**School: RPM (Reaching Potential through Manufacturing)**

**Principal: Jason Moore Date: 7/31/2018**

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| **Performance Measure** (with unit of measure) | **Baseline (2015-2016)** | **Target  Year 1 (2016-2017)** | **Actuals  Year 1 (2016-2017)** | **Target  Year 2 (2017-2018)** | **Actuals  Year 2 (2017-2018)** | **Target  Year3 (2018-2019)** | **Actuals  Year 3 (2018-2019)** |
| Increase the total number of graduates | N/A | 10 | **37** | 38 | 61 | 63 | TBD |
| Increase the graduation rate | 77.6% | 79.9% | **RCSS-TBD**  **RPM**  **GR\_26%**  **SR-72%** | 82.2% | TBD | 84.5% | TBD |
| Decrease student/employee turnover rate | N/A | N/A | **35% (50/143)** | 30% | 18% | 15% | TBD |
| Increase the percentage of students missing fewer 6 days of school (3% points per year) | RCSS-40.8%  RPM-11% | RCSS-42.0%  RPM-13% | **RCSS-TBD**  **RPM-48%** | RCSS-43.2%  RPM-16% | TBD | RCSS-44.4%  RPM-19% | TBD |
| Decrease the number of discipline incidents  (3% points per year) | 377 | 366 | **87** | 355 | 82 | 344 | TBD |
| Increase the percentage of students scoring Developing, Proficient or above in all EOC areas  (3% points per year) | 22% | 25% | **18%** | 28% | TBD | 30% | TBD |
| Principal's Signature School Council President's Signature Leadership Team Member Leadership Team Member | | | | | | | |

**Initiative: Improve student attendance, behavior, academic performance, and reduce program costs.**

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| **Group Affected by Initiative** | **Research-Based Action Steps** | **Team or Leader who will oversee the initiative and actions & collect data** | **Data that the Team or Leader will collect** | **Timeline for implementing initiative and actions** | **Funding Source, Materials/Resources Needed** |
| RPM Students, teachers, administration, TSV, RCSS transportation dept. | The RPM daily schedule will be changed to allow for more direct instruction, reduce transportation costs, improve attendance, and reduce discipline incidents.  \*2nd and 3rd shift students added to total facility enrollment  \* Schedule changed to 3 rotations to include CTAE/JGG classes. | Jason Moore, Principal  Amy Holmes, Counselor | Master schedule, weekly progress reports, weekly attendance reports | July 2018-May 2019 | General fund, ½ time ELA teacher, Full time CTAE/WBL teacher on site |
| RPM Students, teachers, administration | Edgenuity software utilized for blended learning and credit recovery and to allow for flexibility and personalization of student schedules based on need. | Amy Holmes, Counselor  Jason Moore, Principal | Master schedule, Weekly Edgenuity reports | July 2018-May 2019 | General fund, Edgenuity software |
| RPM Students, teachers, administration, TSV supervisors and leadership | RPM student attendance protocol utilized with additional modifications:  1. Student attendance tracked and collected daily and weekly for onsite and school attendance.  **2. Daily reports sent to all RPM/TSV staff.**  3. Weekly “Dependability Reports” posted in student Break room area and disseminated to RPM/TSV staff. **4. HR meeting held with parent for students with attendance issues.** | Jason Moore, Susan Makowski, Emily Gussert, Justin Bowman | Daily/Weekly attendance reports | August 2018-May 2019 | N/A |

