

# District Plan for Dothan City Schools

## Dothan City Board of Education

### Stakeholder Engagement

#### Critical Initiative

Communication utilizing technology: Social Media - Timely and Informational Posts, Website - Up-to-date information regarding times, programs, expectations, School Cast Calls

#### Objective:

Consistent and concise plan to communicate quickly and effectively with all stakeholders.

#### Activity

Use Google Forms for teacher & support observation

**Person responsible:** Dennis Coe

**Launch Date:** 08/20/2019

#### Required Resource(s):

**Financial Resource:** \$0.00

**Other Resource:** Shared Google Drive

**Source of Funding:**

#### Activity Measure(s)

1) Based on results of the summary of evaluation results, at least 2 areas of needed professional development will be identified. This is the initial year, so results will be used as baseline data for the next school year.

#### Benchmark(s)

**Benchmark:** Assessment of evaluation instrument utilization

**Date:** 12/06/2019

**Benchmark:** Analysis of evaluation results

**Date:** 05/04/2020

**Benchmark:** Initial Rollout

**Date:** 08/20/2019

## Activity

Use info from observations to drive PD activities

<b>Person responsible:</b> Dennis Coe		<b>Launch Date:</b> 08/20/2019	
<b>Required Resource(s):</b>			
<b>Financial Resource:</b> \$0.00		<b>Source of Funding:</b>	
<b>Other Resource:</b> Shared Google Drive			
<b>Activity Measure(s)</b>		<b>Benchmark(s)</b>	
1) Based on results of the summary of evaluation results, at least 2 areas of needed professional development will be identified. This is the initial year, so results will be used as baseline data for the next school year.		Benchmark: Initial rollout	<b>Date:</b> 08/20/2019
		Benchmark: Assessment of evaluation instrument utilization	<b>Date:</b> 12/06/2019
		Benchmark: Analysis of evaluation results	<b>Date:</b> 05/04/2020

## Activity

Sick Leave Bank in Google Drive for request/survey

<b>Person responsible:</b> Dennis Coe		<b>Launch Date:</b> 10/31/2019	
<b>Required Resource(s):</b> <b>Financial Resource:</b> \$0.00 <b>Other Resource:</b> Shared Google Drive		<b>Source of Funding:</b>	
<b>Activity Measure(s)</b>		<b>Benchmark(s)</b>	
1) This is the initial year of implementation, so results of sick leave bank requests will be used as baseline data for the next school year.		Benchmark: Inital rollout	<b>Date:</b> 11/10/2019
		Benchmark: Analysis of effectiveness of requests and voting process by use of a district-wide survey.	<b>Date:</b> 05/04/2020

## Activity

Create a Farm to School Committee/Forum

**Person responsible:** Tonya Grier

**Launch Date:** 10/01/2019

**Required Resource(s):**

**Financial Resource:** \$2500.00

**Other Resource:** CNP funds

**Source of Funding:**

**Activity Measure(s)**

**Benchmark(s)**

1. Identify local stakeholders with an interest in Farm to School

Benchmark: F2S each semester

**Date:** 10/01/2019

2. Schedule introductory meeting of Committee

3. Identify area small farmers

4. Plan and hold farmer round table

5. Hold F2S Advisory Committee meetings minimum 2 per year

6. Hold farmer forum/round table biennially

Benchmark: 2. Farmer Forum  
– every other year

**Date:** 10/01/2019

## Activity

Use TalentED to digitize the hiring process

<b>Person responsible:</b> Dennis Coe		<b>Launch Date:</b> 11/10/2019	
<b>Required Resource(s):</b> <b>Financial Resource:</b> \$0.00 <b>Other Resource:</b> District Website, TalentEd online software		<b>Source of Funding:</b>	
<b>Activity Measure(s)</b>		<b>Benchmark(s)</b>	
This is the initial year of implementation, so results of hiring and onboarding process will be evaluated by an onboarding survey.		Benchmark: Initial rollout of TalentED product	<b>Date:</b> 11/10/2019
		Benchmark: Analysis of effectiveness of results of onboarding survey.	<b>Date:</b> 05/04/2020

