

**Coastal Plains High School
Strategic Plan 2019-2023
Academic Area**

**Coastal Plains High School
Strategic Plan
2023-2027**

Yellow Highlights: In Progress of completing
Green Highlights: Completed
Red Highlights: Need to address immediately

Strategic Goal Area	Performance Objective		Performance Measures								
Goal 1: Ensure all students are college and career ready	A. Increase the number of students meeting high school graduation requirements and completing Coastal Plains’ postsecondary transition plan.	1.	2. Georgia End of Course Tests will improve in the following manner:								
	State Required EOC courses <ul style="list-style-type: none">9th LiteratureBiologyAlgebra 1US History		<table><tr><td>EOC Course</td><td>Pass with a passing 2 or higher</td></tr><tr><td>Am.Lit</td><td>10 % increase of passing 2-4</td></tr><tr><td>Algebra</td><td>Decrease level 1 students from 43.48% to 35%</td></tr><tr><td>Biology</td><td>Decrease level 1 students from 45.74% to 35%</td></tr><tr><td>US History</td><td>Decrease level 1 to 35% not passing</td></tr></table>	EOC Course	Pass with a passing 2 or higher	Am.Lit	10 % increase of passing 2-4	Algebra	Decrease level 1 students from 43.48% to 35%	Biology	Decrease level 1 students from 45.74% to 35%
EOC Course	Pass with a passing 2 or higher										
Am.Lit	10 % increase of passing 2-4										
Algebra	Decrease level 1 students from 43.48% to 35%										
Biology	Decrease level 1 students from 45.74% to 35%										
US History	Decrease level 1 to 35% not passing										
			3. Graduation Trends - Increase graduation rates by 2% from the year before								
			4. Increase student attendance each year by 5% from the year before								
			5. Increase course completions rate by 2% each year.								
CPOCHS Staff - Buffy Williams, Melissa Purcell, Lisa Watkins, and Kelly Young											

Coastal Plains High School
Strategic Plan 2019-2023
Academic Area

FY 23	FY 24	FY 25	FY 26	FY 27	FY28
<ul style="list-style-type: none"> ○ INCREASE ATTENDANCE - Encourage students to attend school during site hours for additional support. ○ Implement the EOC course changes from the summer EOC Revision Retreat (June 2022) ○ Implement Writing changes for ELA courses – determined by Summer EOC revision retreat ○ Implement the EOC teacher review packets before students take the EOC ○ Format the USA Test Prep to be integrated into the EOC course after each unit ○ Gather Progress Learning Formative 	<ul style="list-style-type: none"> ● Implement HB 87 <ul style="list-style-type: none"> ● Develop MOU's for each system ● Meet with each system to serve Coastal Plains LEA full-time students ● Meet with each system in our service area to discuss program students' requirements for the following: Credit Recovery, Full Time Attendance, Funding for FTE, Federal Programs, and Special Education ● Develop the job for a system Liaison Coordinator and 	<ul style="list-style-type: none"> ● INCREASE ATTENDANCE - Encourage students to attend school during site hours for additional support. ● Monitor monthly attendance data ● Continue to monitor the implementation s of the new Georgia ELA Standards – Meet monthly with RIC team to discuss ELA Concerns or course revision needs for summer retreat ● Continue to monitor Georgia Math changes 	<ul style="list-style-type: none"> ● INCREASE ATTENDANCE - Encourage students to attend school during site hours for additional support. ● Continue to monitor monthly attendance for a positive attendance increase ● Curriculum team and CO team will review data to determine if Edgenuity is meeting all of our curriculum needs ● If data is indicating a needed change from Edgenuity, a curriculum review will be conducted. ● Complete curriculum review and determine a new curriculum if needed ● Update and monitor any new Georgia 	<ul style="list-style-type: none"> ● INCREASE ATTENDANCE - Encourage students to attend school during site hours for additional support. ● Continue to monitor attendance data monthly ● Implement a new curriculum if data indicates a needed change ● The Student Services team will contact students following graduation in August to monitor postsecondary activity 	<ul style="list-style-type: none"> ●

