



# Holmes County Consolidated School District Dropout Prevention/Restructuring Plan



2020-2021

*Connecting for Success: Every Child, Every Classroom, Every Day*



**Holmes County Consolidated School District Dropout Prevention /Restructuring Plan**

Mr. Will Russell, Superintendent of Schools

**TABLE OF CONTENTS**

**Board Approval Date and Signature Page ..... 2**

**SECTION I- DISTRICT INFORMATION ..... 3**  
District Needs Assessment Outcomes ..... 4

**SECTION II- DISTRICT PLAN.....5**  
District Dropout Prevention Action Plan.....7

**SECTION III - Holmes County Central High School Feeder Pattern School Level Plans ..... 10**  
Holmes County Central High School Action Plan..... 12  
S. V. Marshall Elementary School Action Plan..... 16  
Williams-Sullivan Elementary School Action Plan.....20



## Holmes County Consolidated School District Dropout Prevention /Restructuring Plan

On behalf of the Holmes County Consolidated School District, I hereby submit a local Dropout Prevention Plan to provide goals, activities and services necessary to meet the three overarching goals of the state dropout prevention plan: 1) Increasing the state graduation rate; 2) reduce the state dropout rate; and 3) reducing the truancy rate.

I hereby certify that our school district will evaluate our district dropout prevention plan on an annual basis to determine appropriate changes needed for future school years.

I hereby certify that our District School Board has reviewed and approved this plan for submission to the Mississippi Department of Education.

---

### Dropout Prevention Team Leader:

Name: Kenya L. Horn

Title: Counseling, College, & Career Readiness Coordinator

Mailing Address: 313 Olive Street Lexington, MS 39095

Telephone #: 662-834-2175

Fax #: 662-834-4002

District Superintendent: Mr. Will Russell

  
(Signature)

School Board Chair: Mr. Anthony Anderson

  
(Signature)



# Holmes County Consolidated School District Dropout Prevention /Restructuring Plan

## Holmes County Consolidated School District Dropout Prevention/Restructuring Plan

### **SECTION I**

#### Needs Assessment Outcomes



## Holmes County Consolidated School District Dropout Prevention /Restructuring Plan

### Needs Assessment Outcomes

Several measures were utilized to collect data on predictive indicators that contribute to the dropout rate and to identify the subgroup(s) that exhibit these dropout variables. An analysis of the district's Mississippi Student Information System (MSIS) provides reports on students' absences (students who had 5 or 12 or more absences). The student information system early warning system report, annual family survey, discipline referrals, and the district's demographic information were used to indicate an array of reasons why students drop out of school or fail to graduate from high school. Some of the factors that contribute to students' potential to drop out are attendance, suspensions, low academic skills, family problems and multiple grade failures in elementary school.

*Objective 1:* Provide school level teacher training on selection and use of appropriate interventions of the MTSS.

*Objective 2:* Provide support through school counseling services to students with students identified through the Early Warning System.

*Objective 3:* Train instructional leadership using best practices for instruction, intervention, and data analysis to guide instruction.



# Holmes County Consolidated School District Dropout Prevention /Restructuring Plan

## Holmes County Consolidated School District Dropout Prevention/Restructuring Plan

### **SECTION II**

#### District Level Plan



## Holmes County Consolidated School District Dropout Prevention /Restructuring Plan

District Team Members	Position
Will Russell	Interim Superintendent
Kenya Horn	Counseling, College, & Career Readiness Coordinator (Dropout Prevention Contact)
Shimelle Mayers	Director of Math and Science
Furlinda Travis	Director of ELA and Social Studies
Jason Sargent	Director of Testing and Accountability
Joy Johnson Hoover	District Social Worker
Kawana Horton	Program Liaison for Graduates Within Reach
Shintri Hathorn	Career and Technical Director



