# School Name: JOYNER ELEMENTARY

*Guilford County Schools*

# 2008-2011 School Improvement Plan

## Vision Statement

**School's Mission Statement:**
The mission of Joyner Elementary School is to provide an environment where all children can become self-directed learners and can acquire the academic tools needed to become successful and contributing citizens, thereby instilling respect for themselves and others.

**School's Vision Statement:**
The Joyner family believes all children have value and worth, and can learn in a secure nurturing environment. We believe we can make a difference in the lives of children. The staff at Joyner will provide a safe, positive environment where all students can learn and become responsible, productive citizens. At Joyner Elementary School, the faculty and staff believe that motivation and high expectations lead to success!

# Self Assessment

| Current AYP Status: | Not Achieved | Current ABC Status: | Expected Growth |
|---|---|---|---|

James Y. Joyner is a school built on the dedication, commitment and teamwork of its staff, students and parents. Many of the teachers and staff member Joyner for the majority of their careers. In addition to our seasoned staff, we have several new staff members to bring in fresh ideas and new strengths. Our school has lovely grounds and a wooded setting.

Currently, we have 405 students enrolled at Joyner; 46 % African- American, 32 % White, 6 % Asian, 7% Hispanic and 8% Multi-racial . We have over 59% of receiving free/reduced lunch.

Joyner continues the implementation of the Responsible Discipline Program. This program requires all staff and students to be consistent with discipline p throughout the school. We will continue to implement this program throughout the duration of this plan.

To continue increasing achievement, differentiation, small group and one-on-one instruction are used throughout the school. This year all classrooms teac will provide Guided Reading which will allow for flexible grouping to increase student achievement. We will also continue Battle of the Books and Accelerate increase reading achievement scores and the Math Initiative Program will be used in third through fifth grades to assist in increasing math achievement scor use Center Based instruction as well.

During the 2009-20010 school year, Joyner will have student interns from UNC-Greensboro working with our EC teachers and students in Kindergarten th This is an excellent way for Joyner to have more community involvement and a way for these classes to have some additional assistance.

Additionally, Joyner will start a Reading Buddies /Mentoring Program this school year. The purpose of this program is to recruit responsible citizens in the Community who will provide a mentoring relationship with students at Joyner Elementary School by reading with students at least 30 minutes per week. Our to recruit at least 20 volunteers for the school year from local churches, colleges and universities and businesses.

Although we have many accomplishments to celebrate we also have areas of concerns that will require additional resources and efforts to help our schoo with all students enrolled in our school. Within the past ten years the demographics of the school have changed drastically from approximately 80% white st currently 69% Minority students enrolled (which includes African-American, Asian and Hispanic students). As the Leadership Team assessed the needs of the surveys, reviewing assessment data, and informal observations, it was concluded that Joyner shall:

~Continue to build capacity with our parents and community members by improving parent and community relations through our Respective and Respon

~ Continue to develop a stronger ESOL Program that will focus on increasing student achievement and meeting the needs of our growing ESOL students ar Speakers.

~ Continue to incorporate student achievement strategies that will assist our growing SWD population, growing Free/Reduced Lunch population and decr population.

~Continue to incorporate student achievement strategies that will improve student achievement in reading, writing and math with our African-American s Free/Reduced Lunch sub-group.

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# Goal Summary Page

## Goal 1

**Overall SMART Goal:**
(Your overall goal will reflect a two to three year long-range goal)
Math: By 2011, JES students in grades K-5 will increase math scores from 72 % to 87% as measured by EOG scores and based on NC Proficiency Target Goals. .

**Target SMART Goal/Measure:**
(Selection of a one year school wide goal based upon academic or operational need and supported by data. State clearly how academic goal will provide for accelerated learning for students at risk of not meeting standards or making AYP.)

By 2010, students in grades K-5 will increase math scores from 72 % to 75% as measured by EOG scores.

**Supporting Data for SMART GOAL: See Goal 1 Data Tab**

**Key Strategy:**

Implement GCS Math Initiative K-5

# Goal 2

**Overall SMART Goal:**
(Your overall goal will reflect a two to three year long-range goal)
Reading: By 2011, JES students in grades K-5 will increase reading scores from 53.9% to 69% as measured by EOG scores.

