

**Ben Hill County Charter School System**  
**Strategic Plan**  
**2017-2022**



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# **Ben Hill County Charter School System**

## **Strategic Planning Process**

### **The Planning Team and the Planning Process**

The creation of the Ben Hill County Charter School System's Strategic Plan 2017-2022 started in February 2017, when the Board of Education reviewed and adopted the planning structure. The Board of Education on February 28, 2017, and the Super Team on April 6, 2017, received a detailed explanation of the steps of the strategic planning process and its alignment with AdvancED and state school board standards.

The Strategic Plan was developed over several months by a team of over 20 stakeholders representing all schools, the district office, the Board of Education, and community members. The entire planning team (Super Team) met four (4) times, and three (3) target area committees met a total of six (6) times. The target area teams functioned to address the three identified areas and reported to both the full planning team and the Board of Education.

On May 16, 2017, the Super Team reviewed and discussed the draft plan of each committee's goals, objectives, and action steps to reach consensus on the strategic plan. It was also at this meeting that the Vision, Mission, and Belief statements were formally agreed upon. Input was given at the end of that meeting to make certain that all stakeholders' needs were addressed. On May 30, 2017, the Board of Education received an excellent update of progress on the process and plan and a report on the draft goals by Wanda Kimbrell, Executive Director of Student Services.

Throughout the process, the committee members reported to and received input from their various constituent groups through face-to-face contact, emails, and review of draft documents.

## **Connecting the Strategic Plan to AdvancED Standards**

The strategic planning process was aligned to the Southern Association of Colleges and Schools Council on Accreditation and School Improvement (SACS CASI) standards. The explanation of the strategic planning process given to the Board of Education and Super Team linked the process to AdvancED Standards 2017-2018. District leaders reviewed AdvancED standards to identify the three (3) target areas for the strategic plan: Leadership Capacity, Learning Capacity, and Resource Capacity. The components of the plan, research-based actions, evaluation, timeline, and resources, also support the expectations of these AdvancED standards.

## **Connecting the Strategic Plan to State Board Standards**

State Board Standards in Domain 2 states:

“The governance leadership team, in collaboration with the community, adopts and enacts a planning process that results in an adopted system strategic plan designed to improve student achievement and organizational effectiveness.”

## **Consideration of Data and Identification of Need**

The target area committees at their initial meeting discussed the data to bring to the table for their goal-setting sessions. Data brought to the table and reviewed during these sessions included CCRPI, state assessment, progress monitoring, stakeholder input, as well as feedback from school leadership teams and teacher groups. Committees used these data to identify areas for growth, to determine goals, to set measurable objectives, and to decide which actions to take to meet the goals.

## **Development of Goals, Objectives, and Action Steps**

For each of the three (3) target areas, the committees analyzed data to determine areas for growth on which to write goals. After agreement was reached on the goals, each team wrote measurable objectives and determined actions for each with timelines, funding, persons responsible, and means of evaluation. The plan on which the Super Team came to consensus includes ten (10) goals and sixteen (16) objectives with sixty-three (63) action steps. The total number of items put in place is 88.

Action steps are scheduled over a five-year period with most being initially implemented within the first two years of the cycle. The measurable objectives and accompanying actions are to be reviewed annually using the suggested means of evaluation. This review of progress may result in revisions with action steps being modified or added.

## **Adoption of System Vision, Mission, and Beliefs**

The Super Team met four (4) times in order to review and adopt the newest versions of the vision, mission, and beliefs. The following recommendation was presented to the Board of Education as part of the Strategic Plan.

### **Mission**

Empowering all students for success

### **Vision**

One community committed to student success every day

### **Beliefs**

In the Ben Hill County Charter School System, **we believe...**

- ...Growth for all students is possible and expected
- ...Success is achieved when all students reach their potential
- ...Students deserve the best of all our efforts and resources
- ...Respectful relationships among all stakeholders create a positive learning experience
- ...Learning requires a commitment from all educators, students, parents, and other stakeholders
- ...“Community” encompasses all of Ben Hill County: its schools, citizens, and resources
- ...All means all!

## Ben Hill County Charter School System

Time Period: Fall 2017 – Spring 2022

**Target Area 1:** Leadership Capacity

**Goal 1.1:** Increase stakeholder involvement in Ben Hill County Charter School System.

**Objective 1.1.1:** Increase the number of parent interactions at the schools by 2%.

#	Actions, Strategies, and Interventions	Timeline	Funding/ Resources	Person(s) Responsible	Means of Evaluation:
1.1.1.1	Establish baseline data of parent interactions with each school	Start: Summer 2017  2017-2018	N/A	Principals at each building and Superintendent	Stats are compiled at the end of each school year  Reports are turned into the superintendent at the end of each school year  Superintendent reports to the BOE at the end of the year
1.1.1.2	Each school will establish a monthly report of the number of academic-related school events attended by parents during the base year 2017-2018	Start: Summer 2017  2017 - 2018	N/A	Teachers or hosts of events submit reports to Principals  Principals at each building report to Superintendent	Monthly reports to Principal Stats are compiled at the end of each school year  Reports are turned into the superintendent at the end of each school year  Superintendent reports to the BOE at the end of the year

