

# **Clayton County Public Schools**

***“Committed To High Performance”***

## **Board of Education**

***Dr. Pam Adamson***  
***Chairman***  
***Mary Baker***  
***Vice-Chairman***

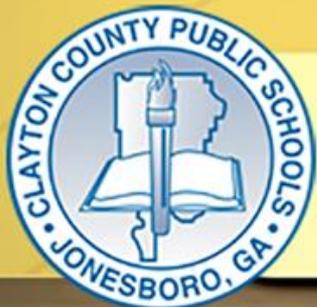
***Dr. Alieka Anderson***  
***Ophelia Burroughs***  
***Mark Christmas***  
***Jessie Goree***  
***Judy Johnson***  
***Michael King***  
***Benjamin Straker***

***Dr. Morcease J. Beasley***  
***Superintendent***

# Strategic Improvement Plan Input Meeting

September 30, 2017  
Professional Learning Center  
1087 Battle Creek Road  
Jonesboro GA 30228





# **Clayton County Public Schools**

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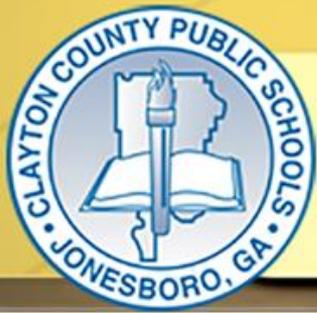
## Guiding Questions...

- What role do you play in developing our district's shared vision and mission?
- What role do you play in assisting the district with accomplishing its goals?

## Outcomes...

Community will give input on the following areas:

- Mission
- Vision
- Belief Statements
- Goals



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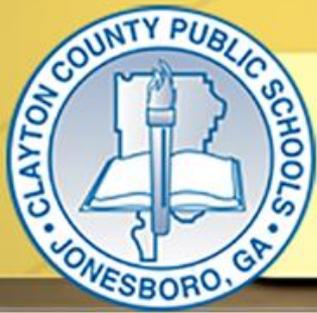
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Strategic Planning is a "WE" Process

- Parents
- Teachers
- Students
- Leadership
- Board Members
- Business community
- Higher Education
- Employees
- Homeowners
- Taxpayers

Stakeholders working towards one common goal!



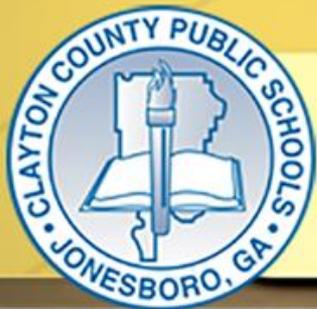
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## **Critical Questions...**

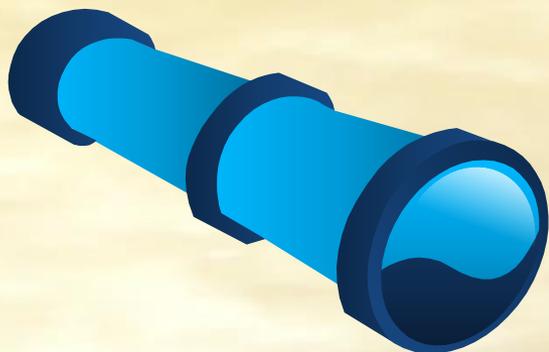
1. **Why** does the organization exist? Mission
2. **What** does the organization want to become? Vision
3. **How** must everyone behave in order to create the kind of organization it hopes to become? Beliefs and Values
4. **What** steps is an organization going to take, **when** will the organization take them, and **how** will the organization measure progress? Goal and Objectives

**Goal/Objectives, Mission, Beliefs/Values, Vision**



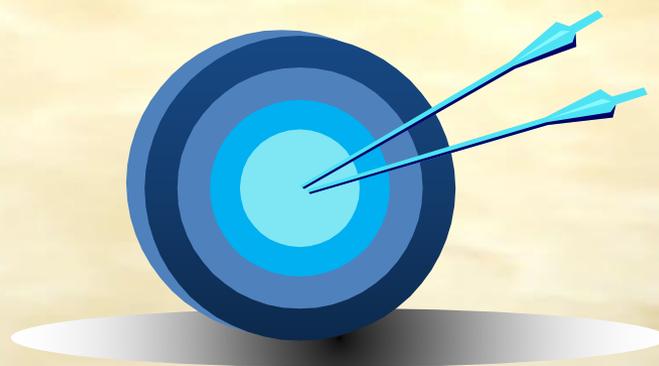
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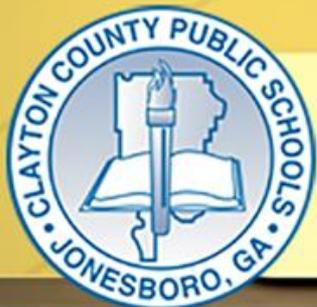
## **Vision**

An image of the future we seek to create



## **Mission**

Purpose or reason for existing

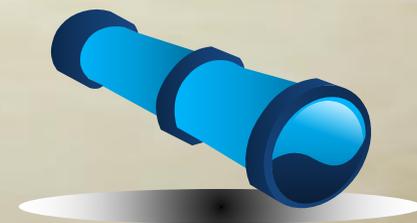


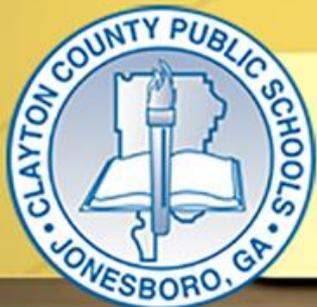
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## What is a Vision Statement?

An aspiration description of what an organization would like to achieve or accomplish in the mid-term or long-term future. It is intended to serve as a clear guide for choosing current and future courses of action.

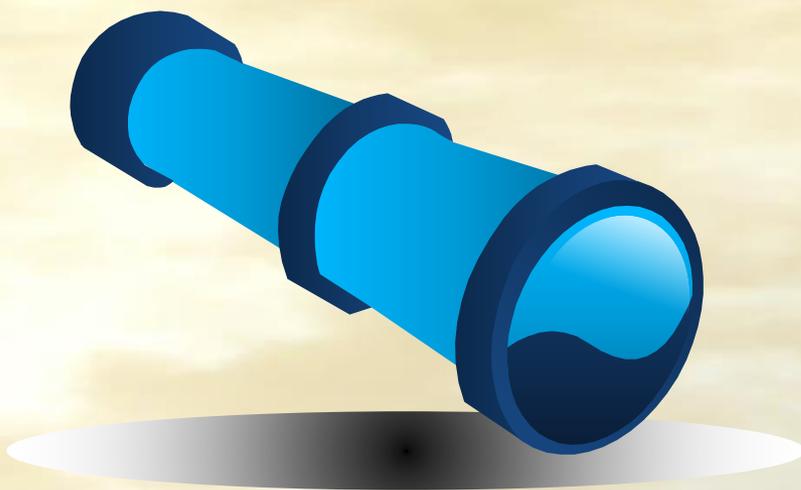




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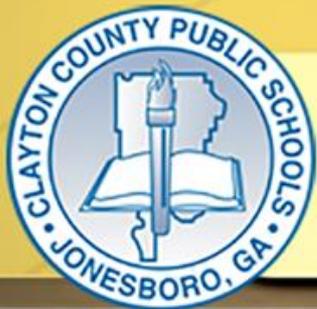
## **Clayton County Public Schools Vision Statement**



### **Vision**

- Read the current vision.
- What do you see?
- What is the district's focus?

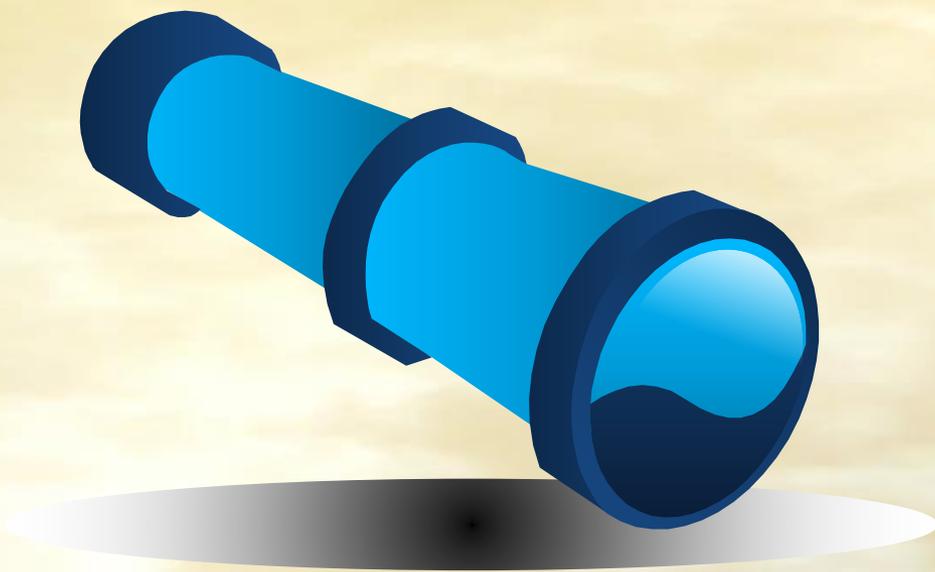
**The vision of Clayton County Public Schools is to be a district of excellence preparing ALL students to live and compete successfully in a global society.**



# **Clayton County Public Schools**

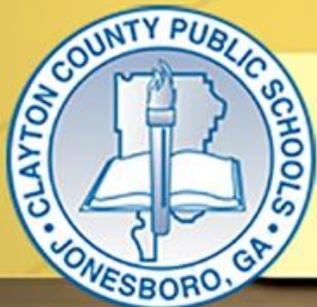
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## Vision



- Clear, not ambiguous, a vivid picture
- Descriptive of a hopeful and achievable future
- Expressive, memorable and engaging
- Oriented toward evidence based results

**The vision of Clayton County Public Schools is to be a district of excellence preparing ALL students to live and compete successfully in a global society.**



# **Clayton County Public Schools**

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## **Vision Statements from Various Input Meetings**

The Vision of Clayton County Public Schools...

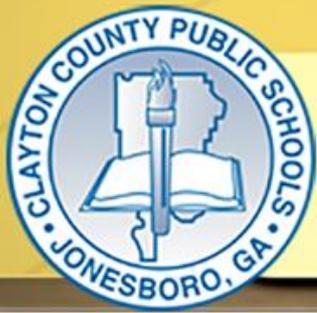
...is to inspire all students to attain educational excellence by providing globally diverse options to ensure students become responsible, productive citizens, and life-long learners.

...is to motivate a passion for educational excellence in every student.

...is to be a district of excellence preparing ALL students to live and compete successfully in a global society.

...is to be a progressive district that affords students the opportunity to live and compete in a global society.

...is to be one of the highest performing school districts in the state, nation, and world.

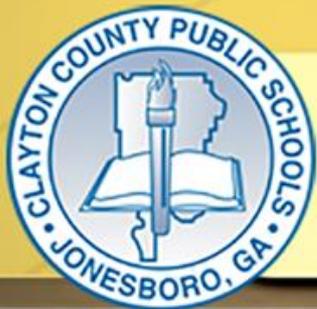


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## **Group Discussion**

1. In your groups, discuss the various Vision Statements using the questions to guide your conversations.
2. Be prepared to report out to the larger group.