**Target SMART Goal/Measure:**
(Selection of a one year school wide goal based upon academic or operational need and supported by data. State clearly how academic goal will provide for accelerated learning for students at risk of not meeting standards or making AYP.)

Reading: By 2010, students in grades K-5 will increase reading scores from 58% to 63% as measured by EOG scores.

**Supporting Data for SMART GOAL: See Goal 2 Data Tab**

**Key Strategy:**
Implement Guided Reading in all classrooms K-5

# Goals, Strategies, Monitoring and Budget

GOAL 1

**Overall SMART Goal:**
(Your overall goal will reflect a two to three year long-range goal)
Reading: By 2011, JES students in grades K-5 will increase reading scores from 53.9% to 69% as measured by EOG scores.

**Target SMART Goal/Measure:**
(Selection of a one year school wide goal based upon academic or operational need and supported by data. State clearly how academic goal will provide for accelerated learning for students at risk of not meeting standards or making AYP.)

Reading: By 2010, students in grades K-5 will increase reading scores from 58% to 63% as measured by EOG scores.

**Supporting Data for SMART GOAL: See Goal 1 Data Tab**

# QUARTERLY ACTION PLAN - GOAL 1

| | | Quarter 1 | Quarter 2 | Quarter 3 | Quarter 4 |
|---|---|---|---|---|---|
| Study | **Data analysis: (SWOT) analysis SWOT: Strengths, Weaknesses, and Opportunities for improvement, Threats At the end of each quarter, report the data from the current quarter deployment plan and use the data questions to analyze the results.** | 1. What does the data tell us?<br>We are making gradual gains overall in reading. | Report the data from the previous quarter deployment plan and use the data questions below to analyze the results. | Report the data from the previous quarter deployment plan and use the data questions below to analyze the results. | Report the data from the previous quarter deployment plan and use the data questions below to analyze the results. |
| | | 2. Not tell us?<br>Causes for not making significant gains in 4th and 5th grade. | 1. What does the data tell us? | 1. What does the data tell us? | 1. What does the data tell us? |
| | | 3. Celebration(s)?<br>We made significant gains in 3rd grade reading. We achieved 6 points growth overall. | 2. Not tell us? | 2. Not tell us? | 2. Not tell us? |
| | | 4. OFIs? OFIs: Opportunities For Improvement<br>Increase proficiency in all JES subgroups especially FRL. | 3. Celebration(s)? | 3. Celebration(s)? | 3. Celebration(s)? |
| | | | 4. OFIs? OFIs: Opportunities For Improvement | 4. OFIs? OFIs: Opportunities For Improvement | 4. OFIs? OFIs: Opportunities For Improvement |

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|---|---|---|---|---|---|
| **Plan** | **Identify Key Strategy (Approach)** | Implement Guided Reading in all classrooms K-5 | | | |
| **Plan** | **Person(s) Responsible for ensuring the strategy is deployed during the current quarter** | Principal, Teachers, CF, Instructional Assistants | | | |
| **Plan** | **Resources Available during the current quarter (include $ encumbered and name of budget)** | Guided Reading books and materials; | | | |
| **Plan** | **Resources Needed during the current quarter** | Additional Guided Reading books and materials; | | | |
| **Plan** | **Professional Development during the current quarter (Indicate title, content and audience)** | CF provided Summer Professional Development and will provide ongoing PD during grade level meetings, staff meetings and sharing sessions | | | |
| **Plan** | **Parent and Community (Stakeholder) Involvement during the current quarter** | Community Volunteers | | | |
| **Do** | **Create the deployment plan For the current quarter** | Use the Quarter 1 deployment plan template below | Use the Quarter 2 deployment plan template below | Use the Quarter 3 deployment plan template below | Use the Quarter 4 deployment plan template below |