## Ben Hill County Charter School System

Time Period: Fall 2017 – Spring 2022

**Target Area 1:** Leadership Capacity

**Goal 1.1:** Increase stakeholder involvement in Ben Hill County Charter School System.

**Objective 1.1.2:** Increase the number of community stakeholder interactions.

#	Actions, Strategies, and Interventions	Timeline	Funding/ Resources	Person(s) Responsible	Means of Evaluation:
1.1.2.1	Identify community stakeholders and establish baseline data of stakeholder interactions	Start: Summer 2017  2017 -2018 School Year	N/A	Principals at each building; Program Directors; Teachers; Superintendent	Stats are compiled at the end of school year 2017-18  Reports are turned into the superintendent at the end of the school year  Superintendent reports to the BOE at the end of the year
1.1.2.2	From the baseline data, establish goals and objectives for the duration of the current strategic plan.	Start: Summer 2018  2018 -2019 School Year	N/A	Principals at each building; Program Directors; Teachers; Superintendent	Stats are compiled at the end of each school year  Reports are turned into the superintendent at the end of each school year  Superintendent reports to the BOE at the end of the year
1.1.2.3	Actively pursue grants and/or community partnerships	Start: Summer 2017	N/A	All Stakeholders	Quarterly reports to Superintendent and Stakeholders

# Ben Hill County Charter School System

Time Period: Fall 2017 – Spring 2022

**Target Area 1:** Leadership Capacity

**Goal 1.2:** Communicate effectively about Ben Hill County Charter School System to all stakeholders.

**Objective 1.2.1:** By December 2017 and annually thereafter, improve internal communication to faculty, staff and students and ensure essential, predictable communication.

#	Actions, Strategies, and Interventions	Timeline	Funding/ Resources	Person(s) Responsible	Means of Evaluation:
1.2.1.1	<p><b>Students:</b> Grades, assignments, announcements will be communicated through student email, Remind 101, and other forms of technology.</p> <p><b>Teachers/Principals:</b> Communication will come through the use of Infinite Campus, Contact logs, Monthly reports from principals</p>	<p>Start: Summer 2017</p> <p>Completion Spring 2022</p>	Upgrades in Technology as necessary	Vartek; Teachers; Principals; Superintendent	<p>Stats are compiled at the end of each school year</p> <p>Reports are turned to the superintendent at the end of each school year</p> <p>Superintendent reports to the BOE annually</p>
1.2.1.2	<p><b>Faculty and Staff:</b> Collaborative planning, PLCs, school-wide meetings, F2F meetings, one-to-one coaching, Remind 101, survey to get suggestions for improvement and faculty review.</p>	<p>Start: Summer 2017</p> <p>Completion Spring 2022</p>	Upgrades in Technology as necessary	Vartek; Teachers; Principals; Superintendent	<p>Stats are compiled at the end of each school year</p> <p>Reports are turned to the superintendent at the end of each school year</p> <p>Superintendent reports to the BOE annually</p>



# Ben Hill County Charter School System

Time Period: Fall 2017 – Spring 2022

**Target Area 1:** Leadership Capacity

**Goal 1.2:** Communicate effectively about the Ben Hill County Charter School System to all stakeholders.

**Objective 1.2.2:** Improve and expand external communication about BHCCSS.

#	Actions, Strategies, and Interventions	Timeline	Funding/ Resources	Person(s) Responsible	Means of Evaluation:
1.2.2.1	<b>Parents:</b> social media, one call system, website, email, one on one meetings (proactive and reactive), Parent Universities, go where they are (workplace and community)	Start: Summer 2017  Completion Spring 2022	Upgrades in Technology as necessary	Vartek; Teachers; Principals; Superintendent	Stats are compiled at the end of each school year  Reports are turned to the superintendent at the end of each school year  Superintendent reports to the BOE annually
1.2.2.2	<b>Community:</b> Social Media, website, radio, YouTube, Education Summit, civic club presentations, churches, post-secondary relationships, marketing the success of BHCS to the community, graduation celebrations, celebrating student success in all grades, highlight academics during half-time at football games.	Start: Summer 2017  Completion Spring 2022	Upgrades in Technology as necessary	Vartek; Teachers; Principals; Superintendent	An annual review/audit of communication program that is presented to the BOE  Attendance at school events  Website views, Surveys & Data reports

# Ben Hill County Charter School System

Time Period: Fall 2017- Spring 2022

## Target Area 1: Leadership

**Goal 1.3:** The Ben Hill County Charter School District will engage families, community members and civic organizations as active partners.

**Objective 1.3.1:** The Ben Hill County Charter School District will build community and parent understanding and ownership of the goals of creating college and career ready graduates.

#	Actions, Strategies, and Interventions	Timeline	Funding/ Resources	Person(s) Responsible	Means of Evaluation:
1.3.1.1	Develop and sponsor community events focused on college and career readiness.	Start: January 2019	General funds, Title funds, Foundation	Teachers, Instructional Coaches, School Administration, System Administration, Industry partners	Participation in sponsored events Parent and student perception survey
1.3.1.2	Continue to secure community and post-secondary partnerships for the district and its schools	Start: January 2019	General funds, Title funds, Foundation	Teachers, Instructional Coaches, School Administration, System Administration, Industry partners	Number of community partnerships Number of post-secondary partnerships Industry and post-secondary needs assessment
1.3.1.3	Ensure School Governance Teams take an increased role in school-level decision making.	Start: January 2019	General funds, Title funds, Foundation	Governance Teams, School Administrators, District Administrators,	Governance Team minutes and participation

## Ben Hill County Charter School System

Time Period: Fall 2017- Spring 2022

### Target Area 2: Learning Capacity

**Goal 2.1:** All Ben Hill County Charter School System’s students will master the locally identified power standards.

**Objective 2.1.1:** All Ben Hill County Charter School System’s students will master the locally identified power standards in English Language Arts with a 100% progress percentage.