# ***Clayton County Public Schools***

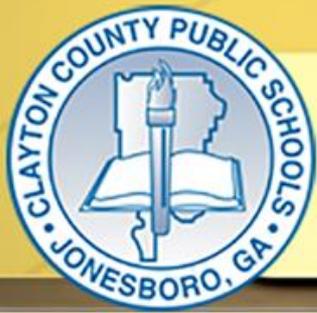
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## **Vision Statement**

**Please use the link or QR code below to select the Vision statement you would like to represent the district.**

**<http://tinyurl.com/CCPSVision>**





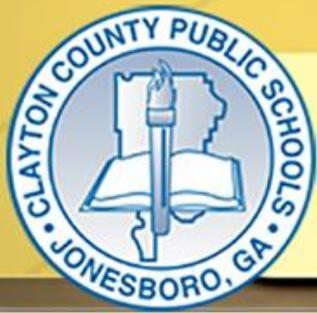
# ***Clayton County Public Schools***

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## What is a Mission Statement?

A mission statement is the wind that brings you to your harbor. It guides your travel and powers your momentum. Mission statements “give educators stronger motivation and provide parents with a clearer picture of what the school (district) values...”

~(Peterson, 1995)



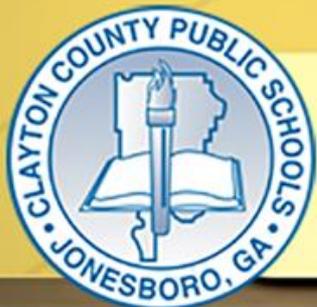
# ***Clayton County Public Schools***

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Current:

## **Clayton County Public Schools Mission Statement**

The mission of Clayton County Public Schools is to be accountable to all stakeholders for providing a globally competitive education that empowers students to achieve academic and personal goals and to become college and career ready, productive, responsible citizens.



# **Clayton County Public Schools**

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## **Mission Statements from Various Input meetings**

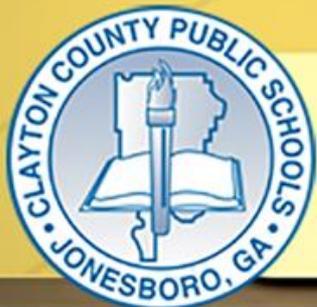
The mission of Clayton County Public Schools....

...is to prepare students to be college and career ready by ensuring students meet all standards measured by state and national assessments. We commit to a comprehensive system of support to assure this outcome.

...is to be accountable to all stakeholders by graduating students who are prepared to be college and career ready, productive, and responsible citizens.

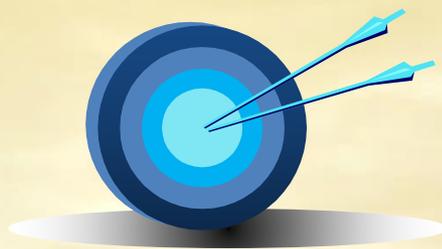
...is to collaborate and create a partnership with families, students, and community that empowers students to achieve academic and personal goals.

...is to teach and support learning for all students to achieve high performance on all local, state, national, and international measures.



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## Mission



What is it that we want students to learn?

**state and national standards**



How do we know they have learned it?

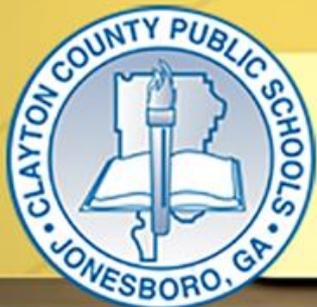
**state and national tests of those standards**



What do we do if they do not learn it?

**Provide a comprehensive system of support**

Sample: The mission of our school district is to create and maintain an environment that ensures that every member of the school community reaches a high level of academic achievement as determined by state and national standards. We commit to a comprehensive system of support to assure this outcome.

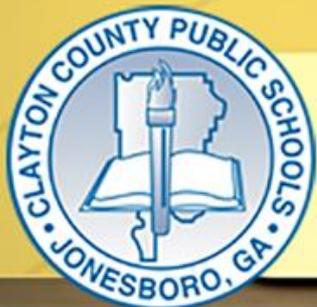


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## **Group Discussion**

1. In your groups, discuss the various Mission Statements using the questions to guide your conversations.
2. Be prepared to report out to the larger group.



# ***Clayton County Public Schools***

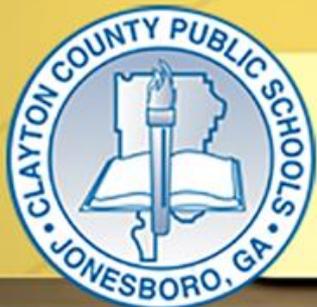
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## **Mission Statement**

**Please use the link or QR code below to select the Mission statement you would like to represent the district.**

**<http://tinyurl.com/CCPSMission>**





# **Clayton County Public Schools**

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## **Belief Statements of Clayton County Public Schools**

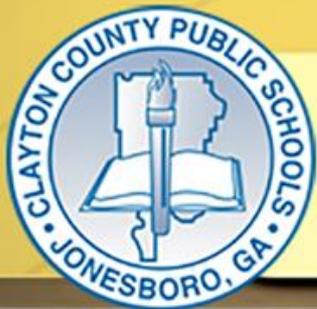
We believe children have first priority on all of our resources.

We believe education is the shared responsibility of the student, the parent/guardian, the school, and the community.

We believe communication and understanding among all stakeholders of our diverse community are essential to achieving the goals of education.

We believe that learning is a continuous process and most productive when the needs of each child are met through instruction provided by competent and caring teachers.

We believe a learning environment where everyone experiences security, care, dignity, and respect is essential.

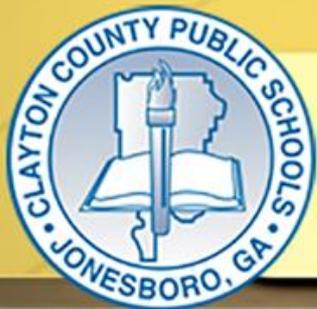


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## **THINK it OUT**

For TWO minutes, write down your thoughts on these belief statements and  
**NO TALKING!**

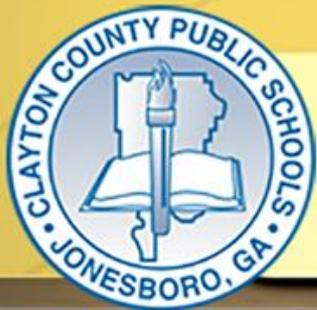


# Clayton County Public Schools

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- With your table chair, share your thoughts and ideas about the belief statements of Clayton County Public Schools
  - You have 7 minutes to share at your table and come to consensus.
  - Be prepared to share:
    - Green – We totally agree and are on board! 
    - Yellow – We are happy with these statements. 
    - Red – We think these statements need major revision. 
- (If RED, please indicate your concerns by completing the survey.  
One survey per table.)

<http://tinyurl.com/CCPSBeliefStatements>

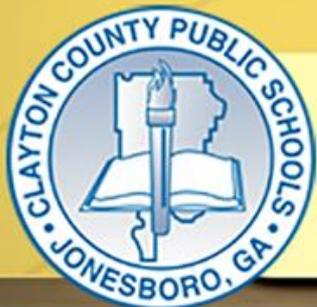


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	Favorable	Unfavorable
Internal	<p><b>Strengths</b></p> <ul style="list-style-type: none"><li>• { What are your strengths? }</li><li>• { What do you do better than others? }</li><li>• { What unique capabilities and resources do you possess? }</li><li>• { What do others perceive as your strengths? }</li></ul>	<p><b>Weaknesses</b></p> <ul style="list-style-type: none"><li>• { What are your weaknesses? }</li><li>• { What do your competitors do better than you? }</li><li>• { What can you improve given the current situation? }</li><li>• { What do others perceive as your weaknesses? }</li></ul>
External	<p><b>Opportunities</b></p> <ul style="list-style-type: none"><li>• { What trends or conditions may positively impact you? }</li><li>• { What opportunities are available to you? }</li></ul>	<p><b>Threats</b></p> <ul style="list-style-type: none"><li>• { What trends or conditions may negatively impact you? }</li><li>• { What are your competitors doing that may impact you? }</li><li>• { Do you have solid financial support? }</li><li>• { What impact do your weaknesses have on the threats to you? }</li></ul>

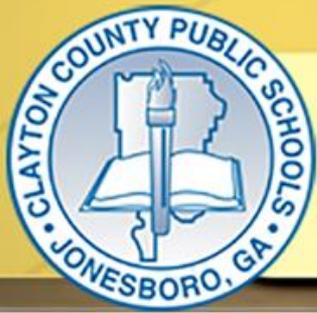
## SWOT Analysis



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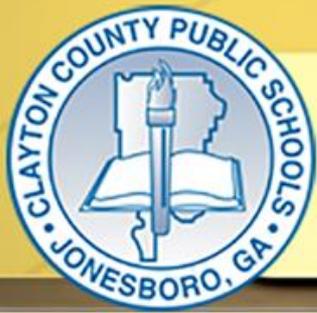


# ***Clayton County Public Schools***

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## **Strategic Goal 4: Effective Communication**

To effectively communicate the system's vision and purpose and allow stakeholder involvement in an effort to build understanding and support.

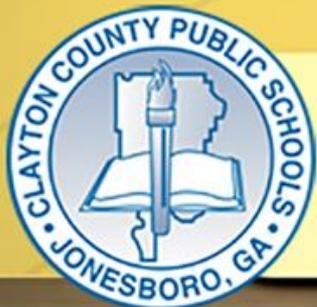


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## **Purpose of Strategic Goal 4**

To ensure the Communications, Public Relations and Marketing Division creates an environment that promotes the school district as well as interactive engagement and collaboration of all stakeholders to maximize student achievement.



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## **Purpose of Strategic Goal 4 (Group Discussion)**

Take a moment to think about why it is important for the Communications, Public Relations and Marketing Division to share and exchange information throughout the school district and the community at-large.

How do you believe the department should consider sharing information to better communicate the district's vision and mission while promoting student achievement and the school system?



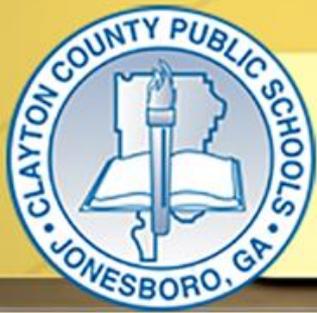
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## **Strategic Goal 4**

### **Supports for More Effective Communication**

- Rename/restructure of the Communications, Public Relations and Marketing Division and protocol to raise awareness and focus of the school district's brand and theme: *Committed to High Performance*
- Work collaboratively with Cabinet and Cross Functional Team members to develop short-term and long-term marketing goals and strategies for the school district
- Expansion of CCPS Information to all stakeholders (e.g. Website, Social Media Platforms, Infinite Campus, District App and Television Station (Ch. 24), CCPS Magazine, SchoolMessenger Telephone & Email communication components, Stakeholder E-blast and community meetings)

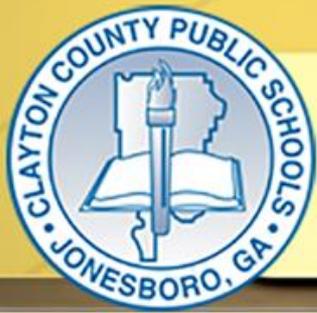


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## **Strategic Goal 4 (Measuring Growth)**

- Stakeholder Surveys
- Stakeholder Feedback/Participation in Community Forums
- News coverage & Artifacts
- Reports/Updates from data-driven information
- Department Strategic Planning Meetings
- Stronger Supports to CCPS & Communications Dept.