## Holmes County Consolidated School District Dropout Prevention /Restructuring Plan

**DISTRICT GOAL 1:** *Reduce the number of students grades K-2 at risk of failing during the 2019-2020 school year by 5% by May 2021.*

Action	Responsible	Implementation Deadline	Resources/Professional Development Needed	Person(s) Involved	Date Achieved
<i>What tasks will be done to meet goal?</i>	<i>Who will do it?</i>	<i>By when?</i>	<i>What do you need to complete this step? (People, money, tools, resources, etc.)</i>	<i>Persons that will aid in tasks</i>	<i>Date implemented or completed</i>
Review of Early warning Systems Course Performance to identify students at –risk of failing and provide tutorial through pullouts and/or refer to MTSS.	MTSS Coordinator	October 2020	EWS training in SAMS for administrators and counselors	Teachers, counselors, parents. Students	
Review of behavior and attendance in EWS to identify students at-risk. Identify students chronically absent during 2019-2020 school year. Begin daily check in and check out for students.	Counselors	September 2020	NA	MSIS clerk, counselor, students, parents	
Provide individual academic success, behavior, or attendance plans for students and/or refer to MTSS. Meet weekly with students to review plans and provide guidance or develop plans for improvement.	MTSS Coordinator/ Counselors	November 2020	Individual academic success plan template, attendance plan template, behavior plan templates	Student, counselor, teacher, parent, MTSS Coordinator	
Provide additional training on the MTSS process for school level teams and staff.	District MTSS Coordinator/ School MTSS Coordinator	October 2020	Updated MTSS guidance, intervention software, list of behavior interventions, BIPS	Counselors, students, teachers, principals, School MTSS coordinator	
<b>Plan to Progress Monitor</b>					
<i>Evidence to Determine Progress Toward Achieving Goal</i>	<i>Adjustments to Potential Barriers What could get in the way of task completion? How will you overcome them?</i>			<i>Frequency</i>	
Review progress reports, report cards, MTSS portfolio, and/or academic success forms monthly to assess academic improvement.	Consistency in reporting, internal audit			Monthly	
Check in logs and attendance and/or behavior record.	n/a			weekly	
Needs assessment, mid-year, and end of year MTSS program evaluation	n/a			3x per year	



## Holmes County Consolidated School District Dropout Prevention /Restructuring Plan

**DISTRICT GOAL 2:** *Increase the graduation rate of the current 9th grade exceptional education cohort at risk of meeting graduation requirements by 5% by May 2024.*

Action	Responsible	Implementation Deadline	Resources/Professional Development Needed	Person(s) Involved	Date Achieved
<i>What tasks will be done to meet goal?</i>	<i>Who will do it?</i>	<i>By when?</i>	<i>What do you need to complete this step? (People, money, tools, resources, etc.)</i>	<i>Persons that will aid in tasks</i>	<i>Date implemented or completed</i>
Develop small career focus groups in the middle school based on individual success plan.	Middle school counselors, teachers	January 2021	Activities for focus groups, career portfolios	Counselors, teachers, students, parents	
Assign academic advisors to high school students obtaining the traditional diploma option to provide academic support and guidance.	Teachers	December 2020	Training for advisors Session conversation starters	Counselors, teachers, students, librarian	
Implement career coach groups in the 9 <sup>th</sup> grade based on the transition plans and individual success plans	High School Counselors	January 2021	Speakers, current career research,	Counselors, teachers, students, parents	
<b>Plan to Progress Monitor</b>					
<i>Evidence to Determine Progress Toward Achieving Goal</i>	<i>Adjustments to Potential Barriers</i> <i>What could get in the way of task completion? How will you overcome them?</i>		<i>Frequency</i>		
Pre and Post career inventory assessment, ISP	Assess to students while in a virtual setting; contact students by phone and email		2x per year		
Detailed progress reports	Check in/Sign in sheets/logs		Weekly		
Needs assessments, surveys, ISP	Results from surveys		3x per year		



