

Personalized Learning

Critical Initiative	
Assist all secondary schools in implementing math instruction best practices through the use of the system's math instructional coaches.	
Objective: Due to COVID, GAP students will meet or exceed individualized learning goals and the benchmarks for academic success utilizing PLP, STRIDE, & IXL.	

Evidence-Based Practice Citation

Leaders of Learning (*How District, School, and Classroom Leaders Improve Student Achievement*) by **Richard Dufour & Robert J. Marzano**

Activity

PD sessions with math instructional coaches

Person responsible: ECBOE Instructional Coach		Launch Date: 08/10/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Data from Scantron Express, Stride, Star, IXL	Benchmark: Increase targeted SPE subgroup growth	Date: 05/28/2021

Personalized Learning

Critical Initiative	
Building administrators will continue to be instructional leaders in their schools	
Objective: Due to COVID, GAP students will meet or exceed individualized learning goals and the benchmarks for academic success utilizing PLP, STRIDE, & IXL.	

Evidence-Based Practice Citation

Mentoring is a Verb (Strategies for Improving College and Career Readiness) by Russ Olwell

Activity

Building administrators will attend PD

Person responsible: Building administrators		Launch Date: 08/07/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	Date: 05/28/2021
Building administrators will follow the school goal action plan and suggested information from the PD they attended to instruct teachers on best instructional practices in the classroom.	Benchmark: Grades 7-12 will show academic gains throughout the school year using data	

2020-2021 Gaston High School Continuous Improvement Plan

Gaston High School

Personalized Learning

Critical Initiative	
Provide specialized instruction for special populations. This includes, but is not limited to, advance and remedial instruction, and any other instruction used to benefit our specialized populations.	
Objective: Due to COVID, GAP students will meet or exceed individualized learning goals and the benchmarks for academic success utilizing PLP, STRIDE, & IXL.	

Evidence-Based Practice Citation

Learning by Doing (A Handbook for Professional Learning Communities at Work) by Richard DuFour, Rebecca DuFour, Robert Eaker, Thomas Many

Activity

Utilize various forms of data measurement.

Person responsible: Special Education Teachers		Launch Date: 08/07/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Fall, winter, and spring assessment data	Benchmark: Comparing fall, winter, and spring assessment data for growth.	Date: 05/28/2021

2020-2021 Gaston High School Continuous Improvement Plan

Gaston High School

Personalized Learning

Critical Initiative	
Gather and analyze data for subgroups and differentiated instruction, as needed.	
Objective: Due to COVID, GAP students will meet or exceed individualized learning goals and the benchmarks for academic success utilizing PLP, STRIDE, & IXL.	

Evidence-Based Practice Citation

Leading (Effective Meetings, Teams, and Work Groups in Districts and Schools) by **Mathew Jennings**

Activity

Monthly RTI Meetings

Person responsible: RTI Team		Launch Date: 08/07/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Data from Tier II and Tier III testing will be analyzed during each meeting. Instruction will be designed based on the information obtained from the data.	Benchmark: Show growth within our Tier II and Tier III student population	Date: 05/28/2021

Personalized Learning

Critical Initiative	
Write standard-based IEPs to address differential instruction in reading, math, and basic skills.	
Objective: Due to COVID, GAP students will meet or exceed individualized learning goals and the benchmarks for academic success utilizing PLP, STRIDE, & IXL.	

Evidence-Based Practice Citation

Understanding by Design by Grant Wiggins and Jay McTighe

Activity

SPED teachers will collaboratively create IEPs

Person responsible: Special Education Teachers		Launch Date: 08/07/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	Date: 05/28/2021
Teacher observations to ensure that IEPs address differential instruction.	Benchmark: Improved instructional practices regarding the special ed subgroup	

Personalized Learning

Critical Initiative	
Monitor SPE subgroup, both virtual and in-person, by utilizing PLP daily by all teachers. Communication will be implemented by email, PLP, Google Meet, or phone.	
Objective: Due to COVID, GAP students will meet or exceed individualized learning goals and the benchmarks for academic success utilizing PLP, STRIDE, & IXL.	

Evidence-Based Practice Citation

Unmistakable Impact (A Partnership Approach for Dramatically Improving Instruction) **by Jim Knight**

Activity

Collaboration between SPED and Gen Ed teachers.