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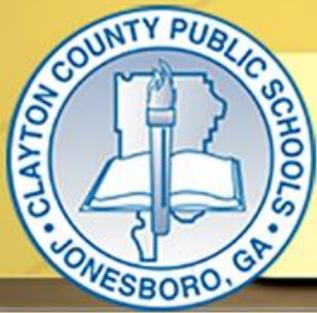
Balanced Scorecard data as it relates to Goal 4 **To effectively communicate the system's vision and purpose and allow stakeholder involvement in an effort to build understanding and support**

Performance Objectives	Performance Measures	Ultimate Target	2016-2017	
			Target	Actual
<u>Improve internal communications between district level and building-level personnel. (AdvancED - Governance and Leadership)</u>	Number of school level forums: #	4	4	4
<u>Generate engagement and interactive support from all Clayton County Public School Stakeholders (AdvancED - Governance and Leadership)</u>	Cable and website communications provided in language other than English: Yes/No	Yes	Yes	Yes
<u>Implement effective marketing and communication strategies. (AdvancED - Governance and Leadership, Resources and Support Systems)</u>	Number of positive and informational news releases	125	125	125

No Change or Declined

Progress but did not meet

Meets or Exceeds



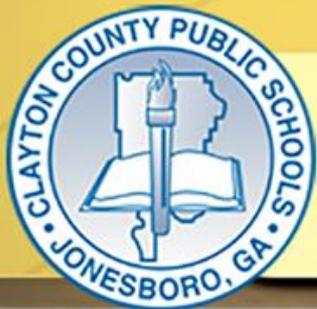
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**Please take 5 minutes to discuss your SWOT Analysis at the table and complete the survey below.**

**<http://tinyurl.com/CCPSGoal4>**





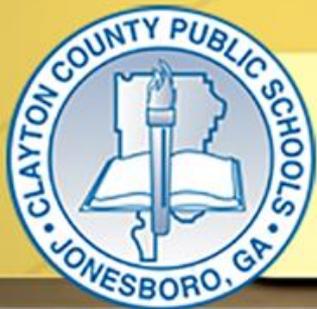
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## **Strategic Goal 1**

To increase academic achievement for ALL students in Clayton County Public Schools as evidenced by state, national, and international assessment results.



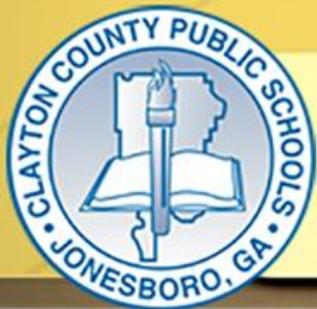


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## **Purpose of Strategic Goal 1**

The purpose of Strategic Goal One is to ensure students possess the necessary knowledge and skills to read, write, speak, listen, and think critically in every class. When students are able to apply their learning in multiple situations from various perspectives, they will be better prepared to achieve academically as measured by state, national, and international assessment results.



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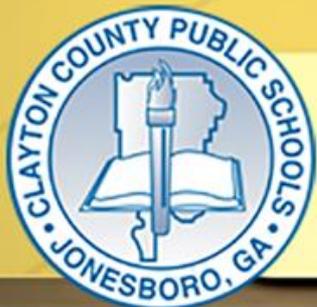
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## **Strategic Goal 1**

### **Next Steps**

**From the Superintendent of School's *Instructional Focus Presentation* [July 2017]**

- Provide academically challenging learning environments for all students grounded in the instructional priorities of **Literacy, Numeracy, Critical Thinking, and Technology Integration**.
- Teach reading systematically in grades K-3 toward ensuring all students are **reading on or above grade-level** on the 3rd Grade Georgia Milestones Reading Assessment using both fluency and comprehension formative data to monitor progress, inform instructional decisions, and provide additional support to students.
- Institute **daily reading and writing** in all content areas and classrooms.
- Implement **STEM practices** as a normal and expected part of the instructional process in all schools and classrooms, with a strategic, concerted, and organized effort in the designated **STEM Pathways**.



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## **Strategic Goal 1**

### **Supports for More Effective Teaching and Learning**

Content-Specific  
Instructional Site  
Facilitators

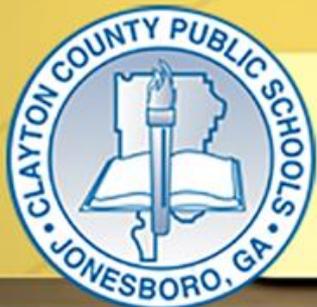
Content-Specific  
High-Impact  
Strategies

Stronger Supports  
for Grades PK-2

Tiered Support for  
Students' Learning  
Needs

Ongoing  
Professional  
Learning

Standards-Based  
Core Curriculum  
and Instructional  
Resources



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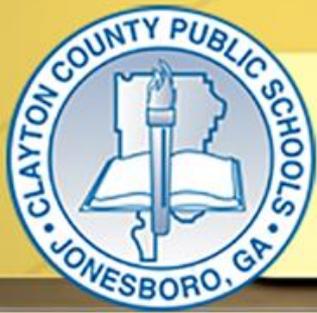
## **Strategic Goal 1**

### **Measuring Growth**

#### **How will the goal will be measured?**

Academic achievement will be measured as follows:

- An increase in the percent of students reading on grade level by third grade as evidenced by Dynamic Indicators of Basic Early Literacy Skills (D.I.B.E.L.S) and the Georgia Milestone Assessments Reading Level
- An increase in the percent of students scoring at the proficient and distinguished levels on the End of Grade (EOG) and End of Course (EOC) Georgia Milestone Assessments (GMAS)
- The percent of students moving from one Achievement Level to the next level as measured by the Georgia Milestone Assessments



# **Clayton County Public Schools**

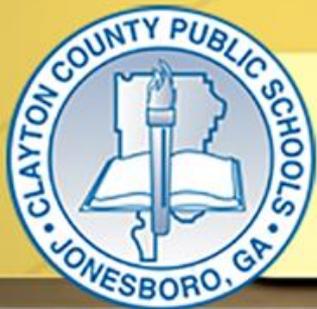
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## **Strategic Goal 1**

### **Measuring Growth Continued**

**Academic achievement will be measured as follows:**

- An increase in the percent of students scoring a three or higher on Advanced Placement exams
- An increase in the percent of students increasing scores on college-entry exams (e.g. SAT, ACT, ACCUPLACER, etc.).
- An increase in the percent of students increasing scores on technical and occupational exams
- The percent of students who are increasing achievement on state, national, and international assessments

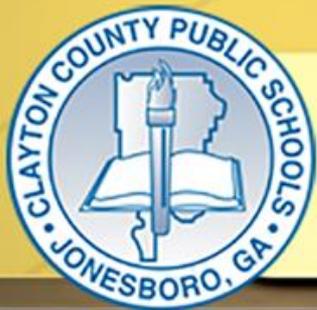


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## **Purpose of Strategic Goal 1 – (Group Discussion)**

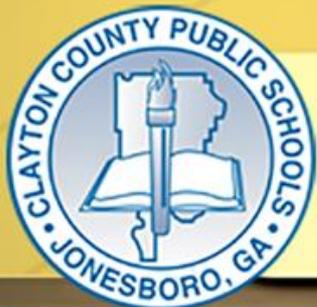
Take a moment and think about why reading, writing, speaking, listening, and thinking critically are essential to students' readiness beyond high school. Think about how you use these skills every day personally or professionally. Be prepared to share out.



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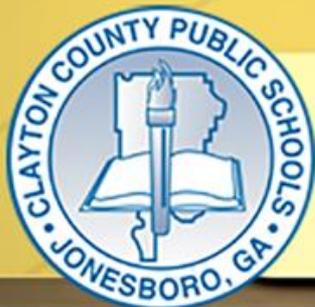
Strategic Goal 1 Performance Measures	Grade Level	2017	2017	The Difference
		Target Performance	Actual Performance	
<b>EOG Language Arts/Reading</b>				
All 3rd Grade Language Arts Students - % of Developing, Proficient, and Distinguished Learners	3rd	62.6	55.3	↘ -7.3
All 5th Grade Language Arts Students - % of Developing, Proficient, and Distinguished Learners	5th	70.4	62.6	↘ -7.8
All 8th Grade Language Arts Students - % of Developing, Proficient, and Distinguished Learners	8th	73.5	70.3	↘ -3.2
Percent of 3rd Grade Students Reading at or Above Grade Level	3rd	60	58	↘ -2.0
Percent of 5th Grade Students Reading at or Above Grade Level	5th	59	59	↗ 0.0
Percent of 8th Grade Students Reading at or Above Grade Level	8th	66	69	↗ 3.0
Percent of 4th Grade Students within/above the Stretch Band	4th	51	46	↘ -5.0
Percent of 6th Grade Students within/above the Stretch Band	6th	51	62	↗ 11.0
4th Grade Language Arts Norm-Referenced Performance	4th	50	36.4	↘ -13.6
6th Grade Language Arts Norm-Referenced Performance	6th	50	44	↘ -6.0
7th Grade Language Arts Norm-Referenced Performance	7th	50	47	↘ -3.0



# Clayton County Public Schools

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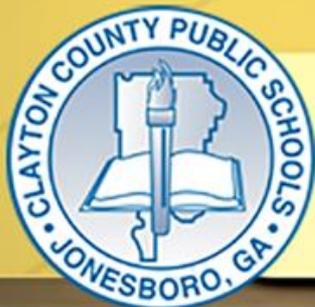
Strategic Goal 1 Performance Measures	Grade Level	2017	2017	The Difference
		Target Performance	Actual Performance	
<b>EOG Mathematics</b>				
All 3rd Grade Mathematics Students - % of Developing, Proficient, and Distinguished Learners	3rd	70.4	70.6	↑ 0.2
All 5th Grade Mathematics Students - % of Developing, Proficient, and Distinguished Learners	5th	65.7	60.9	↓ -4.8
All 8th Grade Mathematics Students - % of Developing, Proficient, and Distinguished Learners	8th	68.0	62	↓ -6.0
4th Grade Mathematics Norm-Referenced Performance	4th	50	45.8	↓ -4.2
6th Grade Mathematics Norm-Referenced Performance	6th	50	45.2	↓ -4.8
7th Grade Mathematics Norm-Referenced Performance	7th	50	47	↓ -3.0



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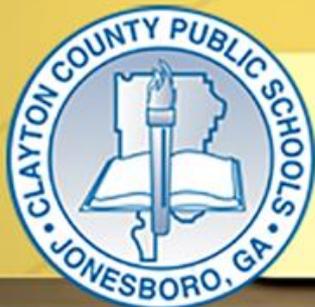
Strategic Goal 1 Performance Measures	Grade Level	2017	2017	The Difference
		Target Performance	Actual Performance	
<b>EOG Science</b>				
All 4th Grade Science Students - % of Developing, Proficient, and Distinguished Learners	4th	64.9	No Score Available	
All 6th Grade Science Students - % of Developing, Proficient, and Distinguished Learners	6th	61.0	No Score Available	
All 7th Grade Science Students - % of Developing, Proficient, and Distinguished Learners	7th	61.0	No Score Available	
3rd Grade Science Norm-Referenced Performance	3rd	50	No Score Available	
5th Grade Science Norm-Referenced Performance	5th	50	41.4	↓ -8.6
8th Grade Science Norm-Referenced Performance	8th	50	48.9	↑ -1.1



# Clayton County Public Schools

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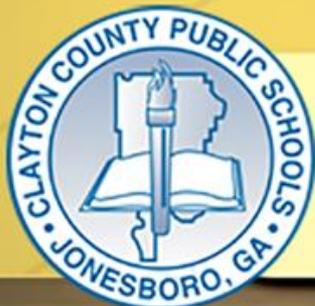
Strategic Goal 1 Performance Measures	Grade Level	2017	2017	The Difference
		Target Performance	Actual Performance	
<b>EOG Social Studies</b>				
All 4th Grade Social Studies Students - % of Developing, Proficient, and Distinguished Learners	4th	66.5	No Score Available	
All 6th Grade Science Students - % of Developing, Proficient, and Distinguished Learners	6th	68.8	No Score Available	
All 7th Grade Social Studies Students - % of Developing, Proficient, and Distinguished Learners	7th	68.8	No Score Available	
3rd Grade Social Studies Norm-Referenced Performance	3rd	50	No Score Available	
5th Grade Social Studies Norm-Referenced Performance	5th	50	42.8	↓ -7.2
8th Grade Social Studies Norm-Referenced Performance	8th	50	48.9	↑ -1.1