---

## Activity

Use media to maximize the awareness of DCS goals

**Person responsible:** Meagan Dorsey

**Launch Date:** 09/01/2019

**Required Resource(s):**

**Financial Resource:** \$45000.00

**Source of Funding:**

**Other Resource:**

**Activity Measure(s)**

**Benchmark(s)**

\*Social Media Insights \*Google Analytics  
\*School Newsletter Distributed \*School  
District App Downloads \*Positive News  
Stories in local media \*Facebook Live:  
School Board Meetings

Benchmark: Daily

**Date:** 09/01/2019

## Activity

Increase industry participation in CTE programs

**Person responsible:** Chris Duke

**Launch Date:** 08/20/2019

**Required Resource(s):**

**Financial Resource:** \$0.00

**Other Resource:** List of members/meeting minutes

**Source of Funding:**

**Activity Measure(s)**

Establish new CTE Advisory Council, update the CTE website and assess how effective the industry collaboration was among CTE programs. List member of advisory council, list of CTE programs, Print out of timely social media post show industry participation.

**Benchmark(s)**

Benchmark: Fall DTC CTE Executive Advisory Meeting

**Date:** 08/20/2019

Benchmark: Spring DCS CTE Executive Advisory Meeting

**Date:** 03/01/2020

## Activity

Utilize School Dude for Maintenance work orders

<b>Person responsible:</b> Tim Holley		<b>Launch Date:</b> 08/20/2019
<b>Required Resource(s):</b>		
<b>Financial Resource:</b> \$0.00	<b>Source of Funding:</b>	
<b>Other Resource:</b>		
<b>Activity Measure(s)</b>	<b>Benchmark(s)</b>	
1) Utilize School Dude as an electronic instrument for maintenance request and work order processing. 2) Use information gathered from work order history to determine replacement scenarios for equipment. This is the initial year, so results will be used as baseline data for the next school year.	Benchmark: Initial Rollout	<b>Date:</b> 08/20/2019
	Benchmark: Assessment of instrument utilization	<b>Date:</b> 12/06/2019
	Benchmark: Analysis of results	<b>Date:</b> 05/04/2020

## Activity

Use Trane Energy Management Product for district

<b>Person responsible:</b> Tim Holley		<b>Launch Date:</b> 12/04/2020
<b>Required Resource(s):</b>		
<b>Financial Resource:</b> \$0.00	<b>Source of Funding:</b>	
<b>Other Resource:</b> Trane Energy Management Solution		
<b>Activity Measure(s)</b>	<b>Benchmark(s)</b>	
A comparative analysis of energy consumption for the pre and post installation will be conducted quarterly to demonstrate the effectiveness of the implementation.	Benchmark: Initial rollout of Trane product	<b>Date:</b> 01/04/2020
	Benchmark: Analysis of first quarter effectiveness of energy savings.	<b>Date:</b> 05/30/2020

# District Plan for Dothan City Schools

## Dothan City Board of Education

### Stakeholder Engagement

#### Critical Initiative

Employ New Public Relations Officer - inform all stakeholders with a coordinated plan effectively communicating Dothan City Schools mission, vision and accomplishments.

#### Objective:

Consistent and concise plan to communicate quickly and effectively with all stakeholders.

#### Activity

Hire PR person

**Person responsible:** Central office

**Launch Date:** 08/20/2019

#### Required Resource(s):

**Financial Resource:** \$55000.00  
**Other Resource:**

**Source of Funding:**

#### Activity Measure(s)

Community Surveys

#### Benchmark(s)

Benchmark: Hire Date

**Date:** 08/20/2019

#### Activity

Protect the privacy of DCS students

**Person responsible:** Meagan Dorsey

**Launch Date:** 08/15/2019

#### Required Resource(s):

**Financial Resource:** \$0.00  
**Other Resource:** Utilizing all DCS Principals and school leadership to consistently follow through with established m

**Source of Funding:**

#### Activity Measure(s)

\*Consistent media visits under the guidelines of DCS \*Required media waiver forms turned into to Public Information office

#### Benchmark(s)

Benchmark: Annually

**Date:** 08/15/2019

# District Plan for Dothan City Schools

## Dothan City Board of Education

Culture and Climate

### Critical Initiative

Provide administrators with professional development aimed at improving system wide culture throughout the 2019-20 school year.