| | | | | | |
|---|---|---|---|---|---|
| **Study** | **Evaluation:**<br>**A. What data will you use to determine if the strategy was deployed?**<br><br>**B. What data will you use to determine if the strategy was deployed with fidelity?**<br><br>**C. What data will you use to determine if the strategy impacted the overall goal or target goal?** | A.Observations, assessments, student conferences, grade level meetings, collaborative planning, wkly lesson plans<br><br>B. Observations, assessments, student conferences, grade level meetings, collaborative planning, wkly lesson plans<br><br>C. Observations, assessments, student conferences, grade level meetings, Benchmarks | A.<br><br>B.<br><br>C. | A.<br><br>B.<br><br>C. | A.<br><br>B.<br><br>C. |
| **Act/Plan** | **Target Goal Met?** | | ☐ YES If yes, change target goal in order to further impact the overall goal<br><br>☐ NO If no, check the appropriate action<br><br>☐ Continue current strategy and update deployment plan for next Qtr<br><br>☐ Continue current strategy, but make improvements to deployment plan<br><br>☐ Abandon current strategy and identify new strategy | ☐ YES If yes, change target goal in order to further impact the overall goal<br><br>☐ NO If no, check the appropriate action<br><br>☐ Continue current strategy and update deployment plan for next Qtr<br><br>☐ Continue current strategy, but make improvements to deployment plan<br><br>☐ Abandon current strategy and identify new strategy | ☐ YES If yes, change target goal in order to further impact the overall goal<br><br>☐ NO If no, check the appropriate action<br><br>☐ Continue current strategy and update deployment plan for next Qtr<br><br>☐ Continue current strategy, but make improvements to deployment plan<br><br>☐ Abandon current strategy and identify new strategy |

| Steps | Quarter 1 Deployment Plan | Person(s) Responsible | Measures | Completion Date |
|---|---|---|---|---|
| #1 | Teachers attend professional development | CF | Attendance | Summer 09 |
| #2 | Compile and distribute baseline reading levels | Teachers and CF | Form with all student levels | Sept. 11 |
| #3 | Teachers will work on developing centers in their classroom | Teachers and CF | Completed centers | Aug. 25 -Oct 5 |
| #4 | Teachers will work with groups of 4-5 students according to reading level | Teachers and CF | Weekly lesson plans | June 10, 2010 |
| #5 | All teachers in grade k-5 will implement Guided Reading in their classrooms | Teachers and CF | Weekly lesson plans | June 10, 2010 |
| #6 | Collaborative planning | Teachers and CF | Three week lesson plan format | June 10, 2010 |
| #7 | Instructional Assistants will assist with implementation | Instructional Assistants | Centers | June 10, 2010 |
| #8 | Identify Goal Teams | Principal and CF | Goal Team | Oct. 30, 2009 |
| #9 | | | | |

| Steps | Quarter 2 Deployment Plan | Person(s) Responsible | Measures | Completion Date |
|---|---|---|---|---|
| #1 | | | | |
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| Steps | Quarter 3 Deployment Plan | Person(s) Responsible | Measures | Completion Date |
|---|---|---|---|---|
| #1 | | | | |
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| #7 | | | | |
| #8 | | | | |
| #9 | | | | |
| #10 | | | | |