#	Actions, Strategies, and Interventions	Timeline	Funding/ Resources	Person(s) Responsible	Means of Evaluation:
2.1.1.1	Identification and revision of the essential ELA curriculum for k-12 <ul style="list-style-type: none"> <li>• Create proficiency scales</li> <li>• Add course numbers for innovative classes</li> <li>• Identify content specific competencies</li> <li>• Meet the criteria for a guaranteed and viable curriculum as defined by High Reliability Schools.</li> </ul>	Ongoing	Professional Development  Title IIA-PD	District and School Level Administrators; Instructional coaches; teachers; Marzano Research Associate	Copies of locally identified power standards will be available at all times at each school  Proficiency Scales Documents  Course Descriptions for Innovative Classes  An electronic copy will be available on One Drive

2.1.1.2	<p>PLC'S will plan, design, and implement lessons aligned to the GSE for ELA.</p> <ul style="list-style-type: none"> <li>• Project-Based Learning</li> <li>• Flexible Grouping</li> <li>• Embedded 21<sup>st</sup> Century Skills</li> <li>• Technology Integration</li> <li>• Standards-Based Assessments</li> <li>• Meet the criteria for a collaborative culture and effective teaching in every classroom as defined by High Reliability Schools</li> </ul>	Ongoing	<p>Professional Development</p> <p>Title IIA</p> <p>Title I Grant</p>	<p>District and School Level Administrators; Instructional coaches; teachers; Marzano Research Consultant</p>	<p>Copies of curriculum guides, pacing guides, and lesson plans will be available at all times at all schools.</p> <p>An electronic copy will be available.</p> <p>PLC notebooks (includes team plans)</p>
2.1.1.3	<p>PLC's will design common formative assessments for ELA</p> <ul style="list-style-type: none"> <li>• Variety of Assessment Methods</li> <li>• Assessments Effectively Aligned to Standards</li> <li>• Meet the criteria for High Reliability Schools for standards-based reporting</li> </ul>	Fall 2017-Spring 2022	<p>Title I Grant</p> <p>Title IIA</p> <p>General Professional Learning</p>	<p>District and School Level Administrators; Instructional coaches; teachers; Marzano Research Consultant</p>	<p>Copies of common formative assessments will be available at each school through instructional coaches</p> <p>Electronic copies will be available through instructional coaches</p> <p>PLC notebooks</p>
2.1.1.4	<p>PLC's will analyze data from common formative assessments to inform and adjust instruction to meet students' needs.</p> <ul style="list-style-type: none"> <li>• Proficiency scales will guide process of assessment development</li> </ul>	Fall 2017-Spring 2022	<p>Title I</p> <p>Title IIA</p> <p>General Professional Development</p>	<p>District and School Level Administrators; Instructional coaches; teachers</p>	<p>Data analysis will be kept in PLC notebooks</p> <p>Data from MAP, iReady, and PLC-created assessments</p>

2.1.1.5	Implement the Ben Hill County Charter School System's RTI process with fidelity <ul style="list-style-type: none"> <li>• Meet the criteria for competency-based education as defined by Marzano's High Reliability Schools</li> </ul>	Ongoing	Title IIA Title I	District and School Level Administrators; Instructional coaches; teachers; Marzano Research Consultant	RTI records and Student Portfolios
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## Ben Hill County Charter School System

Time Period: Fall 2017- Spring 2022

### Target Area 2: Learning Capacity

**Goal 2.1:** All Ben Hill County Charter School System’s students will master the locally identified power standards.

**Objective 2.1.2:** All Ben Hill County Charter School System’s students will master the locally identified power standards in mathematics with a 100% progress percentage annually.

#	Actions, Strategies, and Interventions	Timeline	Funding/ Resources	Person(s) Responsible	Means of Evaluation:
2.1.2.1	Identification and revision of the essential mathematics curriculum for k-12 <ul style="list-style-type: none"> <li>• Create proficiency scales</li> <li>• Add course numbers for innovative classes</li> <li>• Identify content specific competencies</li> <li>• Meet the criteria for a guaranteed and viable curriculum as defined by High Reliability Schools.</li> </ul>	Ongoing	Professional Development  Title IIA-PD	District and School Level Administrators; Instructional coaches; teachers; Marzano Research Associate	Copies of locally identified power standards will be available at all times at each school  Proficiency Scales Documents  Course Descriptions for Innovative Classes  An electronic copy will be available on One Drive.
2.1.2.2	PLC’S will plan, design, and implement lessons aligned to the GSE for mathematics <ul style="list-style-type: none"> <li>• Project-Based Learning</li> <li>• Flexible Grouping</li> <li>• Embedded 21<sup>st</sup> Century Skills</li> </ul>	Ongoing	Professional Development  Title IIA  Title I	District and School Level Administrators; Instructional coaches; teachers; Marzano Research Associate	Copies of curriculum guides, pacing guides, and lesson plans will be available at all times at all schools  An electronic copy will be available.

	<ul style="list-style-type: none"> <li>• Technology Integration</li> <li>• Standards-Based Assessments</li> <li>• Meet the criteria for a collaborative culture and effective teaching in every classroom as defined by High Reliability Schools</li> </ul>				PLC notebooks (includes team plans)
2.1.2.3	<p>PLC's will design common formative assessments for mathematics</p> <ul style="list-style-type: none"> <li>• Variety of Assessment Methods</li> <li>• Assessments Effectively Aligned to Standards</li> </ul>	Fall 2017-Spring 2022	Title IIA General Professional Learning	District and School Level Administrators; Instructional coaches; teachers	<p>Copies of common formative assessments will be available at each school through instructional coaches</p> <p>Electronic copies will be available through instructional coaches with answer keys housed in Performance Matters</p> <p>PLC notebooks</p>
2.1.2.4	PLC's will analyze data from common formative assessments to inform and adjust instruction to meet students' needs	Fall 2017-Spring 2022	Title I Title IIA-PD	District and School Level Administrators; Instructional coaches; teachers	<p>Data analysis will be kept in PLC notebooks</p> <p>Data from CFA analysis with grouping noted</p>
2.1.2.5	Implement the Ben Hill County Schools' RTI process with fidelity	Ongoing	Title IIA Title I	District and School Level Administrators; Instructional coaches; teachers	RTI records and Student Portfolios

# Ben Hill County Charter School System

Time Period: Fall 2017- Spring 2022

## Target Area 2: Learning Capacity

**Goal 2.1:** All Ben Hill County Charter School System’s students will master the locally identified power standards.

**Objective 2.1.3:** Ben Hill County Charter School System’s students in grades 3 through 12 will master the locally identified power standards in science with a 100% progress percentage annually.

