supported with the instruction component, as well. Diagnostic information is provided in grades 9 and 10.

Go Math!

Program Type	Core
School Type	Elementary School
Description	

Moby Max

Program Type	Supplemental
School Type	Elementary School, Middle School
Description	Online math practice.

EngageNY - Eureka Math

Program Type	Core
School Type	Elementary School
Description	Rigorous lessons closely aligned to Florida Standards.

d. Science

1. Description of Programs
List and describe the core, supplemental and intensive intervention programs for science the district currently uses at the elementary, middle and high school levels:

Glencoe - Assorted Titles

Program Type	Core
School Type	Middle School, High School
Description	

2. Instructional Alignment and Pacing

a. Program Monitoring
Describe the process through which the district monitors whether core instructional and intervention programs are implemented as intended, how alignment with Florida's standards is maintained and whether they are effective. Include the data used to determine fidelity and effectiveness. Provide exemplars of how the district has responded to evidence of poor implementation and evidence that a given strategy is failing to reduce barriers to goals.

Monitoring is done by observation of practice and analysis of student data at the classroom, school, and district levels. Documentation is provided monthly to support the time principals and assistant principals spend in classrooms gathering observational data. Currently the district is closely monitoring the implementation of the Language for Learning programs at the early grades. The Assistant Superintendent of Instruction, Director of Elementary Education, and the School Principals are working together to make sure that all children needing to be served by the program are receiving the benefit of resources.

b. Supports for Student Transitions
Describe the structures the district has in place to support students in Focus and Priority schools as they transition from one school to another.

1. Will the district use its Student Progression Plan to satisfy this question?
Yes

a. Link to Student Progression Plan

www.suwannee.k12.fl.us

b. Provide the page numbers of the plan that address this question.

Current year plan is not yet finalized.

c. Alignment of Pacing Guides to Florida Standards
Verify that the district's instructional pacing guides are aligned to Florida's standards for reading, writing, mathematics and science.

Yes

II. Needs Assessment

A. Problem Identification

1. Data to Support Problem Identification

b. *Data uploads are not required by the Florida Department of Education, but are offered as a tool for needs assessment.*

The following documents were submitted as evidence for this section:

No files were uploaded

2. Problem Identification Summary

This section is not required by the Florida Department of Education, but is provided as an opportunity for the district to summarize the points of strength and areas of need that have been identified in the data.

B. Problem Analysis Summary

This section is not required by the Florida Department of Education, but is provided as an opportunity for the district to summarize the underlying root causes for the areas of need identified in the data, as determined by situational awareness of, and research conducted by, the stakeholders involved in the needs assessment.

District Improvement Goals

The following key is intended to help readers understand how the sections of this document correspond to the steps of the 8-step planning and problem-solving framework used in the School Improvement Plan. The Quick Key numbers can help registered users go directly to the point of entry for any given goal, barrier and strategy within the online survey.

Problem Solving Key

G = Goal   **B** = Barrier   **S** = Strategy

1 = Problem Solving Step   🔑 S123456 = Quick Key

Strategic Goals Summary

G1.   Suwannee County School District will increase the academic achievement of all students.

G2.   Suwannee County School District will ensure that learning and working environments are supportive, safe, and secure.

G3.   Suwannee County School District will maximize access to technology for all stakeholders.

G4.   Suwannee County School District will ensure college, career, and life readiness for all students.

Strategic Goals Detail

For each strategic goal, this section lists the associated targets (i.e., "SMART goals"), targeted barriers to achieving the goal, resources available to help reduce or eliminate the barriers, and the plan for monitoring progress toward the goal.

G1. Suwannee County School District will increase the academic achievement of all students. `1a`

🔑 G080408

Targets Supported `1b`

Focus	Indicator	Year	Target
District-Wide	District Grade - Percentage of Points Earned	2018-19	62.0
District-Wide	FSA ELA Achievement	2018-19	62.0
District-Wide	FSA Mathematics Achievement	2018-19	62.0
District-Wide	FCAT 2.0 Science Proficiency	2018-19	62.0
District-Wide	ELA/Reading Gains	2018-19	62.0
District-Wide	Math Gains	2018-19	62.0
District-Wide	ELA/Reading Lowest 25% Gains	2018-19	62.0
District-Wide	Math Lowest 25% Gains	2018-19	62.0
District-Wide	4-Year Grad Rate (Standard Diploma)	2018-19	100.0

Targeted Barriers to Achieving the Goal `3`

- Quality of Instruction

- Alignment of Curriculum and Assessments

- Low Student Achievement

Resources Available to Help Reduce or Eliminate the Barriers `2`

- Teacher Support Colleagues - TIF Grant

- NEFEC

- DA Team Support

- FDLRS

- Computer Applicaitons - Edivate, Focus, Performance Matters

- Current Research-Based Practices Knowledge

- District Historical Data

- PLC Partners

- Current Curriculum Maps

- Current Assessments

- Copeland Evaluation Model

- FLDOE Guidance

- Professional Development Day - TIME

- PLC Trained Administrators

- PLC Trained Instructional Leaders

- Federal Programs - Title Funding

- Strategic Planning Process - Action Plan

Plan to Monitor Progress Toward G1. 8

Annual review of school grade components.

Person Responsible
Janene Fitzpatrick

Schedule
Annually, from 7/1/2017 to 6/30/2020

Evidence of Completion
School grades will be analyzed to determine if adequate progress is being made to the student academic achievement goals.

G2. Suwannee County School District will ensure that learning and working environments are supportive, safe, and secure. 1a

🔍 G080432

Targets Supported 1b

Focus	Indicator	Year	Target
District-Wide	One or More Suspensions	2017-18	20.0
District-Wide	Retained Students	2017-18	10.0
District-Wide	Non-proficient Reading by Grade 03	2017-18	10.0
District-Wide	2+ Course Failures - Middle Grades	2017-18	20.0
District-Wide	2+ Course Failures - Grade 09	2017-18	20.0
District-Wide	Attendance Below 90%	2017-18	20.0
District-Wide	School Climate Survey - Student	2017-18	50.0
District-Wide	School Climate Survey - Staff	2017-18	50.0
District-Wide	School Climate Survey - Parent	2017-18	50.0

Targeted Barriers to Achieving the Goal 3

- Limited Utilization of Early Warning Systems (EWS)
- School Safety Concerns
- Current Student Support Systems

Resources Available to Help Reduce or Eliminate the Barriers 2

- EWS System in Focus
- Current Access to Data
- RTI/SST Processes
- District Policies and Procedures
- MTSS Coordinators - TIF Grant
- Student Policies and Procedures Manual
- SST Meeting Schedules
- Current Intervention Strategies and Materials
- School Psychologist
- Funding Opportunities
- Administrative Assistants
- Florida School Board Insurance Trust (FSBIT)
- ALICE Training System and Materials
- District Security Evaluations
- District Administration
- School-Based Administration
- Accident Reporting Procedures and Data

- CHAMPS Resources
- FDLRS
- FLDOE Positive Behavior Support (PBS)/Multi-Tiered System of Support (MTSS) Project
- District Survey Data
- Current Survey Timelines
- District Website
- District Strategic Plan
- School Improvement Plans
- Current School Calendar

Plan to Monitor Progress Toward G2. 8

Strategic Plan key performance indicator data will be updated on Suwannee District Scorecard (District Website) Monthly with date/time of last update posted on website.

Person Responsible
Janene Fitzpatrick

Schedule
Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion
Screen shot documentation of monthly updates with date/time documentation.

G3. Suwannee County School District will maximize access to technology for all stakeholders. `1a`

🔑 G080433

Targets Supported `1b`

Focus	Indicator	Year	Target
District-Wide	District Grade - Percentage of Points Earned	2017-18	62.0

Targeted Barriers to Achieving the Goal `3`

- Digital Classrooms
- Digital Communication Tools

Resources Available to Help Reduce or Eliminate the Barriers `2`

- Survey Monkey
- Instructional Materials Funding
- Digital Classrooms Funding
- Technology Integration Matrix
- Research related to the best-practices related to technology usage and integration
- Current IT Policies and Procedures
- IT Department - Support Personnel
- Technology Committee
- Teacher Support Colleagues - TSCs - TIF Grant

Plan to Monitor Progress Toward G3. `8`

Strategic Plan key performance indicator data will be updated on Suwannee District Scorecard (District Website) Monthly with date/time of last update posted on website.

Person Responsible

Janene Fitzpatrick

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

Screen shot documentation of monthly updates with date/time documentation.

G4. Suwannee County School District will ensure college, career, and life readiness for all students. `1a`

🔑 G080434

Targets Supported `1b`

Focus	Indicator	Year	Target
District-Wide	CTE Industry Certification Exam Participation	2017-18	30.0
District-Wide	CTE Industry Certification Exam Passing Rate	2017-18	80.0
District-Wide	Middle School Acceleration	2017-18	62.0
District-Wide	High School Acceleration	2017-18	72.0
District-Wide	4-Year Grad Rate (Standard Diploma)	2017-18	100.0

Targeted Barriers to Achieving the Goal `3`

- Limited Opportunity

- Limited Exploration/Career and College Decision-Making

Resources Available to Help Reduce or Eliminate the Barriers `2`

- Focus SIS - Student Scheduling Requests

- Placement Data

- Industry Trends

- Workforce Needs

- Perkins Funding

- Digital Classroom Funding

- Participation/Performance Data on Industry Certification Exams

- Master Schedule

- Qualified CTE Educators

- Equity Plan Strategies

- Current CTE Courses/Programming

- Chamber of Commerce

- MyCareerShines.org

- Community based organizations

- Faith based organizations

- School Counselors

Plan to Monitor Progress Toward G4. `8`

Strategic Plan key performance indicator data will be updated on Suwannee District Scorecard (District Website) Monthly with date/time of last update posted on website.