| Steps | Quarter 4 Deployment Plan | Person(s) Responsible | Measures | Completion Date |
|---|---|---|---|---|
| #1 | | | | |
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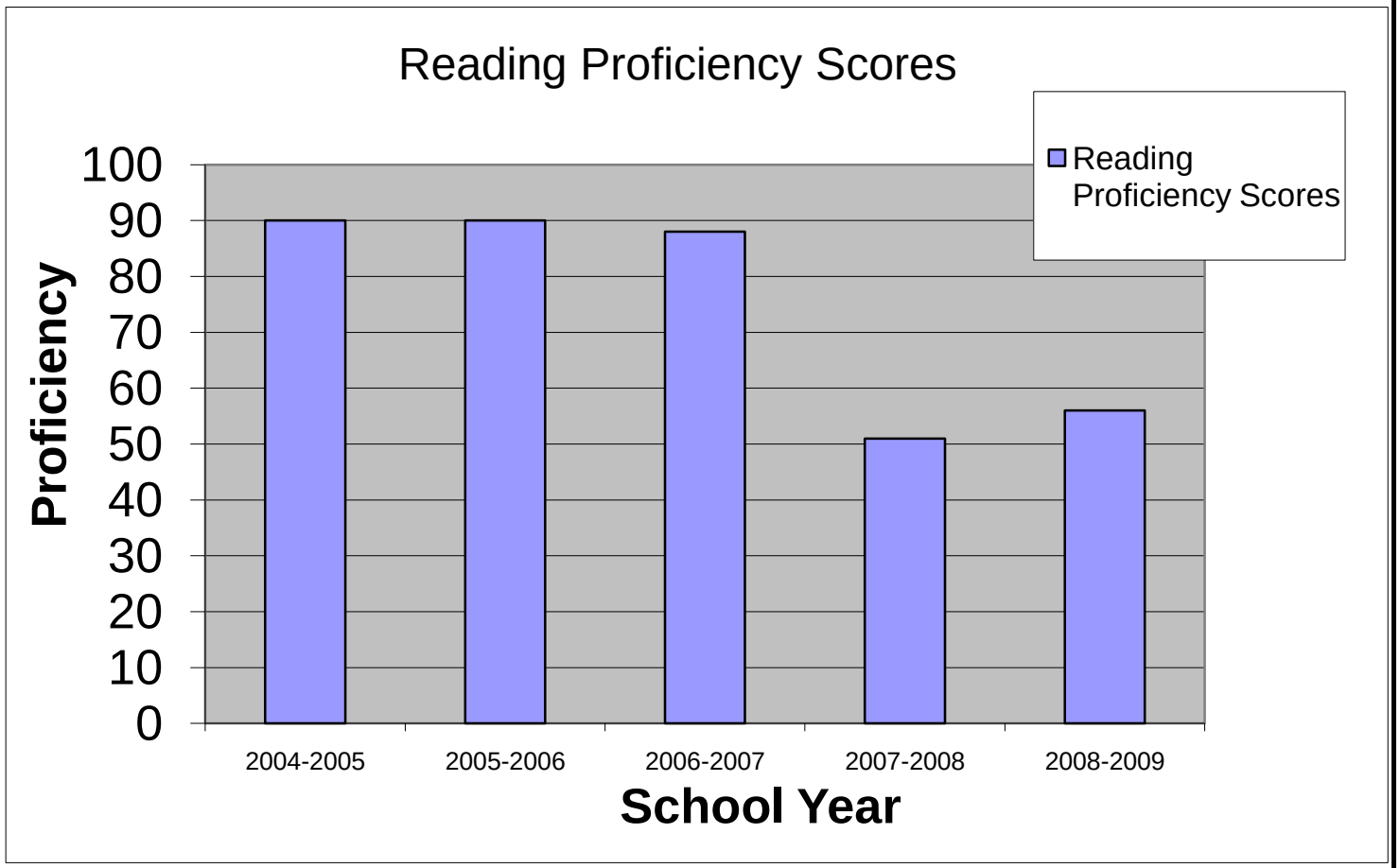
| #6 | | | | |
| #7 | | | | |
| #8 | | | | |
| #9 | | | | |
| #10 | | | | |

# Goal 1 Data Worksheet

**Supporting Data for SMART GOAL 1:**

Quarter 1



# Quarter 2

# Quarter 3

# Quarter 4

# Goals, Strategies, Monitoring and Budget

GOAL 2

**Overall SMART Goal:**
(Your overall goal will reflect a two to three year long-range goal)
Math: By 2011, JES students in grades K-5 will increase math scores from 72 % to 87% as measured by EOG scores and based on NC Proficiency Target Goals. .

**Target SMART Goal/Measure:**
(Selection of a one year school wide goal based upon academic or operational need and supported by data. State clearly how academic goal will provide for accelerated learning for students at risk of not meeting standards or making AYP.)

By 2010, students in grades K-5 will increase math scores from 72 % to 75% as measured by EOG scores.

