



Student Success

Objective

SS 1) Increase academic achievement and growth for all students with a focus on literacy and math

Critical Initiative	Key Measures
SS 1.1) Analyze and act upon assessment results to make decisions that support further learning, guide students' next steps, check progress toward meeting clear learning goals, and determine achievement	Assessment Results Data Meeting Notes Collaborative Planning Notes
Start Date: 07/01/2021 End Date: 06/30/2022	
Intended Outcome(s) Teachers will make instructional decisions based on evidence of student learning	
Activities <ul style="list-style-type: none"> Conduct structured data meetings Engage in collaborative planning 	

Critical Initiative	Key Measures
SS 1.2) Utilize evidence-based strategies to increase student achievement for all students	Assessment Results School Improvement Visit Data/Meeting Notes
Start Date: 08/02/2021 End Date: 05/26/2022	
Intended Outcome(s) Students will demonstrate better performance on all readiness measures At least 47.9% of students will be proficient in ELA on the ACAP Summative assessment At least 22.0% of students will be proficient in ELA on the ACT with Writing assessment At least 18.3% of students will be proficient in math on the ACAP Summative assessment At least 18.2% of students will be proficient in math on the ACT with Writing assessment	
Activities <ul style="list-style-type: none"> Implement extended learning opportunities (after school tutoring, summer school) Implement strategic teaching daily Monitor progress through School Improvement Visits Implement active literacy instructional strategies (Problem of Practice) Implement weekly ACT tutoring 	

Objective

SS 2) Reduce the achievement gap between attendance zones, schools, and subpopulations

Critical Initiative	Key Measures
SS 2.1) Analyze and act upon assessment results to identify underperforming groups (ATSI)	Data Meeting Notes Equity Audit Findings
Start Date: 07/01/2021 End Date: 06/30/2022	
Intended Outcome(s) Educators will ensure all subgroups of students are learning	
Activities <ul style="list-style-type: none"> • Conduct equity audits • Participate in Professional Learning Communities (PLCs) • Analyze and act upon results from online platforms (Star, Classworks, USA Test Prep ACT) 	

Critical Initiative	Key Measures
SS 2.3) Utilize evidence-based strategies to increase student achievement for underperforming groups (ATSI)	Subpopulation Data (e.g., assessments)
Start Date: 07/01/2021 End Date: 06/30/2022	
Intended Outcome(s) The achievement gaps will close as underperforming groups demonstrate greater academic success	
Activities <ul style="list-style-type: none"> • Hire and utilize contract tutors to provide timely and targeted interventions to all students who demonstrate the need • Implement strategic junior high scheduling • Implement strategic special education scheduling 	

Objective

SS 3) Expand opportunities for students to meet at least one indicator of College and Career Readiness

Critical Initiative	Key Measures
SS 3.1) Increase awareness of CCR indicator attainment Start Date: 08/09/2021 End Date: 05/26/2022	CCR Tracking Log
Intended Outcome(s) Students' CCR attainment will be tracked to identify ways to support CCR attainment	
Activities <ul style="list-style-type: none"> • Develop CCR attainment tracking system • Advise students about CCR attainment opportunities through guidance and counseling 	

Critical Initiative	Key Measures
SS 3.2) Increase offerings of CTE pathways and equitable access to earning an industry-approved credential across schools Start Date: 07/01/2021 End Date: 06/30/2022	CCR Indicator Attainment Rate Data
Intended Outcome(s) Students will have more opportunities to earn CCR indicator credits	
Activities <ul style="list-style-type: none"> • Implement strategic CTE class scheduling • Advise students about CTE courses and pathways through guidance and counseling 	

Critical Initiative	Key Measures
SS 3.3) Promote AP course offerings and provide support to increase qualifying scores Start Date: 07/01/2021 End Date: 06/30/2022	CCR Indicator Attainment Rate Data
Intended Outcome(s) Students will have more opportunities to earn CCR indicator credits	
Activities <ul style="list-style-type: none"> • Provide professional development for AP teachers • Advise students about AP courses and pathways through guidance and counseling 	