## Holmes County Consolidated School District Dropout Prevention /Restructuring Plan

**DISTRICT GOAL 3:** *Develop partnerships with a minimum of two community agencies to provide education services and/or workforce training for students ages 17-21 who have previously dropped out of school.*

Action	Responsible	Timeline	Resources/Professional Development Needed	Person(s) Involved	Date Achieved
<i>What tasks will be done to meet goal?</i>	<i>Who will do it?</i>	<i>By when?</i>	<i>What do you need to complete this step? (People, money, tools, resources, etc.)</i>	<i>Persons that will aid in tasks</i>	<i>Date implemented or completed</i>
Identify agencies and services provided that will assist students in academic and career development.	Coordinator of Counseling, CCR	December 2020	Contacts for agencies, identify students,	Agency, counselor, students, parent	
Assist students enrollment process and monitor attendance and completion	HS Counselors, Dean of Instruction, GWR Program Liaison	February 2021	Program application, contact information	Student, counselor, parents	
<b>Plan to Progress Monitor</b>					
<i>Evidence to Determine Progress Toward Achieving Goal</i>	<i>Adjustments to Potential Barriers What could get in the way of task completion? How will you overcome them?</i>			<i>Frequency</i>	
Call logs, emails, Meeting agendas, minutes, sign in sheets of meeting with agencies	Consistency of participation from agencies; flexible scheduling			2x per year	
Call logs, emails, individual meeting documentation, check in signatures	Locating and contacting students			Bi-weekly	



## Holmes County Consolidated School District Dropout Prevention /Restructuring Plan

**DISTRICT GOAL 4:** *Develop district procedures and transition plan template to guide schools in developing a support plan for students transitioning from juvenile detention centers back to the district.*

Action	Responsible	Timeline	Resources/Professional Development Needed	Person(s) Involved	Date Achieved
<i>What task will be done? How often will it take place or progress monitored? What evidence will support task?</i>	<i>Who will do it?</i>	<i>By when?</i>	<i>What do you need to complete this step? (People, money, tools, resources, etc.)</i>	<i>Persons that will aid in tasks</i>	<i>Date implemented or completed</i>
Develop a procedure for students transitioning from juvenile detention centers in conjunction with youth court.	District Discipline Committee	October 2020	MDE guidance document for alternative education programs. School level training on plan.	Director of Testing and Accountability Graduates within Reach Coordinator Counseling Coordinator Youth Court Counselor	
Guidance and advisement from school counselor	Counselors	February 2021	Professional development	School counselors	
<b>Plan to Progress Monitor</b>					
<i>Evidence to Determine Progress Toward Achieving Goal</i>	<i>Adjustments to Potential Barriers What could get in the way of task completion? How will you overcome them?</i>			<i>Frequency</i>	
Discipline committee sign-in sheets and agendas	NA			annually	
District transition guidance document	NA			annually	
Pre and post surveys of students	NA			2x a year	



# Holmes County Consolidated School District Dropout Prevention /Restructuring Plan

## Holmes County Consolidated School District Dropout Prevention/Restructuring Plan

### SECTION III

#### Holmes County Central High School Feeder Pattern

##### Action Plans

##### Schools

Holmes County Central High School (Grades 9-12)

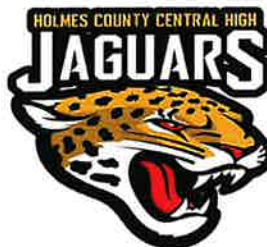
S. V. Marshall Middle School (Grades 6-8)

Williams-Sullivan Elementary School (Grades 6-8)



## Holmes County Consolidated School District Dropout Prevention /Restructuring Plan

### Holmes County Central High School Early Warning System Action Plan



School Team Members	Position
Shem Whigham	Administrator
Antwayn Patrick	Administrator
Brittany Roberts	Counselor
Rashunda Archer	Counselor
Frenchetta Lipsey	MSIS Clerk
Marissa Butler	Teacher
Robert Hogan	Teacher