**Supporting Data for SMART GOAL: See Goal 2 Data Tab**

# QUARTERLY ACTION PLAN - GOAL 2

| | | Quarter 1 | Quarter 2 | Quarter 3 | Quarter 4 |
|---|---|---|---|---|---|
| Study | **Data analysis: (SWOT) analysis SWOT: Strengths, Weaknesses, and Opportunities for improvement, Threats At the end of each quarter, report the data from the current quarter deployment plan and use the data questions to analyze the results.** | 1. What does the data tell us?<br>We are making gradual gains overall in math. | Report the data from the previous quarter deployment plan and use the data questions below to analyze the results. | Report the data from the previous quarter deployment plan and use the data questions below to analyze the results. | Report the data from the previous quarter deployment plan and use the data questions below to analyze the results. |
| | | 2. Not tell us?<br>Causes for not making significant gains in 4th and 5th grade. | 1. What does the data tell us? | 1. What does the data tell us? | 1. What does the data tell us? |
| | | 3. Celebration(s)?<br>Third grade increased 16 points in Math. | 2. Not tell us? | 2. Not tell us? | 2. Not tell us? |
| | | 4. OFIs? OFIs: Opportunities For Improvement<br>Increase proficiency in all JES subgroups especially FRL. | 3. Celebration(s)? | 3. Celebration(s)? | 3. Celebration(s)? |
| | | | 4. OFIs? OFIs: Opportunities For Improvement | 4. OFIs? OFIs: Opportunities For Improvement | 4. OFIs? OFIs: Opportunities For Improvement |

| | | | | | |
|---|---|---|---|---|---|
| **Plan** | **Identify Key Strategy (Approach)** | Implement GCS Math Initiative K-5 | | | |
| **Plan** | **Person(s) Responsible for ensuring the strategy is deployed during the current quarter** | Principal, CF, Teachers | | | |
| **Plan** | **Resources Available during the current quarter (include $ encumbered and name of budget)** | Math Manipulatives; text books | | | |
| **Plan** | **Resources Needed during the current quarter** | Math Manipulatives | | | |
| **Plan** | **Professional Development during the current quarter (Indicate title, content and audience)** | Professional Development will be provide ongoing during grade level meetings, staff meetings and sharing sessions | | | |
| **Plan** | **Parent and Community (Stakeholder) Involvement during the current quarter** | Community Volunteers | | | |
| **Do** | **Create the deployment plan For the current quarter** | Use the Quarter 1 deployment plan template below | Use the Quarter 2 deployment plan template below | Use the Quarter 3 deployment plan template below | Use the Quarter 4 deployment plan template below |
| | **Evaluation:<br>A. What data will you use to determine if the strategy was deployed?** | A.Observations, assessments, student conferences, grade level meetings, collaborative planning, wkly lesson plans | A. | A. | A. |

| | | | | | |
|---|---|---|---|---|---|
| **Study** | **B. What data will you use to determine if the strategy was deployed with fidelity?**<br><br>**C. What data will you use to determine if the strategy impacted the overall goal or target goal?** | B. Observations, assessments, student conferences, grade level meetings, collaborative planning, wkly lesson plans<br><br>C. Observations, assessments, student conferences, grade level meetings, Benchmarks | B.<br><br>C. | B.<br><br>C. | B.<br><br>C. |
| **Act/Plan** | **Target Goal Met?** | | ☐ YES If yes, change target goal in order to further impact the overall goal<br><br>☐ NO If no, check the appropriate action<br><br>☐ Continue current strategy and update deployment plan for next Qtr<br><br>☐ Continue current strategy, but make improvements to deployment plan<br><br>☐ Abandon current strategy and identify new strategy | ☐ YES If yes, change target goal in order to further impact the overall goal<br><br>☐ NO If no, check the appropriate action<br><br>☐ Continue current strategy and update deployment plan for next Qtr<br><br>☐ Continue current strategy, but make improvements to deployment plan<br><br>☐ Continue current strategy and identify new strategy | ☐ YES If yes, change target goal in order to further impact the overall goal<br><br>☐ NO If no, check the appropriate action<br><br>☐ Continue current strategy and update deployment plan for next Qtr<br><br>☐ Continue current strategy, but make improvements to deployment plan<br><br>☐ Abandon current strategy and identify new strategy |