Critical Initiative	Key Measures
SS 3.4) Expand partnerships with local community colleges and universities to increase dual enrollment opportunities Start Date: 07/01/2021 End Date: 06/30/2022	CCR Indicator Attainment Rate Data
Intended Outcome(s) Students will have more opportunities to earn CCR indicator credits	
Activities <ul style="list-style-type: none"> • Promote dual enrollment opportunity at Southern Union State Community College • Promote dual enrollment opportunity at Auburn University 	

Critical Initiative	Key Measures
SS 3.5) Expand partnerships with local industries to support students' awareness and accessibility to workforce opportunities Start Date: 07/01/2021 End Date: 06/30/2022	Number of Partnerships Calendar of Events
Intended Outcome(s) Students will learn more about local work-based opportunities and the skills/knowledge needed	
Activities <ul style="list-style-type: none"> • Coordinate field trips to local industries • Coordinate L.E.A.D. Day field trips • Host a College and Career Fair • Promote work-based opportunities in special education transition classes through goal setting, guest speakers, job shadowing, etc. 	

Objective

HR 3) Develop and retain current certified employees

Critical Initiative	Key Measures
HR 3.2) Provide school-based and districtwide mentoring programs for new certified employees (i.e., teachers, administrators) and current employees in need of support Start Date: 08/02/2021 End Date: 05/26/2022	Mentoring Program Meeting Agendas/Notes
Intended Outcome(s) All new teachers will be provided with the supports and mentoring needed to be successful	
Activities <ul style="list-style-type: none"> • Implement New Teacher Mentoring program • Encourage participation in district New Teacher Orientation • Provide new special education teachers with mentorship 	
Critical Initiative	Key Measures
HR 3.3) Analyze and act upon results from exit surveys to determine possible areas of improvement Start Date: 07/01/2021 End Date: 06/30/2022	Employee Exit Survey Data
Intended Outcome(s) Areas in need of improvement for retaining high-quality employees will be identified and addressed	
Activities <ul style="list-style-type: none"> • Complete non-renewal documentation • Analyze non-renewal documentation results • Discuss implications of findings from non-renewal documentation 	
Critical Initiative	Key Measures
HR 3.4) Provide targeted professional learning and job-embedded supports Start Date: 07/01/2021 End Date: 06/30/2022	Professional Learning Agendas/Sign-In Sheets
Intended Outcome(s) All staff will be equipped with the content knowledge and teaching skills to address student needs	
Activities <ul style="list-style-type: none"> • Provide teachers with professional learning on strategic teaching • Provide teachers with professional learning on the new math ALCOS • Implement special education professional learning • Participate in districtwide Special Education Department Head meetings 	

Objective

LE 1) Ensure safety and security

Critical Initiative	Key Measures
LE 1.1) Identify needs of the school and implement scheduled initiatives Start Date: 07/01/2021 End Date: 06/30/2022	Log of major facility repairs
Intended Outcome(s) The school will identify and meet facility repair needs	
Activities <ul style="list-style-type: none"> • Conduct a facility needs assessment • Complete budget analysis for funding priorities • Supervise implementation of scheduled initiatives 	

Critical Initiative	Key Measures
LE 1.2) Secure access to the school Start Date: 07/01/2021 End Date: 06/30/2022	Safety check documentation
Intended Outcome(s) The school will provide a safe environment for all employees and students	
Activities <ul style="list-style-type: none"> • Secure access to the campus by utilizing door access keypads • Utilize the school camera system 	

Objective

LE 2) Expand access to social, emotional, and mental health supports

Critical Initiative	Key Measures
LE 2.1) Monitor chronic absenteeism, analyze data, and act upon results Start Date: 07/01/2021 End Date: 06/30/2022	Chronic Absenteeism Data
Intended Outcome(s) Students at risk of failure or drop out will be identified early and receive interventions	
Activities <ul style="list-style-type: none"> • Implement attendance policies and procedures by monitoring student attendance and notifying parents when there is a concern • Conference with at-risk students • Coordinate and provide student support services 	