List of Data Analyzed
HCCHS 2019-2020 School Status Data-Attendance, Behavior, Academic
Early Warning System (SAMS SPECTRA)- Attendance, Behavior, Academic
Teacher/Office Referrals,
MSIS Monthly Reports



## Holmes County Consolidated School District Dropout Prevention /Restructuring Plan

### ATTENDANCE SMART GOAL

**Students average daily attendance average will increase to 95% by December 2020.**

Action Steps	Responsible	Deadline	Resources/Professional Development Needed	Persons Involved	Date Achieved
<i>What task will be done? How will progress monitor? How will you measure outcomes?</i>	<i>Who will do it?</i>	<i>By when?</i>	<i>What do you need to complete this step? (People, money, tools, resources, etc.)</i>	<i>Persons involved in completed the task and ensuring task is completed.</i>	<i>Date implemented or completed</i>
Develop an attendance procedure that will create better checks and balances on monitoring period by period attendance against the morning absentee list which will be completed and delivered to teachers by 9:00 am each morning.	Assistant Principal	September 2020	NA	Principal Teachers MSIS Clerk Counselors	
Parent or guardian will be contacted each day a student is absent and will document on district/school call log.	MSIS Clerk	September 2020	NA	Principal MSIS Clerk Secretary Parent	
Students that have missed three (5) or more unexcused days during any 9-week period will check in with counselor on daily basis.	MSIS Clerk Counselors	October 2020	NA	Principal MSIS Clerk Secretary Counselor Student	
Attendance plans will be developed for students with 10 or more absentee.	Administrator	October 2020	NA	Principal Counselor Student	
Progress Monitoring					
Date	Evidence to Determine Progress Toward Achieving Goal		Potential Adjustments		
December 2020	Agenda Sign- In Sheets		n/a		
December 2020	Reviewing term course grades all subjects		n/a		
On-going	Teacher Observations Administrative meeting minutes		n/a		



## Holmes County Consolidated School District Dropout Prevention /Restructuring Plan

### BEHAVIOR SMART GOAL

**Decrease the number of reported out-of-school suspensions by fifty percent (50%) by May 2021.**

Action Steps	Responsible	Deadline	Resources/Professional Development Needed	Persons Involved	Date Achieved
<i>What task will be done? How will progress monitor? How will you measure outcomes?</i>	<i>Who will do it?</i>	<i>By when?</i>	<i>What do you need to complete this step? (People, money, tools, resources, etc.)</i>	<i>Persons involved in completed the task and ensuring task is completed.?</i>	<i>Date implemented or completed</i>
Implementation of Individual and/ or Group Counseling sessions on positive behaviors for students with three (3) or more referrals.	Counselor	January 2021		Principal Teacher Students Counselor	
Training Faculty and Staff on District/ School Wide Expectations, minor and major referrals, and reinforcement system. Training teachers on implementing PBIS Activities/ Lessons in lesson plans.	PBIS Team  Leadership Team	January 2021		Teachers  Staff  Administration  PBIS Team	
Refer students with multiple OSS to District Social Worker for services.	Counselor	September 2020		Administration	
Progress Monitoring					
Date	Evidence to Determine Progress Toward Achieving Goal			Potential Adjustments	
On- Going/ Bi-weekly timeframe	Discipline data from SAM Spectra and School Status			Timeframe may adjust from bi-weekly to weekly depending upon status of discipline percentage	
January 2021	Reviewing number of referrals that have been submitted on a biweekly basis			Implementing incentives for teachers to prevent early burnout.	
December 2020	Reviewing discipline data in SAM Spectra, Referrals and School Status			n/a	