Person Responsible
Janene Fitzpatrick

Schedule
Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion
Screen shot documentation of monthly updates with date/time documentation.

District Action Plan for Improvement

Problem Solving Key

G = Goal   **B** = Barrier   **S** = Strategy

1 = Problem Solving Step   🔑 S123456 = Quick Key

G1. Suwannee County School District will increase the academic achievement of all students. 1

🔑 G080408

G1.B1 Quality of Instruction 2

🔑 B212389

G1.B1.S1 Provide differentiated instruction to engage and challenge students of diverse backgrounds and abilities. 4

🔑 S224613

Strategy Rationale

Action Step 1 5

Continue to provide training for teachers in differentiated instructional strategies.

Person Responsible

John Olson

Schedule

Annually, from 7/1/2017 to 6/30/2020

Evidence of Completion

In-service records and professional development calendar.

Action Step 2 5

Continue to provide training to administrators on how to support/recognize differentiated instructional strategies.

Person Responsible

John Olson

Schedule

Annually, from 7/1/2017 to 6/30/2020

Evidence of Completion

In-service records and professional development schedules.

Plan to Monitor Fidelity of Implementation of G1.B1.S1 `6`

Annual assessment of in-service records.

Person Responsible

John Olson

Schedule

Annually, from 7/1/2017 to 6/30/2020

Evidence of Completion

In-service records and professional development calendars.

Plan to Monitor Effectiveness of Implementation of G1.B1.S1 `7`

Professional development annual report.

Person Responsible

Janene Fitzpatrick

Schedule

Annually, from 7/1/2017 to 6/30/2020

Evidence of Completion

Report of professional development and in-service by school from the Director of Curriculum and Instruction.

G1.B1.S2 Increase use of high-yield academic strategies that lead to effective and relevant standards-based instruction. 4

S224667

Strategy Rationale

Action Step 1 5

Provide training for teachers in high yield instructional strategies and what administration will be looking for as demonstration of skill.

Person Responsible

John Olson

Schedule

Annually, from 7/1/2017 to 6/30/2020

Evidence of Completion

PD Documentation

Action Step 2 5

Provide training for administration on observation tool to identify high yield instructional strategies.

Person Responsible

John Olson

Schedule

On 6/30/2020

Evidence of Completion

PD Documentation

Action Step 3 5

Monitor and evaluate the data gathered by principals on classroom walkthroughs related to quality of instruction.

Person Responsible

John Olson

Schedule

Monthly, from 7/1/2017 to 6/30/2020

Evidence of Completion

Monthly data evaluation documentation.

Plan to Monitor Fidelity of Implementation of G1.B1.S2 6

Specified evidence will be collected digitally and monitored through a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

John Olson

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

Monthly report to Superintendent Digital evidence files

Plan to Monitor Effectiveness of Implementation of G1.B1.S2 7

Strategic Plan key performance indicators (KPIs) data will be updated and analyzed monthly as data is available for update. (Not all indicators will change on a monthly basis due to the nature of the indicator.)

Person Responsible

Janene Fitzpatrick

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

KPI data collection documents KPI analysis documentation

G1.B1.S3 Continue to cultivate and sustain a Human Capital Management System (HCMS) to provide for district-wide success. (Including recruitment, retention, and professional development.) `4`

🔍 S224668

Strategy Rationale

Action Step 1 `5`

Continue to develop specific strategies for recruiting teachers in Suwannee County.

Person Responsible

Bill Brothers

Schedule

Annually, from 7/1/2017 to 6/30/2020

Evidence of Completion

Collaborative Meeting Documents List of New Hiring Strategies

Action Step 2 `5`

Continue to develop specific strategies for retention of teachers.

Person Responsible

Bill Brothers

Schedule

Annually, from 7/1/2017 to 6/30/2020

Evidence of Completion

Collaborative Meeting Documentation List of New Retention Strategies

Action Step 3 `5`

Evaluation of our current PLC strategies/efforts

Person Responsible

John Olson

Schedule

Annually, from 7/1/2017 to 6/30/2020

Evidence of Completion

Evaluation report and presentation to the SCSB

Plan to Monitor Fidelity of Implementation of G1.B1.S3 `6`

Specified evidence will be collected digitally and monitored monthly with a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

Janene Fitzpatrick

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

Monthly Report to the Superintendent Digital Evidence Files

Plan to Monitor Effectiveness of Implementation of G1.B1.S3 `7`

Strategic Plan key performance indicators (KPIs) data will be updated and analyzed monthly as data is available for update. (Not all indicators will change on a monthly basis due to the nature of the indicator.)

Person Responsible

Janene Fitzpatrick

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

KPI data collection documents KPI analysis documentation

G1.B2 Alignment of Curriculum and Assessments `2`

`B212390`

G1.B2.S1 Ensure that all resources are relevant and aligned to the Florida Standards in order to best support student learning. `4`

`S224669`

Strategy Rationale

Action Step 1 `5`

Engage an instructional recommendation committee (K-12) to provide input on instructional material choices.

Person Responsible

John Olson

Schedule

Quarterly, from 7/1/2017 to 6/30/2020

Evidence of Completion

Agendas, minutes, sign-in sheets from quarterly meetings

Action Step 2 `5`

Analyze list of instructional materials provided by subject/grade level.

Person Responsible

Janene Fitzpatrick

Schedule

Annually, from 7/1/2017 to 6/30/2020

Evidence of Completion

Annual list of instructional resources utilized by subject/grade level.

Action Step 3 5

Report to Superintendent regarding materials utilized by grade/subject.

Person Responsible

Janene Fitzpatrick

Schedule

Quarterly, from 1/7/0207 to 6/30/2020

Evidence of Completion

Executive Leadership Team Meeting Agendas

Plan to Monitor Fidelity of Implementation of G1.B2.S1 6

Analysis of Annual Report of Instructional Materials Utilized by grade/subject.

Person Responsible

Janene Fitzpatrick

Schedule

On 6/30/2020

Evidence of Completion

Analysis Report presented to Superintendent Report on Instructional Materials to SCSB

Plan to Monitor Effectiveness of Implementation of G1.B2.S1 7

Strategic Plan key performance indicators (KPIs) data will be updated and analyzed monthly as data is available for update. (Not all indicators will change on a monthly basis due to the nature of the indicator.)

Person Responsible

Janene Fitzpatrick

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

KPI data collection documents KPI analysis documentation

G1.B2.S2 Continue to support the use of an instructional framework that encourages the use of curriculum maps, as well as vertical and horizontal alignment from one grade level to the next. 4

🔍 S224670

Strategy Rationale

Action Step 1 5

Evaluate current curriculum maps.

Person Responsible

John Olson

Schedule

Annually, from 7/1/2017 to 6/30/2020

Evidence of Completion

Completed evaluation documents on each course curriculum map.

Action Step 2 5

Develop and monitor procedures for maintain the integrity of the curriculum maps

Person Responsible

John Olson

Schedule

Annually, from 7/1/2017 to 6/30/2020

Evidence of Completion

Written procedures for maintaining the integrity of the curriculum maps

Action Step 3 5

Provide regular opportunities for horizontal and vertical collaboration.

Person Responsible

John Olson

Schedule

On 6/30/2020

Evidence of Completion

School Calendar maintaining PLC time dedicated Documentation of Horizontal and/or Vertical Collaborations

Plan to Monitor Fidelity of Implementation of G1.B2.S2 `6`

Specified evidence will be collected digitally and monitored monthly with a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

Janene Fitzpatrick

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

Monthly Report to the Superintendent Digital Evidence Files

Plan to Monitor Effectiveness of Implementation of G1.B2.S2 `7`

Strategic Plan key performance indicators (KPIs) data will be updated and analyzed monthly as data is available for update. (Not all indicators will change on a monthly basis due to the nature of the indicator.)

Person Responsible

Janene Fitzpatrick

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

KPI data collection documents KPI analysis documentation

G1.B2.S3 Implement and support the use of assessments aligned to the standards in all grade levels and all subjects areas, both formative and summative. `4`

`S224672`

Strategy Rationale

Action Step 1 `5`

Continue to provide PD and supp for schools in the use of common assessments within their collaborative teams.

Person Responsible

John Olson

Schedule

Monthly, from 9/1/2016 to 6/30/2020

Evidence of Completion

PD Documentation Team Common Assessment - product review

Action Step 2 `5`

Train administration in how to monitor and support the creation/usage of common assessments by their collaborative teams

Person Responsible

John Olson

Schedule

On 6/30/2020

Evidence of Completion

Data/documents to support the usage of collaboratively created common assessments PD Documentation

Action Step 3 `5`

Continue to provide progress monitoring assessments that are guaranteed to be aligned with courses and Florida Standards

Person Responsible

John Olson

Schedule

Annually, from 3/1/2016 to 6/30/2020

Evidence of Completion

Documentation of validation of standards-alignment of progress monitoring assessments

Plan to Monitor Fidelity of Implementation of G1.B2.S3 `6`

Specified evidence will be collected digitally and monitored monthly with a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

Janene Fitzpatrick

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

Monthly Report to the Superintendent Digital Evidence Files

Plan to Monitor Effectiveness of Implementation of G1.B2.S3 `7`

Strategic Plan key performance indicators (KPIs) data will be updated and analyzed monthly as data is available for update. (Not all indicators will change on a monthly basis due to the nature of the indicator.)