**Coastal Plains High School
Strategic Plan 2019-2023
Academic Area**

<p>data to begin to monitor student understanding and performance as they progress through the EOC course</p> <ul style="list-style-type: none"> ○ Implement the EOC attendance policy ○ Implement the EOC test retake requirements for students not passing the EOC on the first attempt ○ Monitor course completions monthly ○ Implement new Georgia Math standards ○ The Student Services team will contact students following graduation in August to monitor postsecondary activity ○ Each month Mentors will gather student data on work related activities ○ Modify New Math courses in Edgenuity 	<p>hire a qualified person</p> <ul style="list-style-type: none"> ● Develop Student Liaison role and responsibilities for each system ● Train all system Liaisons ● Implement system budget cuts: redesign CTAE role ● Train staff on changes and next steps for HB 87 ● Develop a plan for gathering implementation data – such as: How enrollment has changed? <p>How many students attend as a program student?</p> <p>How many drop-out are not being served in the State due to being 16-17 years of age?</p>	<p>as it affects our student performances. Adjust courses as needed</p> <ul style="list-style-type: none"> ● Continue to gather Progress Learning Formative data and compare the data to EOC scores ● Continue to monitor EOC teacher review packets and rubric for formative data to drive course changes ● Continue to gather Progress Learning formative data to monitor student progress and understanding for EOC courses ● Continue to monitor EOC attendance data ● Continue to monitor EOC 	<p>Standards that roll out from the DOE</p> <ul style="list-style-type: none"> ● The Student Services team will contact students following graduation in August to monitor postsecondary activity 		
---	---	---	--	--	--

**Coastal Plains High School
Strategic Plan 2019-2023
Academic Area**

and Progress Learning to match new Georgia State Standards	<ul style="list-style-type: none"> ● Modify courses – all non EOC courses should be less than or close to 60 hours and all EOC courses should be less than 100 hours ● Monitor EOC course changes ● Monitor New Math Courses with the New Math Standards ● Monitor EOC scores ● Monitor monthly attendance data and set goals for each site for attendance improvements ● Monitor EOC teacher review packets and rubric for EOC score improvements ● Continue to gather the Progress Learning data and monitor student progress. <ul style="list-style-type: none"> ○ After the EOC scores are returned, have our data team review and compare the Progress Learning data with the EOC 	<p>retake data for score improvements</p> <ul style="list-style-type: none"> ● Continue to monitor course completion data ● The Student Services team will contact students following graduation in August to monitor postsecondary activity ● Implement the New Georgia ELA standards. 			
--	---	--	--	--	--

**Coastal Plains High School
Strategic Plan 2019-2023
Academic Area**

	<p>scores to see if the data gathered is indicating EOC success</p> <ul style="list-style-type: none">● Monitor EOC attendance data● Monitor EOC retake data for score improvements● Monitor course completions● The Student Services team will contact students following graduation in August to monitor postsecondary activity● Each month Mentors will gather student data on work related activities				
--	---	--	--	--	--

**Coastal Plains High School
Strategic Plan 2019-2023
Academic Area**

Strategic Goal Area		Performance Objective		Performance Measures	
Goal 2: Provide support services that enable students to assess academic and career needs to achieve success.		<ol style="list-style-type: none"> 1. Every student has a paid mentor to identify and address barriers to academic success and make referrals to the appropriate student service staff. 2. Every student has access to federal and state support programs based on academic need (EL, Special Education, Title I, REP, and Gifted) 3. Continuously monitor and customize student support service programs/events for each site (Parental Involvement Meetings, MTSS Programs, college visits, college fairs, partnerships with community groups) 4. Promote a safe and supportive learning environment that increases students' social and emotional capacity by developing resource management skills, developing communication/critical thinking skills, and using interpersonal skills and personal qualities to establish and maintain positive relationships. 		<ol style="list-style-type: none"> 1. 100% of mentor logs will show accurate/timely data on student support services 2. Increase documented parent contacts by 3% each year 3. MTSS Programs will be monitored annually for effectiveness as demonstrated by Increasing Graduation Rate (3% annually) and Increasing EOC scores in all areas assessed (rates established via District Improvement Plans annually) 4. Parental Involvement Trainings and Meeting Documentation will be maintained annually 5. Improved reported teacher capacity to meet the needs of learners 6. Increased reports of students and family's satisfaction with their site. 	
				ADD DATA OVERTIME	
CPCHS Staff: Kimberly Corley and Carmen Roberts					
FY 23	FY 24	FY 25	FY 26	FY 27	FY28
<ul style="list-style-type: none"> Highly effective mentors demonstrating success while working with 	<ul style="list-style-type: none"> Mentor contact documentation is checked weekly by the Team Coordinator to 	<ul style="list-style-type: none"> Mentor contact documentation is checked weekly by the Team Coordinator to 	<ul style="list-style-type: none"> Mentor contact documentation is checked weekly by the Team 	<ul style="list-style-type: none"> Mentor contact documentation is checked weekly by the Team 	<ul style="list-style-type: none">

