

District Continuous Improvement Team (CIT) Agenda

Date: October 15, 2025

Participants: [RCSS District CIT Meeting Sign-in Sheets 101525.pdf](#)

Point of Contact: Dr. Lloydette Young

DES: Dr. Linda Priester

Program Manager: Dr. Shawn Martin

Minutes: [25.10.15 District CIT meeting- Richmond County School System.docx](#)

Agenda	
Welcome Dr. Priester	See minutes above
Data Review: Goal Champions	See minutes above
Review Progress on ATSI Plan of Support Dr. Thomas & ATSI Team	See minutes above
Review Progress on District Plan of Support	
Goal #1: By the end of the 2025-2026 school year, increase the percentage of students reading on grade level by at least 10 points in all identified schools and decrease the percentage of beginning learners in identified schools by 10% in Math as measured by GMAS (Elementary ELA from 49% to 59%, Middle ELA 44% to 54% and American Literature from 47% to 57% and Elementary Math from 53% to 43% ,Middle Math from 64% to 54%, and Algebra C & C 77% to 67%). 2025 Identified Schools GMAS Data.xlsx (NOTE: 2025 Embargoed Data is listed)	
Action Step #1: The Academic Services Division will support and monitor the implementation of quality Tier 1 instruction in ELA and Math by conducting Rapid Coaching Cycles and bi-monthly classroom observations using Cognia and GaDOE observation tools to increase student engagement in rigorous coursework.	Implementation Measurable Goal: 100% of the teachers in the identified schools will implement quality Tier 1 instruction strategies in ELA and Math as measured by Cognia elect and GaDOE observation tools and increase the number of Evident ratings on the elect instrument (B2, B4 and D3) and GaDOE Instructional Awareness Walk (CI-2 and CI-3).
Data shared for impact on student performance:	Mrs. Ponder, Goal Champion

		Notes Establish baseline in September. eleot 2.0 tool.pdf SDI ATSI SWD Classroom Observation Form February 2024.docx Formative observation data collection will be monitored and analyzed using the eleot and Teacher Observation Tool reporting component in the Cognia myJourney platform. Data collection will be monitored and analyzed using GaDOE Instructional Awareness Walk.		
Next Steps:			Data shared for impact on student performance:	Mrs. Ponder: Goal Champion
Step #3: The Team will support EL monthly results of progress long-term English learners language using Flashlight Summit K-12 tools.	Implementation Measurable Goal: 100% of the ESOL teachers in the identified schools will implement progress monitoring as evident on the Flashlight 360 and Summit K-12 data reports	Data shared for progress on implementation:		
	Student Progress Measurable Goal: 80% of students will demonstrate growth as evident on Flashlight 360 and Summit K-12 10% of long-term English learners (students who have been in the ESOL program for 5+ years) in identified schools will meet the criteria to exit the ESOL program by the end of 2026	Data shared for impact on student performance		
Notes and Next Steps:				
Action Step #2: The Academic Services Division will monitor the effective use	Implementation Measurable Goal: 100% of identified	Data shared for progress on implementation:	Mrs. Ponder: Goal Champion	

of DRC Beacon as a tool to monitor and support student content mastery using the Collaborative Planning Monitoring Tool.	schools will implement DRC Beacon to monitor and support student mastery of academic content.		
	Student Progress Measurable Goal: 80% of students will demonstrate growth in achievement levels from BOY to MOY to EOY as measured by ELA and Math DRC Beacon.	Data shared for impact on student performance:	Mrs. Ponder: Goal Champion

Notes and Next Steps:

Action Step #3: The District ESOL Team will observe and support EL teachers bi-monthly based on the results of monthly progress monitoring of long-term English Learners language proficiency using Flashlight 360 and Summit K-12 identified schools.	Implementation Measurable Goal: 100% of the ESOL teachers in the identified schools will implement progress monitoring as evident on the Flashlight 360 and Summit K-12 data reports	Data shared for progress on implementation:	Ms. Castro: Goal Champion
	Student Progress Measurable Goal: 80% of students will demonstrate growth as evident on Flashlight 360 and Summit K-12 10% of long-term English learners (students who have been in the ESOL program for 5+ years) in identified schools will meet the criteria to exit the ESOL program by the end of 2026	Data shared for impact on student performance	

Notes and Next Steps:

Action Step #4: The Assistant Superintendents and District Improvement Specialists will monitor the implementation of the Achievement Level Descriptors to inform instructional decisions and collaborative planning monthly using the GaDOE HIP Rubric for Collaborative Planning to ensure all teachers (including co-teachers) are planning	Implementation Measurable Goal: 80% of the grade level collaborative planning teams will score operational on two High Impact Practices using the GaDOE HIP Rubric for Collaborative Planning. 100% of identified schools will integrate Achievement Level Descriptors into	Data shared for progress on implementation:	Mrs. Ponder: Goal Champion
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effectively focus areas HIP 3 and HIP 5.	instructional planning to enhance data-driven decision making and support student learning needs as measured by collaborative planning walkthroughs. Notes Baseline to be established from the Spring 25 data collection; the two lowest areas will be targeted for the goal above.		
	Student Progress Measurable Goal: 80% of students will demonstrate growth in achievement levels from BOY to EOY as measured by Math DRC Beacon.	Data shared for impact on student performance:	
Notes and Next Steps:			
Action Step #5: The Special Education Department will monitor the effective implementation of Corrective Reading (4-8) and Reading Mastery (K-3) strategies monthly using the Corrective Reading and Reading Mastery Instructional Walkthrough tools.	Implementation Measurable Goal: 100% of teachers will score an increase in the percentage of level 2 (Almost Always) ratings on the Corrective Reading Decoding Observation and Reading Mastery Observation Checklists	Data shared for progress on implementation:	Dr. Thomas: Goal Champion
	Student Progress Measurable Goal: 80% of students will demonstrate growth on iReady Reading from BOY-MOY-EOY 80% of students will demonstrate growth on DRC Beacon 80% of students will demonstrate Corrective Reading Mastery	Data shared for progress on implementation:	

Notes and Next Steps

District Plan of Support Goal #2: During the 2025-2026 school year, we will increase post-high school readiness by increasing our graduation rate from 81% to 83%.
The graduation rate at Josey 60.49% 2024 to 63.49% 2025 and Glenn Hills 61.73% 2024 to 64.73% 2025.
(NOTE: 2025 Preliminary Data from USHA 07/18/25 is listed) Will update data after clean-up completed

Action Step #1: The Student Support Services Division will monitor the use of USHA, Infinite Campus, Panorama, and other data tools to identify and monitor students in Cohort 26 at-risk for not graduating,	Implementation Measurable Goal: 100% of the schools will show evidence of using the data tools for identifying students at-risk for graduating as evidenced by the USHA reports	Data shared for progress on implementation:	Dr. Mabray: Goal Champion
	Student Progress Measurable Goal: 100% of students identified as at-risk for graduating will participate in monthly counseling conference sessions as measured by Counseling Logs	Data shared for impact on student performance:	

Notes and Next Steps:

Action Step #2: The Student Support Services Division personnel will conduct monthly visits to schools to monitor activities used to advise, track and support at-risk students based on individualized student goals for Cohorts 25, 26, 27, and 28.	Implementation Measurable Goal: 100% of the identified schools will receive monthly visits from district-level personnel to provide guidance and support addressing at-risk students for graduation as measured by a district-level student services personnel log	Data shared for progress on implementation:	Dr. Mabray: Goal Champion
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	Student Progress Measurable Goal: At least 25% of identified students will show improvement in one of the identified areas impacting their ability to graduate (attendance, credits, grades) to be on track for graduation as measured by USHA live reports	Data shared for impact on student performance:	Dr. Mabray: Goal Champion
Notes and Next Steps:			
Action Step #3: District-level personnel (graduation goal champion) will monitor, provide guidance and support addressing at-risk students for graduation as measured by a district-level student services personnel log	Implementation Measurable Goal: 100% of the schools will show evidence of using the data tools for identifying students at-risk for graduating as evidenced by the USHA reports.	Data shared for progress on implementation:	Dr. Mabray: Goal Champion
	Student Progress Measurable Goal: At least 25% of identified students will show improvement in one of the identified areas impacting their ability to graduate (attendance, credits, grades) to be on track for graduation as measured by USHA live reports	Data shared for impact on student performance:	Dr. Mabray: Goal Champion
Notes and Next Steps:			
Action Step #4: District-level personnel will increase monitoring and implementing strategies that address the needs of at-risk students for graduation.	Implementation Measurable Goal: 100% of the schools will show evidence of using data tools for identifying students at-risk for graduating.	Data shared for progress on implementation:	Dr. Mabry: Goal Champion
	Student Progress Measurable Goal: At least 25% of identified students will show improvement in one of the identified areas impacting their ability to graduate.	Data shared for impact on student performance	
District Plan of Support Goal #3: By the end of the 2025-2026 school year, the district will reduce chronic absenteeism by 10%. RCSS Attendance Report for CCRPI 6 2 2025 Identified Schools.docx			