# Clayton County Public Schools

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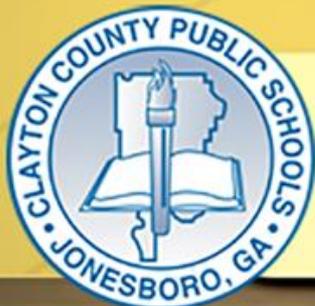
Strategic Goal 1 Performance Measures	Grade Level	2017	2017	The Difference
		Target Performance	Actual Performance	
<b>EOC Language Arts</b>				
All Ninth Grade Lit/Comp Students - % of Developing, Proficient, and Distinguished Learners	9th Lit	76.6	74	↑ -2.6
All American Lit/Comp Students - % of Developing, Proficient, and Distinguished Learners	11th Lit	78.9	69	↓ -9.9
Percent of Ninth Grade Lit/Comp Students Reading at or Above Grade Level	9th Lit	72.7	71	↑ -1.7
Percent of American Lit/Comp Students Reading at or Above Grade Level	11th Lit	71.1	61	↓ -10.1
Percent of Ninth Grade Lit/Comp Students within/above the Stretch Band	9th Lit	71.9	71	↑ -0.9
Percent of American Lit/Comp Students within/above the Stretch Band	11th Lit	71.1	61	↓ -10.1



# Clayton County Public Schools

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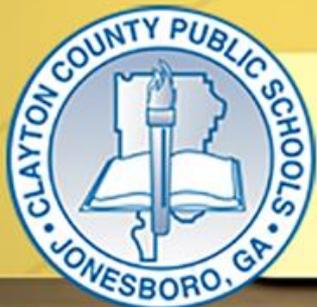
Strategic Goal 1 Performance Measures	Grade Level	2017	2017	The Difference
		Target Performance	Actual Performance	
<b>EOC Mathematics</b>				
All Algebra Students - % of Developing, Proficient, and Distinguished Learners	Algebra	64.9	43	↓ -21.9
All Geometry Students - % of Developing, Proficient, and Distinguished Learners	Geometry	59.4	57	↑ -2.4
Algebra Mathematics Norm-Referenced Performance	Algebra	50	53.5	↑ 3.5
Geometry Mathematics Norm-Referenced Performance	Geometry	50	50	↑ 0.0



# Clayton County Public Schools

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Strategic Goal 1 Performance Measures	Grade Level	2017	2017	The Difference
		Target Performance	Actual Performance	
<b>EOC Science</b>				
Physical Science Norm-Referenced Performance	Physical Sci	50	49.1	↑ -0.9
Biology Norm-Referenced Performance	Biology	50	48.1	↓ -1.9
<b>EOC Social Studies</b>				
US History Norm-Referenced Performance	US History	50	42.5	↓ -7.5
Economics Norm-Referenced Performance	Econ	50	48.8	↑ -1.2



# **Clayton County Public Schools**

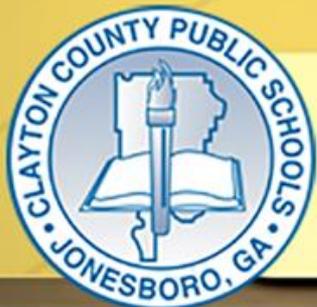
***"Committed To High Performance"***

## **AdvancED Surveys and Inventories**

Secondary Students: Teaching and Assessing for Learning 3.83

### **Highest:**

- All of my teachers explain their expectations for learning and behavior so I can be successful.
- All of my teachers use tests, projects, presentations, and portfolios to check my understanding of what was taught.
- My school gives me multiple assessments to check my understanding of what was taught.



# **Clayton County Public Schools**

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## **AdvancED Surveys and Inventories**

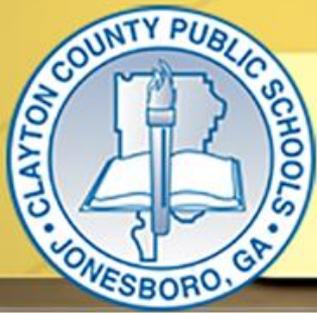
Elementary Students: Teaching and Assessing for Learning – 2.79/3

### **Highest:**

- My teachers tell me how I should behave and do my work.
- In my school my teachers want me to do my best work.
- In my school my principal and teachers want every student to learn.

### **Lowest:**

- My teachers ask my family to come to school activities.
- My teachers listen to me.



# **Clayton County Public Schools**

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## **AdvancED Surveys and Inventories**

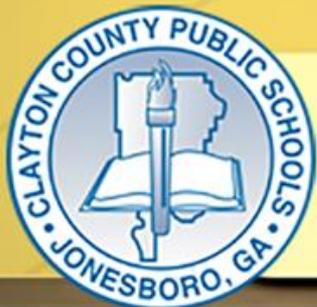
Parent Survey: Teaching and Assessing for Learning – 4.1/5

### **Highest:**

- My child knows the expectations for learning in all classes – 4.30/5
- Our school has high expectations for students in all classes – 4.32/5

### **Lowest:**

- All of my child’s teachers keep me informed regularly of how my child is being graded. 3.99/5
- All of my child’s teachers meet his/her learning needs by individualizing instruction. 3.99/5
- My child has access to support services based on his/her identified needs.



# **Clayton County Public Schools**

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## **AdvancED Surveys and Inventories**

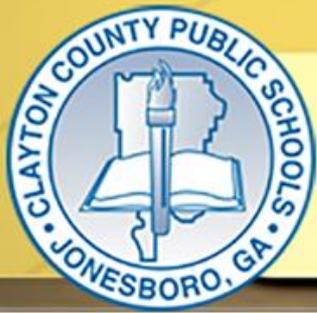
Staff Survey: Teaching and Assessing for Learning – 4.19/5

### **Highest:**

- Our school's leaders expect staff members to hold all students to high expectations. – 4.47/5
- Our school's leaders hold all staff members accountable for student learning. – 4.40/5

### **Lowest:**

- All teachers in our school provide students with specific and timely feedback about their learning. – 4.10/5
- In our school, all school personnel regularly engage families in their children's learning process. – 4.12/5
- All teachers in our school have been trained to implement a formal process that promotes discussion about student learning. – 4.13/5



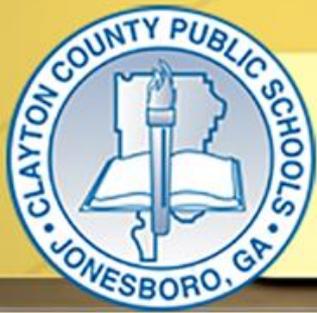
# ***Clayton County Public Schools***

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**Please take 5 minutes to discuss your SWOT Analysis at the table and complete the survey below.**

**<http://tinyurl.com/CCPSGoal1>**



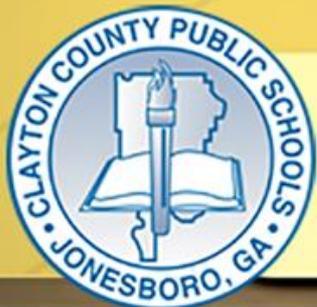


# ***Clayton County Public Schools***

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## Strategic Improvement Goal 2

To provide and maintain a safe, orderly, and secure learning environment

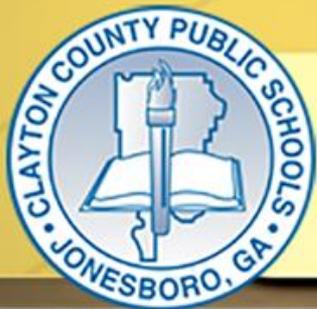


# ***Clayton County Public Schools***

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## **Performance Objective**

Implement safety and security practices that meet local, state, and national standards.

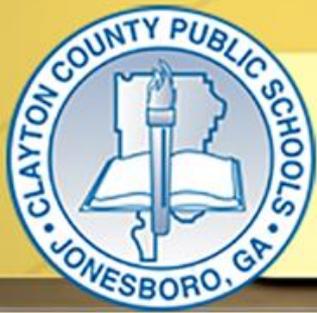


# ***Clayton County Public Schools***

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## **Community Engagement**





# **Clayton County Public Schools**

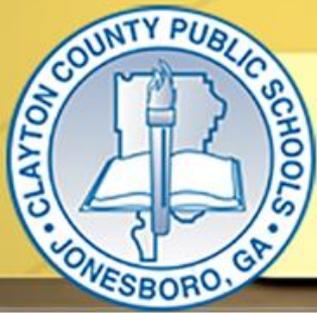
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## **Safe School Programs**

**Safety Patrol** - This program has been praised by safety and education groups around the globe for reducing injuries and deaths among 5-to-14 year olds, the age group most at risk for pedestrian injury. In addition to keeping students safe, the program teaches lifelong lessons of responsibility, leadership and good citizenship.

**G.R.E.A.T. Program (Gang Resistance Education And Training)** - The G.R.E.A.T. Program is built around school-based, law enforcement officer-instructed classroom curricula. It provides a continuum of components for children and their families. These components include a 13-lesson middle school curriculum. The program classes are intended as an immunization against delinquency, youth violence, and gang membership.



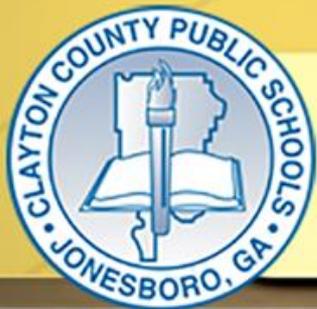


# ***Clayton County Public Schools***

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## **Security Services**

**Safe School Searches** - The District School Safety Plan encompasses strategic unannounced school searches of classrooms, student desks, lockers, school computers, cars and other locations on school property and school buses. The searches are deployed in an effort to fulfill the District's Strategic Goal #2, which states "provide and maintain a safe, orderly and secure learning environment."

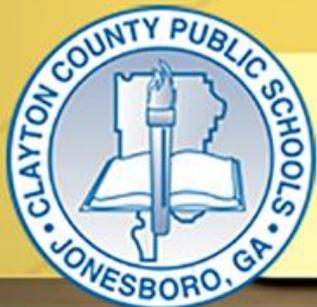


# ***Clayton County Public Schools***

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## **Security Services**

**Gang Awareness & Criminal Procedures Assemblies** -- Clayton County Public Schools (CCPS) Department of Safety and Security hosted twelve (12) series of Gang Awareness & Criminal Procedure Assemblies at our District high schools. The juniors and seniors of all CCPS high schools participated in the assemblies, where the primary focus was to apprise our children of the devastating consequences associated with gang membership and participation. The assemblies featured speakers from the Clayton County Public Schools Police Department, Clayton County Juvenile Court, Clayton County District Attorney's Office and Clayton County Solicitor General Office.

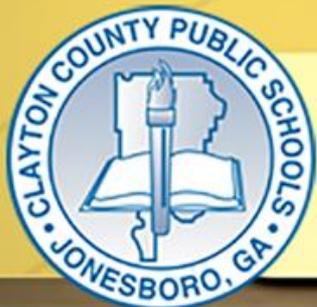


# ***Clayton County Public Schools***

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## **Security Services**

**Direct Student and Staff Support** – This support encompasses foot and vehicles patrols in and around the schools, as well as investigative services. SROs deploy conflict resolution and peer mediation to our students to de-escalate disputes and other behavioral issues. Safety and Security conducts background checks for new employees and volunteers as well as hosts Emergency Preparedness Training.