## Holmes County Consolidated School District Dropout Prevention /Restructuring Plan

### COURSE PERFORMANCE SMART GOAL

**Decrease course failures of students from 49.6% to less than 25% by March 2021.**

Action Steps	Responsible	Deadline	Resources/Professional Development Needed	Persons Involved	Date Achieved
<i>What task will be done? How will progress monitor? How will you measure outcomes?</i>	<i>Who will do it?</i>	<i>By when?</i>	<i>What do you need to complete this step? (People, money, tools, resources, etc.)</i>	<i>Persons involved in completed the task and ensuring task is completed.?</i>	<i>Date implemented or completed</i>
Implement Student Data Review into Weekly PLC meetings.	Dean of Instruction	Bi- weekly	Professional development on Analyzing Data to meet Goals	Administrators, teachers	
Implement a Tier I Academic Support Plan for all students at-risk of failing.	teachers	monthly	Form	Teachers, administrators	
Utilize Early Warning system to identify students at-risk of failing to discuss in PLCs.	Counselors, Administrators	September 2020	NA	Counselors, teachers, administrators	
Counseling provided to students who is failing at the end of each 4.5 week grading period.	Counselors	October 2020	NA	Counselors, students, teachers	
Progress Monitoring					
Date	Evidence to Determine Progress Toward Achieving Goal			Potential Adjustments	
On- Going/ Bi-weekly timeframe	Teacher data sheets.			Timeframe may adjust from bi-weekly to monthly as numbers decrease.	
October 2020/ each grading period (4.5 weeks)	Academic Support Plan forms completed with strategies utilized in Tier I			na	
Monthly	EWS list			n/a	
Bi-weekly	Counselor logs			Time frame may need to be adjusted based on severity of students' academic issues.	



## Holmes County Consolidated School District Dropout Prevention /Restructuring Plan

### S.V. Marshall Elementary Early Warning System Action Plan



School Team Members	Position
Karen Williams	Administrator
Dr. Cole	Counselor
Jamie Kyles	Administrator
Brittany Harris	6 <sup>th</sup> Grade History
Eureka Sample	7 <sup>th</sup> Grade ELA Learning Strategies
Sophia Williams	LSC
D.L. Canada	8 <sup>th</sup> Grade History
Terrell Brown	Art 6 <sup>th</sup> -8 <sup>th</sup>
Torrie Jackson	Administrator

List of Data Analyzed
MSIS behavior reporting
Report Cards
MTSS list from 2019-2020
MAP assessment
MSIS attendance reporting



## Holmes County Consolidated School District Dropout Prevention /Restructuring Plan

### ATTENDANCE SMART GOAL

**Decrease the number of students who are chronically by 20% in 2020-2021 compared 2019-2020**

Action Steps	Responsible	Deadline	Resources/Professional Development Needed	Persons Involved	Date Achieved
<i>What task will be done? How will progress monitor? How will you measure outcomes?</i>	<i>Who will do it?</i>	<i>By when?</i>	<i>What do you need to complete this step? (People, money, tools, resources, etc.)</i>	<i>Persons involved in completed the task and ensuring task is completed.??</i>	<i>Date implemented or completed</i>
Daily parental contact of students who are not in attendance compliance.	Teacher, MSIS Clerk, Parent Liaison, Counselor, administrators	September 2020	Call log	Parents, Students, teachers, administrator, counselors	
Identify students who were chronically absent during previous school term.	MSIS Clerk Parent Liaison, LSC, and/or administrator	August 2020	N/A	Parent Liaison, Parent, student, administrator, LSC	
Create a plan to address tardiness / contract	Administrators/	September 2020	N/A	Student, Parent, Administrator	
Daily parental contact of students who are not in attendance compliance.	Teacher, MSIS Clerk, Parent Liaison, Counselor, administrators	October 2020	N/A		
Progress Monitoring					
Date	Evidence to Determine Progress Toward Achieving Goal			Potential Adjustments	
weekly	Call Log/ average daily attendance; weekly meeting			Inadequate phone numbers	
On-going	Meeting			Inadequate addresses, frequent moving	
On-going	Plan, meeting agendas, sign-in sheets			No barriers	
weekly	Call Log/ average daily attendance; weekly meeting			Inadequate phone numbers	



