

WASHINGTON COUNTY SCHOOL SYSTEM

Communication, Collaboration, and Collecting & Leveraging Data

Our Systemic Process: Product, People, and Processes (Systems Thinking via SMART Actions)

Goal 1:

By the end of the school term FY 20, 80% of Districtwide Leadership Smart Team members will have proficient understanding/ application of Systems Thinking and SMART Teaming principles to drive positive and safe school climates via survey results.

Objectives

- A. Every 4.5-week period 100% of schools will make a 20% progress towards reducing discipline outcomes (ISS, OSS, and expulsions), completing required parent surveys, and staff surveys supporting earning a 4-Star School Climate Rating on the CCRPI.
- B. Teacher survey results measured every 4.5-week period in each school will reflect a 10% increase for understanding/applying with fidelity the established Committed Norms.
- C. By the end of the first Semester FY20, 100% of the schools will have control access doors for additional security.

	Cognia	Strategic Plan	Baseline	1st Quarter Formative (45 days)	2nd Quarter Formative (45 days)	3rd Quarter Formative (45 days)	4th Quarter Formative (45 days)	Target
Objective A	1.7	Yes	20%	30% - 40%	60%	COVID - 19	COVID - 19	80%
Objective B	1.7	Yes	0%	0%	75%	75%	75%	100%
Objective C	1.7	Yes	20%	20%	20%	20%	100%	100%

Key Performance Measures					
Indicators	45-Day Formative Review	45-Day Formative Review	45-Day Formative Review	45-Day Formative Review	Not Met Due to Covid-19
Survey Results at a 2.5 - 3 4 average response LKES	Completed	Completed	COVID-19	COVID-19	COVID-19
Interviews (Administrators and Faculty)	Completed	Completed	COVID-19	COVID-19	COVID-19
25 Point Inspection Report	Completed	Completed	Completed	Completed	Completed
Fireside Chats and/or Zoom Sessions	Completed	Completed	Completed	Completed	Completed
Awareness Walks	Completed	Completed	Completed	COVID-19	COVID-19
Vertical Teaming	Completed	Completed	Completed	COVID-19	COVID-19
Reflections by SMART Teams	Completed	Completed	Completed	Completed	Scheduled for August 2020
ACCESS Control Doors	In Progress	In Progress	In Progress	Completed	Completed
School Monitoring and Support Documents	N / A	N / A	N / A	Completed RRP RRE EMS WCHS WCAS	Completed

Goal 2: - Implement a Districtwide Literacy SMART Team to address early literacy development and 3-12 improvement.

Objectives

- A. At least 80% of pre-kindergarten students enrolled in Washington County Head Start and Ridge Road Primary will score in the Proficient range on the Washington County School System Pre Kindergarten Assessment Test (PAT) at the end of the 2019 - 2020 school year.
- B. Washington County School System and Washington County Head Start will have a minimum of four vertical team meetings during the 2019 - 2020 school year.
- C. Washington County School System will increase the number of community libraries to 3 by the end of the 2019 - 2020 school year.

	Cognia	Strategic Plan	Baseline	1st Quarter Formative (45 days)	2nd Quarter Formative (45 days)	3rd Quarter Formative (45 days)	4th Quarter Formative (45 days)	Target
Objective A	2.5	Yes	0%	0%	40%	60%	80%	80%
Objective B	2.1	Yes	0	0	1	2	3	4
Objective C	2.3	Yes	0	0	0	1	2	3