Person Responsible

Janene Fitzpatrick

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

KPI data collection documents KPI analysis documentation

G1.B3 Low Student Achievement `2`

`B212391`

G1.B3.S1 Involve families and the community in establishing a culture that is collaborative, transparent, an student-centric. `4`

`S224673`

Strategy Rationale

Action Step 1 `5`

Continue to develop strategies to improve participation at School Advisory Committee (SAC) meetings.

Person Responsible

Kecia Robinson

Schedule

Monthly, from 7/1/2017 to 6/30/2020

Evidence of Completion

Increased participation in SAC meetings at all schools.

Action Step 2 `5`

Hold annual community forums

Person Responsible

Janene Fitzpatrick

Schedule

Annually, from 7/1/2017 to 6/30/2020

Evidence of Completion

Advertisement of Scheduled Event - Live Oak and Branford

Action Step 3 `5`

Maintain a current district website and other digital tools for parents/community to easily access information regarding district progress.

Person Responsible

Bill Brothers

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

Existence of digital tools - website, social media, etc Parent survey regarding ease of access

Plan to Monitor Fidelity of Implementation of G1.B3.S1 `6`

Specified evidence will be collected digitally and monitored monthly with a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

Janene Fitzpatrick

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

Monthly Report to the Superintendent Digital Evidence Files

Plan to Monitor Effectiveness of Implementation of G1.B3.S1 `7`

Strategic Plan key performance indicators (KPIs) data will be updated and analyzed monthly as data is available for update. (Not all indicators will change on a monthly basis due to the nature of the indicator.)

Person Responsible

Janene Fitzpatrick

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

KPI data collection documents KPI analysis documentation

G1.B3.S2 Assist in the creation and implementation of comprehensive School Improvement Plans which are aligned to the District's Strategic Plan and support sustained school improvement. `4`

`S224674`

Strategy Rationale

Action Step 1 `5`

Ensure faculty/community involvement in the creation of School Improvement Plans.

Person Responsible

Kecia Robinson

Schedule

Annually, from 1/1/2017 to 6/30/2020

Evidence of Completion

Documentation of participation of stakeholders in creation of SIP

Action Step 2 `5`

Monitor that SIP goals and actions are aligned to District Strategic Plan goals and each school's Best Practices of Inclusive Education (BPIE) on file with Florida DOE.

Person Responsible

Debra Land

Schedule

Annually, from 1/1/2017 to 6/30/2020

Evidence of Completion

Documentation of annual review of plans Documentation of annual evaluation of prior year's plan

Plan to Monitor Fidelity of Implementation of G1.B3.S2 `6`

Specified evidence will be collected digitally and monitored monthly with a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

Janene Fitzpatrick

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

Monthly Report to the Superintendent Digital Evidence Files

Plan to Monitor Effectiveness of Implementation of G1.B3.S2 `7`

Strategic Plan key performance indicators (KPIs) data will be updated and analyzed monthly as data is available for update. (Not all indicators will change on a monthly basis due to the nature of the indicator.)

Person Responsible

Janene Fitzpatrick

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

KPI data collection documents KPI analysis documentation

G1.B3.S3 Ensure that all district academic goals/targets are set to move the district to one of the top districts of high-performing students in the state. 4

🔑 S224676

Strategy Rationale

Action Step 1 5

District Administration will work collaboratively to set district goals as needed by looking at previous performance, comparative district scores, and percentages necessary to make Suwannee County School District and "A" District.

Person Responsible

Janene Fitzpatrick

Schedule

Monthly, from 1/1/2017 to 6/30/2020

Evidence of Completion

District Executive Leadership Team Agenda District Directors Team Agendas Communication documents that support conversation and collaboration around target setting

Action Step 2 5

District goals set by the District Administration will be posted on the SCSD website to ensure transparency, consistency, and alignment between departments, schools, and programs.

Person Responsible

Janene Fitzpatrick

Schedule

Monthly, from 1/1/2017 to 6/30/2020

Evidence of Completion

Website goals posted with date/time of last updates posted.

Plan to Monitor Fidelity of Implementation of G1.B3.S3 `6`

Specified evidence will be collected digitally and monitored monthly with a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

Janene Fitzpatrick

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

Monthly Report to the Superintendent Digital Evidence Files

Plan to Monitor Effectiveness of Implementation of G1.B3.S3 `7`

Strategic Plan key performance indicators (KPIs) data will be updated and analyzed monthly as data is available for update. (Not all indicators will change on a monthly basis due to the nature of the indicator.)

Person Responsible

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

KPI data collection documents KPI analysis documentation

G2. Suwannee County School District will ensure that learning and working environments are supportive, safe, and secure. [1]

🔍 G080432

G2.B1 Limited Utilization of Early Warning Systems (EWS) [2]

🔍 B212434

G2.B1.S1 Create, implement, and monitor a plan to improve early identification and targeted response to EWS indicators. [4]

🔍 S225253

Strategy Rationale

Action Step 1 [5]

Continue to utilize and monitor online EWS indicators.

Person Responsible

Debra Land

Schedule

Quarterly, from 7/1/2017 to 6/30/2020

Evidence of Completion

Quarterly MTSS Reports on EWS indicators. Monthly discipline data.

Plan to Monitor Fidelity of Implementation of G2.B1.S1 [6]

Analysis of MTSS and EWS reports.

Person Responsible

Janene Fitzpatrick

Schedule

Quarterly, from 7/1/2017 to 6/30/2020

Evidence of Completion

Quarterly EWS Reports Discipline Data

Plan to Monitor Effectiveness of Implementation of G2.B1.S1 `7`

Analysis of Quarterly EWS Reports and Discipline Data

Person Responsible

Janene Fitzpatrick

Schedule

Annually, from 7/1/2017 to 6/30/2020

Evidence of Completion

Presentation of Annual report on EWS data to Supterintendent and SCSB

G2.B1.S2 Review and refine the intervention supports in place for students determined to be at-risk, developing additional at-risk programming to provide early intervention support as needs are identified.
4

🔑 S225254

Strategy Rationale

Action Step 1 5

Update and evaluate district intervention resource map (K-12) related to reading.

Person Responsible

Debra Land

Schedule

Evidence of Completion

Intervention Map

Action Step 2 5

Update and evaluate district intervention resource map (K-12) related to mathematics.

Person Responsible

Debra Land

Schedule

Annually, from 10/1/2016 to 6/30/2020

Evidence of Completion

Intervention Map

Action Step 3 5

Update and evaluate district intervention resource map (K-12) related to behavior.

Person Responsible

Janene Fitzpatrick

Schedule

Annually, from 10/1/2016 to 6/30/2020

Evidence of Completion

Intervention Map

Action Step 4 `5`

Update and evaluate district intervention resource map (K-12) related to attendance.

Person Responsible

Debra Land

Schedule

On 6/30/2020

Evidence of Completion

Intervention Map

Plan to Monitor Fidelity of Implementation of G2.B1.S2 `6`

Specified evidence will be collected digitally and monitored monthly with a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

Janene Fitzpatrick

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

Monthly Report to the Superintendent Digtial Evidence Files

Plan to Monitor Effectiveness of Implementation of G2.B1.S2 `7`

Specified evidence will be collected digitally and monitored monthly with a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

Janene Fitzpatrick

Schedule

Annually, from 7/1/2017 to 6/30/2020

Evidence of Completion

Monthly Report to the Superintendent Digtial Evidence Files

G2.B2 School Safety Concerns 2

🔑 B212435

G2.B2.S1 Review and update district-wide emergency response plans for all schools, with increased focus on proactive prevention. 4

🔑 S224685

Strategy Rationale

Action Step 1 5

All schools and district office represented at School Safety Conference.

Person Responsible

Bill Brothers

Schedule

Annually, from 7/1/2016 to 6/30/2020

Evidence of Completion

Registration Documentation Attendance Documentation

Action Step 2 5

Annual revision and updating of district emergency plan and school emergency plans.

Person Responsible

Bill Brothers

Schedule

Annually, from 5/1/2016 to 6/30/2020

Evidence of Completion

Revised plans Agenda showing discussion of revised plans with District/School Leadership

Action Step 3 `5`

Implement ALICE protocol district-wide by providing annual training for faculty and staff in new crisis response protocol.

Person Responsible

Bill Brothers

Schedule

Annually, from 5/1/2016 to 6/30/2020

Evidence of Completion

Training Documentation

Action Step 4 `5`

Continue to evaluate and plan for improved security on all campuses and to make improved security a priority in the annual work plan.