| Steps | Quarter 1 Deployment Plan | Person(s) Responsible | Measures | Completion Date |
|---|---|---|---|---|
| #1 | Training during curriculum meetings | CF and Teachers | Centers | June 10, 2010 |
| #2 | Sharing Sessions -sharing of best practices in math from Lead Math Teacher | Teacher- Rhonda Haygood | Centers and Math Manipulatives | June 10, 2010 |
| #3 | Incorporate Centers on a daily basis (K-5) | Teachers | Centers | June 10, 2010 |
| #4 | Math problem of the day to reinforce problem solving | Teachers | Problem of the day | June 10, 2010 |
| #5 | collaborative planning | Teachers | Lesson Plans | June 10, 2010 |
| #6 | Instructional Assistants will assist with implementation | Instructional Assistants | Centers | June 10, 2010 |
| #7 | Identify Goal Teams | Principal and CF | Goal Team | Oct. 30, 2009 |
| #8 | | | | |
| #9 | | | | |

| Steps | Quarter 2 Deployment Plan | Person(s) Responsible | Measures | Completion Date |
|---|---|---|---|---|
| #1 | | | | |
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| #10 | | | | |

| Steps | Quarter 3 Deployment Plan | Person(s) Responsible | Measures | Completion Date |
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| #1 | | | | |
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| Steps | Quarter 4 Deployment Plan | Person(s) Responsible | Measures | Completion Date |
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| #1 | | | | |
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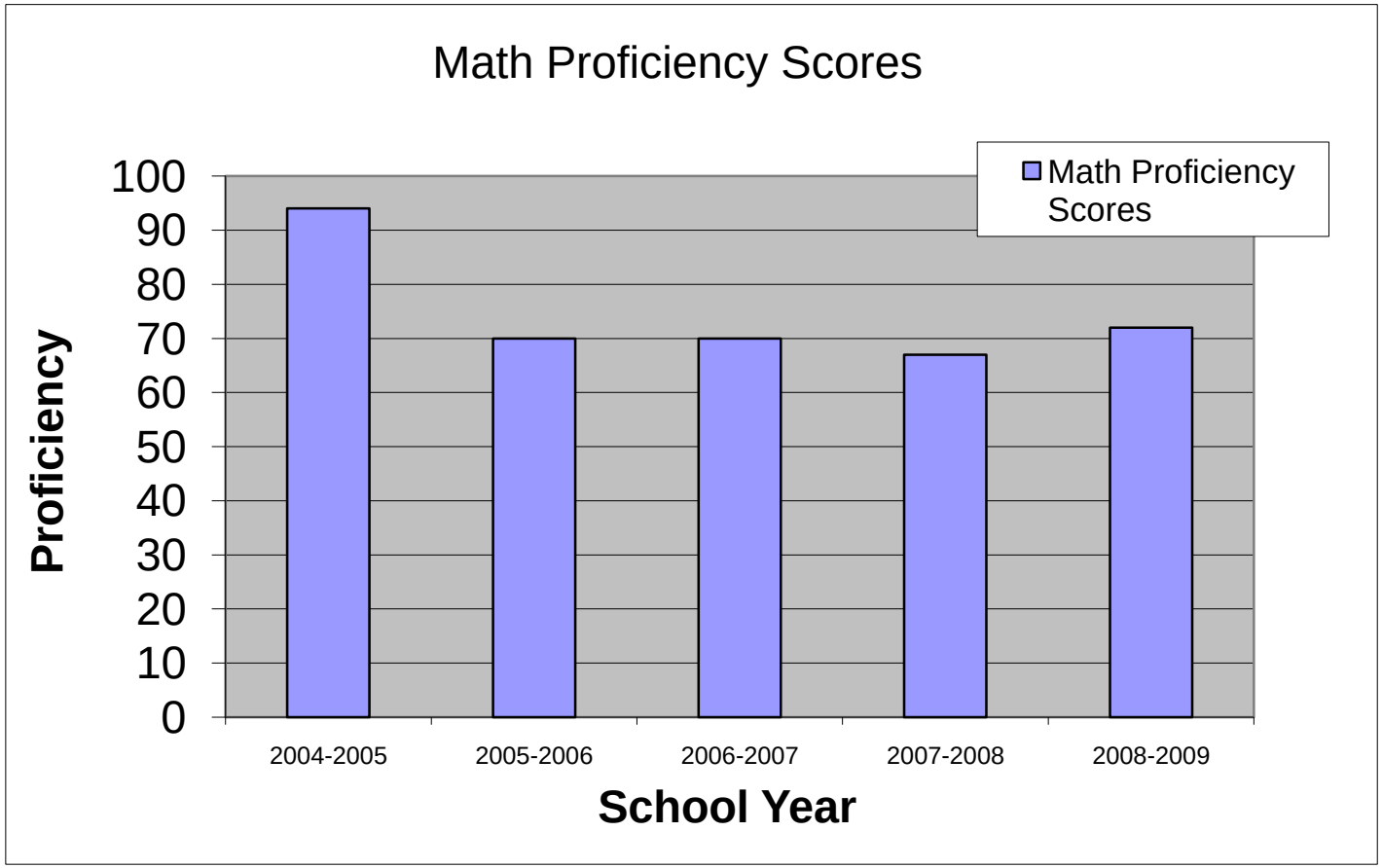
# Goal 1 Data Worksheet