## Holmes County Consolidated School District Dropout Prevention /Restructuring Plan

### BEHAVIOR SMART GOAL

**Decrease the number of referrals by 20% of students being disrespectful**

Action Steps	Responsible	Deadline	Resources/Professional Development Needed	Persons Involved	Date Achieved
<i>What task will be done? How will progress monitor? How will you measure outcomes?</i>	<i>Who will do it?</i>	<i>By when?</i>	<i>What do you need to complete this step? (People, money, tools, resources, etc.)</i>	<i>Persons involved in completed the task and ensuring task is completed.??</i>	<i>Date implemented or completed</i>
Modify school-wide expectations on being respectful, and PBIS Incentive	PBIS Team, Counselor, administrator	Jan 2021	Professional development, reward system for PBIS, Social emotional training	Professional development, reward system for PBIS, Social emotional training	
Identify students who had the greatest number of disrespectful referrals	Teachers, administrators, counselors	On-going	Data from MSIS	Data from MSIS	
Counselor chat room for students enhancing college and career readiness and future employment	Counselors, administrators, and teachers	On-going	Professional Development for teachers on social emotional warning signs Book Study	Professional Development for teachers on social emotional warning signs Book Study	
Progress Monitoring					
Date	Evidence to Determine Progress Toward Achieving Goal			Potential Adjustments	
May 2021	Correspondence from REACH MS, meeting agendas, observations			None	
On-going	Teachers and Principal Observations			None	
On-going	Observations and referrals			Traditional setting	