Person Responsible

Bill Brothers

Schedule

Annually, from 3/1/2016 to 6/30/2020

Evidence of Completion

Annual Facilities Work Plan 5-year Work Plan

Plan to Monitor Fidelity of Implementation of G2.B2.S1 `6`

Specified evidence will be collected digitally and monitored monthly with a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

Bill Brothers

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

Monthly Report to the Superintendent Digital Evidence Files

Plan to Monitor Effectiveness of Implementation of G2.B2.S1 `7`

Specified evidence will be collected digitally and monitored monthly with a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

Bill Brothers

Schedule

Evidence of Completion

Monthly Report to the Superintendent Digital Evidence Files

G2.B2.S2 Monitor and celebrate safety in the workplace. `4`

🔍 S224686

Strategy Rationale

Action Step 1 `5`

Continue the implementation of School Safety Program, in which schools and departments are rewarded for avoiding injury causing accidents.

Person Responsible

Bill Brothers

Schedule

Annually, from 7/1/2016 to 6/30/2020

Evidence of Completion

Monthly Safety Reports Experience Modification Rating (EMR)

Plan to Monitor Fidelity of Implementation of G2.B2.S2 `6`

Specified evidence will be collected digitally and monitored monthly with a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

Bill Brothers

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

Monthly Report to the Superintendent Digital Evidence Files

Plan to Monitor Effectiveness of Implementation of G2.B2.S2 `7`

Specified evidence will be collected digitally and monitored monthly with a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

Bill Brothers

Schedule

Annually, from 7/1/2017 to 6/30/2020

Evidence of Completion

Monthly Report to the Superintendent Digital Evidence Files

G2.B3 Current Student Support Systems `2`

`B212436`

G2.B3.S1 Implement and monitor a district-wide Positive Behavior Support plan. `4`

`S224687`

Strategy Rationale

Action Step 1 `5`

SCSD will continue to support and implement a Positive Behavior Support (PBS) program in elementary schools. (CHAMPS)

Person Responsible

Debra Land

Schedule

Annually, from 7/1/2016 to 6/30/2020

Evidence of Completion

School CHAMPS Plans Annual self-evaluation of program

Action Step 2 `5`

SCSD will formalize and implement a Positive Behavior Support (PBS) Program at the secondary level that includes or builds upon the elementary program (CHAMPS) and contains a sound research base.

Person Responsible

Debra Land

Schedule

Annually, from 7/1/2016 to 6/30/2020

Evidence of Completion

School PBS Plans Annual self-evaluation of program

Action Step 3 `5`

The transportation department will continue to support and implement a Positive Behavior Support (PBS) Program on the school bus.

Person Responsible

Bill Brothers

Schedule

Daily, from 7/1/2016 to 6/30/2020

Evidence of Completion

School Bus CHAMPS Plan Annual self-evaluation of program

Plan to Monitor Fidelity of Implementation of G2.B3.S1 `6`

Specified evidence will be collected digitally and monitored monthly with a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

Bill Brothers

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

Monthly Reports to the Superintendent Digital Evidence File

Plan to Monitor Effectiveness of Implementation of G2.B3.S1 `7`

Analysis of specified evidence will be collected digitally and monitored annually with a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

Bill Brothers

Schedule

Annually, from 7/1/2017 to 6/30/2020

Evidence of Completion

Monthly/Quartly Reports

G2.B3.S2 Revise school and district climate surveys and increase access to them in order to ensure improved customer service delivery. `4`

`S224688`

Strategy Rationale

Action Step 1 `5`

Develop strategies to increase participation in climate surveys.

Person Responsible

Kecia Robinson

Schedule

Annually, from 7/1/2016 to 6/30/2020

Evidence of Completion

Collaboration meeting documentation noting strategies to be applied

Action Step 2 `5`

Implement a stakeholder survey timeline

Person Responsible

Kecia Robinson

Schedule

Annually, from 7/1/2017 to 6/30/2020

Evidence of Completion

Survey Timeline Document

Action Step 3 `5`

Publish survey results and actions planned/taken on the district website.

Person Responsible

Janene Fitzpatrick

Schedule

Annually, from 7/1/2016 to 6/30/2020

Evidence of Completion

Screenshots of updated survey results website indicating date of update.

Plan to Monitor Fidelity of Implementation of G2.B3.S2 `6`

Specified evidence will be collected digitally and monitored monthly with a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

Janene Fitzpatrick

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

Monthly Report to the Superintendent Digital Evidence File

Plan to Monitor Effectiveness of Implementation of G2.B3.S2 `7`

Specified evidence will be collected digitally and monitored monthly with a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

Janene Fitzpatrick

Schedule

Annually, from 7/1/2017 to 6/30/2020

Evidence of Completion

Monthly Report to the Superintendent Digital Evidence File

G2.B3.S3 Encourage and increase family and community participation in school-related activities and events. `4`

`🔑 S224689`

Strategy Rationale

Action Step 1 `5`

SCSD will hold community forums annually.

Person Responsible

Kecia Robinson

Schedule

Annually, from 2/1/2017 to 6/30/2020

Evidence of Completion

Scheduled community forum event publication - Live Oak, Branford

Action Step 2 `5`

SCSD will increase the number of opportunities for parents/community to participate in school/district non-athletic events.

Person Responsible

Kecia Robinson

Schedule

Monthly, from 7/1/2017 to 6/30/2020

Evidence of Completion

Principals monthly report indicating number of non-athletic events and number of participants.

Plan to Monitor Fidelity of Implementation of G2.B3.S3 `6`

Specified evidence will be collected digitally and monitored monthly with a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

Janene Fitzpatrick

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

Monthly Report to the Superintendent Digital Evidence Files

Plan to Monitor Effectiveness of Implementation of G2.B3.S3 `7`

Specified evidence will be collected digitally and monitored monthly with a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

Janene Fitzpatrick

Schedule

Annually, from 7/1/2017 to 6/30/2020

Evidence of Completion

Monthly Report to the Superintendent Digital Evidence Files

G3. Suwannee County School District will maximize access to technology for all stakeholders. `1`

🔑 G080433

G3.B1 Digital Classrooms `2`

🔑 B213136

G3.B1.S1 Provide more opportunities for academic interaction with technology. `4`

🔑 S225347

Strategy Rationale

Action Step 1 `5`

Provide all teachers with a LMS and training on how to utilize the system.

Person Responsible

Keith Stavig

Schedule

Monthly, from 7/1/2017 to 6/30/2020

Evidence of Completion

Monthly updates regarding Canvas implementation and usage.

Plan to Monitor Fidelity of Implementation of G3.B1.S1 `6`

Specified evidence will be collected digitally and monitored monthly with a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

Janene Fitzpatrick

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

Monthly Report to the Superintendent Digital Evidence Files

Plan to Monitor Effectiveness of Implementation of G3.B1.S1 `7`

Review of Canvas Implementation documentation.

Person Responsible

Janene Fitzpatrick

Schedule

Quarterly, from 7/1/2017 to 6/30/2020

Evidence of Completion

Usage reports Update from Coordinator of K12 Technology Update from Director of Curriculum and Instruction Update from LMS Committee

G3.B1.S2 Provide training for teachers on strategies for acceptable and responsible use of technology. 4

🔑 S225349

Strategy Rationale

Action Step 1 5

SCSD will survey faculty/staff to determine the professional development needs related to technology in all schools annually.

Person Responsible

Janene Fitzpatrick

Schedule

Annually, from 5/1/2016 to 6/30/2020

Evidence of Completion

Annual survey results documentation

Action Step 2 5

SCSD will develop an annual professional development plan, related to strategies for acceptable and responsible use of technology for grades K-12.

Person Responsible

Janene Fitzpatrick

Schedule

Annually, from 10/1/2016 to 6/30/2020

Evidence of Completion

Plan to Monitor Fidelity of Implementation of G3.B1.S2 `6`

Specified evidence will be collected digitally and monitored monthly with a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

Janene Fitzpatrick

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

Monthly Report to the Superintendent Digital Evidence File

Plan to Monitor Effectiveness of Implementation of G3.B1.S2 `7`

Principals will be aware of acceptable usage of technology on their campuses and update Director of Curriculum and Instruction of needs related to teacher training.

Person Responsible

John Olson

Schedule

Annually, from 7/1/2017 to 6/30/2020

Evidence of Completion

Principal meeting agendas

G3.B1.S3 Reduce the student to device ratio in all schools. `4`

🔑 S225350

Strategy Rationale

Action Step 1 `5`

SCSD will develop a comprehensive plan to maintain a 1:1 student to device ratio.

Person Responsible

Bill Brothers

Schedule

On 6/30/2020

Evidence of Completion

Plan Documentation

Plan to Monitor Fidelity of Implementation of G3.B1.S3 `6`

Specified evidence will be collected digitally and monitored monthly with a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

Janene Fitzpatrick

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

Monthly Report to the Superintendent Digital Evidence File

Plan to Monitor Effectiveness of Implementation of G3.B1.S3 `7`

Student to Device Ratios will be monitored annually.

Person Responsible

Bill Brothers

Schedule

Annually, from 7/1/2017 to 6/30/2020

Evidence of Completion

The Director of IT will provide a report to the Assistant Superintendent of Administration.

G4. Suwannee County School District will ensure college, career, and life readiness for all students. `1`

🔍 G080434

G4.B1 Limited Opportunity `2`

🔍 B213146

G4.B1.S1 Continue and strengthen options such as career academies, technical college dual enrollment options, and career/technical programs that meet the needs of all students. `4`

🔍 S225373

Strategy Rationale

Action Step 1 `5`

SCSD will hold an annual meeting to evaluate and determine deletion, addition, and continuation of existing CTE programs.