**Objective:**

Provide professional learning on relationships and positive culture

### Activity

PD with a focus on Culture/Climate PLC's

**Person responsible:** Maria Johnson

**Launch Date:** 07/01/2019

**Required Resource(s):**

**Financial Resource:** \$40000.00  
**Other Resource:** Title Funds

**Source of Funding:**

**Activity Measure(s)**

District & School Leadership teams will attend PD sessions with a focus on Culture/Climate and Professional Learning Communities (PLCs). Resources will be provided for teams to begin building a professional library to use PLCs. To be measured by survey results given to faculty at all schools.

**Benchmark(s)**

**Benchmark:** May 2020      **Date:** 07/01/2019

# District Plan for Dothan City Schools

## Dothan City Board of Education

### Culture and Climate

#### Critical Initiative

Schools will provide ongoing professional development in team/relationship building among staff, students and stakeholders.

**Objective:**

Provide professional learning on relationships and positive culture

#### Activity

Community involvement to support students & staff

**Person responsible:** Meagan Dorsey

**Launch Date:** 08/20/2019

**Required Resource(s):**

Financial Resource: \$0.00

Source of Funding:

Other Resource:

**Activity Measure(s)**

**Benchmark(s)**

\*DCS Friday Spotlight Videos posted on Social Media \*Staff/Community Spotlights at DCS Board Meetings \*Staff Appreciation Events

Benchmark: Weekly

Date: 08/20/2019

## Activity

Implement a Mentoring Program with ALSDE

**Person responsible:** Maria Johnson

**Launch Date:** 09/01/2019

**Required Resource(s):**

**Financial Resource:** \$42000.00

**Source of Funding:**

**Other Resource:** State provided resources

**Activity Measure(s)**

**Benchmark(s)**

Survey results, teacher retention rates.  
Increase retention 2% from last year.

Benchmark: ctober survey  
to May survey

**Date:** 10/01/2019

## Activity

Promote positive learning experiences for staff

<b>Person responsible:</b> Chris Duke		<b>Launch Date:</b> 08/01/2019	
<b>Required Resource(s):</b> <b>Financial Resource:</b> \$500.00 <b>Other Resource:</b>		<b>Source of Funding:</b>	
<b>Activity Measure(s)</b>		<b>Benchmark(s)</b>	
Book study on The Energy Bus. Participate/Complete The Energy Bus Training Video. Complete Survey.		Benchmark: Received book	<b>Date:</b> 08/01/2019
		Benchmark: Complete Video Training	<b>Date:</b> 01/01/2020
		Benchmark: Complete Rating Scale	<b>Date:</b> 05/01/2020

## Activity

PD for team building for custodial/maintenance

<b>Person responsible:</b> Tim Holley		<b>Launch Date:</b> 12/02/2019	
<b>Required Resource(s):</b> <b>Financial Resource:</b> \$0.00 <b>Other Resource:</b>		<b>Source of Funding:</b>	
<b>Activity Measure(s)</b>		<b>Benchmark(s)</b>	
Contracted repair costs in areas identified will be reduced by 5% as a result of internal maintenance and repair analysis. Customer satisfaction results will increase by 10% for custodial staff at specified school sites.		Benchmark: Initial rollout baseline survey submitted	<b>Date:</b> 12/02/2019
		Benchmark: Analysis of effectiveness of requests and voting process by use of a district-wide survey.	<b>Date:</b> 05/04/2020

# District Plan for Dothan City Schools

## Dothan City Board of Education

Economic

### Critical Initiative

At Risk

Federal funds will be aligned with district needs with regards to professional development and student engagement.

**Objective:**

Align our spending to our professional growth and student engagement priorities.

# District Plan for Dothan City Schools

## Dothan City Board of Education

Economic

### Critical Initiative

Lagging

Restructuring implementation will allow for decreased operational costs and increase funding for professional development growth and student engagement.

#### Objective:

Align our spending to our professional growth and student engagement priorities.