#	Actions, Strategies, and Interventions	Timeline	Funding/ Resources	Person(s) Responsible	Means of Evaluation:
2.1.3.1	Identification and/or revision of the essential Science curriculum for 3-12 <ul style="list-style-type: none"> <li>• Create proficiency scales</li> <li>• Add course numbers for innovative classes</li> <li>• Identify content specific competencies</li> <li>• Meet the criteria for a guaranteed and viable curriculum as defined by High Reliability Schools.</li> </ul>	Ongoing	Professional Development  Title IIA-PD	District and School Level Administrators; Instructional coaches; teachers; Marzano Research Associate	Copies of locally identified power standards will be available at all times at each school  An electronic copy will be available on One Drive
2.1.3.2	PLC’S will plan, design, and implement lessons aligned to the GSE for science <ul style="list-style-type: none"> <li>• Project-Based Learning</li> <li>• Flexible Grouping</li> <li>• Embedded 21<sup>st</sup> Century Skills</li> <li>• Technology Integration</li> <li>• Standards-Based Assessments</li> <li>• Meet the criteria for a</li> </ul>	Ongoing	Professional Development  Title IIA  Title I	District and School Level Administrators; Instructional coaches; teachers; Marzano Research Associate	Copies of curriculum guides, pacing guides, and lesson plans will be available at all times at all schools  An electronic copy will be available. PLC notebooks (includes team plans)



	collaborative culture and effective teaching in every classroom as defined by High Reliability Schools				
2.1.3.3	<p>PLC's will design common formative assessments for science</p> <ul style="list-style-type: none"> <li>Variety of Assessment Methods</li> <li>Assessments Effectively Aligned to Standards</li> </ul>	Fall 2017-Spring 2022	Title IIA General Professional Learning	District and School Level Administrators; Instructional coaches; teachers	<p>Copies of common formative assessments will be available at each school through instructional coaches</p> <p>Electronic copies will be available through instructional coaches with answer keys housed in Performance Matters</p> <p>PLC notebooks</p>
2.1.3.4	PLC's will analyze data from common formative assessments to inform adjusting instruction to meet students' needs	Fall 2017-Spring 2022	Title I Title IIA-PD	District and School Level Administrators; Instructional coaches; teachers	<p>Data analysis will be kept in PLC notebooks</p> <p>Data from CFA analysis with grouping noted</p>
2.1.3.5	Implement the Ben Hill County Schools' RTI process with fidelity	Ongoing	Title IIA Title I	District and School Level Administrators; Instructional coaches; teachers	RTI records and Student Portfolios

## Ben Hill County Charter School System

Time Period: Fall 2017- Spring 2022

**Target Area 2:** Learning Capacity

**Goal 2.1:** All Ben Hill County Charter School System’s students will master the locally identified power standards.

**Objective 2.1.4:** Ben Hill County Charter School System’s students, grades 3 through 12, will master the locally identified power standards in Social Studies with a 100% progress percentage annually.

#	Actions, Strategies, and Interventions	Timeline	Funding/ Resources	Person(s) Responsible	Means of Evaluation:
2.1.4.1	Identification and/or revision of the essential Social Studies curriculum for 3-12 <ul style="list-style-type: none"> <li>• Create proficiency scales</li> <li>• Identify content specific competencies</li> <li>• Meet the criteria for a guaranteed and viable curriculum as defined by High Reliability Schools.</li> </ul>	Ongoing	Professional Development  Title IIA-PD	District and School Level Administrators; Instructional Coaches; Teachers; Marzano Research Associate	Copies of locally identified power standards will be available at all times at each school  An electronic copy will be available on One Drive
2.1.4.2	PLC’S will plan, design, and implement lessons aligned to the GSE for Social Studies <ul style="list-style-type: none"> <li>• Project-Based Learning</li> <li>• Flexible Grouping</li> <li>• Embedded 21<sup>st</sup> Century Skills</li> <li>• Technology Integration</li> <li>• Standards-Based</li> </ul>	Ongoing	Professional Development  Title IIA  Title I	District and School Level Administrators; Instructional Coaches; Teachers; Marzano Research Associate	Copies of curriculum guides, pacing guides, and lesson plans will be available at all times at all schools  An electronic copy will be available. PLC notebooks (includes team plans)

	<p>Assessments</p> <ul style="list-style-type: none"> <li>Meet the criteria for a collaborative culture and effective teaching in every classroom as defined by High Reliability Schools</li> </ul>				
2.1.4.3	<p>PLC's will design common formative assessments for Social Studies</p> <ul style="list-style-type: none"> <li>Variety of Assessment Methods</li> <li>Assessments Effectively Aligned to Standards</li> </ul>	Fall 2017-Spring 2022	Title IIA General Professional Learning	District and School Level Administrators; Instructional Coaches; Teachers	<p>Copies of common formative assessments will be available at each school through instructional coaches</p> <p>Electronic copies will be available through instructional coaches with answer keys housed in Performance Matters.</p> <p>PLC notebooks</p>
2.1.4.4	<p>PLC's will analyze data from common formative assessments to inform adjusting instruction to meet students' needs.</p>	Fall 2017-Spring 2022	Title I Title IIA-PD	District and School Level Administrators; Instructional Coaches; Teachers	<p>Data analysis will be kept in PLC notebooks</p> <p>Data from CFA analysis with grouping noted</p>
2.1.4.5	<p>Implement the Ben Hill County Schools' RTI process with fidelity</p>	Ongoing	Title IIA Title I	District and School Level Administrators; Instructional Coaches; Teachers	<p>RTI records and Student Portfolios</p>

## Ben Hill County Charter School System

Time Period: Fall 2017- Spring 2022

### Target Area 2: Learning Capacity

**Goal 2.2:** Improve the student performance of ALL Ben Hill County Charter School System’s students in reading by focusing on the growth of ALL students.