Person Responsible

Jeffry Boatright

Schedule

Annually, from 1/1/2017 to 6/30/2020

Evidence of Completion

Meeting Documentation Analysis Data

Action Step 2 `5`

SCSD will facilitate quarterly meetings to align CTE programs, courses, academies grades 6-12 and post-secondary.

Person Responsible

Bill Brothers

Schedule

Quarterly, from 8/1/2016 to 6/30/2020

Evidence of Completion

Meeting Documentation Program Data

Plan to Monitor Fidelity of Implementation of G4.B1.S1 6

Specified evidence will be collected digitally and monitored monthly with a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

Bill Brothers

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

Monthly Report to the Superintendent Digital Evidence File

Plan to Monitor Effectiveness of Implementation of G4.B1.S1 7

Analysis of CTE Offerings and New Programs

Person Responsible

Bill Brothers

Schedule

Annually, from 7/1/2017 to 6/30/2020

Evidence of Completion

The Assistant Superintendent of Administration, with assistance of the Director of CTE, will prepare an annual report on the CTE Offerings in Suwannee County School District.

G4.B1.S2 Continue and strengthen options such as advanced placement (AP) and college dual enrollment (DE) which meet the needs of all students. 4

🔑 S225374

Strategy Rationale

Action Step 1 5

Schools will create and implement a plan for early identification of students to participate in AP and DE courses.

Person Responsible

John Olson

Schedule

On 6/30/2020

Evidence of Completion

Written plan

Action Step 2 5

SCSD will increase the number of DE and/or AP courses at Suwannee High School and Branford High School.

Person Responsible

John Olson

Schedule

Annually, from 7/1/2016 to 6/30/2020

Evidence of Completion

Master Schedule

Action Step 3 5

SCSD will increase the diversity of acceleration programs using strategies reported in the Annual Equity Report.

Person Responsible

John Olson

Schedule

Annually, from 7/1/2016 to 6/30/2020

Evidence of Completion

Master Schedule Enrollment and Demographic Data

Action Step 4 5

SCSD will increase the participation and success in academic courses related to middle school acceleration (Algebra).

Person Responsible

John Olson

Schedule

Annually, from 7/1/2016 to 6/30/2020

Evidence of Completion

Master Schedule

Plan to Monitor Fidelity of Implementation of G4.B1.S2 6

Specified evidence will be collected digitally and monitored monthly with a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

Janene Fitzpatrick

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

Monthly Report to the Superintendent Digital Evidence File

Plan to Monitor Effectiveness of Implementation of G4.B1.S2 `7`

Analysis of DE and AP data annually

Person Responsible

Janene Fitzpatrick

Schedule

Annually, from 7/1/2017 to 6/30/2020

Evidence of Completion

Each school will submit a report of AP and DE data for the Assistant Superintendent of Instruction on an annual basis. An update on DE and AP will be provided to the Superintendent and the SCSB.

G4.B2 Limited Exploration/Career and College Decision-Making `2`

🔑 B213147

G4.B2.S1 Increase opportunities related to career and college planning that includes annual counseling and mentoring. `4`

🔑 S225392

Strategy Rationale

Action Step 1 `5`

SCSD will increase awareness of district-wide programs offered by facilitating a semi-annual meeting of counselors, CTE teachers, and administration which will take place in September and January.

Person Responsible

Ted Roush

Schedule

Semiannually, from 9/1/2016 to 6/30/2020

Evidence of Completion

Meeting Documentation

Action Step 2 `5`

SCSD will increase exposure to college and carer opportunities by activities such as visits to local community and technical colleges or inviting speakers from industry into the classroom.

Person Responsible

Ted Roush

Schedule

On 6/30/2020

Evidence of Completion

Field Trip Documentation Speaker Documentation

Action Step 3 5

SCSD will create and implement a comprehensive timeline for career and college planning that includes annual counseling and mentoring.

Person Responsible

Ted Roush

Schedule

On 6/30/2017

Evidence of Completion

Meeting Documentation Career Timeline

Action Step 4 5

SCSD will evaluate current mentoring programs and expand on opportunities for students to have a mentor in grades 6-12.

Person Responsible

Ted Roush

Schedule

Annually, from 9/1/2016 to 6/30/2020

Evidence of Completion

Documentation of current mentoring programs/practices Plans for expansion of opportunities

Plan to Monitor Fidelity of Implementation of G4.B2.S1 6

Specified evidence will be collected digitally and monitored monthly with a report prepared for the Superintendent regarding items and the timeliness of their completion.

Person Responsible

Ted Roush

Schedule

Monthly, from 7/1/2016 to 6/30/2020

Evidence of Completion

Monthly Report to the Superintendent Digital Evidence File

IV. Implementation Timeline

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
2017					
G2.B2.S1.MA1 🔍 M386497	Specified evidence will be collected digitally and monitored monthly with a report prepared for the...	Brothers, Bill	No Start Date	Monthly Report to the Superintendent Digital Evidence Files	No End Date one-time
G2.B1.S2.A1 🔍 A285241	Update and evaluate district intervention resource map (K-12) related to reading.	Land, Debra	10/1/2016	Intervention Map	No End Date annually
G4.B2.S1.A3 🔍 A285447	SCSD will create and implement a comprehensive timeline for career and college planning that...	Roush, Ted	1/1/2017	Meeting Documentation Career Timeline	6/30/2017 one-time
G1.MA1 🔍 M386486	Annual review of school grade components.	Fitzpatrick, Janene	7/1/2017	School grades will be analyzed to determine if adequate progress is being made to the student academic achievement goals.	6/30/2020 annually
G2.MA1 🔍 M285018	Strategic Plan key performance indicator data will be updated on Suwannee District Scorecard...	Fitzpatrick, Janene	7/1/2016	Screen shot documentation of monthly updates with date/time documentation.	6/30/2020 monthly
G3.MA1 🔍 M285019	Strategic Plan key performance indicator data will be updated on Suwannee District Scorecard...	Fitzpatrick, Janene	7/1/2016	Screen shot documentation of monthly updates with date/time documentation.	6/30/2020 monthly
G4.MA1 🔍 M285020	Strategic Plan key performance indicator data will be updated on Suwannee District Scorecard...	Fitzpatrick, Janene	7/1/2016	Screen shot documentation of monthly updates with date/time documentation.	6/30/2020 monthly
G1.B1.S1.MA1 🔍 M386485	Professional development annual report.	Fitzpatrick, Janene	7/1/2017	Report of professional development and in-service by school from the Director of Curriculum and Instruction.	6/30/2020 annually
G1.B1.S1.MA1 🔍 M386484	Annual assessment of in-service records.	Olson, John	7/1/2017	In-service records and professional development calendars.	6/30/2020 annually
G1.B1.S1.A1 🔍 A284227	Continue to provide training for teachers in differentiated instructional strategies.	Olson, John	7/1/2017	In-service records and professional development calendar.	6/30/2020 annually
G1.B1.S1.A2 🔍 A284231	Continue to provide training to administrators on how to support/ recognize differentiated...	Olson, John	7/1/2017	In-service records and professional development schedules.	6/30/2020 annually
G1.B2.S1.MA1 🔍 M285025	Strategic Plan key performance indicators (KPIs) data will be updated and analyzed monthly as data...	Fitzpatrick, Janene	7/1/2016	KPI data collection documents KPI analysis documentation	6/30/2020 monthly
G1.B2.S1.MA1 🔍 M386489	Analysis of Annual Report of Instructional Materials Utilized by grade/ subject.	Fitzpatrick, Janene	7/1/2017	Analysis Report presented to Superintendent Report on Instructional Materials to SCSB	6/30/2020 one-time
G1.B2.S1.A1 🔍 A284717	Engage an instructional recommendation committee (K-12) to provide input on instructional material...	Olson, John	7/1/2017	Agendas, minutes, sign-in sheets from quarterly meetings	6/30/2020 quarterly
G1.B2.S1.A2 🔍 A284718	Analyze list of instructional materials provided by subject/grade level.	Fitzpatrick, Janene	7/1/2017	Annual list of instructional resources utilized by subject/grade level.	6/30/2020 annually
G1.B2.S1.A3 🔍 A284719	Report to Superintendent regarding materials utilized by grade/subject.	Fitzpatrick, Janene	1/7/0207	Executive Leadership Team Meeting Agendas	6/30/2020 quarterly
G1.B3.S1.MA1 🔍 M285029	Strategic Plan key performance indicators (KPIs) data will be updated and analyzed monthly as data...	Fitzpatrick, Janene	7/1/2016	KPI data collection documents KPI analysis documentation	6/30/2020 monthly
G1.B3.S1.MA1 🔍 M284902	Specified evidence will be collected digitally and monitored monthly with a report prepared for the...	Fitzpatrick, Janene	7/1/2016	Monthly Report to the Superintendent Digital Evidence Files	6/30/2020 monthly
G1.B3.S1.A1 🔍 A285003	Continue to develop strategies to improve participation at School Advisory Committee (SAC) meetings.	Robinson, Kecia	7/1/2017	Increased participation in SAC meetings at all schools.	6/30/2020 monthly