Key Performance Measures					
Indicators	45-Day Formative Review	45-Day Formative Review	45-Day Formative Review	45-Day Formative Review	Not Met Due to Covid - 19
A.					
Create the Pre Kindergarten Assessment Test	Completed	Completed	Completed	Completed	Completed
Administer the Pre Kindergarten Assessment Test	Completed	Completed	Completed	Completed	Completed
Analyze the Data from the Pre Kindergarten Assessment Test	In Progress	In Progress	Completed	Completed	Completed
Share and Review the Data from the Pre Kindergarten Assessment Test	In Progress	In Progress	Completed	Completed	Completed
B.					
Plan sessions based on Pre Kindergarten Assessment Test	Completed	Completed	Completed	Completed	Completed
Conduct Professional Learning Sessions based on the Pre Kindergarten Test Data	Completed	Completed	Completed	Completed	Completed
Review Professional Learning Feedback Data from Teachers	In Progress	In Progress	COVID-19	In Progress Survey to be given in August	In Progress Survey to be given in August
C.					
Research Building Plans for Little Libraries	Completed	Completed	In Progress	In Progress	In Progress
Secure funding for Little Libraries	In Progress	In Progress	In Progress	In Progress	In Progress
Secure books for Little Libraries	In Progress	In Progress	In Progress	In Progress	In Progress

Goal 3:

Implement a Districtwide Multi-Tiered System of Support (MTSS), Response To Interventions (RTI), and Social Emotional Learning (SEL) SMART Team to address the students' academic and behavioral intervention and enrichment needs.

Objectives

- A. At the conclusion of the 2019 - 2020 school year, 85% of students in grades K - 12 as identified through mental health and social emotional screeners will receive Social Emotional Support through web based interventions.
- B. At the conclusion of the 2019 - 2020 school year, 95% of students in grades K - 12 will participate in a reading and math screener. (Next Step: Use the data in instruction)
- C. At the conclusion of the 2019 - 2020 school year, Washington County School System will have 100% of Tier II and Tier III interventions to meet ESSA's requirements for having strong, moderate or promising evidence.

	Cognia	Strategic Plan	Baseline	1st Quarter Formative (45 days)	2nd Quarter Formative (45 days)	3rd Quarter Formative (45 days)	4th Quarter Formative (45 days)	Target
Objective A.	2.9	Yes	0%	0%	0%	43%	85%	85%
Objective B.	2.5	Yes	50%	65%	75%	75%	85%	95%
Objective C.	2.1	Yes	0%	0%	0%	80%	100%	100%

Key Performance Measures					
Indicators	20-Day Formative Review	20-Day Formative Review	20-Day Formative Review	20-Day Formative Review	Not Met Due to Covid - 19
A					
Determine Mental Health Screener	Completed	Completed	Completed	Completed	Completed
Determine Protocol for Administering Screener	Completed	Completed	Completed	Completed	Completed
Analyze Results	In Progress	In Progress	In Progress	COVID-19	COVID-19
Schedule for Social Emotional Support Sessions	Completed	Completed	In Progress	COVID-19	COVID-19
Post Survey (SMART Team Members and Faculty Members)	Not Started	Not Started	Not Started	COVID-19	COVID-19
B.					
All scores should be in Infinite Campus	Completed	Completed	Completed	COVID-19	COVID-19
Provide small group instruction based on the data	In Progress	In Progress	Completed	COVID-19	COVID-19
Revise MTSS County Wide Manual	Completed	Completed	Completed	Completed	Completed
C					
Research Tier II and Tier III Interventions	Completed	Completed	Completed	Completed	Completed
Purchase Tier II and Tier III Interventions	Completed	Completed	Completed	Completed	Completed
Provide Training on Tier II and Tier III Interventions	In Progress	In Progress	Completed	Completed	Completed
Implement Interventions	In Progress	In Progress	Completed	Completed	Completed
Complete Fidelity Checks for Tier II and Tier III Interventions	In Progress	In Progress	In Progress	In Progress	In Progress

Goal 4:

Implement a Districtwide STEAM (Science, Technology, Engineering, Art, and Math) SMART Team to expand student metacognition in project and inquiry-based learning experiences focused on robotics and cyber security.