Person responsible: SPED Teachers and Gen Ed Teachers		Launch Date: 08/07/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	Date:
Academic growth with all students, virtual and in-person, in the SPE subgroup. SPED teachers will spend time with subgroup students in their general ed classrooms and engage in co-teaching.	Benchmark: Improved instructional practices	Date: 05/28/2021

Personalized Learning

Critical Initiative	
GHS REMOTE LEARNING will occur throughout the year for students who are Quarantined due to COVID. E Learning Days will be utilized for all students to maximize our virtual platform.	
Objective: Due to COVID, GAP students will meet or exceed individualized learning goals and the benchmarks for academic success utilizing PLP, STRIDE, & IXL.	

Evidence-Based Practice Citation

Linking Leadership to Student Learning by Michael S. Knapp

Activity

PD related to remote learning for teachers

Person responsible: Administrators		Launch Date: 08/07/2020	
Required Resource(s):			
Financial Resource:		Source of Funding:	
Other Resource:			
Activity Measure(s)		Benchmark(s)	
Professional development sessions will provide teachers with a greater understanding of remote learning. This PD will allow teachers to more easily navigate online learning platforms.		Benchmark: Teacher knowledge of remote learning and online learning platforms will increase.	
		Date: 05/28/2021	

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Positive School Culture

Critical Initiative	
We will continue to develop a school environment where all students feel safe by providing a team of support such as, social workers, counselors, SRO's, Peer Helper Coordinators, and outside agencies.	
Objective:	Social & emotional learning will increase, as indicated by using surveys and Peer Helper Program. COVID safety procedures will be implemented daily.

Evidence-Based Practice Citation

Leading (Effective Meetings, Teams, and Work Groups in Districts and Schools) **by Mathew Jennings**

Activity

Create a Peer Helper Team

Person responsible: Peer Helper Coordinators		Launch Date: 08/07/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Peer Helper Team will assist classroom teachers with the implementation of the P.A.T.H. curriculum and subsequently, they will submit teacher and student feedback to building administrator.	Benchmark: Compare survey data	Date: 05/28/2021

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Gaston High School

Positive School Culture

Critical Initiative

Utilize the Refocus Center and online school resources for students who need a different school environment.

Objective:

Social & emotional learning will increase, as indicated by using surveys and Peer Helper Program. COVID safety procedures will be implemented daily.

Evidence-Based Practice Citation

CHAMPS (A Proactive & Positive Approach to Classroom Management) by Randy Sprick, Ph.D

Activity

Classroom observations for at-risk students

Person responsible: Building Administrators and RTI Team

Launch Date: 08/07/2020

Required Resource(s):

Financial Resource:

Source of Funding:

Other Resource:

Activity Measure(s)

Benchmark(s)

Students who are at-risk, will receive early intervention and preventative discipline measures. We will use the Refocus Center's resources in an effort to place at-risk students in the best environment

Benchmark: Reduce the number of students sent to Refocus Center

Date: 05/28/2021

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Gaston High School

Positive School Culture

Critical Initiative

The building principal will continue to provide the leadership for each school in developing a positive and nurturing culture.

Objective:

Social & emotional learning will increase, as indicated by using surveys and Peer Helper Program. COVID safety procedures will be implemented daily.

Evidence-Based Practice Citation

Leading (Effective Meetings, Teams, and Work Groups in Districts and Schools) **by Mathew Jennings**

Activity

Monthly faculty meetings to address any concerns

Person responsible: Administrators

Launch Date: 08/07/2020

Required Resource(s):

Financial Resource:

Source of Funding:

Other Resource:

Activity Measure(s)

Personnel will have the opportunity for one-on-one meeting with building administrators. During these meetings, they will be asked to express any concerns, complaints, or ideas.

Benchmark(s)

Benchmark: Personnel will feel that they have the support and consideration of the building administrators.

Date: 05/28/2021

2020-2021 Gaston High School Continuous Improvement Plan

Gaston High School

Positive School Culture

Critical Initiative	
Engage in peer tutoring for social and emotional learning and COVID Safety Guidelines and daily procedures.	
Objective: Social & emotional learning will increase, as indicated by using surveys and Peer Helper Program. COVID safety procedures will be implemented daily.	