### Activity

Update kitchens to meet safety standards

**Person responsible:** Tonya Grier

**Launch Date:** 10/01/2019

#### Required Resource(s):

**Financial Resource:** \$500000.00  
**Other Resource:** CNP Funds

**Source of Funding:**

#### Activity Measure(s)

- Assess facility/equipment needs. Develop specifications. Complete procurement process. Installation/completion of projects. Health Department scores @ 92 or above. Increase overall meal participation by minimum of 1%.

#### Benchmark(s)

**Benchmark:** Health Dept inspection/ratings – quarterly

**Date:** 10/01/2019

**Benchmark:** Review participation figures quarterly

**Date:** 10/01/2019

# District Plan for Dothan City Schools

## Dothan City Board of Education

Pedagogical

On Track

### Critical Initiative

Implement district wide framework for consistent instructional practices among teachers for continuity, collaboration and comparability resulting in improved student achievement.

**Objective:**

Align all curricular programs and instructional practices within the district for continuity.

### Activity

ESS admin evaluate teachers using Champs,RH, & LCE

**Person responsible:** Carol Cunningham

**Launch Date:** 10/01/2019

**Required Resource(s):**

**Financial Resource:** \$0.00  
**Other Resource:** Any observations completed by other administrators

**Source of Funding:**

**Activity Measure(s)**

ESS will analyze Winter and Spring data to determine if growth is occurring in the special education subgroup. Training will be provided to correct instructional issues through the help of Instructional Coaches. The special education subgroup will demonstrate 5% growth on Spring 2020 state testing

**Benchmark(s)**

**Benchmark:** May 2020      **Date:** 01/01/2020

## Activity

ESS admin evaluate teachers using Voyager Math

<b>Person responsible:</b> Carol Cunningham		<b>Launch Date:</b> 11/11/2019
<b>Required Resource(s):</b>		
<b>Financial Resource:</b> \$0.00	<b>Source of Funding:</b>	
<b>Other Resource:</b> Any observations completed by other administrators		
<b>Activity Measure(s)</b>	<b>Benchmark(s)</b>	
The special education subgroup will demonstrate 5% growth on Spring 2020 state testing when compared to Spring 2019 state testing.	Benchmark: May 2020	<b>Date:</b> 01/01/2020

---

## Activity

Provide training to allow devices to leave campus

**Person responsible:** Mark Williams

**Launch Date:** 08/01/2024

**Required Resource(s):**

**Financial Resource:** \$20000.00

**Source of Funding:**

**Other Resource:** General Budget & Title

Funds

**Activity Measure(s)**

**Benchmark(s)**

1:1 policy should include all 7-12th grade students and digital devices.

Benchmark:

Date:

---

## Activity

Upgrade/replace aging Chromebooks

**Person responsible:** Mark Williams

**Launch Date:** 06/01/2020

**Required Resource(s):**

**Financial Resource:** \$1500000.00

**Source of Funding:**

**Other Resource:** General Budget & Title  
Funds

**Activity Measure(s)**

**Benchmark(s)**

Lease quantity should be equal to or greater than current lease of 7,000.  
Lease spread over three years.

Benchmark:

Date:

---

## Activity

Upgrade/replace aging interactive boards.

**Person responsible:** Mark Williams

**Launch Date:** 11/01/2020

**Required Resource(s):**

**Financial Resource:** \$300000.00

**Source of Funding:**

**Other Resource:** General Budget & Title Funds

**Activity Measure(s)**

**Benchmark(s)**

Increase of 20% measured by quantities purchased.

Benchmark:

Date:

## Activity

Revise/Create a new DCS Progression Guide

**Person responsible:** Maria Johnson

**Launch Date:** 06/01/2019

**Required Resource(s):**

**Financial Resource:** \$0.00

**Other Resource:**

**Source of Funding:**

**Activity Measure(s)**

Review all district documents/protocol/procedures/policies and revise and create a DCS Progression Guide. To be measured by district walk-through data, Benchmark assessments, state assessments. Increase reading & Math 2% district wide.

**Benchmark(s)**

Benchmark: April 2020

**Date:** 12/01/2019

---

## Activity

Create instructional framework for all schools

**Person responsible:** Maria Johnson

**Launch Date:** 06/01/2019

**Required Resource(s):**

**Financial Resource:** \$0.00

**Source of Funding:**

**Other Resource:**

**Activity Measure(s)**

**Benchmark(s)**

Analyze and narrow the focus of instructional resources/materials to align with research based strategies and create instructional framework for all schools. To be measured by district walk-through data, Benchmark assessments, state assessments. Increase reading & Math 2% district wide.

