

Focus Area	Key indicators	Progress	Evidence of Completion	Future Goals
Student Focus	Implement 1:1 Technology	In year two of the 1:1 K-8 implementation with continued teacher and student goals ; teacher leaders have been specifically designated to promote the bridge from training to instruction in the classroom and to provide one on one assistance as needed	Devices are in the hands of students in grades 1-12. Documentation of training, plan, and ongoing professional development are on file. Student and teacher usage statistics	Work with administrators and educators to determine needs for technology support and professional development in 2019-20 that supports instructional goals.
	Address Chronic Absenteeism	Implemented district-wide progressive truancy intervention plan including three tiers of intervention to address absences and an additional plan to address tardies	District and school chronic absenteeism rates-documentation maintained at individual schools	
	Enhance K-2 Early Literacy	Collaboration with the LIFT network. Literacy walks, data, and district, TNTP, & TDOE training. Piloting of a new reading curriculum in 2018-19 to address more rigorous standards in early literacy.	Documentation of training, classroom observations, district data results. Pilot CKLA Curriculum in two schools: South Lincoln and Unity. Monitor implementation/progress through use of LIFT walk-through form and classroom observations.	Continue participation in the LIFT network. Participate in the ELA State Textbook Review Process. Expand CKLA pilot to all K-2 programs.
	Ensure Success for All Students	Addition of written expression to the universal screening process and identification procedures for dyslexia and written expression in 2017-18. Week long Orton Gillingham training for interventionists and special education teachers in May 2018 with continued implementation in 2018-19. Change to a universal screener that more clearly identifies and monitors student needs in the fall of 2018. Evaluation of all programs used for student evaluation. Acquired a TDOE grant to provide ACCESS training for 180 district teachers and administrators. District piloted use of plans in 17-18 to familiarize teachers of ESL students with WIDA standards and accommodations and strategies for individual students; ESL teachers and district staff received training and support to fully implement plans in 2018-19; Contract with Elliotte Kinzer, Core Office Data Coordinator, to provide professional development for administrators on how to use TVAAS reports/projection reports to support student data tracking and planning for instruction.	On-going documentation of universal screening and progress-monitoring data at the school level, RTI data analysis and walk-through observations in all instructional tiers; Dyslexia documentation; ACT retake; common assessments; implementation of virtual school; Signed copies of ELL plans maintained at individual schools and on file at the district level; Elliotte Kinzer scheduled four 1/2 day sessions to work with administrators on understanding TVAAS reports and using projection reports to make decisions about student interventions.	Administrators will work with teachers to understand TVAAS reports and use of reports to inform decisions about instruction, assessment, and interventions.
	Use Evaluation to Enhance & Support Instruction *Provide guidance on key components of successful lesson planning to ensure students receive rigorous instruction.	Provide PD on Standards Deconstruction and Assessment Alignment to ensure instruction is focused and rigorous to meet the expectation of teacher evaluation; Implement PIP (Professional Improvement Plans) for all teachers in the district.	Focused PD offered in the Fall of 2017. Continued support by Curriculum Coordinators, Teacher Leaders, and District Supervisors is ongoing. "Lesson Plan" Norming Session offered in the Fall of 2018 to support administrators in evaluating teachers based on the shifts in new standards and assessments; District Supervisors have worked with administrators to develop PIPs for teachers and have observed PLCs as plans are being developed and/or reviewed with teachers.	Offer "TEAM Instruction Rubric" norming sessions to administrators/evaluators to support evaluation practices focused on understanding new rigorous standards and alignment of assessments; Continue PIP plans and improve practices for administrator/teacher goal setting and ongoing feedback and support; Identify teachers who will attend summer TN State standards training; Plan for redelivery of summer standards training
	Promote Teacher Leadership *Continue identifying Teacher Leaders to support instruction in all buildings	Identify Teacher Leader roles necessary to support current instructional initiatives. Create an application and interview process to identify the most qualified candidates.	The following roles were identified after the completion of the TIF Grant: K-2 Literacy Lead to support our LIFT participation; Technology Lead to support our One to One Device Initiative; Math, ELA, Science and Social Studies Content/PD Lead to support PLCs, Standards/Instruction/Assessment alignment, and professional development that leads to better informed instruction; Mentor Leads to support new teachers in a five year mentoring plan. A specific plan has been created for each group and is available for review. Progress will be evaluated at the end of each year and changes will be made to represent instructional shifts and needs. Teacher Leadership is ongoing.	Identify school needs for support based on new standards, test scores, surveys, etc. and determine TL roles necessary to support school and district needs. Teacher Leaders will continue developing/supporting ACCESS training activities and Visible Learning professional development