Objectives (hyperlink if needed)

- a. During the 2019-2020 school year, STEAM Smart Team members will design one STEAM project-based learning experience for their school.
- b. During the 2019-2020 school year, participation in STEAM-related competitions (including Cybersecurity and Robotics) will increase by 3% for students in grades 3-12.
- c. During the 2019-2020 school year, each school will host a minimum of one parent-engagement STEAM event.
- d. During the 2019-2020 school year, the STEAM Smart Team will visit a minimum of 3 GaDOE Certified STEAM schools.
- e. During the 2019-2020 school year, the IGAL Academy will be introduced and planning begins.

	Cognia	Strategic Plan	Baseline	1st Quarter Formative (45 days)	2nd Quarter Formative (45 days)	3rd Quarter Formative (45 days)	4th Quarter Formative (45 days)	Target
Objective A	2.2	Yes	0	0	3	COVID-19	COVID-19	not met due to COVID-19
Objective B	2.2	Yes	26 (break down by school)	7	37	COVID-19	COVID-19	3% increase
Objective C	2.4	Yes	0	0	2 RRP RRE	2 RRE EMS	COVID-19	met by all school except WCHS due to COVID-19
Objective D	3.1	Yes	0	0	0	4	COVID-19	met

Objective E	2.2	Yes	0	0	0	0	COVID-19	met
Key Performance Measures								
Indicators				45-Day Formative Review	45-Day Formative Review	45-Day Formative Review	45-Day Formative Review	Not Met Due to Covid - 19
STEAM Days				Completed	Completed	Completed	COVID-19	COVID-19
STEAM Parent Night				In Progress	Completed	Completed	COVID-19	COVID-19
Develop the Girls That Code Club				In Progress	Completed	Completed	COVID-19	COVID-19
Work toward STEAM Certification				In Progress	In Progress	In Progress	COVID-19	COVID-19
Visit STEAM Certified School in Georgia				Not Yet	Not Yet	Completed	COVID-19	COVID-19
Increase teacher professional learning for engaging students in STEAM activities in the learning & teaching process				In Progress	In Progress	In Progress	COVID-19	COVID-19
Participation in STEAM events: STEAMify, Robotics, Science Fair, Technology Fair, CTAE pathway, and Cyber Security				Completed	Completed	Completed	COVID-19	COVID-19
IGAL Academy (Development Plan)				In Progress	In Progress	In Progress	In Progress	COVID-19

Goal 5:

Implement a Districtwide Workforce Development SMART Team to develop students' 21st Century career and college ready.(Golden 5, WACO Works, Georgia BEST certification, Youth Leadership, Dual Enrollment, Work-based Learning, Work Exploratory Engagement (WEE) Talks, mentorships, and business partnerships.)

Objectives:

- a. During the 2019-2020 school year, the Work-Force Ready Smart Team members will plan three opportunities for middle and high school students to participate in WACO Works in a collaborative effort with the Chamber of Commerce.
- b. During the 2019-2020 school year, participation in CTSO-related competitions (Career and Technical Student Organizations) will increase by 5% for students in grades 9-12.
- c. During the 2019-2020 school year, the middle and high school will host a minimum of two parent-engagement CTAE events.
- d. During the 2019-2020 school year, the Work-Force Ready Smart Team will collaborate with the CTAE departments of the middle and high school, to host an Advisory Council collaboration meeting.
- e. During the 2019-2020 school year, the Work-Force Ready Smart Team will visit a minimum of 2 schools that have an active and viable CTAE department.

	Cognia	Strategic Plan	Baseline	1st Quarter Formative (45 days)	2nd Quarter Formative (45 days)	3rd Quarter Formative (45 days)	4th Quarter Formative (45 days)	Target
Objective A	2.5							
Objective B	2.6							
Objective C	2.7							
Objective D	2.8	Yes	10%	85%	85%	90%	100%	100% of students classified as "Seniors"
Objective E	2.9							
Employability Skills Instruction								
Career								

Pathway Completion								
Increased End-Of- Pathway Assessment Passing Rate								
Effective Work-Based Learning Alignment								