**Objective 2.2.1:** Continuing in 2018, 95% of Ben Hill County Charter School System’s students will increase their Rasch Unit Score (RIT) in Reading from Fall assessment until Spring Assessment using MAP.

#	Actions, Strategies, and Interventions	Timeline	Funding/ Resources	Person(s) Responsible	Means of Evaluation:
2.2.1.1	Determine the reading level of each Ben Hill County School’s students by locally approved program e.g. MAP	Ongoing-2022	Title I	District and School Level Administrators; Teachers; Instructional Coaches	Testing reports, progress monitoring, universal screeners
2.2.1.2	Develop an individual student reading plan for each BHCCSS student	Fall 2017-Spring 2022	Title 1	District and School Level Administrators; Teachers; Instructional Coaches	Student portfolios will be shared with parents
2.2.1.3	Provide professional learning on Effective Grouping for Differentiation in Reading	Ongoing	Title IIA Title VIB	Instructional Coaches; Teachers; Contracted Services; Consultants	Sign in sheets from professional learning; Agendas; Course description; Data from Walk-throughs
2.2.1.4	Communicate student level/growth to parents and students	Fall 2017-Spring 2022	Title I Title VIB	District and School Level Administrators; Instructional Coaches; Teachers; Counselors	Communication logs (Infinite Campus); Sign in sheets; Student portfolios will be shared with parents
2.2.1.5	Response to Intervention (RTI) will be used to develop reading skills through equitable opportunities <ul style="list-style-type: none"> <li>• On-going progress monitoring</li> </ul>	Ongoing	Title IIA; Title I	All Administration; Instructional coaches; teachers; counselors	RTI and student portfolios

## Ben Hill County Charter School District

Time Period: Fall 2017- Spring 2022

### Target Area 2: Learning Capacity

**Goal 2.3:** Ben Hill County Schools will improve student achievement in the area of mathematics.

**Objective 2.3.1:** Continuing in 2018, 90% of Ben Hill County Schools' students will increase their Rasch Unit Score (RIT) in Math from Fall assessment until Spring Assessments using MAP.

#	Actions, Strategies, and Interventions	Timeline	Funding/ Resources	Person(s) Responsible	Means of Evaluation:
2.3.1.1	Teachers will engage in a vertical curriculum alignment with a focus on power standards in mathematics	Ongoing	NA	Instructional Coaches; Teachers	Curriculum documents
2.3.1.2	Response to Intervention (RTI) will be used to develop mathematics skills through equitable opportunities <ul style="list-style-type: none"> <li>• On-going progress monitoring</li> </ul>	Ongoing	Title IIA Title I	District and School Level Administrators; Instructional Coaches; Teachers; Counselors	RTI records and Student Portfolios
2.3.1.3	Develop an individual student mathematics plan for each BHCCSS student	Fall 2017- Spring 2022	Title I	District and School Level Administrators; Instructional Coaches; Teachers; Counselors	Student portfolios will be shared with parents
2.3.1.4	Learning progress in mathematics will be communicated to parents and students.	Fall 2017- Spring 2022	Title I Title VIB	District and School Level Administrators; Instructional Coaches; Teachers; Counselors	Communication logs (Infinite Campus); Sign in sheets; Student portfolios will be shared with parents

2.3.1.5	Provide professional learning on Effective Grouping for Differentiation in Math	Ongoing	Title IIA Title VIB	District and School Level Administrators; Instructional Coaches; Teachers; Counselors	Sign in sheets from professional learning; Agendas; Course description; Data from Walk-throughs
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## Ben Hill County Charter School System

Time Period: Fall 2017- Spring 2022

### Target Area 2: Learning Capacity

**Goal 2.4:** Increase the student and employee attendance rate in Ben Hill County Charter School System

**Objective 2.4.1:** The percentage of Ben Hill County Charter School System’s employees absent for 15 or fewer days will increase by 2% for each year from 2017 through spring 2022.

#	Actions, Strategies, and Interventions	Timeline	Funding/ Resources	Person(s) Responsible	Means of Evaluation:
2.4.1.1	Each school will provide incentives for employee perfect attendance (gift cards, coupons, early leave, spa visit)	Fall 2017- Spring 2022	Business partners; Local school budget; PTO	School level administrators; PBIS; school secretary; school counselors	Attendance data; Time Force
2.4.1.2	Each school will recognize the employees with perfect attendance	Fall 2017- Spring 2022	Business partners; Local school budget; PTO	School level administrators	Attendance data

## Ben Hill County Charter School System

Time Period: Fall 2017- Spring 2022

**Target Area 2:** Learning Capacity

**Goal 2.4:** Increase the student and employee attendance rate in Ben Hill County Charter School System

**Objective 2.4.2:** The percentage of Ben Hill County Charter School System’s students absent for 9 or fewer days will increase by 2% for each year from 2017 through spring 2022.