**Supporting Data for SMART GOAL 1:**

Quarter 1



# Quarter 2

# Quarter 3

# Quarter 4

# School Based Leadership Team Members Signatures

The following team members collaborated with school staff to develop the School Improvement Plan for our school (parents must be included):

| Name | Position or Role | Signature | Date |
|---|---|---|---|
| Dr. Trina C. Bethea | Principal | on file | 09/15/09 |
| Kimberly Bowie | Certified Staff | on file | 09/15/09 |
| Ann Godwin | Certified Staff | on file | 09/15/09 |
| Yoland Foster | Certified Staff | on file | 09/15/09 |
| Theresa O'Connell | Certified Staff | on file | 09/15/09 |
| DeWauna Hewett | Certified Staff | on file | 09/15/09 |
| Angela Hobbs | Certified Staff | on file | 09/15/09 |
| Cynthia Adams | Certified Staff | on file | 09/15/09 |
| Helen Phillips | Classified Staff | on file | 09/15/09 |
| Tonya Purcell | Certified Staff | on file | 09/15/09 |
| Linda Comerford | Certified Staff | on file | 09/15/09 |
| Toni Williams | Parent | on file | 09/15/09 |
| Karen Afoxc | Parent | on file | 09/15/09 |
| Anne Prather | Parent | on file | 09/15/09 |
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*(i.e. Principal, Assistant Principal, Certified Staff, Classified Staff, Student, Parent or Community Member)*

# *Approvals*

**Approved by Staff:**

| | | | |
|---|---|---|---|
| Date of Approval by Staff: | 09/22/09 | Results (% Approval): | 100% |
| Principal's Signature: | on file | Date: | 09/22/09 |

**Approved By Division of Academic Improvement:**

Regional Superintendent's

| | | | |
|---|---|---|---|
| Signature: | John Modest (on file) | Date: | 10/02/09 |

**Approved by GCS Board of Education:** Date: _____

# Quarterly Review Team Members Signatures

The following team members collaborated with school staff to review the School Improvement Plan for our school:

| Name | Position or Role | Signature | Date |
|---|---|---|---|
| Dr. Trina C. Bethea | Principal | on file | 09/25/09 |
| Valerie Bridges | Principal | on file | 09/25/09 |
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*(i.e. Regional Superintendent, Regional Executive Director, Curriculum Specialist, Principal, Assistant Principal, Curriculum Facilitator)*

# Action Plan for Healthy Students in Safe, Orderly and Caring Schools

LEA: Guilford County Schools School: Drop Down Menu

## Strategic Priority: Healthy Students in Safe, Orderly and Caring Schools

(Healthy Active Children (HAC) Policy, #HSP-S-000)