Key Performance Measures

Indicators	20 Day Formative Review	20 Day Formative Review	20 Day Formative Review	20 Day Formative Review	Not Met Due to Covid - 19
All students will enroll in the "Peer Leadership" CTAE course.			COVID-19	COVID-19	Completed
Students will be offered CTAE courses that will appeal to them which will encourage them to complete a career pathway.			COVID-19	COVID-19	Completed
Third year CTAE students will continuously participate in practice testing to increase passing rate on EOPA's.			COVID-19	COVID-19	COVID-19
WBL manual review.			COVID-19	COVID-19	Completed

Goal 6:

Implement a Districtwide Public Relations & Marketing SMART Team to tell our brand and great story about our school district with 100% of the school staff and 80% or greater of our parents and community stakeholders.

Objectives *(hyperlink if needed)*

- a. Educate the community and stakeholders on all programs and offerings that WCPS offers.
- b. Have websites 85% completed and in use by November 21, 2019.
- c. By December 2019 utilize Instagram 25% more.
- d. Beginning November 2019 monitor Facebook Insight data to start collecting data on posts with the highest engagement.
- e. Submit 2-5 articles/stories weekly to the newspapers (Georgian/Spotlight). Post accomplishments weekly on Facebook and social media. Utilize radio station spots to reach additional audiences.
- f. By January 2020 add Chamber Newsletter to our communication platforms. Attend community events with students to showcase talents (ex: Christmas on the square).
- g. Telling our story and developing our identity through our students and staff. Each school will participate in a “Staff Spotlight” on Facebook beginning in November of 2019.
- h. Beginning in January, we will have a more targeted approach for the Campaign “Rise Up Waco, #RiseUpWaco”. Targeting students that are achieving great things we will start with a series of short video interviews that will be posted across social media.
- i. Each quarter we will have a minimum of 1-2 community engagement events. These events will not be held on school grounds. These events will differ in nature from informational and speaking engagements, school resource events, and showcasing student talent.

	Cognia	Strategic Plan	Baseline	1st Quarter Formative (45 days)	2nd Quarter Formative (45 days)	3rd Quarter Formative (45 days)	4th Quarter Formative (45 days)	Not Met Due to Covid - 19
Objective A	1.4	Yes		Planning Stage	Planning Stage	In Progress	Completed	Completed
Objective B	1.4	Yes		Planning Stage	Planning Stage	In Progress	Completed	Completed
Objective C	1.10	Yes		Planning Stage	Planning Stage	In Progress	In Progress	Completed
Objective D	1.10	Yes		Planning Stage	Planning Stage	In Progress	Completed	Completed
Objective E	1.4	Yes		Planning Stage	Planning Stage	In Progress	Completed	Completed

Objective F	1.4	Yes		Planning Stage	Planning Stage	In Progress	In Progress	Completed
Objective G	1.8	Yes		Planning Stage	Planning Stage	In Progress	In Progress	Completed
Objective H	1.4	Yes		Planning Stage	Planning Stage	In Progress	In Progress	Completed
Objective I	1.8	Yes		Planning Stage	Planning Stage	In Progress	In Progress	Completed

Key Performance Measures					
Indicators	20 Day Formative Review	20 Day Formative Review	20 Day Formative Review	20 Day Formative Review	Not Met Due to Covid - 19
2-5 Articles submitted weekly to the paper	0 Not Started	75% In Progress	85% In Progress	100% Completed	Completed
Number of Community events attended	2-4 In Progress	2-4 In Progress	2-4 In Progress	3-5 In Progress	Completed
Website Status	0 Not Started	50% In Progress	75% In Progress	85% In Progress	Completed
Radio Show	0 Not Started	100% Completed	100% Completed	100% Completed	Completed
Chamber newsletter as part of our information feed	0 Not Started	20% In Progress	50% In Progress	75% In Progress	Completed
Staff Spotlight	0 Not Started	50% In Progress	60% In Progress	80% In Progress	Completed
Social Media Data (Gaining followers each month)	0 Not Started	Yes Completed	Yes Completed	Yes Completed	Completed