#	Actions, Strategies, and Interventions	Timeline	Funding/ Resources	Person(s) Responsible	Means of Evaluation:
2.4.2.1	Establish baseline attendance data	FY17	NA	Registrars	Attendance data will be shared with BHCS BOE
2.4.2.2	Each Ben Hill County School will establish criteria for student recognition and incentives for attendance (ice cream, extra recess, free time coupons, Tardy for the Party) <ul style="list-style-type: none"> <li>• Develop proficiency scales for attendance</li> </ul>	Fall 2017- Spring 2022	NA	PBIS committee	Criteria will be reported to BHCS BOE  Documentation of incentives awarded during the school year
2.4.2.3	Inform parents and community of the importance of student attendance by “taking school to the community”	Fall 2017	NA	District and School level administrators; teachers	Agendas from School and Community meetings; Student Handbooks; School and System Website
2.4.2.4	Each school will recognize the students with perfect attendance	Fall 2017- Spring 2022	Local School budget	Building level administrators	Announcement of students with perfect attendance



## Ben Hill County Charter School District

Time Period: Fall 2017- Spring 2022

### Target Area 2: Learning Capacity

**Goal 2.5:** Students will have opportunities to work with real-world problems and issues to strengthen and improve problem solving.

**Objective 2.5.1:** 100% of teachers will implement project-based learning opportunities for students into standards-based instruction.

#	Actions, Strategies, and Interventions	Timeline	Funding/ Resources	Person(s) Responsible	Means of Evaluation:
2.5.1.1	Define and develop a framework for Project Based Learning at each grade level.	Start: Fall 2018	Title II A	K-12 Teachers, Instructional Coaches, School Administration, System Administration,	Copies of curriculum guides, pacing guides, and lesson plans will be available at all times at all schools  An electronic copy will be available. PLC notebooks (includes team plans)
2.5.1.2	Develop and implement performance based assessments.	Start: Fall 2018	Title II A	K-12 Teachers, Instructional Coaches, School Administration, System Administration	Copies of curriculum guides, pacing guides, and lesson plans will be available at all times at all schools  An electronic copy will be available. PLC notebooks (includes team plans)
2.5.1.3	Develop and provide ongoing professional development and Professional Learning Communities in Project Based Learning, performance based assessments, and literacy initiatives	Fall 2018	Title IIA	K-12 Teachers, Instructional Coaches, School Administration, System Administration,	Copies of curriculum guides, pacing guides, and lesson plans will be available at all times at all schools  An electronic copy will be

					available. PLC notebooks (includes team plans)
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## Ben Hill County Charter School System

Time Period: Fall 2017- Spring 2022

### Target Area 2: Learning Capacity

**Goal 2.6:** Prepare students with strong foundations in academic and technical skills.

**Objective 2.6.1:** Develop students’ essential knowledge and skills for college and career readiness.

#	Actions, Strategies, and Interventions	Timeline	Funding/ Resources	Person(s) Responsible	Means of Evaluation:
2.6.1.1	Implement Georgia state standards and best practices and monitor for standards-based classrooms.	Start: Fall 2018	NA	K-12 Teachers, Instructional Coaches, School Administration, System Administration,	Graduation Rate, Dropout rate, % reading on grade level, 9 <sup>th</sup> graders earning 6 credits with four being academic, Advanced placement scoring 3 or higher
2.6.1.2	Develop and implement instruction that is rigorous, data driven, and promotes global awareness, problem solving, creativity and innovation and critical thinking.	Start: Fall 2018	NA	K-12 Teachers, Instructional Coaches, School Administration, System Administration,	Graduation Rate, Dropout rate, % reading on grade level, 9 <sup>th</sup> graders earning 6 credits with four being academic, Advanced placement scoring 3 or higher

## Ben Hill County Charter School System

Time Period: Fall 2017- Spring 2022

### Target Area 2: Learning Capacity

**Goal 2.7:** Prepare students with strong foundations in academic and technical skills using online learning platforms and digital resources.

**Objective 2.7.1:** Develop students' essential knowledge and skills for college and career readiness.

#	Actions, Strategies, and Interventions	Timeline	Funding/ Resources	Person(s) Responsible	Means of Evaluation:
2.7.1.1	Implement Georgia state standards and best practices and monitor for standards-based classrooms.	Start: Fall 2018	NA	K-12 Teachers, Instructional Coaches, School Administration, System Administration,	Graduation Rate, Dropout rate, % reading on grade level, 9 <sup>th</sup> graders earning 6 credits with four being academic, Advanced placement scoring 3 or higher
2.7.1.2	Develop and implement instruction that is rigorous, data driven, and promotes global awareness, problem solving, creativity and innovation and critical thinking.	Start: Fall 2018	NA	K-12 Teachers, Instructional Coaches, School Administration, System Administration,	Graduation Rate, Dropout rate, % reading on grade level, 9 <sup>th</sup> graders earning 6 credits with four being academic, Advanced placement scoring 3 or higher
2.7.1.3	Develop and implement instruction that is rigorous, data driven, and promotes global awareness, problem solving, creativity and innovation and critical thinking using online learning platforms, digital technologies, and online resources.	Start: Fall 2019	N/A	K-12 Teachers, Instructional Coaches, School Administration, System Administration	Graduation Rate, Dropout rate, % reading on grade level, 9 <sup>th</sup> graders earning 6 credits with four being academic, Advanced placement scoring 3 or higher, % of students mastering power standards

## Ben Hill County Charter School System

Time Period: Fall 2017- Spring 2022

### Target Area 3: Resource Capacity

**Goal 3.1:** Ensure that the Five-Year Facility Plan is compatible with current needs and resources.

**Objective: 3.1.1:** By the end of fall 2017 a Five-Year Facility Plan will be developed and adopted by the Ben Hill County Charter School System.