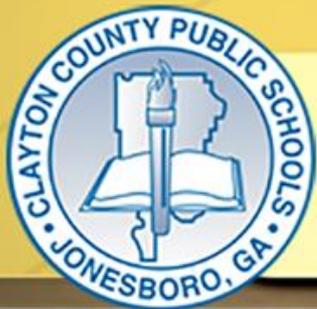
# **Clayton County Public Schools**

***"Committed To High Performance"***

## **Staff Professional Development**

- **G.R.E.A.T.** (Gang Resistance Education and Training) Certification Training
- **Emergency Preparedness** (lockdown procedures, inclement weather, etc.)
- **Children Exploitation and Reporting Protocol Training**
- **Criminal Law Procedures Update** (extensive discussion on Code Section 20-2-1181 Disrupting Public Schools)
- **A.L.E.R.R.T.** (Advanced Law Enforcement Rapid Response Training) Active Shooter Practical Exercise
- **Firearms Qualification**
- **Juvenile Court Case Preparation and Review**
- **School Assignments** (roles and responsibilities)
- **Report Writing, Case File Preparation and Evidentiary Protocols**
- **Human Resource Departmental Overview**
- **Athletic and Special Event Training**



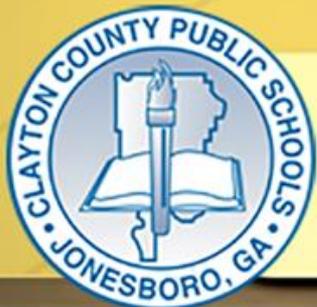


# Clayton County Public Schools

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## Student and Asset Protection



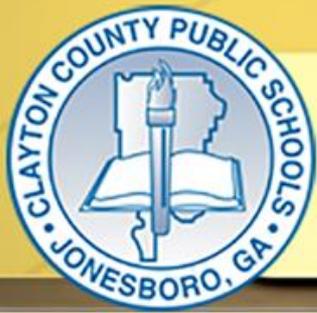


# ***Clayton County Public Schools***

***"Committed To High Performance"***

## **Emergency Response**

Clayton County Public Schools Department of Safety and Security is committed to protecting the welfare of our campuses of which encompasses our students, staff and other support facilities. The Emergency Preparedness Response Plans were developed and will continually be refined and updated as new methodologies emerge. With the annual updating of those plans, the District is well positioned to effectively respond to emergencies, minimizing the impact of emergencies while maximizing the effectiveness of District resources. The plans also set in motion the groundwork for recovery and return to normal operations.

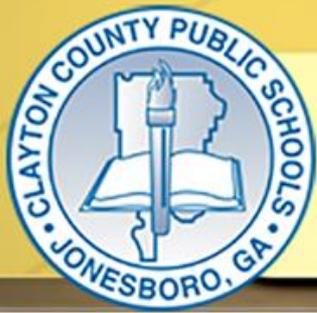


# ***Clayton County Public Schools***

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## **Local, State, and Federal Safety Requirements and Guidelines**

- Nutrition Department - ServSafe Certified; Kitchens receive two health inspections annually
- Transportation - Complies with Georgia Department of Transportation and federal guidelines
- Athletic Department - All Head Coaches are trained in CPR/AED/First Aid; All stadiums have AED equipment
- Facilities and Maintenance - Complies with all local, state, and federal regulations through municipal codes

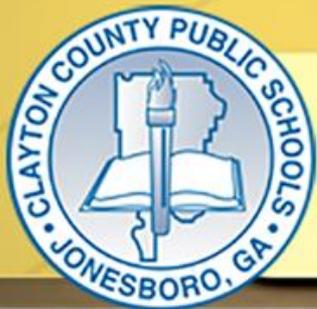


# **Clayton County Public Schools**

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## **Decrease frequency of drug use, gang activity, and disruptive and violent incidents among students.**

- Data-Driven Decision Making - Georgia Student Health Survey, School's College and Career Readiness Performance Index, and Climate Star Rating
- District and Local Business Collaboration - Design programs and services targeted to meet individual school needs. (Anti-gang assemblies, individual and group counseling, male and female mentoring programs, etc.)
- Professional Learning - Annual anti-bullying training
- PBIS - 16 schools; ongoing training

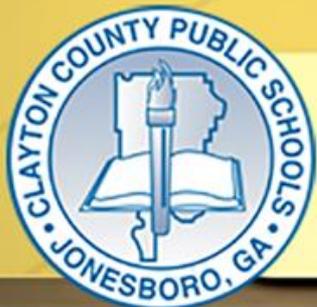


# ***Clayton County Public Schools***

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## **Character Education**

- Annual review Character Education resources at each school
- Ongoing training throughout the school year
- Teachers as Advisors on the secondary school level
- Schools celebrate Character Counts Week in October of each school year
- Peer Mediation



# **Clayton County Public Schools**

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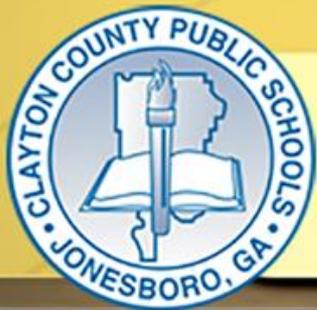
## **Strategic Goal 2**

### **Measuring Growth**

#### **How will the goal be measured?**

The success shall be measured as follows:

- Tracking crime data (there should be measurable decreases in felony and misdemeanor offenses)
- Tracking juvenile referral cases to Juvenile Court (decreased cases)
- Tracking disciplinary referrals (Principals should experience decreases)
- Tracking absenteeism
- Tracking safe school program expansion (increased participation rates)
- Parental Feedback
- Surveys
- Participation in Community Forums

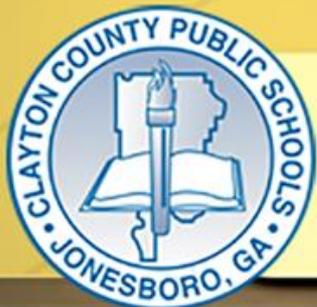


# Clayton County Public Schools

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## Balanced Scorecard data as it relates to Goal 2 – To provide and maintain a safe, orderly and secure learning environment

Performance Objectives	Performance Measures	Ultimate Target	2016-2017	
			Target	Actual
<u>Implement safety and security practices which meet local, state, and national standards. (AdvancED - Governance and Leadership; and Resources and Support Systems)</u>	Percent of schools completing site safety audits: %	100	100	100
	Percent of security guards with 20 hours of training: %	100	100	68
	Percent of schools with up-to-date school safety plans	100	100	100
	Percent of schools with controlled access: %	100	100	100
<u>Decrease the frequency of drug use (alcohol, tobacco, and others), gang activity, and disruptive and violent incidents among students. (AdvancED - Governance and Leadership; and Resources and Support Systems)</u>	Number of schools participating in Red Ribbon Week (anti-drug) campaign: #	66	67	16
	Number of teachers trained in anti-bullying and gang resistance strategies: #	3000	3000	3000
	Number of schools participating in gang resistance programs: #	53	67	16
	Number of SRO's Certified as gang resistance instructors: #	25	41	27
<u>Fully implement programs and activities to promote positive character education and life skills. (AdvancED - Governance and Leadership; and Resources and Support Systems)</u>	Number of secondary schools with peer mediation: #	25	28	27
	Percent of schools with active Character Education Programs: %	100	N/A	N/A



# **Clayton County Public Schools**

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## **AdvancED Inventories and Surveys**

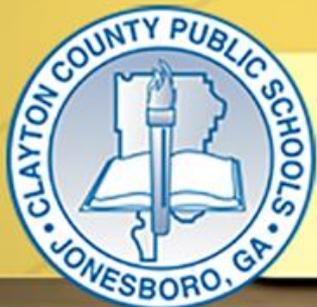
### **Secondary Students**

#### **Highest Ratings**

- All of my teachers explain their expectations for learning and behavior so I can be successful. – 4.03/5

#### **Lowest Ratings**

- In my school, students respect the property of others. – 3.01/5
- In my school, students help each other even if they are not friends. – 3.13/5
- In my school, students treat adults with respect. 3.13/5
- In my school, the building and grounds are safe, clean, and provide a healthy place for learning. 3.32/5
- In my school, all students are treated with respect. 3.35/5



# **Clayton County Public Schools**

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## **AdvancED Inventories and Surveys**

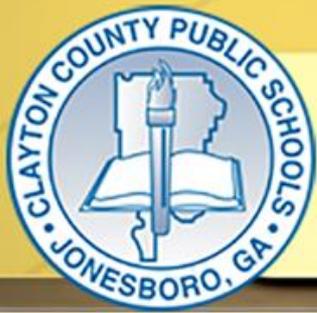
### **Elementary Students**

#### **Highest Ratings**

- My teachers tell me how I should behave and do my work. – 2.91/3

#### **Lowest Ratings**

- In my school students treat adults with respect. 2.51/3
- My school is safe and clean. – 2.56/3



# **Clayton County Public Schools**

***"Committed To High Performance"***

## **AdvancED Inventories and Surveys**

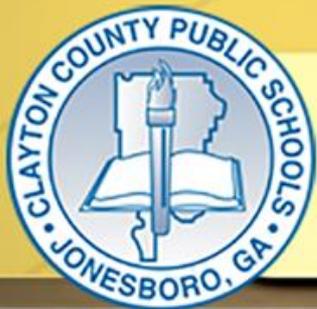
### **Parents**

#### **Highest Ratings**

- Our schools provides a safe learning environment. 4.23/5

#### **Lowest Ratings**

- My child has access to support services based on his/her identified needs. 4.06/5



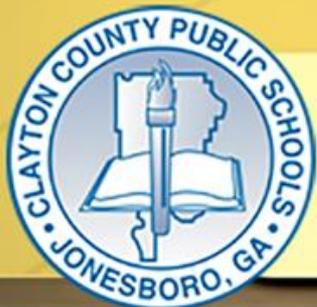
# ***Clayton County Public Schools***

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**Please take 5 minutes to discuss your SWOT Analysis at the table and complete the survey below.**

**<http://tinyurl.com/CCPSGoal2>**



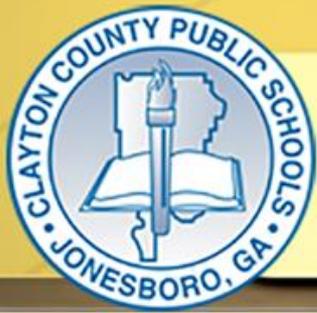


# ***Clayton County Public Schools***

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## **Strategic Goal 3**

**To create an environment that promotes active engagement, accountability, and collaboration of all stakeholders to maximize student achievement**

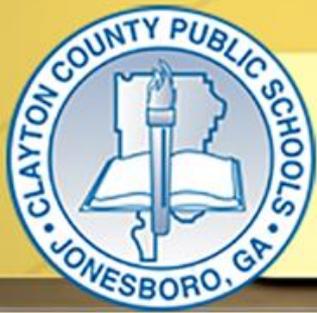


# **Clayton County Public Schools**

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## **Goal 3**

- Community Engagement
- Business Partnerships
- Governmental Relations
- Federal Programs
- Department of Exceptional Students
- Title III – LEP & English to Speakers of Other Languages (ESOL)

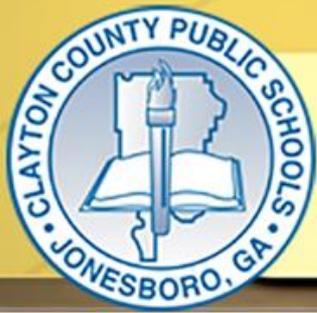


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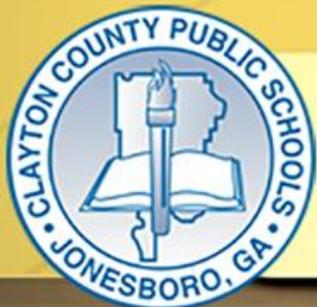
## **Engagement, Government Relations, and Partnerships**

- Plan, design, implement and evaluate district-wide family and community engagement initiatives, activities, events, workshops, parent university, etc.
- Increase the amount of volunteers, mentors, collaborations with community based organizations and faith based organizations
- Increase the district's efforts to work with governmental officials and agencies to advance the organization's core work of improving teaching and learning. Collaborating with the Clayton County State Legislative Delegation at the Georgia Statehouse, United States Congressional Representatives from GA-House-5, and GA-House-13, United States Senators and federal government officials to represent and advance the legislative priorities of the school district.
- Identify, lead, facilitate, manage and coordinate the establishment of partnerships to advance the districts core work of improving teaching and learning.