Benchmark: April 2020

**Date:** 12/01/2019

## Activity

Create district walk through forms.

**Person responsible:** Maria Johson

**Launch Date:** 06/01/2019

**Required Resource(s):**

**Financial Resource:** \$0.00

**Other Resource:**

**Source of Funding:**

**Activity Measure(s)**

Create district walk through forms to measure instructional practices in classrooms. To be measured by district walk-through data, Benchmark assessments, state assessments. Increase reading & Math 2% district wide.

**Benchmark(s)**

Benchmark: April 2020

**Date:** 12/01/2019

## Activity

Increase Dual Enrollment Courses/Programs in DCS

**Person responsible:** Chris Duke

**Launch Date:** 08/20/2019

**Required Resource(s):**

**Financial Resource:** \$23000.00

**Other Resource:** Community Colleges provide instructor for DE classes

**Source of Funding:**

**Activity Measure(s)**

2019-2020 number of dual enrollment students and or list of courses increased.

2020-2021 number of dual enrollment students and or list of courses increased.

2021-2022 number of dual enrollment students and or list of courses increased.

**Benchmark(s)**

Benchmark: Fall 2019

**Date:** 08/20/2019

Benchmark: Fall 2021

**Date:** 08/20/2021

Benchmark: Fall 2020

**Date:** 08/20/2020

# District Plan for Dothan City Schools

## Dothan City Board of Education

Professional Learning

### Critical Initiative

Lagging

Teachers will participate in ongoing professional development for each school's assigned signature/initiative.

**Objective:**

Provide more active, hands-on professional development to support student engagement.

### Activity

Emphasize "best practices" provided by the ALSDE

**Person responsible:** Jay Bruner

**Launch Date:** 10/18/2019

**Required Resource(s):**

Financial Resource: \$0.00

Source of Funding:

Other Resource:

**Activity Measure(s)**

**Benchmark(s)**

To have fewer at fault bus accidents in 2019/2020 compared to 2018/2019. To be measured by percentages and amounts given within the goals.

**Benchmark:** 05/21/2020

**Date:** 12/18/2019

## Activity

Professional Development - Camera Software

**Person responsible:** Jay Bruner

**Launch Date:** 10/18/2019

**Required Resource(s):**

**Financial Resource:** \$0.00

**Other Resource:**

**Source of Funding:**

**Activity Measure(s)**

Provide opportunities for learning the operational procedures for using the camera software. Increase the number of bus drivers that can use the camera system when watching bus videos without assistance by 10%. To be measured by percentages and amounts given within the goals.

**Benchmark(s)**

Benchmark: 05/21/2020

**Date:** 12/18/2019

---

## Activity

Recruit prospective employees.

**Person responsible:** Jay Bruner

**Launch Date:** 10/18/2019

**Required Resource(s):**

**Financial Resource:** \$0.00

**Other Resource:**

**Source of Funding:**

**Activity Measure(s)**

Recruit prospective employees and provide the materials needed to obtain certification by the ALSDE. Increase the pool of substitute bus drivers for the transportation department. Currently there are 3 substitute drivers my goal is to double that number.

**Benchmark(s)**

Benchmark: 05/21/2020

**Date:** 12/18/2019

## Activity

ESS will provide material & PD in Champs, RH, & MV

**Person responsible:** Carol Cunningham

**Launch Date:** 09/01/2019

**Required Resource(s):**

**Financial Resource:** \$140000.00

**Source of Funding:**

**Other Resource:** Any observations completed by other administrators. Story champs funded through grant (20,000)

**Activity Measure(s)**

**Benchmark(s)**

ESS will observe classrooms using walk-through and evaluative measures to determine strengths and weaknesses. Weaknesses will be targeted in future professional development. The special education subgroup will demonstrate 5% growth on Spring 2020 state testing when compared to Spring 2019 testing.