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
G1.B3.S1.A2 A285004	Hold annual community forums	Fitzpatrick, Janene	7/1/2017	Advertisement of Scheduled Event - Live Oak and Branford	6/30/2020 annually
G1.B3.S1.A3 A285006	Maintain a current district website and other digital tools for parents/community to easily access...	Brothers, Bill	7/1/2016	Existence of digital tools - website, social media, etc Parent survey regarding ease of access	6/30/2020 monthly
G2.B2.S1.MA1 M284945	Specified evidence will be collected digitally and monitored monthly with a report prepared for the...	Brothers, Bill	7/1/2016	Monthly Report to the Superintendent Digital Evidence Files	6/30/2020 monthly
G2.B2.S1.A1 A285265	All schools and district office represented at School Safety Conference.	Brothers, Bill	7/1/2016	Registration Documentation Attendance Documentation	6/30/2020 annually
G2.B2.S1.A2 A285266	Annual revision and updating of district emergency plan and school emergency plans.	Brothers, Bill	5/1/2016	Revised plans Agenda showing discussion of revised plans with District/ School Leadership	6/30/2020 annually
G2.B2.S1.A3 A285269	Implement ALICE protocol district-wide by providing annual training for faculty and staff in new...	Brothers, Bill	5/1/2016	Training Documentation	6/30/2020 annually
G2.B2.S1.A4 A285271	Continue to evaluate and plan for improved security on all campuses and to make improved security a...	Brothers, Bill	3/1/2016	Annual Facilities Work Plan 5-year Work Plan	6/30/2020 annually
G2.B3.S1.MA1 M386500	Analysis of specified evidence will be collected digitally and monitored annually with a report...	Brothers, Bill	7/1/2017	Monthly/Quartly Reports	6/30/2020 annually
G2.B3.S1.MA1 M284970	Specified evidence will be collected digitally and monitored monthly with a report prepared for the...	Brothers, Bill	7/1/2016	Monthly Reports to the Superintendent Digital Evidence File	6/30/2020 monthly
G2.B3.S1.A1 A285292	SCSD will continue to support and implement a Positive Behavior Support (PBS) program in elementary...	Land, Debra	7/1/2016	School CHAMPS Plans Annual self-evaluation of program	6/30/2020 annually
G2.B3.S1.A2 A285293	SCSD will formalize and implement a Positive Behavior Support (PBS) Program at the secondary level...	Land, Debra	7/1/2016	School PBS Plans Annual self-evaluation of program	6/30/2020 annually
G2.B3.S1.A3 A285304	The transportation department will continue to support and implement a Positive Behavior Support...	Brothers, Bill	7/1/2016	School Bus CHAMPS Plan Annual self-evaluation of program	6/30/2020 daily
G2.B1.S1.MA1 M386488	Analysis of Quarterly EWS Reports and Discipline Data	Fitzpatrick, Janene	7/1/2017	Presentation of Annual report on EWS data to Supterintendent and SCSB	6/30/2020 annually
G2.B1.S1.MA1 M386487	Analysis of MTSS and EWS reports.	Fitzpatrick, Janene	7/1/2017	Quarterly EWS Reports Discipline Data	6/30/2020 quarterly
G2.B1.S1.A1 A285231	Continue to utilize and monitor online EWS indicators.	Land, Debra	7/1/2017	Quarterly MTSS Reports on EWS indicators. Monthly discipline data.	6/30/2020 quarterly
G3.B1.S1.MA1 M386490	Review of Canvas Implementation documentation.	Fitzpatrick, Janene	7/1/2017	Usage reports Update from Coordinator of K12 Technology Update from Director of Curriculum and Instruction Update from LMS Committee	6/30/2020 quarterly
G3.B1.S1.MA1 M284977	Specified evidence will be collected digitally and monitored monthly with a report prepared for the...	Fitzpatrick, Janene	7/1/2016	Monthly Report to the Superintendent Digital Evidence Files	6/30/2020 monthly
G3.B1.S1.A1 A285361	Provide all teachers with a LMS and training on how to utilize the system.	Stavig, Keith	7/1/2017	Monthly updates regarding Canvas implementation and usage.	6/30/2020 monthly
G4.B1.S1.MA1 M386494	Analysis of CTE Offerings and New Programs	Brothers, Bill	7/1/2017	The Assistant Superintendent of Administration, with assistance of the Director of CTE, will prepare an annual report on the CTE Offerings in Suwannee County School District.	6/30/2020 annually
G4.B1.S1.MA1 M284981	Specified evidence will be collected digitally and monitored monthly with a report prepared for the...	Brothers, Bill	7/1/2016	Monthly Report to the Superintendent Digital Evidence File	6/30/2020 monthly

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
G4.B1.S1.A1 A285412	SCSD will hold an annual meeting to evaluate and determine deletion, addition, and continuation of...	Boatright, Jeffry	1/1/2017	Meeting Documentation Analysis Data	6/30/2020 annually
G4.B1.S1.A2 A285414	SCSD will facilitate quarterly meetings to align CTE programs, courses, academies grades 6-12 and...	Brothers, Bill	8/1/2016	Meeting Documentation Program Data	6/30/2020 quarterly
G4.B2.S1.MA1 M284983	Specified evidence will be collected digitally and monitored monthly with a report prepared for the...	Roush, Ted	7/1/2016	Monthly Report to the Superintendent Digital Evidence File	6/30/2020 monthly
G4.B2.S1.A1 A285445	SCSD will increase awareness of district-wide programs offered by facilitating a semi-annual...	Roush, Ted	9/1/2016	Meeting Documentation	6/30/2020 semiannually
G4.B2.S1.A2 A285446	SCSD will increase exposure to college and carer opportunities by activities such as visits to...	Roush, Ted	6/1/2017	Field Trip Documentation Speaker Documentation	6/30/2020 one-time
G4.B2.S1.A4 A285448	SCSD will evaluate current mentoring programs and expand on opportunities for students to have a...	Roush, Ted	9/1/2016	Documentation of current mentoring programs/practices Plans for expansion of opportunities	6/30/2020 annually
G1.B1.S2.MA1 M285013	Strategic Plan key performance indicators (KPIs) data will be updated and analyzed monthly as data...	Fitzpatrick, Janene	7/1/2016	KPI data collection documents KPI analysis documentation	6/30/2020 monthly
G1.B1.S2.MA1 M284880	Specified evidence will be collected digitally and monitored through a report prepared for the...	Olson, John	7/1/2016	Monthly report to Superintendent Digital evidence files	6/30/2020 monthly
G1.B1.S2.A1 A284710	Provide training for teachers in high yield instructional strategies and what administration will...	Olson, John	7/1/2017	PD Documentation	6/30/2020 annually
G1.B1.S2.A2 A284712	Provide training for administration on observation tool to identify high yield instructional...	Olson, John	7/1/2017	PD Documentation	6/30/2020 one-time
G1.B1.S2.A3 A284713	Monitor and evaluate the data gathered by principals on classroom walkthroughs related to quality...	Olson, John	7/1/2017	Monthly data evaluation documentation.	6/30/2020 monthly
G1.B2.S2.MA1 M285026	Strategic Plan key performance indicators (KPIs) data will be updated and analyzed monthly as data...	Fitzpatrick, Janene	7/1/2016	KPI data collection documents KPI analysis documentation	6/30/2020 monthly
G1.B2.S2.MA1 M284899	Specified evidence will be collected digitally and monitored monthly with a report prepared for the...	Fitzpatrick, Janene	7/1/2016	Monthly Report to the Superintendent Digital Evidence Files	6/30/2020 monthly
G1.B2.S2.A1 A284720	Evaluate current curriculum maps.	Olson, John	7/1/2017	Completed evaluation documents on each course curriculum map.	6/30/2020 annually
G1.B2.S2.A2 A284721	Develop and monitor procedures for maintain the integrity of the curriculum maps	Olson, John	7/1/2017	Written procedures for maintaining the integrity of the curriculum maps	6/30/2020 annually
G1.B2.S2.A3 A284722	Provide regular opportunities for horizontal and vertical collaboration.	Olson, John	9/1/2016	School Calendar maintaining PLC time dedicated Documentation of Horizontal and/or Vertical Collaborations	6/30/2020 one-time
G1.B3.S2.MA1 M285030	Strategic Plan key performance indicators (KPIs) data will be updated and analyzed monthly as data...	Fitzpatrick, Janene	7/1/2016	KPI data collection documents KPI analysis documentation	6/30/2020 monthly
G1.B3.S2.MA1 M284903	Specified evidence will be collected digitally and monitored monthly with a report prepared for the...	Fitzpatrick, Janene	7/1/2016	Monthly Report to the Superintendent Digital Evidence Files	6/30/2020 monthly
G1.B3.S2.A1 A285008	Ensure faculty/community involvement in the creation of School Improvement Plans.	Robinson, Kecia	1/1/2017	Documentation of participation of stakeholders in creation of SIP	6/30/2020 annually
G1.B3.S2.A2 A285009	Monitor that SIP goals and actions are aligned to District Strategic Plan goals and each school's...	Land, Debra	1/1/2017	Documentation of annual review of plans Documentation of annual evaluation of prior year's plan	6/30/2020 annually