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| RPM Students, teachers, administration, TSV | 5. Monetary incentives given to students with perfect attendance bi-weekly. ($40 bi-weekly bonus)  6. Students earn 5 points back to attendance bank for weekly, perfect attendance.  7. Students must call into principal and supervisor prior to absence.  **8. Students given PTO (Paid Time Off) by TSV still required to attend classes to avoid accruing points.**  9. Students given a maximum of 100 attendance points throughout school year. | Jason Moore, Susan Makowski, Emily Gussert, Wayne Felix | Daily/Weekly attendance reports | August 2018-May 2019 | N/A |
| RPM Students, teachers, administration, TSV | **Full time CTAE/Work Based Learning Teacher added full time to RPM schedule. Schedule changed to 3 rotations to include CTAE/JGG classes.** | Jason Moore, Amelia Holmes | Master Schedule, EOPA reports | August 2018-May 2019 | General fund, Full time CTAE/WBL teacher on site |
| RPM students, teacher, and administration | **RPM assessment program developed utilizing common formative weekly assessments and benchmarks to progress monitor student performance. Teachers will analyze assessments to adjust instruction and to provide remediation and enrichment.** | Jason Moore, principal, Teachers | USA test prep assessments, assessment reports, data analysis reports | August 2018-May 2019 | USA test prep, purchased by curriculum department |
| RPM students, teachers, and administration | **Addition of mental health specialist from Serenity Behavioral Health Systems to provide group and individual counseling to RPM students and families twice weekly.** | Jason Moore, principal, Amelia Holmes, counselor | Counseling referral forms, service reports and logs, discipline reports for students in program | August 2018-May 2019 | Medicaid/Other Health Insurance/Serenity Mental Health Specialist |
| RPM students, teachers, and administration | **Character Education program will be delivered to students in monthly sessions with positive men’s and positive ladies group utilizing materials and resources from Character.org and GCN. Modules will also be utilized as a discipline option for students following incidents and as a proactive resource for character development.** | Jason Moore, principal, Amelia Holmes, counselor | Discipline incidents, repeat discipline incidents for individual students | August 2018-May 2019 | Character.org, GCN (RCSS Professional Learning) |
| RPM students, teachers, and administration | The Augusta Partnership for Children will meet weekly with the Positive Ladies’ club to deliver Relationships Smarts and Making Proud Choices program to teach students about safe and productive relationship strategies as well as making safe life choices to avoid STD’s and teen pregnancy. | Amelia Holmes, counselor, Augusta Partnership for Children | Attendance logs, number of reported teen pregnancies during tenure at RPM | August 2018-May 2019 | Augusta Partnership for Children |
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| RPM Students, teachers, administration, business partners, TSV | **Increase the number of partners participating in the RPM Family Action Team** (The Augusta Partnership for Children (Social Services) to provide “wrap around” services to students). *Meetings held monthly at RPM.* | Jason Moore, principal  Amy Holmes, counselor, Candice Hillman,  Augusta Partnership | Monthly meeting agendas, detailed student service reports | June 2018-May 2019 | N/A, The Augusta Partnership |
| RPM Students, teachers, administration | The RPM Mentoring Program will continue to provide additional support to RPM students and to provide additional anchors and role models. **Additional male mentors added to the program.**   1. Application and manual created, revised, and developed. 2. Mentor applications given out to TSV employees. 3. Applications received and reviewed by TSV/RPM. leadership 4. Mentors assigned and required to attend mentor training and complete volunteer training and mandated reporter training. | Amy Holmes, Counselor  Emily Gussert, HR Coordinator, TSV | Mentor applications, Mentor rosters, sign in sheets, mentor and mentee reflection sheets   1. Mentor manual and application-9/14 2. Mentor application meeting-10/1 3. Lunch and learn-11/5 4. Apps reviewed-12/1 5. Mentor training-12/15 6. Mentors assigned-1/18 | Aug 2018-May 2019 | RPM Mentor Program Materials |
| RPM Students, teachers, administration | RPM Digital Literacy Initiative: Amazon Whispercast will be utilized to provide students additional reading opportunities. **Each student will receive a Sprint Device** along with an Amazon account for distribution and tracking of digital novels. | Jason Moore, Principal  Alexandra Rudolph, ELA/SS Teacher | Amazon Whispercast rosters, Kindle tracking reports | Aug 2018-May2019 | Sprint Tablet Initiative Amazon Whispecast, Amazon Audible |
| RPM Students, teachers, administration | Positive Men’s and Positive Ladies club meeting held every Thursday to focus on character development and conflict resolution. Devon Harris will facilitate the Positive Men’s group and Stacy Roberts will facilitate the Positive Ladies group. | Stacy Roberts, Facilitator  Devon Harris, Facilitator | Pre and post assessment, student perception data | Aug 2018-May 2019 | Devon Harris, Full Circle Refuge, $3,000, Partner Donations |
| RPM Students, teachers, administration | RPM will add a Yoga instructor and a fitness program on Friday’s during the life skills block to help students with mindfulness, coping strategies, and overall health. | Jason Moore, principal, Amelia Holmes, counselor | Participation rosters, survey data, discipline reports | August 2018-May 2019 | Henry Scheer-Owner of T-bones to provide yoga instructor from Space Yoga/Fitness equipment provided by partners |
| RPM Students, teachers, administration | RPM and Augusta Tech will collaborate to develop and offer a manufacturing and welding pathway certificates for students to have “move on when ready” options. | Jason Moore, principal, Amelia Holmes, counselor, Tim Smail, adjunct professor | Class schedule/Rosters | August 2018-May 2019 | Augusta Tech |