***Clayton County Public Schools***  
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CCPS Federal Programs  
&  
Parental Engagement

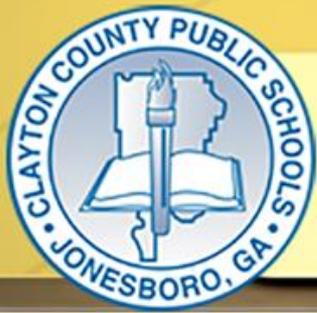


# ***Clayton County Public Schools***

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## **Title I, Part A**



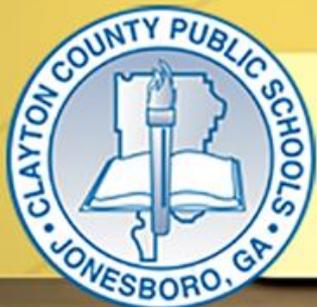


# ***Clayton County Public Schools***

***"Committed To High Performance"***

**In accordance with Title I, Part A, Clayton County Public Schools offers parents:**

- District and school level parental involvement policies;
- Parent, Teacher, and Student Compacts;
- Notification of teacher and paraprofessional qualifications;
- Opportunities to participate in the planning, revision, and implementation of plans and policies;
- Materials and/or resources to help parents work with their children; and
- Parent training that includes the understanding of:
  - ~The Common Core/Georgia Standards of Excellence
  - ~State and local assessments
  - ~Instructional strategies
  - ~Infinite Campus (online gradebook)



# Clayton County Public Schools

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## Title I Parent & Family Engagement

- District-wide Parent Academy
- Monthly School-based Academic Workshops
- Parent Resource Centers
- 57 Parent Liaisons
- Homeless Education Parent Resource Center
- E<sup>3</sup> Parent Engagement Conference

*Parents Make the Difference!*



**PARENT ACADEMY  
CELEBRATION**

*Parents Make the Difference!*



**PARENT ACADEMY  
CELEBRATION**

*Parents Make the Difference!*

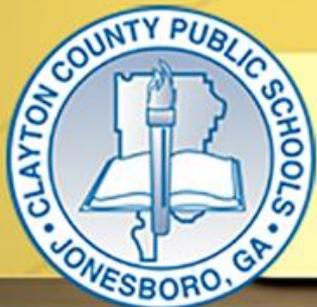


**PARENT ACADEMY  
CELEBRATION**

*Parents Make the Difference!*



**PARENT ACADEMY  
CELEBRATION**



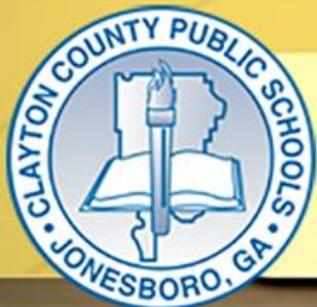
# ***Clayton County Public Schools***

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## **Homeless Education Department**

HED attends annual parent training events to provide information regarding educational services for homeless children and youth within the school district.





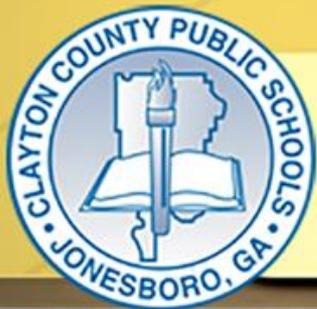
# ***Clayton County Public Schools***

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## **Title I Annual Meeting**

Each school served under Title I, Part A must convene an annual meeting, at a time convenient for parents, to inform them of their school's participation in Title I, Part A programs, and to explain the Title I, Part A requirements and the right of parents to be involved in those programs.



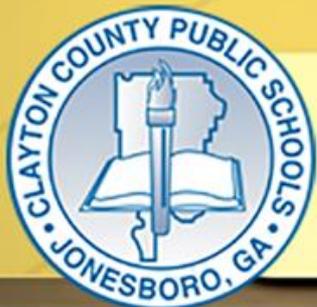


# ***Clayton County Public Schools***

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**Title III – LEP & English to Speakers of Other Languages (ESOL)**

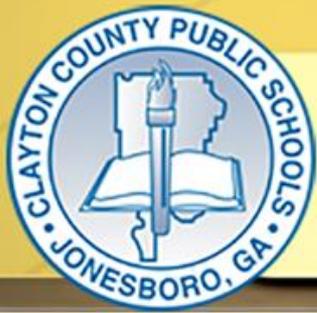


# ***Clayton County Public Schools***

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## **Cultural and Linguistic Diversity in CCPS**

**23%**



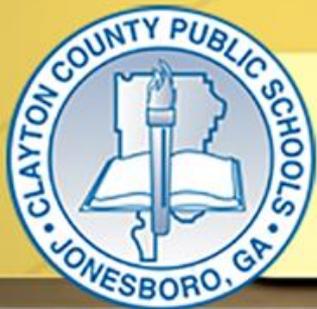
# **Clayton County Public Schools**

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**CCPS Students Represent Over 90 countries**

**Seventy-two (72) languages represented**

- **The two major languages: Spanish & Vietnamese**
- **9,762 Spanish speaking = 79% of PHLOTES**
- **1,289 Vietnamese = 10.5% of PHLOTES**
- **331 Other African = 2.7% of PHLOTES**
- **933 All Other languages = 7.8% of PHLOTES**



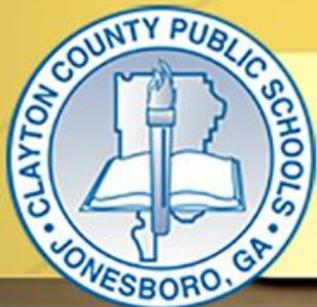
# ***Clayton County Public Schools***

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## **English Learners (ELs)**

**5,997 Students are English Learners**



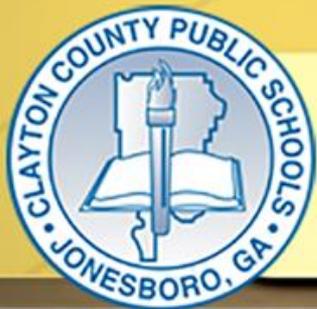


# **Clayton County Public Schools**

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**In accordance with Title III-LEP, Part A, & the ESOL program Clayton County Public Schools offers parents:**

- Opportunities to learn about Title III accountability, the ACCESS for ELLs 2.0 assessment, and the ESOL program.
- Schools hold annual ESOL parent meetings
- District offers multilingual workshops and classes for immigrant and English learner parents
- Materials and resources to help parents work with their children.
- Orientation and language services

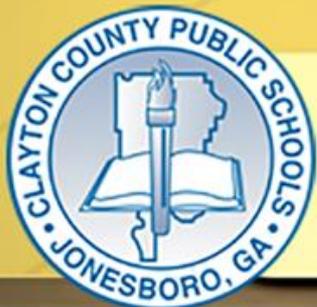


# ***Clayton County Public Schools***

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## **The CCPS International Center**





# **Clayton County Public Schools**

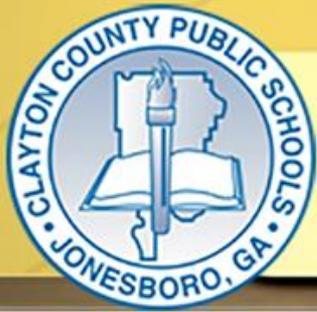
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## **International Center Services**

- Parent ESL & Computer Classes
- Academic Workshops
- Title III Student Resources

- Int'l Student Enrollment
- Family Orientation to CCPS
- Interpreting and Translating Services

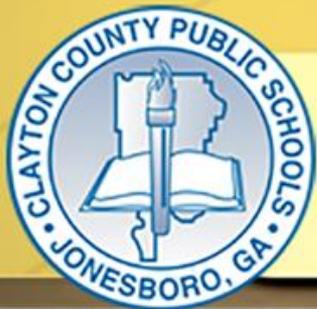




# Clayton County Public Schools

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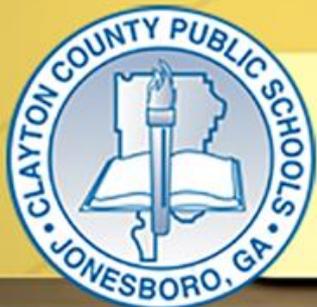
# ***Clayton County Public Schools***

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**The Department of Exceptional Students &  
the Individuals with Disabilities Education Act (IDEA)**





# **Clayton County Public Schools**

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**In accordance with IDEA & the Department of Exceptional Students Clayton County Public Schools offers parents:**

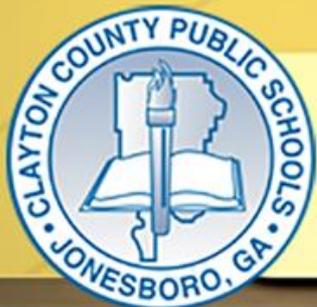
Opportunities to learn and participate through our....

§Fall DES Parent University and a Spring DES Parent EXPO (parent workshops, materials and resources to help parents work with their children).