**Coastal Plains High School
Strategic Plan 2019-2023
Academic Area**

<p>mentees will have an increased caseload/increased number of hours allowed to work weekly</p> <ul style="list-style-type: none"> • Training updates for all Student Services staff by category/job title will be provided. • The TEAM Coordinator will assist mentors and ensure that weekly meetings/support is taking place between mentors/mentees. • Mentor contact documentation is checked weekly by the Team Coordinator to ensure that effective mentor contacts are being made and documented. 	<p>ensure that effective mentor contacts are being made and documented.</p> <ul style="list-style-type: none"> • Develop a mentor plan for program students. • Student services will work with System Liaison Coordinator to determine needs and support for program students • Training updates for all Student Services staff by category/job title will be provided • Teachers, Tutors and/or Interventionists will receive training on MTSS programs and effectiveness will be monitored annually. • Crisis Management Planning will be 	<p>ensure that effective mentor contacts are being made and documented.</p> <ul style="list-style-type: none"> • Training updates for all Student Services staff by category/job title will be provided • Teachers, Tutors and/or Interventionists will receive training on MTSS programs and effectiveness will be monitored annually. • Student and Staff Wellness Coordinator will conduct site visits to various sites to assist Student Services Staff with monthly events and wellness activities. • Crisis Planning Implementation will continue at all sites. 	<p>Coordinator to ensure that effective mentor contacts are being made and documented.</p> <ul style="list-style-type: none"> • Training updates for all Student Services staff by category/job title will be provided • Teachers, Tutors and/or Interventionists will receive training on MTSS programs and effectiveness will be monitored annually. 	<p>Coordinator to ensure that effective mentor contacts are being made and documented.</p> <ul style="list-style-type: none"> • Training updates for all Student Services staff by category/job title will be provided • Teachers, Tutors and/or Interventionists will receive training on MTSS programs and effectiveness will be monitored annually. 	
--	--	---	--	--	--

**Coastal Plains High School
Strategic Plan 2019-2023
Academic Area**

<ul style="list-style-type: none"> • Provide job-alike training for student services staff to increase parent contacts and student achievement. • Teachers, Tutors and/or Interventionists will receive training on MTSS programs and effectiveness will be monitored annually. • Student and Staff Wellness Coordinator will conduct site visits to various sites to assist Student Services Staff with SEL Needs Assessment, SEL implementation, SEL monthly events, and SEL activities. 	<p>implemented at all sites.</p>				
---	----------------------------------	--	--	--	--

Coastal Plains High School
Strategic Plan 2019-2023
Academic Area

<ul style="list-style-type: none">• SEL Implementation – Tools Course, Wellness Meetings, and Counseling Sessions with students will continue at all sites.• SEL Implementation - Social Worker Groups will be conducted at all sites.					
---	--	--	--	--	--

Coastal Plains High School
Strategic Plan 2019-2023
Academic Area

Strategic Goal Area	Performance Objective	Performance Measures	
Goal 3: Maintain highly qualified leadership, governance board, faculty and support staff who foster a professional and supportive teaching and learning environment that is a safe, healthy and caring environment that is conducive to teaching and learning.	<ol style="list-style-type: none"> 1. Ensure criminal background checks are completed in a timely manner; professional staff and other employee qualifications are met; and employee rights are respected. 2. Adjust personnel by recruiting new teachers and staff to respond to enrollment demands and academic needs on a site-by-site basis. 3. Provide professional development, coaching, focus groups, peer observations, learning communities, or other support strategies to improve student achievement. 4. Develop an Aspiring Leader professional development program 5. Governances Board State required training 6. Ensure students regard Coastal Plains School environment as a friendly place where stakeholders feel welcome and secure 7. Ensure that individual sites are compliant with state and local facility, health, and safety requirements. 	<ol style="list-style-type: none"> 1. 100% of the Coastal Plains staff will complete a criminal background check 2. 100% of the Coastal Plains staff will meet professional qualifications for working with students 3. 100% of Coastal Plains New Hires will complete the induction process and complete Compliance Director modules yearly 4. 100% of the Coastal Plains staff will be evaluated annually using the modified TKES/LKES evaluation system 5. All performance evaluations will reflect effective blended learning environments which will increase the graduation rate by 2%. 6. All employees will develop Professional Learning Goals as part of their annual evaluation. 7. 100% of the Governance Board will be trained annually. 8. All sites will annually develop/update its School Safety Plan and conduct monthly required training. 	
CPCHS: Mark Stewart, Carmen Roberts and Lori Joiner			