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
G2.B2.S2.MA1 M386499	Specified evidence will be collected digitally and monitored monthly with a report prepared for the...	Brothers, Bill	7/1/2017	Monthly Report to the Superintendent Digital Evidence Files	6/30/2020 annually
G2.B2.S2.MA1 M284969	Specified evidence will be collected digitally and monitored monthly with a report prepared for the...	Brothers, Bill	7/1/2016	Monthly Report to the Superintendent Digital Evidence Files	6/30/2020 monthly
G2.B2.S2.A1 A285288	Continue the implementation of School Safety Program, in which schools and departments are rewarded...	Brothers, Bill	7/1/2016	Monthly Safety Reports Experience Modification Rating (EMR)	6/30/2020 annually
G2.B3.S2.MA1 M386501	Specified evidence will be collected digitally and monitored monthly with a report prepared for the...	Fitzpatrick, Janene	7/1/2017	Monthly Report to the Superintendent Digital Evidence File	6/30/2020 annually
G2.B3.S2.MA1 M284973	Specified evidence will be collected digitally and monitored monthly with a report prepared for the...	Fitzpatrick, Janene	7/1/2016	Monthly Report to the Superintendent Digital Evidence File	6/30/2020 monthly
G2.B3.S2.A1 A285349	Develop strategies to increase participation in climate surveys.	Robinson, Kecia	7/1/2016	Collaboration meeting documentation noting strategies to be applied	6/30/2020 annually
G2.B3.S2.A2 A285350	Implement a stakeholder survey timeline	Robinson, Kecia	7/1/2017	Survey Timeline Document	6/30/2020 annually
G2.B3.S2.A3 A285351	Publish survey results and actions planned/taken on the district website.	Fitzpatrick, Janene	7/1/2016	Screenshots of updated survey results website indicating date of update.	6/30/2020 annually
G2.B1.S2.MA1 M386496	Specified evidence will be collected digitally and monitored monthly with a report prepared for the...	Fitzpatrick, Janene	7/1/2017	Monthly Report to the Superintendent Digtial Evidence Files	6/30/2020 annually
G2.B1.S2.MA1 M284906	Specified evidence will be collected digitally and monitored monthly with a report prepared for the...	Fitzpatrick, Janene	7/1/2016	Monthly Report to the Superintendent Digtial Evidence Files	6/30/2020 monthly
G2.B1.S2.A2 A285260	Update and evaluate district intervention resource map (K-12) related to mathematics.	Land, Debra	10/1/2016	Intervention Map	6/30/2020 annually
G2.B1.S2.A3 A285261	Update and evaluate district intervention resource map (K-12) related to behavior.	Fitzpatrick, Janene	10/1/2016	Intervention Map	6/30/2020 annually
G2.B1.S2.A4 A285262	Update and evaluate district intervention resource map (K-12) related to attendance.	Land, Debra	10/1/2016	Intervention Map	6/30/2020 one-time
G3.B1.S2.MA1 M386491	Principals will be aware of acceptable usage of technology on their campuses and update Director of...	Olson, John	7/1/2017	Principal meeting agendas	6/30/2020 annually
G3.B1.S2.MA1 M284978	Specified evidence will be collected digitally and monitored monthly with a report prepared for the...	Fitzpatrick, Janene	7/1/2016	Monthly Report to the Superintendent Digital Evidence File	6/30/2020 monthly
G3.B1.S2.A1 A285373	SCSD will survey faculty/staff to determine the professional development needs related to...	Fitzpatrick, Janene	5/1/2016	Annual survey results documentation	6/30/2020 annually
G3.B1.S2.A2 A285374	SCSD will develop an annual professional development plan, related to strategies for acceptable and...	Fitzpatrick, Janene	10/1/2016		6/30/2020 annually
G4.B1.S2.MA1 M386495	Analysis of DE and AP data annually	Fitzpatrick, Janene	7/1/2017	Each school will submit a report of AP and DE data for the Assistant Superintendent of Instruction on an annual basis. An update on DE and AP will be provided to the Superintendent and the SCSB.	6/30/2020 annually
G4.B1.S2.MA1 M284982	Specified evidence will be collected digitally and monitored monthly with a report prepared for the...	Fitzpatrick, Janene	7/1/2016	Monthly Report to the Superintendent Digital Evidence File	6/30/2020 monthly

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
G4.B1.S2.A1 🔍 A285422	Schools will create and implement a plan for early identification of students to participate in AP...	Olson, John	1/1/2017	Written plan	6/30/2020 one-time
G4.B1.S2.A2 🔍 A285423	SCSD will increase the number of DE and/or AP courses at Suwannee High School and Branford High...	Olson, John	7/1/2016	Master Schedule	6/30/2020 annually
G4.B1.S2.A3 🔍 A285424	SCSD will increase the diversity of acceleration programs using strategies reported in the Annual...	Olson, John	7/1/2016	Master Schedule Enrollment and Demographic Data	6/30/2020 annually
G4.B1.S2.A4 🔍 A285425	SCSD will increase the participation and success in academic courses related to middle school...	Olson, John	7/1/2016	Master Schedule	6/30/2020 annually
G1.B1.S3.MA1 🔍 M285024	Strategic Plan key performance indicators (KPIs) data will be updated and analyzed monthly as data...	Fitzpatrick, Janene	7/1/2016	KPI data collection documents KPI analysis documentation	6/30/2020 monthly
G1.B1.S3.MA1 🔍 M284897	Specified evidence will be collected digitally and monitored monthly with a report prepared for the...	Fitzpatrick, Janene	7/1/2016	Monthly Report to the Superintendent Digital Evidence Files	6/30/2020 monthly
G1.B1.S3.A1 🔍 A284714	Continue to develop specific strategies for recruiting teachers in Suwannee County.	Brothers, Bill	7/1/2017	Collaborative Meeting Documents List of New Hiring Strategies	6/30/2020 annually
G1.B1.S3.A2 🔍 A284715	Continue to develop specific strategies for retention of teachers.	Brothers, Bill	7/1/2017	Collaborative Meeting Documentation List of New Retention Strategies	6/30/2020 annually
G1.B1.S3.A3 🔍 A284716	Evaluation of our current PLC strategies/efforts	Olson, John	7/1/2017	Evaluation report and presentation to the SCSB	6/30/2020 annually
G1.B2.S3.MA1 🔍 M285027	Strategic Plan key performance indicators (KPIs) data will be updated and analyzed monthly as data...	Fitzpatrick, Janene	7/1/2016	KPI data collection documents KPI analysis documentation	6/30/2020 monthly
G1.B2.S3.MA1 🔍 M284901	Specified evidence will be collected digitally and monitored monthly with a report prepared for the...	Fitzpatrick, Janene	7/1/2016	Monthly Report to the Superintendent Digital Evidence Files	6/30/2020 monthly
G1.B2.S3.A1 🔍 A284723	Continue to provide PD and supp for schools in the use of common assessments within their...	Olson, John	9/1/2016	PD Documentation Team Common Assessment - product review	6/30/2020 monthly
G1.B2.S3.A2 🔍 A284984	Train administration in how to monitor and support the creation/usage of common assessments by...	Olson, John	7/1/2017	Data/documents to support the usage of collaboratively created common assessments PD Documentation	6/30/2020 one-time
G1.B2.S3.A3 🔍 A284985	Continue to provide progress monitoring assessments that are guaranteed to be aligned with courses...	Olson, John	3/1/2016	Documentation of validation of standards-alignment of progress monitoring assessments	6/30/2020 annually
G1.B3.S3.MA1 🔍 M285031	Strategic Plan key performance indicators (KPIs) data will be updated and analyzed monthly as data...		7/1/2016	KPI data collection documents KPI analysis documentation	6/30/2020 monthly
G1.B3.S3.MA1 🔍 M284904	Specified evidence will be collected digitally and monitored monthly with a report prepared for the...	Fitzpatrick, Janene	7/1/2016	Monthly Report to the Superintendent Digital Evidence Files	6/30/2020 monthly
G1.B3.S3.A1 🔍 A285028	District Administration will work collaboratively to set district goals as needed by looking at...	Fitzpatrick, Janene	1/1/2017	District Executive Leadership Team Agenda District Directors Team Agendas Communication documents that support conversation and collaboration around target setting	6/30/2020 monthly
G1.B3.S3.A2 🔍 A285029	District goals set by the District Administration will be posted on the SCSD website to ensure...	Fitzpatrick, Janene	1/1/2017	Website goals posted with date/time of last updates posted.	6/30/2020 monthly
G2.B3.S3.MA1 🔍 M386503	Specified evidence will be collected digitally and monitored monthly with a report prepared for the...	Fitzpatrick, Janene	7/1/2017	Monthly Report to the Superintendent Digital Evidence Files	6/30/2020 annually

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
G2.B3.S3.MA1 🔍 M284976	Specified evidence will be collected digitally and monitored monthly with a report prepared for the...	Fitzpatrick, Janene	7/1/2016	Monthly Report to the Superintendent Digital Evidence Files	6/30/2020 monthly
G2.B3.S3.A1 🔍 A285353	SCSD will hold community forums annually.	Robinson, Kecia	2/1/2017	Scheduled community forum event publication - Live Oak, Branford	6/30/2020 annually
G2.B3.S3.A2 🔍 A285354	SCSD will increase the number of opportunities for parents/community to participate in...	Robinson, Kecia	7/1/2017	Principals monthly report indicating number of non-athletic events and number of participants.	6/30/2020 monthly
G3.B1.S3.MA1 🔍 M386492	Student to Device Ratios will be monitored annually.	Brothers, Bill	7/1/2017	The Director of IT will provide a report to the Assistant Superintendent of Administration.	6/30/2020 annually
G3.B1.S3.MA1 🔍 M284979	Specified evidence will be collected digitally and monitored monthly with a report prepared for the...	Fitzpatrick, Janene	7/1/2016	Monthly Report to the Superintendent Digital Evidence File	6/30/2020 monthly
G3.B1.S3.A1 🔍 A285378	SCSD will develop a comprehensive plan to maintain a 1:1 student to device ratio.	Brothers, Bill	7/1/2016	Plan Documentation	6/30/2020 one-time

V. Professional Development Opportuntities

Professional development opportunities identified in the DIAP as action steps to achieve the district's goals.