§Chat n Chews facilitated at local school sites by the DES Family Liaison

§Monthly DES Parent Workshops





# ***Clayton County Public Schools***

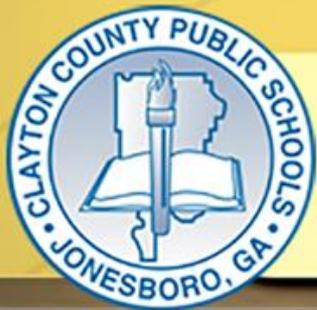
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## **DES Parent Services**

DES Family Liaisons

Individualized Site-based Parent/Staff training





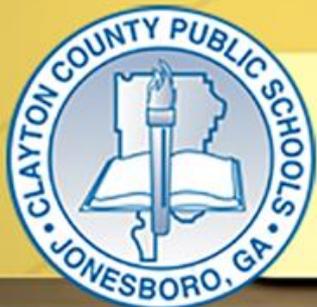
# Clayton County Public Schools

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**Balanced Scorecard data as it relates to Goal 3 – To create an environment that promotes active engagement, accountability, and collaboration of all stakeholders to maximize student achievement**

 No Change or Declined
  Progress but did not meet
  Meets or Exceeds

Performance Objectives	Performance Measures	Ultimate Target	2016-2017	
			Target	Actual
<u>Provide and implement programs and services that engage and assist parents in supporting their children's education. (AdvancED - Teaching and Assessing for Learning; Governance and Leadership; and Resources and Support Systems)</u>	Number of parent workshops and activities conducted by Special Programs: #	30	30	30
	Number of parents in attendance at Community meetings: #	1000	1000	1000
<u>Form community partnerships with a variety of agencies. (GSBA Vision Project 5.4) (AdvancED - Teaching and Assessing for Learning; Governance and Leadership; and Resources and Support Systems)</u>	Number of Partners-In-Education: #	450	N/A	N/a
	Number of collaborative partnerships with higher education partners: #	6	4	3
<u>Offer opportunities for stakeholder participation and involvement that promotes active engagement, accountability, and collaboration. (AdvancED - Teaching and Assessing for Learning; Governance and Leadership; and Resources and Support Systems)</u>	Conduct bi-annual community meetings to discuss Strategic Improvement Plan: #	2	2	2



# **Clayton County Public Schools**

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## **AdvancED Inventories and Surveys**

### **Elementary Students**

#### **Lowest Rating**

- My principal and teachers ask me what I think about school. 2.49/5
- 

### **Parent Survey**

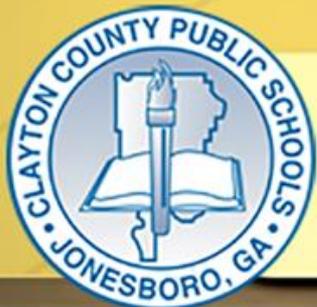
#### **Lowest Rating**

- My child has access to support services based on his/her identified needs. 4.06/5
- 

### **Staff Survey**

#### **Lowest Rating**

- In our school, all school personnel regularly engage families in their children's learning progress. 4.12/5
- Our school provides opportunities for students to participate in activities that interest them. 4.14/5



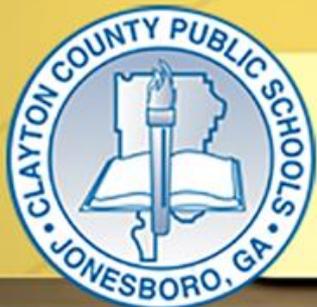
# ***Clayton County Public Schools***

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**Please take 5 minutes to discuss your SWOT Analysis at the table and complete the survey below.**

**<http://tinyurl.com/CCPSGoal3>**



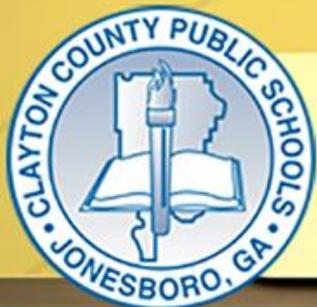


# ***Clayton County Public Schools***

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## **Strategic Goal 5**

**To provide high quality support services delivered on time and within budget to promote student academic success in Clayton County Public Schools.**

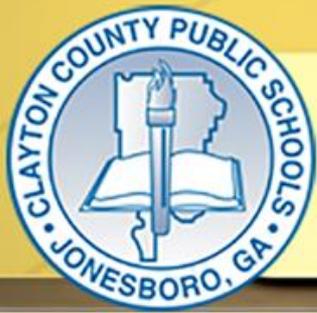


# ***Clayton County Public Schools***

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## **Purpose of Goal 5**

**It is important as a high-performing school district that business and operational support services be provided in a timely, effective and efficient manner that maximizes the use of limited financial resources for the promotion of student academic success.**



# ***Clayton County Public Schools***

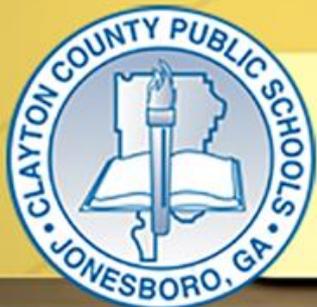
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## **Purpose of Goal 5 (Group Discussion)**

**Discuss the following:**

- 1) How can operational efficiency impact student achievement?**
- 2) Why is financial accountability, transparency and stability important for a high performing district?**

**Be prepared to share.**

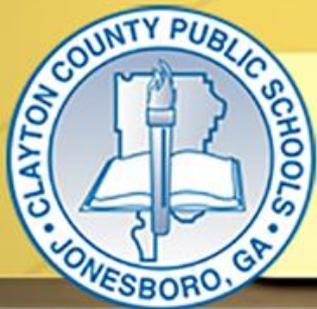


# ***Clayton County Public Schools***

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## **Goal 5 Next Steps**

Continued expansion of the internal audit function to all support functions of the district through organizational structuring that ensures a focus on improved operations, sound financial practices and the implementation of supportive intervention actions.

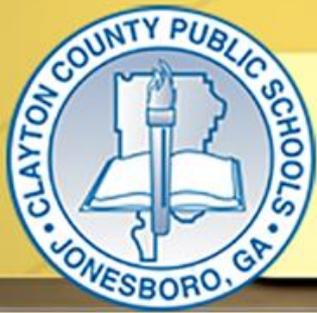


# ***Clayton County Public Schools***

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## **Goal 5 Next Steps**

Continued establishment and implementation of standard operating procedures to include updates, training, and accountability.

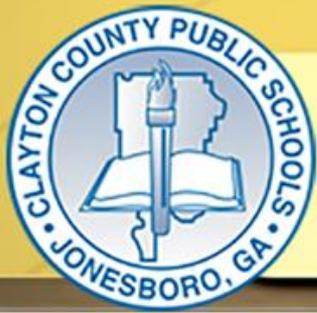


# ***Clayton County Public Schools***

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## **Goal 5 Next Steps**

Modernization of functional resources for cost-effective operational applications relative to purchasing, accounting, payroll, human resources, asset management, and other business functions.

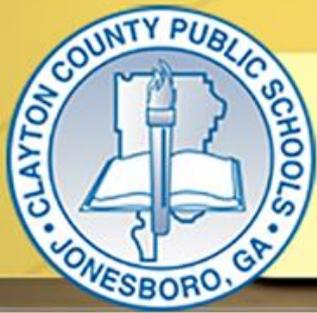


# ***Clayton County Public Schools***

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## **Goal 5 Next Steps**

Further alignment of acquisition of goods and services with district strategic goals. This includes the continued implementation of best practices in purchasing. Additional and ongoing training will be provided.

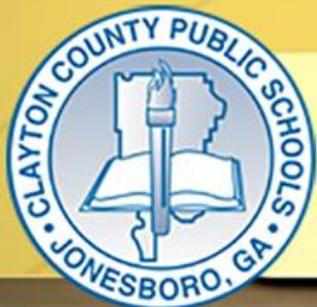


# ***Clayton County Public Schools***

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## **Goal 5 Measurements**

- **Number of audit findings from external audit findings.**
- **Internal audit findings result in improved operations and processes.**
- **GaDOE Financial Efficiency Star Rating.**

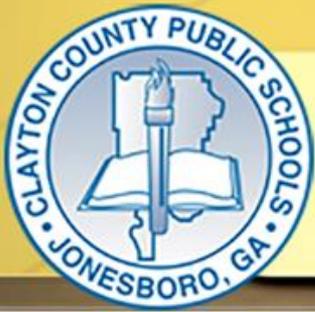


# ***Clayton County Public Schools***

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## **Goal 5 Measurements**

- **Recognition of use of best practices in financial reporting and procurement.**
- **Departmental inspection and service level results.**



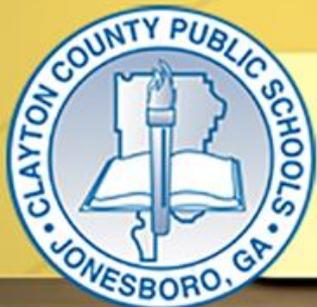
# Clayton County Public Schools

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Balanced Scorecard data as it relates to Goal 5 – To provide high quality support services delivered on time and within budget to promote student academic success in Clayton County Public Schools

■ No Change or Declined     
 ■ Progress but did not meet     
 ■ Meets or Exceeds

Performance Objectives	Performance Measures	Ultimate Target	2016-2017	
			Target	Actual
<u>Increase operational efficiency in all areas of the system. (AdvancED - Governance and Leadership, Resources and Support Systems)</u>	Percent on-time bus arrival: %	100	100	97
	Breakfast participation among students	100	40	48
	Lunch participation among students: %	100	80	85.2
	Number of operations audited across departments and sites: #	100	71	38
<u>Increase fiscal responsibility. (AdvancED - Governance and Leadership, Resources and Support Systems)</u>	Number of contracts negotiated	60	55	31



# **Clayton County Public Schools**

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## **AdvancED Inventories and Surveys**

### **Elementary Survey**

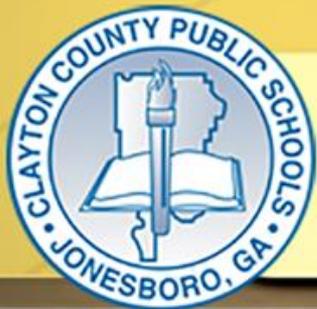
#### **Highest Rating**

- My school has computers to help me learn. 2.92/3

### **Parent Survey**

#### **Lowest Rating**

- Our school ensures the effective use of financial resources. 4.00/5



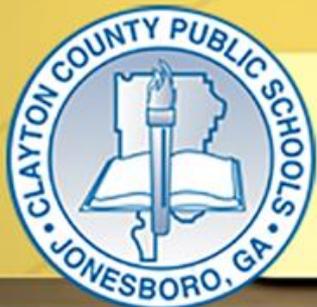
# ***Clayton County Public Schools***

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**Please take 5 minutes to discuss your SWOT Analysis at the table and complete the survey below.**

**<http://tinyurl.com/CCPSGoal5>**



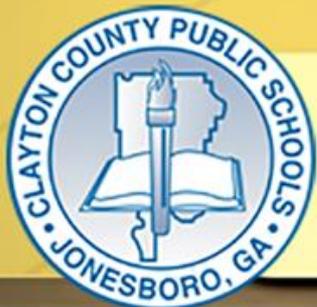


# ***Clayton County Public Schools***

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## **Strategic Goal 6**

**To recruit, retain, and develop highly qualified and effective staff.**

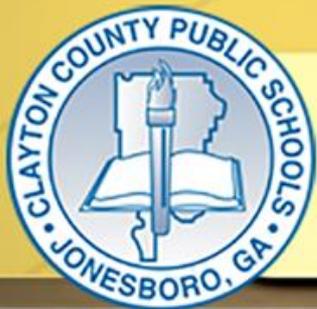


# ***Clayton County Public Schools***

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**The quality of an education system can never exceed the quality of its teachers (and staff).**

**Andreas Schleicher**

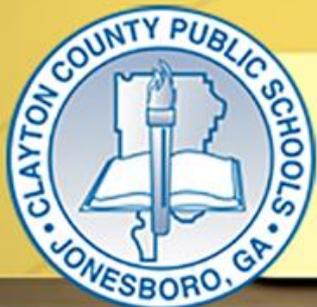


# **Clayton County Public Schools**

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## **Purpose of Goal 6**

Clayton County Public Schools, like many school districts across the country, is facing critical teacher shortages, especially in certain subject/content areas and disciplines as evidenced in the following chart. Addressing these shortages, while attracting, developing, and retaining top talent, is one of the most serious challenges facing our District. The purpose of Goal 6 is to collaboratively generate a plan to ensure that the District has high quality staff in place to realize the mission and vision of the school system.