*Please record your action steps.*

| Strategy | Not Yet Addressed (What is your plan?) | In Progress (Please describe.) | Need Assistance (Please describe.) | NA (Provide explanation.) |
|---|---|---|---|---|
| Ensure all students have recess and / or physical activity during the school day and that it is not taken away as punishment. Indicate if this is in progress or not yet addressed. | | In progress | | |

| Strategy | Yes | | No | Time over 180 days |
|---|---|---|---|---|
| Provide physical education for every student taught by a physical education teacher. Check the appropriate “yes” or “no” box and list the exact number of minutes in PE over the 180-day school year. | X | 2 x week for 40 min | | |
| Provide physical activity and/or recess for every student. List the exact number of minutes provided for recess and/or physical activity over the 180-day school year. | X | Daily at least 30 min | | |

| Strategy | Not Yet Addressed | In Progress | Need Assistance (Please describe.) |
|---|---|---|---|
| Implement a coordinated school health program. Indicate if this is in progress or not yet addressed by the school. | | In Progress | |

| | At Our School | In Our LEA | Unsure | Need Assistance (Please describe.) |
|---|---|---|---|---|
| We have a School Health Advisory Council. Check all that apply. | | X | | |

| | | Need Assistance (Please describe.) |
|---|---|---|
| What other areas of Coordinated School Health Programs are you working on implementing in your school? Please explain. | Foods from any source other than Environmental Health Services inspected facilities (i.e. stores or restaurants) shall not be served to students during snack time, celebrations (such as international theme days) or as rewards (no homemade goods). This procedure does not apply to students who bring their lunch to school. Schools shall not use foods or beverages that do not meet Eat Smart Nutrition Standards as rewards for academic performance or good behavior or for celebrations (this includes birthday celebrations). Students are encouraged to bring healthy choices for snacks and avoid items high in fat, sugar and/or sodium. Suggestions for healthy snacks include: Fruit, popcorn, Granola bars, etc. | |

# Safe Schools Plan

**According to NC Code 115C-105.47, each school must have a comprehensive safe schools plan. The following are components of that plan:**

- Student code of conduct and designated consequences for violating the code
- Roles and responsibilities of all school personnel in maintaining a safe and orderly learning environment
- Procedures for identifying and serving the needs of students at risk of academic failure or of engaging in disorderly or disruptive behavior
- Mechanisms for assessing the needs of disruptive and disorderly students, providing services to them and removing from the classroom when necessary
- Measurable objectives for improving school safety and order
- Professional development clearly matched to the objectives for improving school safety and order
- Plans to work with local law enforcement and court officials to ensure safety
- Methods of providing a safe physical environment
- Parent involvement in planning for school improvement, safety, and alternative education placements
- School conducts a needs assessment annually (from students, teachers, parents, and staff) to determine their percep school safety and climate
- School has programs, strategies and/or activities that promote good behavior/citizenship

## Strategies for maintaining safe and orderly climate, addressing the needs of students at risk, and providing services for students assigned to alternative programs.

| What will be done? | Who will be in charge? | When will it be done? | What are the needed resources (including staff development)? | What are the costs | What are success indicators? |
|---|---|---|---|---|---|
| Revitalize Joyner Unified Discipline Plan by continuing Responsible Discipline (RDP, by beginning training for RDP and training new staff in discipline procedures. | Principal | 2009-10 | Ongoing staff development from GCS on RDP | None | Fewer suspensions. Fewer students coming to the office for misbehavior |
| Continue In- school Time-out plan (sending student to another room) | RDP Team | 2009-10 | Faculty and Staff | None | Fewer students in the office for misbehavior |
| Update Crisis and Emergency Plan Yearly | Principal: Crisis Team | 2009-10 | Previous Year's Plan | None | Current, up-to-date information for emergency situations |
| Continue Kid's Voting | Teachers | 2009-10 | Kids Voting Rep; GCS Kids Voting Materials | None | Increase in political and social awareness |
| Implement In-School-Suspension Program | Principal: Designated staff member to supervise | 2009-10 | Classroom; Additional instructional materials; computer; Counselor | None | Fewer out- of- school suspensions |
| | | | | | |