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	<p>Professional Learning Provide quality staff development for teachers and administrators based on state and local initiatives</p>	<p>Create a district Professional Development Plan based on teacher and student surveys as well as state and district initiatives. Provide access to the plan by April of the previous school year in order to keep teachers informed of district focus and important dates to remember for planning purposes.</p>	<p>The district PD plan has been shared via Google Docs with everyone in our district. All training is posted for the entire year. A copy for review is accessible via Google Docs upon request. Teacher Leaders have also created a district calendar for all TL related professional development. Teachers across the district can view additional PD offered at schools and attend if they would like to do so. TVAAS/TVAAS Projection Report training was provided by Elliotte Kinzer in four 1/2 day sessions for administrations. Administrators (and Christine Hunter) supported teacher understanding of the TVAAS reports in school level PLCs. The Professional Development plan is revised each year and is ongoing.</p>	<p>Revise Professional Development Plan which will continue to have ACCESS Stage 2 and Visible Learning book studies as a focus. Work with LCHS to determine strategic needs for professional development support of their staff as the 9th thru 12th grade transition is complete</p>
	<p>nce Educator Support *Educators identified additional areas in which they would like district and school support other than classroom instruction and professional development.</p>	<p>1. The district now requires all new Educational Assistants and Substitutes to complete a 3 to 4 hour online training (Master Teacher Program) and pass an assessment prior to working with students in our classrooms. This requirement is directly related to the teachers concern that all individuals in charge of student instruction needs some type of training on effectively supporting and engaging students in all classrooms. 2. The district has contracted with Appleton Role Call to provide easy substitute identification for teachers in the event of an absence. This support is directly linked to our teacher's request to help make it easier to secure a substitute on days when they are sick and must spend time finding a substitute. Teachers have reported that this process has relieved some of their stress. Appleton will no longer offer this program next year. Therefore, the district is persuing other options for next year.</p>	<p>1. The district will continue to use Master Teacher to train and assess new Educational Assistants and Substitutes. 2. A new vendor will be identified for securing substitutes for our teachers.</p>	<p>Contract with ReadySub to provide easy access to substitutes for teachers in the event of an absence.</p>
	<p>Implement Community Academy</p>	<p>A cohort of approximately 20-25 parents will be invited to attend a monthly meeting with Dr. Heath. These academies will run over a four month period. Discussions will include Operations, Academics, Athletics, Etc. Participants will come during their lunch break and lunch will be provided.</p>	<p>Spring Semester</p>	
		<p>Modernized Website - A decision was made that we modernize our district webpage. Our new webpage has our social media accounts on the main page and our schools have the opportunity to list events from their schools that will appear on the main page. We are continually looking at added features that will highlight our system and share district news.</p>	<p>On-going</p>	
		<p>District Social Media - An emphasis continues to be placed on spreading the word about our system through features of social media to brand our school district.</p>	<p>On-going</p>	
		<p>System-wide Twitter & Facebook - Each of our schools now have a Facebook and Twitter to promote events and information regarding their respective schools. Our teachers have been encouraged to share information through social media accounts that highlights learning in their classrooms.</p>	<p>On-going</p>	
		<p>#oneLC - The hashtag was created shortly after Dr. Heath arrived in Lincoln County. This #oneLC branding took off faster than we expected and it has become a symbol for our system.</p>	<p>On-going</p>	

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Stakeholder Focus	Implement Stakeholder Communication Plan	Coffee with the Director - Dr. Heath meets each year with parents and students yearly to listen to their concerns and shares information with the the stakeholders on the state of our system and upcoming initiatives.	On-going	
		School Info App - The district purchased a School App this past school year. Each school has an App as well as the district. The App is linked with our webpage, social media accounts and information can be sent out by phone notifications.	On-going	
		Dr. Heath (Chamber Board) - Dr. Heath is currently on the Chamber Board which allows him to promote our system and be engaged in the community.	On-going	
		Dr. Heath (Rotary) - Dr. Heath has been an active member of the Rotary Club since coming to Lincoln County. Participation in this civic club allows him to be involved in the community outside of the school setting but affords him the opportunity to promote our school system.	On-going	
		Fanning (Kiwanis) - Mr. Fanning followed Dr. Heath's lead last year and became a member at Kiwanis. Kiwanis is a club that supports the youth in the community they serve. This affiliation allows Mr. Fanning to interact with community leaders and promote the school district.	On-going	
		Dr. Heath (South Central HR) - Dr. Heath has recently been placed on the board for the South Central Human Resources. This affiliation will allow him to work within our community and help to establish connections and support for our school district.	On-going	
		Welch (Leadership Lincoln) - Mrs. Welch transitioned from a guidance counselor at Lincoln County High School to serve as the district Supervisor of Career Technical Education. Mrs. Welch is new to our community and is going through Leadership Lincoln as a way to establish contacts in our community.	2018-2019	
		Hunter (Civic Club) - Mrs. Hunter is looking at joining an civic club (possibly Lions Club). This opportunity will be for networking and showing our community that educational leaders are active in our community both in the educational setting and in local civic organizations.	Planned	
		Entrance and exit surveys are given at each of our schools to gauge the satisfaction of our stakeholders and look for areas of strengths and areas for improvement.		
	Create Community and Business Partnerships	Lincoln County Education Foundation	On-going	
Operations Focus	Implement Food Service Management Company	SFE has been contracted to provide Food Service management for the 2018-2019 school year		
	Revise and Review of Capital Expenditures Plans	Plan has been revised and updates for the 2018-2019 school year. Other possible revisions may occur as a result of school building bonds being issued.		
	Develop and Implement Transportation Department Five Year Plan			
	Investigate Energy Efficiency Plans and Programs	TRANE has presented to Board and will return at a future date such as a retreat of the Board.		