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| RPM Students, teachers, administration, TSV supervisors and leadership | Summer school program created and implemented to provide additional opportunities for students to regain credits and to maintain TSV plant operations. | Jason Moore, Principal  Amelia Holmes, Counselor  Crystal Crawford, Assistant Principal | Weekly progress reports, Report cards, EOC score reports, attendance reports | June 2017-July 2017 | Textron Specialized Vehicles, RCSS Transportation Dept./Transportation |
| RPM Students,  Counselor, Parents | Partnership created with Peach State Federal Credit Union to provide students and parents with Financial Literacy training (Roadmap to being Financially fit).   * Three session per month for students * Session held for parents during monthly Parent University sessions | Amelia Holmes, Counselor | PSFCU handouts and materials, Pre and post assessments | Aug 2017-May 2018 | $0/PSFC materials |
| RPM Students, Counselor, JGG coordinator | Job for Georgia Graduates coordinator added to RPM staff to provide soft skills training (Resume building, interview skills, etc.). Also responsible for job placement and tracking after graduation. | Robbin Edwards, JGG Coordinator | JGG Lesson plans, Job placement reports, grade reports | Aug 2017-May 2018 | RCSS/Dept. of Labor/ATT |

**Professional Learning Plan to Support School Improvement Plan**

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| **Professional Learning**  **Strategy to Support School**  **Improvement Plan Initiative** | **Professional**  **Learning Timeline** | **Estimated Cost, Funding Source,**  **and/or Resources** | **Person(s)/ Position**  **Responsible** | **Monitoring Teacher**  **Implementation of**  **Professional Learning** | **Artifacts/Evidence of Impact on Student Learning** |
| Staff will participate in Engaging Students with Poverty in Mind: What Being Poor Does to Kids' Brains and What Schools Can Do About It training sessions weekly. | August 2018-May 2019 | $200, School budget | Jason Moore, Principal | Principal | Walkthroughs, Professional Refection Journals |
| Staff will participate in weekly data talks reviewing Edgenuity progress, USA Test Prep assessments, and school, classroom performance reports | August 2018-May 2019 | $0 | Jason Moore, Principal | Principal | Professional Refection Journals, Data notebooks, Lesson plans, Edgenuity reports |
| Teachers will participate in weekly PLC collaborative meetings as an instructional team following the, GADOE System for Effective Instruction Guide, to review student assessment data, curriculum, lesson plans, instructional strategies. | August 2018-May 2019 | $0 | Jason Moore, Principal | Principal | GADOE System for Effective School Instruction Guide |
| All staff will participate in Child Welfare Training offered by Georgia State University. Courses include Trauma 101, Brain Development 101, and Trauma/Brain 201 | September 2018-October 2018, during early release days | $0/Georgia State University | Jason Moore, Principal | Principal | Staff agenda and sign in sheets for simulation, Professional Reflection Journal |

**Parental Involvement Plan to Support School Improvement Plan**

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| **Parent Engagement**  **Activities** | **Person(s)**  **Responsible- will oversee the actions** | | **Evaluation**  **Results** | **Evidence of Impact on**  **Student Learning** | **Timeline** | **Estimated Cost, Funding**  **Source, and/or Materials/Resources Needed** | |
| **Quarterly Parent Meetings and Tours (Mandatory). Parents must visit the RPM facility each nine weeks to meet with the teachers and the TSV supervisors to check progress, behavior, and job performance.** | | | Jason Moore, Principal, Wayne Felix, RPM operations manager, Amy Holmes, Counselor | Sign in sheets  Parent/Teacher feedback forms | Progress reports  Report cards  Edgenuity progress | August 2018-May 2019  Every 9 weeks | | $0 | |
| **RPM and TSV will hold monthly parent/stakeholder meetings in the Transportation conference room. The meetings will be a Job/Health fair format where RPM will bring in local employment agencies and social services to aid parents and family members of RPM students with gaining employment and help with other social services.** | | | Jason Moore, Principal  Wayne Felix, RPM operations manager, Gia Hunter, TSV HR Director | Agenda  Sign in sheets  Parent/Family feedback forms  Employment agency feedback  Job placement results | Attendance reports  Report cards  Edgenuity progress | August 2018-May 2019  3rd Thursday of every month | | $200-refreshments\  TSV General Budget  MOU staffing agency  Peach State Federal Credit Union  Augusta Partnership | |
| **Teachers will send weekly Grade and Edgenuity progress reports to all parents/guardians as well as make weekly phone calls pertaining to academic performance.** | | | Jason Moore, Principal  Amy Holmes, Counselor  RPM teachers | Parent feedback forms  Edgenuity reports | Grade and Edgenuity progress reports | August 2018-May 2019 | | $0 | |
| **All stakeholders will receive weekly Shout Point and Remind messages detailing upcoming week’s events.** | | | Jason Moore, Principal | Stakeholder feedback forms | Increased attendance and academic performance | August 2018-May 2019 | | $0  Infinite Campus  Remind | |
| **The RPM staff will participate in “Neighborhood Walks”. The RPM staff will travel to various neighborhoods and locations to meet with parents and guardians.** | | | Jason Moore, Principal | Parent sign in sheets, Stakeholder survey results | Increase in engagement, student performance, and student attendance | August 2018-May 2019 | | $200  Flyers  Refreshments | |