Evidence-Based Practice Citation

P.A.T.H. (Prevention and Awareness for Total Health) by Peer Helpers

Activity

Peer tutors will be used for academic tutoring

Person responsible: Classroom Teachers		Launch Date: 08/07/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Classroom observations, student feedback, and teacher feedback will be done on an ongoing basis to prove the efficacy of peer tutoring.	Benchmark: Peer tutoring will improve classroom performance as well as improve the social and emotional learning aspects.	Date: 05/28/2021

Work Place Culture

Critical Initiative	
Continue to create a culture and a work environment that makes the district an employer of choice. Cleaning will be conducted ritually through out the day in regards to COVID Guidelines.	
Objective: We will strive to attract and attain the highest qualified employees at all levels. COVID safety procedures will be implemented daily.	

Evidence-Based Practice Citation

Update Training for School Nurses, Administrators, & Faculty on the COVID (School Toolkit) ADPH

Activity

Personnel survey input

Person responsible:		Launch Date: 08/07/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	Date: 05/28/2021
Data from personnel surveys regarding work environment and safety	Benchmark: Data from surveys will express that school personnel feels as if the school environment is safe and that the culture is positive.	

Work Place Culture

Critical Initiative	
Implement a mentoring program for all new certified staff.	
Objective: We will strive to attract and attain the highest qualified employees at all levels. COVID safety procedures will be implemented daily.	

Evidence-Based Practice Citation

Mentors, Masters and Mrs. MacGregor (Stories of Teachers Making a Difference) **by Jane Bluestien Ph.D**

Activity

New staff mentoring program

Person responsible: Experienced teachers		Launch Date: 08/07/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Classroom observations and mentor/mentee feedback.	Benchmark: New faculty will understand school procedures and protocol as well as best instruction practices and classroom management.	Date: 05/28/2021

Work Place Culture

Critical Initiative	
Continue to offer education and professional development for all staff members.	
Objective: We will strive to attract and attain the highest qualified employees at all levels. COVID safety procedures will be implemented daily.	

Evidence-Based Practice Citation

Learning by Doing (A Handbook for Professional Learning Communities at Work) by Richard DuFour, Rebecca DuFour, Robert Eaker, Thomas Many

Activity

Provide professional development opportunities

Person responsible: Building Administrators		Launch Date: 08/07/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Classroom observations, teacher self-assessment, professional development credits	Benchmark: Faculty will engage in best practices in the classroom	Date: 05/28/2021

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Work Place Culture

Critical Initiative	
Actively recruit new teachers from local universities.	
Objective: We will strive to attract and attain the highest qualified employees at all levels. COVID safety procedures will be implemented daily.	

Evidence-Based Practice Citation

Mentors, Masters and Mrs. MacGregor (Stories of Teachers Making a Difference) **by Jane Bluestien Ph.D**

Activity

Develop relationships with local universities

Person responsible: Building Administrators		Launch Date: 08/07/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Maintain highly qualified teachers	Benchmark: All teachers will be highly qualified	Date: 05/28/2021

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Work Place Culture

Critical Initiative	
Engage in yearly safety training for all system employees.	
Objective: We will strive to attract and attain the highest qualified employees at all levels. COVID safety procedures will be implemented daily.	

Evidence-Based Practice Citation

Annalyn's Law, Jamari Terrell Williams' Act, Jason Flatt Act, Erin's Law, Annual Training for Child Abuse/Neglect, Annual Training for Student Harassment, Annual Safety Plan Review (AL Law)

Activity

Safety training will be ongoing

Person responsible: Building Administrators and SRO		Launch Date: 08/07/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Run/Hide/Fight drill, fire drill, tornado drill, bus evacuation drill, and continuing education regarding the pandemic.	Benchmark: Faculty will execute all drills with success. Faculty will be educated on necessary COVID protocol. Date: 05/28/2021	

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Community Outreach

Critical Initiative	
Continue to promote the partnership with local business and industry through work based learning, apprenticeship and job shadowing.	
Objective:	
Provide additional support and enrichment opportunities through community partnerships.	

Evidence-Based Practice Citation

Leading (Effective Meetings, Teams, and Work Groups in Districts and Schools) **by Mathew Jennings**

Activity

Coordinate student sessions with the career coach

Person responsible: English Teachers/College and Career Coach		Launch Date: 08/07/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Student sessions with our school's college and career coach, job shadowing, and collaboration with our local business bureau	Benchmark: Student plans for college and career.	Date: 05/28/2021

Community Outreach

Critical Initiative	
Continue to provide students with the opportunity to participate in dual enrollment with local universities.	
Objective: Provide additional support and enrichment opportunities through community partnerships.	