## Holmes County Consolidated School District Dropout Prevention /Restructuring Plan

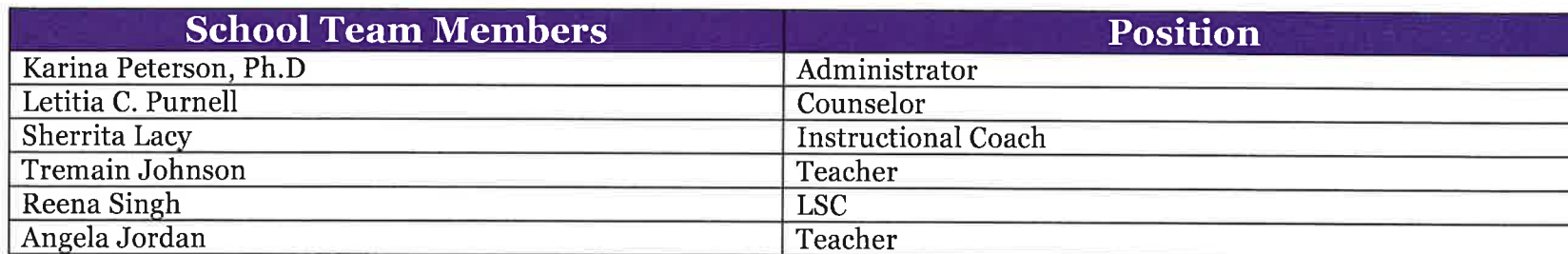
### COURSE PERFORMANCE SMART GOAL

**Decrease by 20 % the number of students who were at risk of failing prior to Covid 19**

Action Steps	Responsible	Deadline	Resources/Professional Development Needed	Persons Involved	Date Achieved
<i>What task will be done? How will progress monitor? How will you measure outcomes?</i>	<i>Who will do it?</i>	<i>By when?</i>	<i>What do you need to complete this step? (People, money, tools, resources, etc.)</i>	<i>Persons involved in completed the task and ensuring task is completed.??</i>	<i>Date implemented or completed</i>
Teachers meet weekly in grade level and / or subject area teams to discuss best practice for low performing students and differentiated instructions	Administrators, teachers	Weekly	Work samples, lesson plans, call logs,	Students, administrators, teachers, parents	
Identify student who were at-risk prior Covid 19	Administrators, teachers	August 24,202	Counselor failure list	Parent, student, teacher, counselors, and administrators	
Place student in MTSS	Teachers, MTSS, Counselor	September 2020	Counselors, MTSS Team, Administrator	Students, counselors, and administrators	
Progress Monitoring					
Date	Evidence to Determine Progress Toward Achieving Goal		Potential Adjustments		
Weekly	Observations, Meeting minutes, weekly grades		N/A		
Quarterly	Documentation of PLC, Report Card, observations, data		N/A		
Quarterly	Academic performance and behaviors, MTSS meeting agendas, minutes, work samples		N/A		



## Williams-Sullivan Elementary School Early Warning System Action Plan



## List of Data Analyzed

Attendance: Average Daily Attendance: 93.50% ( Most students missed on Fridays)

Behavior: Total discipline behavior reported 110 referrals ( 65- fighting; 45-disrespect for authority

- |  |  |
|--|--|
| <p>• Course performance – Per Case 21/ “Bottom 25” Data for Grade Level 6 thru 8</p> <p><i>ELA Percentages</i>=6<sup>th</sup>: 17/28=61%      <i>Math Percentages</i>= 6<sup>th</sup>: 15/28 = 54%</p> <p>7<sup>th</sup>: 23/30=77%      7<sup>th</sup>: 19/30 = 63%</p> <p>8<sup>th</sup>: 4/21= 19%      8<sup>th</sup>: 6/21 = 29%</p> <p>Total Average: 44/79=56%      Total Average:40/79 = 51%</p> |  |
|--|--|



## Holmes County Consolidated School District Dropout Prevention /Restructuring Plan

### ATTENDANCE SMART GOAL

**To increase the average daily attendance percentage rate for students from ninety-three percent (93%) to ninety-five (95%) percent by December 2020.**

Action Steps	Responsible	Deadline	Resources/Professional Development Needed	Persons Involved	Date Achieved
<i>What task will be done? How will progress monitor? How will you measure outcomes?</i>	<i>Who will do it?</i>	<i>By when?</i>	<i>What do you need to complete this step? (People, money, tools, resources, etc.)</i>	<i>Persons involved in completed the task and ensuring task is completed.??</i>	<i>Date implemented or completed</i>
Students attendance will be monitored on a daily basis per data provided from SAM Spectra.	MSIS Clerk Secretary			MSIS Clerk Secretary	
MSIS Clerk/ Secretary will attempt parental/ guardian contact to inform of student's unexcused day and will document on district/school call log.	MSIS Clerk Secretary			MSIS Clerk Secretary	
Students that have missed three (3) or more unexcused days will have an notification sent home by attendance personnel and a parental call documented on the district/school call log.	MSIS Clerk Secretary			MSIS Clerk Secretary	
Students attendance will be monitored on a daily basis per data provided from SAM Spectra.	MSIS Clerk Secretary			MSIS Clerk Secretary	
Progress Monitoring					
<i>Date</i>	<i>Evidence to Determine Progress Toward Achieving Goal</i>			<i>Potential Adjustments</i>	
On-going	Documenting parental communications through phone call and letters			Keeping parental/ guardian contact information updated on either a quarter or semester timeline.	
On-going	Performing home visits to documented addresses in SAM Spectra for follow-ups and/or verification of residency.			n/a	
On-going	Scheduling parent/teacher conferences to strategize plans for student's attendance issues.			Referring students to MTSS Team if attendance affects the student's academics.	
On-going	Scheduling parent/administration conferences with parents for students that have excessive absences and create an attendance plan for identified students.			Referring student to MTSS Team for both academics and attendance	

# BEHAVIOR SMART GOAL

**To increase the average daily attendance percentage rate for students from ninety-three percent (93%) to ninety-five (95%) percent by December 2020.**