Benchmark: May 2020

**Date:** 01/01/2020

## Activity

Address gaps in student achievement by subgroups

**Person responsible:** Debra Wright

**Launch Date:** 01/21/2020

### **Required Resource(s):**

**Financial Resource:** \$1000.00

**Other Resource:** Conduct a pilot study,  
Book Study, Track student proficiency data,  
Develop system wide expectations,

**Source of Funding:**

### **Activity Measure(s)**

10% increase in closing student achievement gap among Black/White subgroups as measured by pilot study group's implementation of culturally responsive instructional strategies

Annual increase expectation of 10% to close the gap.

### **Benchmark(s)**

Benchmark: Annual State Assessment Data

**Date:** 01/01/2020

Benchmark: Annual State Assessment Data

**Date:** 01/01/2021

Benchmark: Monthly Local Assessment

**Date:** 01/01/2020

## Activity

Provide PD in Sanitation, Safety, Customer Service

**Person responsible:** Tonya Grier

**Launch Date:** 10/01/2019

**Required Resource(s):**

**Financial Resource:** \$10000.00

**Other Resource:** CNP funds

**Source of Funding:**

**Activity Measure(s)**

Number of non-supervisory staff obtaining certification. Increase participation by minimum of 1%. Identify content experts. Provide professional development session(s). Provide opportunity for sanitation certification.

**Benchmark(s)**

Benchmark: 1. Certifications – annual

**Date:** 10/01/2019

Benchmark: 2. Review participation figures quarterly

**Date:** 10/01/2019

## Activity

Improve participation of Google Classroom

**Person responsible:** Mark Williams

**Launch Date:** 01/06/2020

**Required Resource(s):**

**Financial Resource:** \$0.00

**Other Resource:**

**Source of Funding:**

**Activity Measure(s)**

State provided Technology in Motion shall be utilized to improve teacher/student participation and use of Google Classroom. To be measured by weekly active users, the number of Google courses created, and the number of TIM PD classes.

**Benchmark(s)**

Benchmark: Initial Benchmark

**Date:** 01/06/2020

Benchmark: Progress Measured

**Date:** 05/30/2020

---

## Activity

Training in Reading Horizons, EL, IB, Stem and A+

**Person responsible:** Maria Johnson

**Launch Date:** 06/01/2019

**Required Resource(s):**

**Financial Resource:** \$200000.00

**Other Resource:**

**Source of Funding:**

**Activity Measure(s)**

Achievement data, Surveys, teacher retention data. Increase growth in Reading & Math by 2%.

**Benchmark(s)**

Benchmark: Spring 2020 comparison for student achievement

**Date:** 03/01/2019

## Activity

Address gaps in student achievement by subgroups

**Person responsible:** Maria Johnson

**Launch Date:** 03/01/2020

### Required Resource(s):

**Financial Resource:** \$10000.00

**Other Resource:** Purchase of book and resource materials

**Source of Funding:**

### Activity Measure(s)

Conduct a pilot study, Track student proficiency, and develop system wide expectations. 10% increase in closing student achievement gap among black/white subgroups. Annual increase of 10% to close the gap. Annual state assessment 2020, 2021-2022.

### Benchmark(s)

Benchmark: Monthly local assessment data 2020

**Date:** 11/01/2019

## Activity

Teacher Mentoring Program

**Person responsible:** Maria Johnson

**Launch Date:** 09/02/2019

### Required Resource(s):

**Financial Resource:** \$48000.00

**Other Resource:**

**Source of Funding:**

### Activity Measure(s)

To identify teachers who can provide guidance, support, and reflection to novice teachers. To improve and promote excellent teaching performance in novice teachers. Increase teacher retention during induction years and long term. Promote personal and professional well-being of novice teachers.

### Benchmark(s)

Benchmark: 10/31/19 - Begin implementation with district leads (Mentor Liaisons), Recruit mentor teachers, New Mentor Selection, New Mentor Training

**Date:** 09/02/2019

Benchmark: May 2020 - Attend PD, Identify novice teachers, Plan Mentors/Mentees, Mentor/Mentee Development Meeting,

**Date:** 10/01/2019

Benchmark: Sept 2020 - Attend PD, Identify novice teachers, Plan new mentors/mentees, Connect Mentors w/Mentees, Continue process, Continue year 2 w/Cohort 1

**Date:** 05/01/2020