Evidence-Based Practice Citation

What Makes Dual Enrollment Work? High School Counselor Perspectives by Patricia Witkowsky & Grant Clayton

Activity

Offer dual enrollment to students

Person responsible: Guidance Counselor		Launch Date: 08/07/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	Date: 05/28/2021
Students will successfully enroll and successfully complete dual enrollment courses	Benchmark: Students will be prepared for in-person college courses. Students will be ready for a career of their choice.	

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Community Outreach

Critical Initiative	
Continue to utilize the Etowah County School Foundation partnership to provide additional resources to teachers and students.	
Objective:	
Provide additional support and enrichment opportunities through community partnerships.	

Evidence-Based Practice Citation

Learning by Doing (A Handbook for Professional Learning Communities at Work) by **Richard DuFour, Rebecca DuFour, Robert Eaker, Thomas Many**

Activity

Partner with local organizations

Person responsible: Peer Helper Coordinators and Team		Launch Date: 08/07/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
We will provide basic needs to students through our food and hygiene pantry.	Benchmark: Student academic performance will increase as all students' basic needs are being met.	Date: 05/28/2021

2020-2021 Gaston High School Continuous Improvement Plan

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Community Outreach

Critical Initiative	
Continue to partner with the Etowah County Sheriff Office and local municipalities to provide school resource officers for all schools.	
Objective:	
Provide additional support and enrichment opportunities through community partnerships.	

Evidence-Based Practice Citation

Leading (Effective Meetings, Teams, and Work Groups in Districts and Schools) **by Mathew Jennings**

Activity

Participate in Student Leadership Academy

Person responsible: Student Resource Officer		Launch Date: 08/07/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	Date: 05/28/2021
Students will be selected to participate in the Student Leadership Academy supported by Etowah County Sheriff's Office.	Benchmark: Students will graduate from the Student Leadership Academy	

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Community Outreach

Critical Initiative	
Remain in a partnership with local agencies (United Way, CED Mental Health, Quality of Life) to provide students and families with support.	
Objective: Provide additional support and enrichment opportunities through community partnerships.	

Evidence-Based Practice Citation

Mentors, Masters and Mrs. MacGregor (Stories of Teachers Making a Difference) **by Jane Bluestien Ph.D**

Activity

Partner with Big Brothers Big Sisters

Person responsible: Peer Helper Coordinators		Launch Date: 08/07/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Students will serve in the Big Brothers Big Sisters mentoring program	Benchmark: Students will develop as mentors	Date: 05/28/2021

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Gaston High School

Technology Initiative

Critical Initiative	
The Etowah County Schools will continue to encourage teachers and students to see and think in new ways across disciplines.	
Objective:	
Engage and empower the learner through technology.	

Evidence-Based Practice Citation

What Great Teachers Do Differently (17 Things That Matter Most) by Todd Whitaker

Activity

PD focused on 21st century learning w/technology

Person responsible: Building Administrators and Technology Coordinator		Launch Date: 08/07/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Classroom observations, PBL with incorporated technology, cross curricular instruction	Benchmark: Students will engage in 21st century learning with technology.	Date: 05/28/2021

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Gaston High School

Technology Initiative

Critical Initiative	
We will use STEAM as an approach to learning by using STEAM courses as access points for guiding, inquiry, dialogue, and critical thinking.	
Objective: Engage and empower the learner through technology.	

Evidence-Based Practice Citation

Learning by Doing (A Handbook for Professional Learning Communities at Work) **by Richard DuFour, Rebecca DuFour, Robert Eaker, Thomas Many**

Activity

Implement Alabama Science in Motion

Person responsible: Math and Science Teachers		Launch Date: 08/07/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Classroom observations during physics lab, student learning data	Benchmark: Students will learn the process of collecting and reporting data	Date: 05/28/2021

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Gaston High School

Technology Initiative

Critical Initiative

Schools will continue to develop 21st Century skills critical to our students' future, including collaboration, communication, creativity, and critical thinking.

Objective:
Engage and empower the learner through technology.

Evidence-Based Practice Citation

Leaders of Learning (How District, School, and Classroom Leaders Improve Student Achievement) **by Richard Dufour & Robert J. Marzano**

Activity

Cross curricular instruction with technology

Person responsible: Gen Ed Teachers/SPED Teachers

Launch Date: 08/07/2020

Required Resource(s):

Financial Resource:
Other Resource:

Source of Funding:

Activity Measure(s)

Classroom observations, teacher feedback, and student feedback

Benchmark(s)

Benchmark: Students' knowledge of STEAM and technology will increase

Date: 05/28/2021