#	Actions, Strategies, and Interventions	Timeline	Funding/ Resources	Person(s) Responsible	Means of Evaluation:
3.1.1.1	Form a Facilities Review Team	Summer 2017  Annually 2017-2022	N/A	Facilities Manager; Superintendent; COO; BOE; Site coordinators; Principals; and other stakeholders	Report presented to Board from Facilities Review Team
3.1.1.2	Facilities Review Team will review the plan annually	Annually	N/A	Facilities Manager; Superintendent; COO; BOE; Site coordinators	Report presented to Board from Facilities Review Team
3.1.1.3	Facilities Review Team will seek input from all stakeholders (to include but not limited to: teacher representatives, technology coordinator, administrators, etc.) <ul style="list-style-type: none"> <li>• School safety data will be taken from all staff members according to High Reliability School standards</li> </ul>	Annually/ Ongoing	N/A	Facilities Manager; Superintendent; COO; BOE; Site coordinators	Addendums to report  Various survey results  Agendas from applicable meetings.  Data will be analyzed and reported; Goals will be determined

3.1.1.4	The Facilities Review Team will share findings with Ben Hill BOE at least annually.	Ongoing	N/A	Facilities Manager; Superintendent; COO; BOE; Site coordinators	Findings shared at board meetings  Board meeting minutes.
3.1.1.5	Findings of Facilities Review Committee will be acted on as funds are secured.	Ongoing	ELOST State Capital Outlay Bonds Ad valorem Endowments	Superintendent	Physical evidence of facilities updates  Facilities reports to the board

## Ben Hill County Charter School System

Time Period: Fall 2017- Spring 2022

### Target Area 3: Resource Capacity

**Goal 3.2:** Ensure that the Five-Year Technology Plan is compatible with current needs and resources so that instruction and needs of the Ben Hill County Charter School System will be supported by adequate digital resources.

**Objective 3.2.1:** By the end of fall 2017 the Five-Year Technology Plan will be updated and adopted by the Ben Hill County School System.

#	Actions, Strategies, and Interventions	Timeline	Funding/ Resources	Person(s) Responsible	Means of Evaluation:
3.2.1.1	Form a Technology Review Team	Summer 2017  Annually 2017-2022	N/A	Technology Dir; Inst. Tech Coord; Superintendent; COO; BOE; Site coordinators	Report presented to Board from Technology Review Team
3.2.1.2	Technology Review Team review the Technology plan annually	Annually	N/A	Technology Dir; Inst. Tech Coord; Superintendent; COO; BOE; Site coordinators	Report presented to Board from Technology Review Team
3.2.1.3	Technology Review Team seek input from all stakeholders	Annually/ Ongoing	N/A	Technology Dir; Inst. Tech Coord; Superintendent; COO; BOE; Site coordinators	Addendums to report  Various survey results  Agendas from applicable meetings

3.2.1.4	Technology Review Team will share findings with the Ben Hill BOE	Ongoing	N/A	Technology Dir; Inst. Tech Coord; Superintendent; COO; BOE; Site coordinators	Findings shared at board meetings  Board meeting minutes
3.2.1.5	Findings of Technology Review Team will be acted on as funds are secured	Ongoing	ELOST, federal & state programs/ grants	Superintendent	Physical evidence of technology implementation  Technology reports to the board



## Ben Hill County Charter School System

Time Period: Fall 2017- Spring 2022

### Target Area 3- Resource Capacity

**Goal 3.3:** Implement and support effective Professional Learning Communities (PLCs) in each faculty within the Ben Hill County Charter School System maintains a diverse, highly qualified staff.

**Objective 3.3.1:** Provide a system for monitoring and supporting all Professional Learning Communities in Ben Hill County Schools beginning in the 2017-2018 school year through our partnership with Marzano Research and the components of High Reliability Schools.

#	Actions, Strategies, and Interventions	Timeline	Funding/ Resources	Person(s) Responsible	Means of Evaluation:
3.3.1.1	Perform an audit to determine the functionality of PLCs in Ben Hill County Schools <ul style="list-style-type: none"> <li>High Reliability Scales Surveys/Data</li> </ul>	Ongoing	Title I Title IIA PD/ Consultant	Superintendent; Administrators; Instructional coaches; POI Coordinator	Leadership meetings; Principal/Director meetings; Agenda and minutes; Sign in sheets; PLC Notebooks
3.3.1.2	Use audit findings to provide professional learning to low performing PLC's <ul style="list-style-type: none"> <li>High Reliability Scales Surveys/Data analysis</li> </ul>	Ongoing	N/A	Superintendent; Administrators; Instructional coaches; POI Coordinator	Leadership meetings; Principal/Director meetings; Agenda and minutes; Sign in sheets; PLC Notebooks
3.3.1.3	Develop a plan to have ongoing monitoring of PLC's through High Reliability School scales to ensure a collaborative environment and effective teaching in every classroom	Ongoing	Title I Title IIA PD	Superintendent; Administrators; Instructional coaches; POI Coordinator	Leadership meetings; Principal/Director meetings; Agenda and minutes; Sign in sheets; PLC Notebooks

3.3.1.4	Build capacity in system/building/ department leaders to ensure that all PLC's are purposeful, job-aligned and promote student achievement	Ongoing	Title I Title IIA PD Resources for Book Studies	Superintendent; Administrators; Instructional coaches; POI Coordinator	Partnership with Solution Tree and Marzano Research to progress monitor
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## Ben Hill County Charter School System

Time Period: Fall 2017- Spring 2022

### Target Area 3: Resource Capacity

**Goal 3.3:** Implement and support effective Professional Learning Communities (PLCs) in each faculty within the Ben Hill County Charter School System maintains a diverse, highly qualified staff.

**Objective 3.3.2:** Provide high quality, job-aligned professional learning for all Ben Hill County Schools personnel beginning in the fall of 2017.