Action Steps	Responsible	Deadline	Resources/Professional Development Needed	Persons Involved	Date Achieved
<i>What task will be done? How will progress monitor? How will you measure outcomes?</i>	<i>Who will do it?</i>	<i>By when?</i>	<i>What do you need to complete this step? (People, money, tools, resources, etc.)</i>	<i>Persons involved in completed the task and ensuring task is completed.??</i>	<i>Date implemented or completed</i>
Implementation of Individual and/ or Group Counseling sessions on positive behaviors for students with three (3) or more referrals.	Counselor	January 2021	NA	Counselor students MSIS clerk	
Training Faculty and Staff on District/ School Wide Expectations, minor and major referrals, and reinforcement system, activities and lesson plans.	PBIS Team Leadership Team	January 2021	Professional development for PBIS system, reinforcements, and lesson plans	Teachers Staff Administration PBIS Team	
Develop and implement a plan for alternative discipline to reduce out of school referrals,	Administration	December 2020	NA	Administration	
Implementation of Individual and/ or Group Counseling sessions on positive behaviors for students with three (3) or more referrals.	Counselor	January 2021	NA	Counselor students MSIS clerk	
Progress Monitoring					
<i>Date</i>	<i>Evidence to Determine Progress Toward Achieving Goal</i>			<i>Potential Adjustments</i>	
On- Going/ Bi-weekly timeframe	Discipline data from SAM Spectra and School Status			Timeframe may adjust from bi-weekly to weekly depending upon status of discipline percentage	
January 2021	Reviewing number of referrals that have been submitted on a biweekly basis			Implementing incentives for teachers to prevent early burnout.	
December 2020	Reviewing discipline data in both SAM Spectra and School Status			n/a	
On- Going/ Bi-weekly timeframe	Discipline data from SAM Spectra and School Status			Timeframe may adjust from bi-weekly to weekly depending upon status of discipline percentage	
On- Going/ Bi-weekly timeframe	Discipline data from SAM Spectra and School Status			Timeframe may adjust from bi-weekly to weekly depending upon status of discipline percentage	



## Holmes County Consolidated School District Dropout Prevention /Restructuring Plan

### COURSE PERFORMANCE SMART GOAL

**To increase the proficiency level from the Bottom 25 by twenty percent (20%) by May 2021.**

Action Steps	Responsible	Deadline	Resources/Professional Development Needed	Persons Involved	Date Achieved
<i>What task will be done? How will progress monitor? How will you measure outcomes?</i>	<i>Who will do it?</i>	<i>By when?</i>	<i>What do you need to complete this step? (People, money, tools, resources, etc.)</i>	<i>Persons involved in completed the task and ensuring task is completed.??</i>	<i>Date implemented or completed</i>
The leadership team will conduct a PLC on establishing Norms and Roles for future meetings	Administrative Team		Professional Development on Professional Learning Communities	Teachers Instructional Coach Administration	
Implementation of Learning Strategies for Bottom 25 in ELA and Math	Instructional Coach Teachers		Professional Development on Data Analysis and Using Data to Guide Instruction	Teachers Administration Instructional Coach	
Restructure school schedule to create common planning for subject area teachers and decrease class size.	Administration Counselor		n/a	Administration Counselor Instructional Coach	
The leadership team will conduct a PLC on establishing Norms and Roles for future meetings	Administrative Team		Professional Development on Professional Learning Communities	Teachers Instructional Coach Administration	
Progress Monitoring					
December 2020	Agenda Staff Meeting Minutes Sign- In Sheets			n/a	
December 2020	Reviewing term course grades for both ELA and Math			n/a	
On-going	Teacher Observations Administrative meeting minutes			n/a	
December 2020	Agenda Staff Meeting Minutes Sign- In Sheets			n/a	



## Holmes County Consolidated School District Dropout Prevention /Restructuring Plan