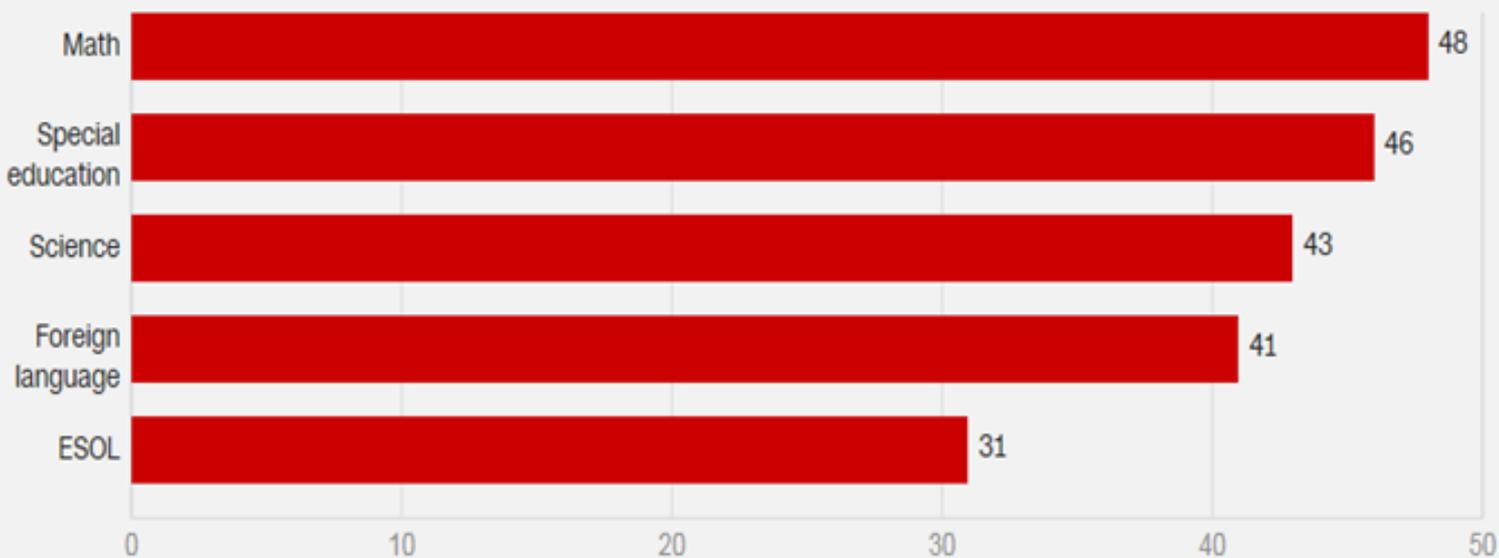


# Clayton County Public Schools

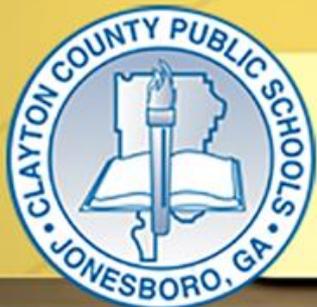
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## Subject shortages 2017-2018

Here are the top 5 subjects and the number of states reporting shortages



Source: US Department of Education



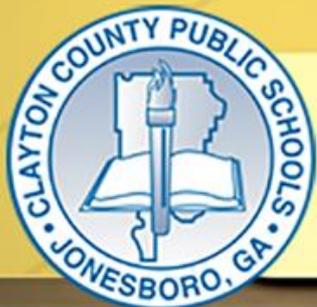
# ***Clayton County Public Schools***

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## **Purpose of Goal 6 (Group Discussion)**

**Discuss the following and be prepared to share:**

**What is the community's responsibility with respect to the recruitment and retention of teachers?**



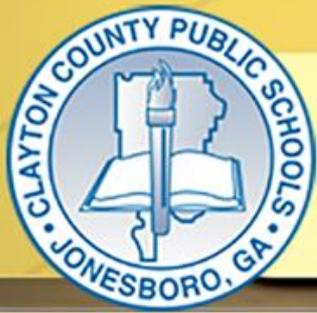
# ***Clayton County Public Schools***

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## **Goal 6 Next Steps**

**Expand creative options to fill vacancies:**

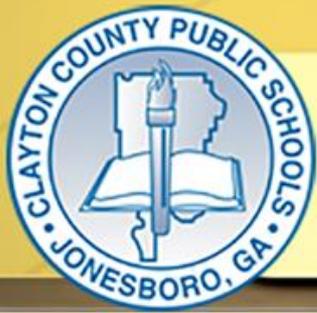
- **TAPP Program**
- **Support to Staff initiatives**
- **Contracts with agencies that recruit and provide staff**
- **Targeted recruitment (i.e., U.S. territories, specific content/classification fairs, Student Teacher recognitions)**



# **Clayton County Public Schools**

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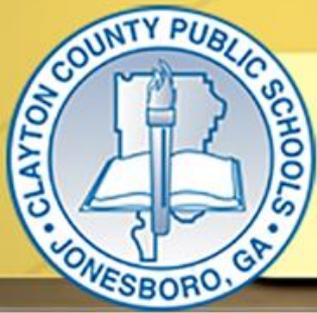
- **Continue teacher recruitment efforts through colleges, area and regional job fairs**
- **Develop hiring initiatives to identify degreed candidates that can become teaching candidates and provide them with support so they can acquire teaching certification -- *"Grow Your Own"***



# ***Clayton County Public Schools***

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- **Create branding campaign ("Teach Clayton") to attract candidates and increase the District's visibility through the use of various communication tools**
- **Create a community campaign to assist with teacher support**

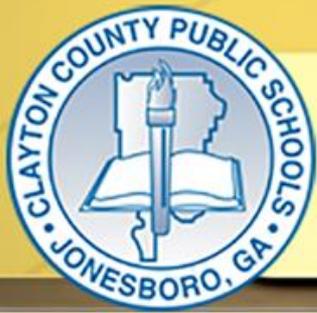


# ***Clayton County Public Schools***

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## **Goal 6 Next Steps**

- **Develop an improved performance management system for all classified, non-instructional and instructional staff not in TKES/LKES pathway**
- **Construct a Professional Learning System with variable structure formats to provide opportunities for staff development**

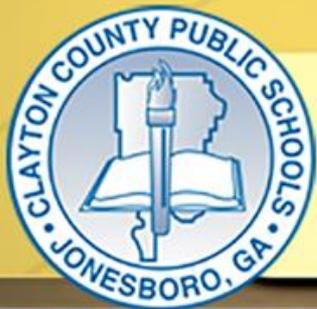


# ***Clayton County Public Schools***

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## **Goal 6 Measurements**

- **Systemic reduction in number of vacancies within hard-to-fill positions**
- **Work to decrease in service-level gap and departmental response time**
- **Increase in offering and participation of high quality professional learning and development programs**



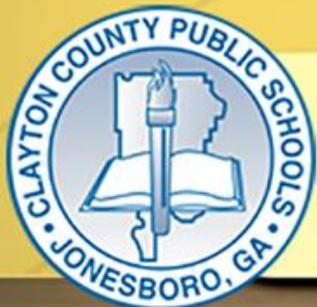
# Clayton County Public Schools

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## Balanced Scorecard data as it relates to Goal 6 – To recruit and retain highly qualified and effective staff

■ No Change or Declined     
 ■ Progress but did not meet     
 ■ Meets or Exceeds

Performance Objectives	Performance Measures	Ultimate Target	2016-2017	
			Target	Actual
<u>Recruit and develop employees whose professional credentials and skills meet district, state, and national standards to maintain 100% certified and highly qualified staff. (AdvancED - Teaching and Assessing for Learning, Governance and Leadership, Resources and Support Systems)</u>	Number of recruitment contacts: #	250	250	205
	Percent of teacher positions filled on the first day of school: %	95	95	93
	Percent of teachers employed in identified critical areas (at or below target): %	97	97	97
	Percent of new hires processed in alignment with district protocol	100	100	100
	Percent of teachers who are highly qualified in their assigned area of service: %	100	100	99.91
	Percent of substitute teachers trained in instructional strategies: %	100	100	100
	Percent of paraprofessionals completing required orientation and training: %	100	100	100
	Number of teachers completing the ESOL Endorsement: #	60	20	11
	Number of teachers completing the Reading Endorsement: #	60	20	18
	Number of teachers completing the K-5Mathematics Endorsement: #	60	30	0
	Number of teachers completing the K-5Science Endorsement: #	60	20	N/A
	Number of teachers completing the Gifted Endorsement: #	120	50	41
	Number of teachers completing the Teacher Leader Endorsement: #	100	35	14
	Percent of employees earning 20 clock hours of professional learning credit each year: %	100	-	-



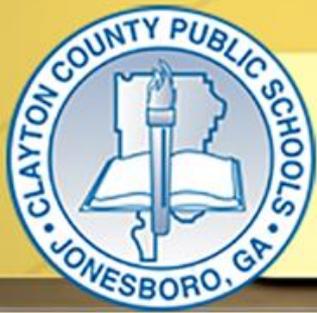
# ***Clayton County Public Schools***

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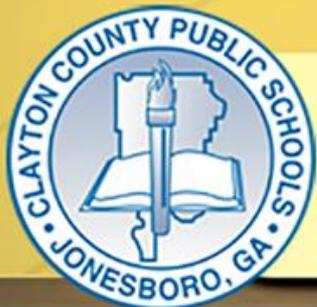


# ***Clayton County Public Schools***

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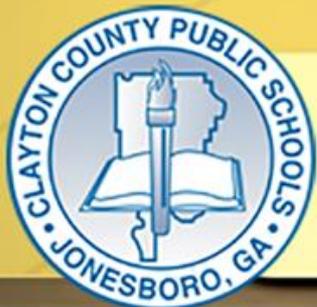
## **Next Steps:**

- **Compile the comments and suggestions from this meeting.**
- **Cross functional Team will make a recommendation to the Superintendent's Cabinet**
- **Cabinet and the Superintendent will make a recommendation to the Board of Education**
- **Webpage updates**
- **Superintendent Updates**



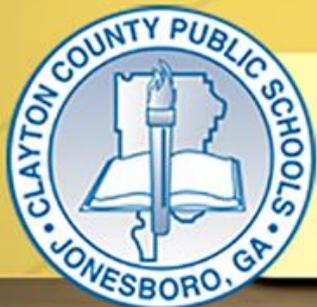
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**THANK YOU!!**



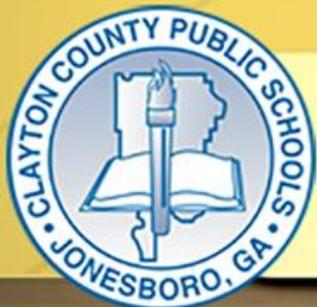
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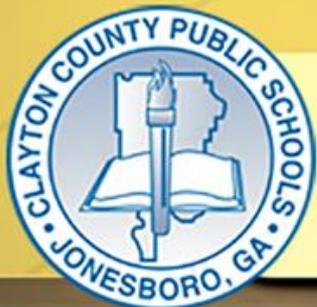
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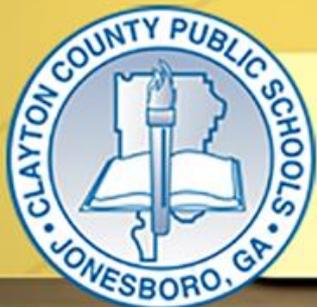
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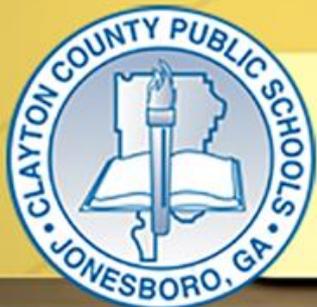
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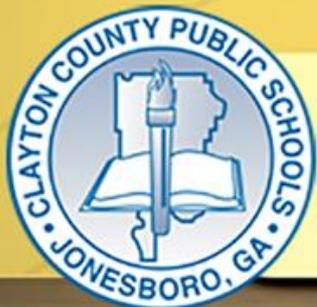
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# ***Clayton County Public Schools***

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# ***Clayton County Public Schools***

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