#	Actions, Strategies, and Interventions	Timeline	Funding/ Resources	Person(s) Responsible	Means of Evaluation:
3.3.2.1	All Ben County Schools personnel will complete a prioritized needs assessment	Bi-Annually (Fall and Spring)	N/A	Superintendent; Administrators; Instructional coaches; POI Coordinator	Needs assessment results/report
3.3.2.2	Ben Hill County Schools needs assessment will be aligned with the Comprehensive Needs Assessment	Ongoing	N/A	Superintendent; Administrators; Instructional coaches; POI Coordinator	Comprehensive Needs Assessment (CNA) report
3.3.2.3	Needs Assessment data will be used to plan for professional learning	Ongoing	N/A	Superintendent; Administrators; Instructional coaches; POI Coordinator	PL agendas; Sign in sheets; CNA report/DATA

## Ben Hill County Charter School System

Time Period: Fall 2017- Spring 2022

### Target Area 4: College and Career Academy (CCA)

**Goal 4.1:** Research, design and establish a wall-to-wall CCA within the confines of Fitzgerald High School.

**Objective 4.1.1:** Increase the number of students completing high school prepared with skills that they need to successfully enter post-secondary education and/or the workforce.

#	Actions, Strategies, and Interventions	Timeline	Funding/ Resources	Person(s) Responsible	Means of Evaluation:
4.1.1.1	From the current state and local baseline average graduation rate of 79.3% of the 2017 cohort students, the percentage of students who attend FHSCCA and graduate with a high school diploma will increase 3% annually over the next 5 years.	Fall 2018- Spring 2022	NA	Superintendent, Principal, System level Administration, School level administration, teachers, instructional coaches, CCA CEO, CTAE Director	Percentage of students graduating with a high school diploma.

# Ben Hill County Charter School System

Time Period: Fall 2017- Spring 2022

## Target Area 4: College and Career Academy (CCA)

**Goal 4.1:** Research, design and establish a wall-to-wall CCA within the confines of Fitzgerald High School.

**Objective 4.1.2:** Increase the number of qualified potential employees and support local economic development by increasing the number of students earning either a college credit or on-the-job experiences while enrolled in high school.

#	Actions, Strategies, and Interventions	Timeline	Funding/ Resources	Person(s) Responsible	Means of Evaluation:
4.1.2.1	The percentage of FHSCCA students enrolled in WBL opportunities will increase by 3% annually over the next 5 years.	Fall 2018- Spring 2022	General funds; Title funds; CTAE funds	Superintendent, Principal, System level Administration, School level administration, teachers, instructional coaches, CCA CEO, CTAE Director	Percentage of FHSCCA students enrolled in WBL opportunities.
4.1.2.2	The percentage of FHSCCA students graduating from high school with dual enrollment credits will increase by 5% annually over the next 5 years.	Fall 2018- Spring 2022	General funds; Title funds; CTAE funds	Superintendent, Principal, System level Administration, School level administration, teachers, instructional coaches, CCA CEO, CTAE Director,	Percentage of FHSCCA students graduating from high school with dual enrollment credits.

# Ben Hill County Charter School System

Time Period: Fall 2017- Spring 2022

## Target Area 4: College and Career Academy (CCA)

**Goal 4.1:** Research, design and establish a wall-to-wall CCA within the confines of Fitzgerald High School.

**Objective 4.1.3:** Students at the FHSCCA will complete all requirements to become a Pathway Completer including passing all three required courses in the pathway and passing the End of Pathway Assessment.

#	Actions, Strategies, and Interventions	Timeline	Funding/ Resources	Person(s) Responsible	Means of Evaluation:
4.1.3.1	From a baseline during the 2017-2018 school year, the number of students at the FHSCCA who graduate from high school having passed all three courses in at least one pathway will increase 3% over a 5 year period.	Fall 2018- Spring 2022	General funds; Title funds; CTAE funds	Superintendent, Principal, System level Administration, School level administration, teachers, instructional coaches, CCA CEO, CTAE Director	Percentage of students graduating from high school having passed all three course in at least one pathway.
4.1.3.2	From a baseline during the 2017-2018 school year, the number of students at the FHSCCA who pass the End of Pathway Assessment for their chosen career path will increase by 3% annually over a 5-year period.	Fall 2018- Spring 2022	General funds; Title funds; CTAE funds	Superintendent, Principal, System level Administration, School level administration, teachers, instructional coaches, CCA CEO, CTAE Director,	Percentage of students who pass the End of Pathway Assessment in chose career path.

## Ben Hill County Charter School System

Time Period: Fall 2017- Spring 2022

### Target Area 4: College and Career Academy (CCA)

**Goal 4.1:** Research, design and establish a wall-to-wall CCA within the confines of Fitzgerald High School.

**Objective 4.1.:** Increase and strengthen the connection between CTAE programs and their business and community related partners for sustainability.

#	Actions, Strategies, and Interventions	Timeline	Funding/ Resources	Person(s) Responsible	Means of Evaluation:
4.1.4.1	From the current baseline of employers participating in 2017-2018, the number of employers participating in WBL and mentorships at the FHSCCA will increase by at least 2 employers each year over a 5 year period.	Fall 2018- Spring 2022	General funds; Title funds; CTAE funds	Superintendent, Principal, System level Administration, School level administration, teachers, instructional coaches, CCA CEO, CTAE Director	Increase in the number of employers participating in WBL and mentorships at FHSCCA.
4.1.4.2	Financial support by way of monetary, equipment, or in-kind contributions will begin with a goal of \$1000 the first year and increase by \$500 each year.	Fall 2018- Spring 2022	Donations from Business and community partners	Superintendent, Governance board, Community and Business Partners,	Financial support goal met each year.

## **Ben Hill County Charter School System**

Time Period: Fall 2017- Spring 2022

### **Target Area 4:** College and Career Academy (CCA)

**Goal 4.1:** Research, design and establish a wall-to-wall CCA within the confines of Fitzgerald High School.

**Objective 4.1.:** Increase and strengthen the connection between CTAE programs and their business and community related partners for sustainability.



