



2019.2020 DIVISION IMPROVEMENT PLAN

Division Name: Instructional Services
Director: Carrie Fuller
Date of School Board Approval:

GOAL ONE

Goal:

The Division of Instructional Services will identify, design, and develop a facility to house Instructional Services personnel, a professional development area, a coaching collaboration area for district personnel, and an instructional technology area.

Objective:

The Division of Instructional Services will write and submit a Selby Foundation grant in December 2019 to renovate the former DeSoto Alternative Program building into a Professional Development Center for The School District of DeSoto County. The Professional Development Center will house personnel from Instructional Services and will contain a professional development room for district professional development. The center will also contain a professional development library, a coaching collaboration center for teachers equipped with a copy machine, laminator, and Chromebooks. The center will house a technology center to allow district personnel a place to video lessons or professional development, and hold virtual meetings.

Strategies:

1. Identify an area large enough to house Instructional Services personnel, a professional development area, and professional learning materials.
2. Identify funding sources available for renovation.
3. Identify funding sources for professional learning materials.
4. Layout and design of offices and professional development areas.
5. Obtain quotes for renovation and furniture.
6. Write a grant for funding of renovation and furniture.
7. Develop a timeline for completion of all work.

8. Monitor renovation work and order furniture.
9. Identify funding sources for future use of the facility by teachers.
10. Move Instructional Services to a new facility in Summer 2020.

Evaluation:

- Meet timelines of grant submission.
- Move Instructional Services in Summer 2020.
- New Teacher Orientation in the new facility by August 2020.

Professional Development Aligned with this Objective:

1. None

Budget:

Evidence-based Program(s)/Material(s)			
Description of Resources	Funding Source	Available Amount	
Professional Development Library	Title I	\$10000	
Total:			\$10000
Technology			
Description of Resources	Funding Source	Available Amount	
Video Equipment	Title I	\$2000	
Chromebooks	Title I	\$2000	
TV's	Title I	\$5000	
Technology related hardware	Title I	\$1000	
Total:			\$10000
Professional Development			
Description of Resources	Funding Source	Available Amount	
Total:			
Other: Renovation work			
Description of Resources	Funding Source	Available Amount	
Construction	Selby grant	\$50000	
Painting	Selby grant	\$10000	
Fencing	Selby grant	\$10000	
Landscaping	Selby grant	\$5000	
Total:			

GOAL TWO

Goal:

The Division of Instructional Services will assist in the retention of new teachers.

Objective:

The Division of Instructional Services will provide training and mentoring to new teachers. A mentor coach will be hired and assigned strictly to new teachers to assist them in acclimating to Desoto County, prioritizing their time, and working with them on classroom management and best practice teaching strategies.

Strategies:

1. Identify funding for mentor coach.
2. Hire a mentor coach.
3. Identify funding for professional development.
4. Plan New Teacher Orientation.
5. Develop a coaching log for a mentor coach.
6. Identify mentor/mentee meeting dates.
7. Identify areas of concern and plan solutions.

Evaluation:

- Retain 75% of new teachers hired in 2019-2020.

Professional Development Aligned with this Objective:

1. New Teacher Orientation
2. Heartland Education Consortium Coaching Cohort
3. Visible Learning Institute
4. Mentoring meetings (quarterly)

Budget:

Evidence-based Program(s)/Material(s)

Description of Resources	Funding Source	Available Amount	
Harry Wong First Days of School	Title I	\$2500	
Total:			\$2500
Technology			
Description of Resources	Funding Source	Available Amount	
Total:			\$0
Professional Development			
Description of Resources	Funding Source	Available Amount	
New Teacher Orientation	Title I	\$20000	
Visible Learning Institute	-	\$3000	
Quarterly Mentoring Meetings	-	\$2000	
Total:			\$25000
Other:			
Description of Resources	Funding Source	Available Amount	
Total:			\$0
Final Total:			\$27500

GOAL THREE

Goal:

The Division of Instructional Services will research, purchase, and implement rigorous supplemental phonics instruction.

Objective:

The Division of Instructional Services will provide two supplemental, research-based phonics program to assist teachers and paraprofessionals in providing scaffolded instruction to close gaps in student's foundational reading skill knowledge.

Strategies:

1. Identify top phonics programs on Ed. Reports and What Works Clearinghouse.
2. Write federal grants to include a budget for the purchase of selected programs.
3. Provide professional development to elementary teachers on selected programs.
4. Purchase and develop a system for the delivery and monitoring of products from the purchased programs.
5. Assist teachers in the implementation and usage of purchased programs.
6. Monitor implementation and usage of purchased programs.
7. Monitor diagnostic data to determine the impact of purchased programs on overall comprehension proficiency.

Evaluation:

- 10% increase in reading proficiency for grades 3-5 on the FSA.
- 65% of K-5 students reading at grade level as determined by the April STAR reading diagnostic.

Professional Development Aligned with this Objective:

1. Orton Gillingham
2. Barton Reading and Spelling

Budget:

Evidence-based Program(s)/Material(s)

Description of Resources	Funding Source	Available Amount	
Orton Gillinham resources	Title I	\$3000	
Barton District License	Title I	\$1500	
Total:			\$4500
Technology			
Description of Resources	Funding Source	Available Amount	
Tablets for Barton Program	Title I/Migrant	\$5000	
Tiles App for Barton Program	Title I/Migrant	\$5000	
Total:			\$10000
Professional Development			
Description of Resources	Funding Source	Available Amount	
Orton Gillingham Training	Title I	\$5000	
Barton Training	Title I	\$1000	
Total:			\$6000
Other:			
Description of Resources	Funding Source	Available Amount	
Total:			\$0
Final Total:			\$20500

FINAL BUDGET

Goal	Evidence-based Program(s)/Material(s)		
	Description of Resources	Funding Source	Available Amount

3	Orton Gillinham resources	Title I	\$3000	
3	Barton District License	Title I	\$1500	
1	Professional Development Library	Title I	\$10000	
2	Harry Wong First Days of School	Title I	\$2500	
Total:				\$17000
Technology				
	Description of Resources	Funding Source	Available Amount	
3	Tablets for Barton Program	Title I/Migrant	\$5000	
3	Tiles App for Barton Program	Title I/Migrant	\$5000	
1	Video Equipment	Title I	\$2000	
1	Chromebooks	Title I	\$2000	
1	TV's	Title I	\$5000	
1	Technology related hardware	Title I	\$1000	
Total:				\$20000
Professional Development				
	Description of Resources	Funding Source	Available Amount	
3	Orton Gillinham Training	Title I	\$5000	
3	Barton Training	Title I	\$1000	
2	New Teacher Orientation	Title I	\$20000	
2	Visible Learning Institute	-	\$3000	
2	Quarterly Mentoring Meetings	-	\$2000	
Total:				\$31000
Other:				
	Description of Resources	Funding Source	Available Amount	
1	Construction	Selby grant	\$50000	
1	Painting	Selby grant	\$10000	
1	Fencing	Selby grant	\$10000	
1	Landscaping	Selby grant	\$5000	
Total:				\$75000

	Final Total:	\$14300 00
--	--------------	---------------