Critical Initiative	Key Measures
LE 2.3) Monitor Student Incident Reports (SIRs), analyze data, and act upon results Start Date: 07/01/2021 End Date: 06/30/2022	SIRs Data
Intended Outcome(s) All students will feel safe at school	
Activities <ul style="list-style-type: none"> • Monitor SIRs data • Implement Positive Behavioral Interventions and Supports (PBIS) program 	

Objective

CC 2) Expand external communication strategies and processes to inform and engage the community

Critical Initiative	Key Measures
<p>CC 2.1) Maintain digital forms of communication including district and school websites, social media accounts, and messaging applications</p> <p>Start Date: 08/02/2021 End Date: 05/26/2022</p>	<p>Website/Social Media Posts</p>
<p>Intended Outcome(s) Parents and other stakeholders will be promptly informed about pertinent school information</p>	
<p>Activities</p> <ul style="list-style-type: none"> • Produce and disseminate information through the <i>Loachapoka Ledger</i> • Utilize Parent Link School Cast to communicate information • Communicate school announcements on social media platforms 	

Critical Initiative	Key Measures
<p>CC 2.2) Inform stakeholders and community members about the successes and events in the school district</p> <p>Start Date: 08/09/2021 End Date: 05/26/2022</p>	<p>School Newsletters</p>
<p>Intended Outcome(s) Stakeholders will be informed about school events and successes</p>	
<p>Activities</p> <ul style="list-style-type: none"> • Identify school public relations representative • Communicate information to community through district <i>County Line</i> newsletter 	

Objective

CC 3) Demonstrate a commitment to fostering a positive, welcoming, and collaborative culture

Critical Initiative	Key Measures
<p>CC 3.2) Provide education and opportunities to enable families to be actively involved in their children’s academic and school life</p> <p>Start Date: 08/09/2021 End Date: 05/26/2022</p>	<p>Academic Events Calendar</p>
<p>Intended Outcome(s) All families will have an opportunity to be actively engaged and support their child's school</p>	
<p>Activities</p> <ul style="list-style-type: none"> • Provide opportunities for academic family engagement events • Communicate family engagement events through different formats (e.g., social media, website, phone calls, texts, email) • Record participation in academic family engagement events • Host parent conferences 	

ATSI (Additional Targeted Support and Improvement) strategies for students with disabilities and students who identify as Hispanic/Latino:

Student Achievement and Student Growth	
Activities	Key Measures
<ul style="list-style-type: none"> Engage in collaborative planning Conduct structured data meetings Implement extended learning opportunities (after-school tutoring, summer school) Participate in Professional Learning Communities (PLCs) Hire and utilize contract tutors to provide timely and targeted interventions to all students who demonstrate the need Implement strategic scheduling Provide special education teachers with mentor support Provide special education teachers with targeted and relevant professional learning Participate in districtwide Special Education Department Head Meetings 	<ul style="list-style-type: none"> Collaborative Planning Notes Assessment Results (subpopulation data) Equity Audit Findings School Improvement Visit Data/Meeting Notes Data Meeting Notes Mentoring Program Meeting Agendas/Notes Professional Learning Agendas/Sign-In Sheets
Graduation Rate	
Activities	Key Measures
<ul style="list-style-type: none"> Conduct equity audits Participate in Professional Learning Communities (PLCs) 	<ul style="list-style-type: none"> Equity Audit Findings Data Meeting Notes
College and Career Readiness	
Activities	Key Measures
<ul style="list-style-type: none"> Develop CCR attainment tracking system (include demographic information to track special populations) Promote work-based opportunities in special education transition classes through goal setting, guest speakers, job shadowing, etc. 	<ul style="list-style-type: none"> CCR Tracking Log Calendar of Events
Chronic Absenteeism	
Activities	Key Measures
<ul style="list-style-type: none"> Monitor student attendance and notify parents when there is a concern Conference with at-risk students Coordinate and provide student support services 	<ul style="list-style-type: none"> Chronic Absenteeism Data