**Coastal Plains High School
Strategic Plan 2019-2023
Academic Area**

FY 23	FY 24	FY 25	FY 26	FY 27	FY 28
<ul style="list-style-type: none"> Expand mobile fingerprinting to one location per Region Provide flexible staffing coverage responding to individual site needs Emphasize WBL and Career Specialist positions at all sites Formalize Site Director training on hiring and dismissal processes Consistently review site rosters and enrollment to address staffing needs Provide flexible academic opportunities for all students 	<ul style="list-style-type: none"> Support HB 87 requirements with all waivers and board policies updated New Governing Board elected and set up All Governing Board training is held as required by HB 87 Expand mobile fingerprinting to one location per Region Monitor flexible staffing coverage that responds to individual site needs Formalize Site Director training on hiring and 	<ul style="list-style-type: none"> Ensure flexible staffing coverage responding to individual site needs Monitor Wrap Around Services positions at all sites Formalize Site Director training on hiring and dismissal processes Review site rosters and enrollment to address staffing needs Evaluate Induction processes for New Hires Evaluate PL Sessions to address teacher and student 	<ul style="list-style-type: none"> Ensure flexible staffing coverage responding to individual site needs Evaluate Wrap Around Services positions at all sites Formalize Site Director training on hiring and dismissal processes Review site rosters and enrollment to address staffing needs Evaluate Induction processes for New Hires Evaluate PL Sessions to address teacher 	<ul style="list-style-type: none"> Ensure flexible staffing coverage responding to individual site needs Evaluate Wrap Around Services positions at all sites Formalize Site Director training on hiring and dismissal processes Review site rosters and enrollment to address staffing needs Evaluate Induction processes for New Hires Evaluate PL Sessions to address teacher and student curriculum needs 	<ul style="list-style-type: none">

Coastal Plains High School
Strategic Plan 2019-2023
Academic Area

<ul style="list-style-type: none"> • Formalize Induction process for New Hires • PL Sessions will be provided to address curriculum needs • PL sessions will be provided to address technology needs • PL activities will be determined by each site and informed by student data • Governance Board required annual training 	<p>dismissal processes</p> <ul style="list-style-type: none"> • Consistently review site rosters and enrollment to address staffing needs • Evaluate Induction processes for New Hires • Structure PL session to address technology, CLIP and PLU needs • Ensure that PL activities will be informed by student data at each site • Develop Aspiring Leaders (Succession) Plan • School Climate survey results will be reviewed annually and 	<p>curriculum needs</p> <ul style="list-style-type: none"> • Evaluate PL session to address teacher and student technology, CLIP and PLU needs • Structured PL activities will be determined by each site and informed by student data • Implement Aspiring Leaders (Succession) Plan • Governance Board required annual training • School Climate survey results will be reviewed annually and results used to create a safe and conducive environment for learning. • Compliance Director will be 	<p>and student curriculum needs</p> <ul style="list-style-type: none"> • Evaluate PL session to address teacher and student technology, CLIP and PLU needs • Structured PL activities will be determined by each site and informed by student data • Evaluate Aspiring Leaders (Succession) Plan • Governance Board required annual training • School Climate survey results will be reviewed annually and results used to create a safe and conducive environment for learning. • Compliance Director will be 	<ul style="list-style-type: none"> • Evaluate PL session to address teacher and student technology, CLIP and PLU needs • Structured PL activities will be determined by each site and informed by student data • Evaluate Aspiring Leaders (Succession) Plan • Governance Board required annual training • School Climate survey results will be reviewed annually and results used to create a safe and conducive environment for learning. • Compliance Director will be completed by all employees 	
--	--	---	--	---	--

**Coastal Plains High School
Strategic Plan 2019-2023
Academic Area**

	<p>results used to create a safe and conducive environment for learning.</p> <ul style="list-style-type: none"> • Compliance Director will be completed by all employees • Site Directors will develop School Safety Plans and review procedures with their staff annually. • Site Directors will comply with monthly fire and severe weather drills as mandated by Georgia law. • Complete mandated safety training and maintain an updated list of staff trained in CPR, AED, 	<p>completed by all employees</p> <ul style="list-style-type: none"> • Site Directors will develop School Safety Plans and review procedures with their staff annually. • Site Directors will comply with monthly fire and severe weather drills as mandated by Georgia law. • Complete mandated safety training and maintain an updated list of staff trained in CPR, AED, and Diabetes Management. 	<p>completed by all employees</p> <ul style="list-style-type: none"> • Site Directors will develop School Safety Plans and review procedures with their staff annually. • Site Directors will comply with monthly fire and severe weather drills as mandated by Georgia law. • Complete mandated safety training and maintain an updated list of staff trained in CPR, AED, and Diabetes Management. 	<ul style="list-style-type: none"> • Site Directors will develop School Safety Plans and review procedures with their staff annually. • Site Directors will comply with monthly fire and severe weather drills as mandated by Georgia law. • Complete mandated safety training and maintain an updated list of staff trained in CPR, AED, and Diabetes Management. 	
--	---	---	---	---	--

**Coastal Plains High School
Strategic Plan 2019-2023
Academic Area**

	and Diabetes Management.				
--	-----------------------------	--	--	--	--