G1. Suwannee County School District will increase the academic achievement of all students.

G1.B1 Quality of Instruction

G1.B1.S1 Provide differentiated instruction to engage and challenge students of diverse backgrounds and abilities.

PD Opportunity 1

Continue to provide training for teachers in differentiated instructional strategies.

Facilitator

FDLRS Edivate

Participants

Teachers

Schedule

Annually, from 7/1/2017 to 6/30/2020

G1.B1.S2 Increase use of high-yield academic strategies that lead to effective and relevant standards-based instruction.

PD Opportunity 1

Provide training for teachers in high yield instructional strategies and what administration will be looking for as demonstration of skill.

Facilitator

Principals Assistant Principals Teacher Support Colleagues Lead Teachers

Participants

All Teachers

Schedule

Annually, from 7/1/2017 to 6/30/2020

PD Opportunity 2

Provide training for administration on observation tool to identify high yield instructional strategies.

Facilitator

Director of Elementary Education Teacher Support Colleagues

Participants

Principals Assistant Principals

Schedule

On 6/30/2020

PD Opportunity 3

Monitor and evaluate the data gathered by principals on classroom walkthroughs related to quality of instruction.

Facilitator

Edivate

Participants

Principals District Administration

Schedule

Monthly, from 7/1/2017 to 6/30/2020

G2. Suwannee County School District will ensure that learning and working environments are supportive, safe, and secure.

G2.B2 School Safety Concerns

G2.B2.S1 Review and update district-wide emergency response plans for all schools, with increased focus on proactive prevention.

PD Opportunity 1

All schools and district office represented at School Safety Conference.

Facilitator

School Safety Conference

Participants

School Administration School Resource Officers

Schedule

Annually, from 7/1/2016 to 6/30/2020

VI. Technical Assistance Items

Technical Assistance opportunities identified in the DIAP as action steps to achieve the district's goals.

VII. Budget

1	G1.B1.S1.A1	Continue to provide training for teachers in differentiated instructional strategies.	$0.00
2	G1.B1.S1.A2	Continue to provide training to administrators on how to support/recognize differentiated instructional strategies.	$0.00
3	G1.B1.S2.A1	Provide training for teachers in high yield instructional strategies and what administration will be looking for as demonstration of skill.	$0.00
4	G1.B1.S2.A2	Provide training for administration on observation tool to identify high yield instructional strategies.	$0.00
5	G1.B1.S2.A3	Monitor and evaluate the data gathered by principals on classroom walkthroughs related to quality of instruction.	$0.00
6	G1.B1.S3.A1	Continue to develop specific strategies for recruiting teachers in Suwannee County.	$0.00
7	G1.B1.S3.A2	Continue to develop specific strategies for retention of teachers.	$0.00
8	G1.B1.S3.A3	Evaluation of our current PLC strategies/efforts	$0.00
9	G1.B2.S1.A1	Engage an instructional recommendation committee (K-12) to provide input on instructional material choices.	$0.00
10	G1.B2.S1.A2	Analyze list of instructional materials provided by subject/grade level.	$0.00
11	G1.B2.S1.A3	Report to Superintendent regarding materials utilized by grade/subject.	$0.00
12	G1.B2.S2.A1	Evaluate current curriculum maps.	$0.00
13	G1.B2.S2.A2	Develop and monitor procedures for maintain the integrity of the curriculum maps	$0.00
14	G1.B2.S2.A3	Provide regular opportunities for horizontal and vertical collaboration.	$0.00
15	G1.B2.S3.A1	Continue to provide PD and supp for schools in the use of common assessments within their collaborative teams.	$0.00
16	G1.B2.S3.A2	Train administration in how to monitor and support the creation/usage of common assessments by their collaborative teams	$0.00
17	G1.B2.S3.A3	Continue to provide progress monitoring assessments that are guaranteed to be aligned with courses and Florida Standards	$0.00
18	G1.B3.S1.A1	Continue to develop strategies to improve participation at School Advisory Committee (SAC) meetings.	$0.00
19	G1.B3.S1.A2	Hold annual community forums	$0.00
20	G1.B3.S1.A3	Maintain a current district website and other digital tools for parents/community to easily access information regarding district progress.	$0.00
21	G1.B3.S2.A1	Ensure faculty/community involvement in the creation of School Improvement Plans.	$0.00
22	G1.B3.S2.A2	Monitor that SIP goals and actions are aligned to District Strategic Plan goals and each school's Best Practices of Inclusive Education (BPIE) on file with Florida DOE.	$0.00

23	G1.B3.S3.A1	District Administration will work collaboratively to set district goals as needed by looking at previous performance, comparative district scores, and percentages necessary to make Suwannee County School District and "A" District.	$0.00
24	G1.B3.S3.A2	District goals set by the District Administration will be posted on the SCSD website to ensure transparency, consistency, and alignment between departments, schools, and programs.	$0.00
25	G2.B1.S1.A1	Continue to utilize and monitor online EWS indicators.	$0.00
26	G2.B1.S2.A1	Update and evaluate district intervention resource map (K-12) related to reading.	$0.00
27	G2.B1.S2.A2	Update and evaluate district intervention resource map (K-12) related to mathematics.	$0.00
28	G2.B1.S2.A3	Update and evaluate district intervention resource map (K-12) related to behavior.	$0.00
29	G2.B1.S2.A4	Update and evaluate district intervention resource map (K-12) related to attendance.	$0.00
30	G2.B2.S1.A1	All schools and district office represented at School Safety Conference.	$0.00
31	G2.B2.S1.A2	Annual revision and updating of district emergency plan and school emergency plans.	$0.00
32	G2.B2.S1.A3	Implement ALICE protocol district-wide by providing annual training for faculty and staff in new crisis response protocol.	$0.00
33	G2.B2.S1.A4	Continue to evaluate and plan for improved security on all campuses and to make improved security a priority in the annual work plan.	$0.00
34	G2.B2.S2.A1	Continue the implementation of School Safety Program, in which schools and departments are rewarded for avoiding injury causing accidents.	$0.00
35	G2.B3.S1.A1	SCSD will continue to support and implement a Positive Behavior Support (PBS) program in elementary schools. (CHAMPS)	$0.00
36	G2.B3.S1.A2	SCSD will formalize and implement a Positive Behavior Support (PBS) Program at the secondary level that includes or builds upon the elementary program (CHAMPS) and contains a sound research base.	$0.00
37	G2.B3.S1.A3	The transportation department will continue to support and implement a Positive Behavior Support (PBS) Program on the school bus.	$0.00
38	G2.B3.S2.A1	Develop strategies to increase participation in climate surveys.	$0.00
39	G2.B3.S2.A2	Implement a stakeholder survey timeline	$0.00
40	G2.B3.S2.A3	Publish survey results and actions planned/taken on the district website.	$0.00
41	G2.B3.S3.A1	SCSD will hold community forums annually.	$0.00
42	G2.B3.S3.A2	SCSD will increase the number of opportunities for parents/community to participate in school/district non-athletic events.	$0.00
43	G3.B1.S1.A1	Provide all teachers with a LMS and training on how to utilize the system.	$0.00
44	G3.B1.S2.A1	SCSD will survey faculty/staff to determine the professional development needs related to technology in all schools annually.	$0.00
45	G3.B1.S2.A2	SCSD will develop an annual professional development plan, related to strategies for acceptable and responsible use of technology for grades K-12.	$0.00
46	G3.B1.S3.A1	SCSD will develop a comprehensive plan to maintain a 1:1 student to device ratio.	$0.00

47	G4.B1.S1.A1	SCSD will hold an annual meeting to evaluate and determine deletion, addition, and continuation of existing CTE programs.	$0.00
48	G4.B1.S1.A2	SCSD will facilitate quarterly meetings to align CTE programs, courses, academies grades 6-12 and post-secondary.	$0.00
49	G4.B1.S2.A1	Schools will create and implement a plan for early identification of students to participate in AP and DE courses.	$0.00
50	G4.B1.S2.A2	SCSD will increase the number of DE and/or AP courses at Suwannee High School and Branford High School.	$0.00
51	G4.B1.S2.A3	SCSD will increase the diversity of acceleration programs using strategies reported in the Annual Equity Report.	$0.00
52	G4.B1.S2.A4	SCSD will increase the participation and success in academic courses related to middle school acceleration (Algebra).	$0.00
53	G4.B2.S1.A1	SCSD will increase awareness of district-wide programs offered by facilitating a semi-annual meeting of counselors, CTE teachers, and administration which will take place in September and January.	$0.00
54	G4.B2.S1.A2	SCSD will increase exposure to college and carer opportunities by activities such as visits to local community and technical colleges or inviting speakers from industry into the classroom.	$0.00
55	G4.B2.S1.A3	SCSD will create and implement a comprehensive timeline for career and college planning that includes annual counseling and mentoring.	$0.00
56	G4.B2.S1.A4	SCSD will evaluate current mentoring programs and expand on opportunities for students to have a mentor in grades 6-12.	$0.00
		Total:	$0.00