Action Step #1: The Student Support Services Division will monitor the use of Attendance Review Teams, USHA, Infinite Campus, Georgia Insights, and other data tools to identify and monitor students at-risk for chronic absenteeism,	Implementation Measurable Goal: 100% of the schools will show evidence of using the data tools for identifying students at-risk for chronic absenteeism as evidenced by the Georgia Insights, Infinite Campus, and USHA reports	Data shared for progress on implementation:	Dr. Gloster: Goal Champion
	Student Progress Measurable Goal:	Data shared for impact on student performance	
District Plan of Support Goal #4: By the end of the 2025-2026 school year, the district will increase instructional leadership capacity in identified schools by providing refined coaching to 100% of first- and –second year principals and strengthening the support provided in the targeted induction program for all waiver and non-traditional teachers.			
Action Step #1: The Academic Services Division will meet monthly to tailor the support provided to induction leaders and teachers.	Implementation Measurable Goal: 100% of new educators will implement the new learning from support sessions, coaching, and job embedded professional learning, as evidenced by observation data, lesson plans, and/or student work samples collected quarterly.	Data shared for progress on implementation:	Mr. Johnson: Goal Champion
	Student Progress Measurable Goal: 80% of students will demonstrate growth in iReady Math from BOY-MOY-EOY. 80% of students will demonstrate growth in achievement levels from BOY to EOY as measured by Math DRC Beacon.	Data shared for impact on student performance	
Action Step #2:	Implementation Measurable Goal: 100% of new educators will implement the new learning from support sessions, coaching, and job embedded professional learning, as evidenced by observation data, lesson plans, and/or	Data shared for progress on implementation:	Mr. Johnson: Goal Champion

	student work samples collected quarterly.		
	Student Progress Measurable Goal: 80% of students will demonstrate growth in iReady Math from BOY-MOY-EOY. 80% of students will demonstrate growth in achievement levels from BOY to EOY as measured by Math DRC Beacon.	Data shared for impact on student performance	
District Plan of Support Goal #5: By May 2026, each identified school with ratings less than three will improve its school climate rating by at least one star, as measured by the 2026 Georgia School Climate Start Rating. 2024 School Climate Ratings Federally Identified Schools.xlsx			
Action Step #1: The School Climate Department will provide quarterly coaching sessions to leaders of schools earning less than a 3-Star Georgia School Climate Rating to monitor the implementation of PBIS, in addition to the monthly PBIS Coaches Meetings.	Implementation Measurable Goal: 100% of the schools will participate in quarterly coaching sessions as evidenced by coaching session artifacts	Data shared for progress on implementation:	Ms. Bell: Goal Champion
	Student Progress Measurable Goal: Decrease in student discipline by 10% of as evidenced by Infinite Campus reports Increase in Spotlight usage Increased Georgia School Climate Star Ratings	Data shared for impact on student performance	
Action Step #2: The School Climate Department will utilize USHA and PBIS walkthroughs to monitor the improvement of student discipline and stakeholder perceptions.	Implementation Measurable Goal:	Data shared for progress on implementation:	

	Student Progress Measurable Goal:	Data shared for impact on student performance:	
Action Step #3: The School Climate Department will provide monthly discipline data reports to support schools in monitoring and tracking Tier I student discipline data	Implementation Measurable Goal: 100% of schools will utilize the monthly reports to monitor and track Tier I student discipline	Data shared for progress on implementation:	
	Student Progress Measurable Goal: Decrease in student discipline by 10% of as evidenced by Infinite Campus reports Increase in Spotlight usage Increase Georgia School Climate Star Rating	Data shared for impact on student performance:	
Updates	Notes/Next Steps		
District Updates RC Administration	See minutes above		
RESA Updates Dr. Debbie Alexander	See minutes		

Let's reflect	☐ What <i>specific</i> strategies or interventions were successful? What specific strategies or interventions were unsuccessful? ☐ How does the current data compare to the goals and targets set in the SIP? Are there any gaps or disparities that catch your attention? ☐ Can you identify any potential barriers or challenges that may be impeding the success of the implemented strategies? How might these barriers be addressed or mitigated? ☐ How do we know students are learning? What adjustments need to be made to the plan based on the data and feedback you received? ☐ How did you monitor and measure progress throughout the implementation process?
Reminders	Right Now Resources
Next Meeting	November 19, 2025
Upcoming Dates/Events	Navigating Student Success From Numbers to Impact.docx
Remarks: Dr. Malinda Cobb Superintendent	See minutes