M E M O R A N D U M

**TO: RANDY POE, SUPERINTENDENT**

 **KAREN BYRD, CHAIRPERSON**

 **BOARD MEMBERS**

**FROM: DR. JIM DETWILER, DEPUTY SUPERINTENDENT/CAO**

**MS. JENNY WATSON, ASSISTANT SUPERINTENDENT – LEARNING SUPPORT SERVICES**

**DATE: APRIL 3, 2019**

**RE: PLAN FOR ADDRESSING IDENTIFIED R.A. JONES MIDDLE SCHOOL IMPROVEMENT PRIORITIES**

The Kentucky Department of Education R A Jones Middle School CSI Audit Report identified two Improvement Priorities that must be addressed in a plan approved by the Board of Education. In response to the report, the following action steps have been developed:

1. Reconstitute the school to determine which combination of certified & classified staff will have the capacity to fulfill school turnaround requirements.
2. Rebranding of JMS with clearly defined expectations and commitments in line with the District vision.
3. Implement a fully developed Master Schedule that includes grade level Teams/Families and Common Planning for expected PLC, PL, and/or weekly Peer observations.
4. Implement and Organizational Chart with clearly defined roles/responsibilities of all adults.
5. Implement a new leadership organizational structure.
6. Establish expectations of engagement for all school stakeholders through effective 2-way communications.
7. Establish a commitment to school community and leadership development for both adults and students.
8. Formalize a process for Staff Recruitment, Retention and Induction to ensure equity for JMS students.
9. Curriculum resources will be used as a vehicle to meet district identified Priority & Supporting Standards with district approved pacing guide as measured by school & district common assessments.
10. Teachers will commit to aligned PLC practices to both develop and analyze common formative assessments.  District emphasis will be on monitoring student progress in both Reading and Math as a first priority.
11. Establish a commitment to intense monitoring of PBIS practices.
12. Establish effective Instructional Practices that are centered around the Characteristics of Highly Effective Teaching and Learning (CHETL) recommended from KDE and leading researchers/practitioners Robert J. Marzano, Rick DuFour, and John Hattie.
13. Core Instruction will be monitored using walk-through tools by both school and district leaders.
14. JMS will utilize the district RTI model for Tiers 2 and 3 with an emphasis on ensuring ESSA evidence-based interventions are utilized.
15. Professional learning plan shall center around Evidence-based practices including Hattie, Marzano, Dufour, including core instruction & interventions.
16. The district 10-point grading scale will be utilized.   The emphasis for teachers should be centered around giving students timely and effective feedback and proficiency rates should strongly correlate with student grades.

I recommend the Board approve these action steps and plan.

**Dr. James Detwiler**

**Deputy Superintendent/CAO**